



## PANZA AGM Agenda Thursday 18<sup>th</sup> July 2024,

### Zoom only

#### 1. 7.30 AGM start – Karakia, blessing and centering

Claire welcomed the meeting with a Karakia, Dale offered a centering

#### 2. Apologies, then checking for quorum and for financial membership status.

**Present:** Committee: Dale Wiren, Kim Frances, Claire Virtue, Tania Tanfield, Leanne Flavell

Members: Jerry Stewart, Nichola Beamish, John Kingston, Catherine Russell, Mathew Steen, Deryn Cooper, Beverley Holt, Bernarda Sheppard, Bill Rout, Jan Kemp, Delwyn McPhun, Caroline Stronge (17)

**Apologies:** Angela Mellish, Tracey King, Meg Carbonatto, Vaughan Jones, Peter Crowe

#### 3. Matters arising from 2023 Minutes. Nothing of note at this time

Motion to accept the minutes as true and fair - moved by Kim Frances seconded by Claire Virtue.

#### 4. Chairperson's Report. Kim Frances delivered the Chairpersons report (add Bernarda's name to the acknowledgements.)

Motion to accept chairpersons report - moved by Dale Wiren, seconded by Tania Tanfield

Tena Koutou Katoa! Kia ora! Ahiahi pai! Good evening everyone.

My name is Kim Frances and I have the privilege and challenge of being the current Chair of PANZA – a role I accepted in February of this year, following on from the dedicated work of Catherine Russell.

First up, I'd like to thank each and every one of you, for attending this year's annual general meeting. AGM's are an opportunity for members to lean into the required and generative business of PANZA.

Later in this meeting, I'll introduce our current committee more fully, but for now, let me acknowledge our current serving members - Tania Tanfield, Dale Wiren, Leanne Flavell, Claire Virtue and Angela Mellish. Thank you all, it is a pleasure to work with you.

This report reflects the work and aspirations of the PANZA committee – fruits of the last year of work. We have certainly been well occupied.

I'd like to mention specifically our recent administrative achievements and two upcoming tasks, and very briefly our professional development activity.

#### 1. Recent administration achievements

The new Incorporated Societies Act (2020) required additions to our association's rules.

Like every incorporated society, PANZA must have a rules document – a constitution. This legal document sets out our purpose for being, and how we will operate. PANZA's rules were first established in 2011, or more accurately perhaps, our Rules established PANZA in 2011. There have been minor amendments over the years.

**The new legislation required us to add dispute resolution procedures.**

This process is available in the event of a dispute between members. It feels important to clarify that it is completely distinct from our clinical complaint process, though like it, the ethic of right-relating is front and centre, and it aligns with principles and processes of natural justice.

The intention behind the inclusion, applicable to all incorporated societies no matter their purpose for being, is to mitigate against the peril that can sometimes arise when there is inadequate structure and processes in place for managing disputes. The time for designing these things is not when things have gone 'pear-shaped'.

The procedure we adopted and somewhat adapted, offers a structured pathway for dispute resolution. It does not prescribe that all or any dispute between members needs necessarily to use the process, but it is available for use. It does not replace or redefine our ethical responsibilities to each other as expressed in our Code of Ethics.

**We were also required to institute a consent and disclosure declaration for the Officer roles within PANZA, namely, Chair, Treasurer, Secretary.**

People accepting these roles are now required to declare they are not disqualified from holding the role for any of the listed reasons – such as being an undischarged bankrupt or having recent convictions for fraud. I can report that so far, so good! It appears we may be in reputable hands!

**As we attended to these legal requirements, we took the opportunity to include a 'Conflict of Interest' Policy - applicable to committee members.**

Responding to actual, potential and/or perceived conflict of interest is part of good governance, and it is particularly relevant in contexts where 'dual roles' abound, something our community frequently navigates.

**Finally in this process ...**

we clarified some wording within our Rules (such as our member categories) and made necessary structure and numbering alterations.

**Members can access PANZA's updated ...**

Rules, the disputes resolution procedures, the conflict-of-interest policy, and our code of ethics via our website.

**I'd like to extend sincere thanks to all those who participated in April's Special Meeting to give effect to these changes.**

Some valuable refinements were made to these documents during that hui. We had some good analytical minds amongst us, some 'big picture' holders and all of us, throughout, were quite patient, I think.

These admin tasks were necessary, though honestly, quite taxing. Special thanks are due to Tania Tanfield and Dale Wiren, our secretary and treasurer respectively, who coordinated so much of this work in the preceding months.

## **2. Current admin challenges**

**PANZA's clinical complaint process.**

An appointed subcommittee navigated PANZA's first ethics complaint during 2022/23. The complaint was concluded prior to the last AGM and referenced in the Chairs report at that time.

The process gave us insight into the strengths of our existing process, whilst also alerting us to areas that need greater clarity and some change.

This work has begun and progresses at a rather slow rate given our other work at hand, and because each procedural decision has flow-on effect.

We are also needing to learn more about how our process might interface with the requirements of the Health and Disability Commission, and the range of approaches taken by our sibling Professional Bodies.

### **PANZA's engagement with Psychosynthesis South Pacific, 'PSP'.**

For several years now, PSP has been building capacity toward provision of clinical Counselling and Psychotherapy training. As part of this, they seek PANZA's recognition as a psychosynthesis training provider, and membership eligibility for their clinical trainees and graduates.

It is the first time since its inception that PANZA is explicitly tasked with recognising a training provider.

I'd like to take a few moments to provide some background / context for the work at hand – why a process of recognition is called for and what it might entail. We'll be taking 'little bites' as we progress ....

#### ***Firstly, a little bit about what came before PSP.***

At its inception PANZA, this association, was an initiative of graduates of the Institute of Psychosynthesis NZ (IPNZ – or 'the Institute'). At that point in time, the Institute was the only provider of clinical Psychosynthesis training in New Zealand. It thus became 'a recognised provider'.

When PANZA formed, the Institute was a full 25 years into its development. The Diploma of Psychosynthesis Counselling had been on the NZQA framework for 15 years, NZAC had been accepting both counselling and psychotherapy graduates for 10 years, NZAP had been recognising psychotherapy graduates since the mid-'90's and this continued when PBANZ was formed in 2007. A lot changed in the spheres of education provision, professional identity and legislation over the course of the Institute's lifetime. The Institute adjusted accordingly.

The Institute's training stood the test of time, and the scrutiny of external education, professional and industry bodies such as NZQA, PBANZ, NZAP, NZAC and NZCCA. Enduring acknowledgment is due to founders and Directors, Helen Palmer and Peter Hubbard, as well as to the faculty who gifted inspiration and perspiration to deliver each of us, in our time, well held, deeply immersive, challenging, inspiring and life-enhancing training experiences.

It is into these ever changing, intersecting spheres of education, legislation and professional identity that PSP enter.

PANZA committee acknowledge PSP's considerable courage to enter the fray. The current PSP Trustees are mostly Institute graduates and all are members of PANZA - Bill Rout, Deryn Cooper, Delwyn McPhun, Jerry Stewart and Matthew Steen.

#### ***A bit about our understanding of where PSP is currently at in their development.***

As we understand it, PSP have engaged with PBANZ (the Psychotherapy Board of Aotearoa / New Zealand) with the intention of gaining accreditation as a Psychotherapy training provider. PBANZ is empowered by the Health Practitioners Competence Assurance Act (2003) to 'accredit psychotherapy training programmes and pathways that lead to a graduate's eligibility to apply for registration as a psychotherapist'.

At this point in their development, and until the end of this year, PSP are a 'grand-parented' provider. They are in the process of applying for formal, ongoing accreditation and our understanding this application must be completed by the end of this year.

In the meantime, as a grand-parented provider, any clinical training started this year is allowed to be brought to completion, whether or not PSP are successful in their accreditation bid this year.

Obviously there is detail that can't all be conveyed in this report, and in any case, PSP are better positioned to offer this. However, it is accurate to state that PBANZ accreditation would empower PSP to offer sequential clinical pathways; Counselling followed by Psychotherapy on some kind of ongoing basis.

If/when they gain accreditation, PSP have signalled that not all counselling graduates will go on to psychotherapy training, and we foresee there will be some aspirant psychotherapists in practice as counsellors whilst PSP wait for sufficient numbers to launch a viable psychotherapy training.

Additionally, we are aware that counselling graduates will not have earned a degree or NZQA qualification which precludes them (in the normal run of things) from becoming clinical members of NZAC for instance, or directly cross-crediting into a tertiary programme that will allow them to earn a degree or masters.

All these aspects mean, *some form of professional affiliation / identity is particularly valuable for PSP counselling graduates – and this includes any psychotherapy graduates* who might ultimately chose not to apply for registration, or are as yet unsuccessful, because they are in the same boat – without a degree or masters – and it is these qualifications that are the currency of the industry and all other professional bodies at this point in time.

The security of students and graduates who have invested heavily in terms of time and money for training, and who want to earn a living and be affiliated to a professional body needs careful consideration by both PANZA and PSP.

***A little introduction to how PANZA (this Incorporated Society) is related to PSP (a Charitable Trust).***

PANZA's constitution references both a 'recognised psychosynthesis counselling or psychotherapy qualification' as condition for clinical membership, and enrolment in 'recognised psychosynthesis courses' as condition for trainee membership.

It was PANZA who recognised IPNZ as the prior recognised provider, and it will be PANZA that recognises any subsequent provider. Recognition though is quite distinct from accreditation.

PBANZ has scope to accredit Psychotherapy training programmes (under the Health Practitioners Competence Assurance Act 2003). Thus PSP Psychotherapy graduates may be eligible to apply for registration, with or without PANZA recognition of the Psychosynthesis program. Obviously, this would be a strange situation, but I raise it to help name the realities both PSP and PANZA are working with.

PANZA and PSP are distinct and connected entities. We have mutual interest:

PSP intends for their students and graduates to be eligible for membership of PANZA.

And amongst PANZA's purposes for being, we are to;

- Be a professional association for Psychosynthesis practitioners in Aotearoa and Australia
- Advocate in the interests of Psychosynthesis practitioners and trainees, and
- Promote Psychosynthesis in Aotearoa and Australia.

PANZA therefore, may be able to look forward to a new source of membership, and PSP may be able to offer their students and graduates an affiliation pathway to this unique and sustaining psychospiritual community.

***A little about our recognition process – or at least, our working brief thus far.***

It has taken careful thinking to conceive of what a process of recognition might look like for PANZA. As mentioned before, this is the first time we have been explicitly tasked with this.

We have signalled to PSP that we will be seeking evidence of the standard of their programme of study leading to each of the qualifications offered. The scope of our due diligence will be no different from the scope of the PBANZ accreditation standards, although our emphasis will be more on quality assurance mechanisms. In very broad terms, we seek assurance that PSP's offerings are sufficiently equivalent with precedent standards maintained by the Institute. Where there are variations – additions / exclusions, we will be asking for these to be accounted for in terms of overall programme coherence. We will inquire into how PSP is meeting the current legislative, educational and industry realities. We will be seeking evidence of programme viability and feasibility.

This might seem a lot. It is. It is no less than the type of evidence PBANZ seeks. Offering training in the tertiary sector is a serious undertaking and there are serious repercussions for providers, students, the clients of students, and the reputation of Psychosynthesis if issues of viability and feasibility are not properly anticipated and addressed by PSP.

One thing that might be worth spot-lighting is our absolute clarity that quality assurance extends beyond having an excellent curriculum. Tertiary level therapeutic training calls for extensive, sustained and wise holding.

What I've just laid out may feel quite firm, and you'll notice perhaps, the care we are taking not to collapse into concessions or compromises to make life somehow easier for our colleagues in PSP who we know are already working so hard to manifest their intention.

In response to this I will make three comments.

We feel confident that our emphasis on quality assurance is no different than what PSP has willingly shouldered. Trustees and staff are wise and willing. We are hopeful that our 'asking the questions' will be helpful in PSP's journey toward accreditation, and in their movement toward an enduring relationship with PANZA.

We understand PSP is in a developmental process and we are willing to work with them at a pace that is appropriate to their capacity. We don't require PSP to be the Institute. We are asking for responsibility and transparency though, as we would for any other provider.

Lastly, we have in mind 'baby-steps'. This recognition process is new to both entities. Our intention is to maintain right-relating with PSP and amongst ourselves. We will need to manage a range of dual roles. We will need to seek outside advice from time to time.

### ***Next, an open door ...***

Earlier today PSP accepted our recent invitation to meet for the purpose of opening the recognition dialogue in earnest. This feels like something of a culmination of a dialogue begun in 2019 when PANZA and PSP had their first joint hui. All being well, the first hui will be at the end of this month.

### ***Last bite: Who gets to decide ...?***

PANZA committee will progress our recognition process as best we know how. We will gather information, form impressions and we will then report back to membership. We envisage a hui (likely a 'special meeting') in which we will make comments and recommendations to our membership. We envisage PSP will also make comments and recommendations at that hui. Then, at the right time, we will invite members to make decisions on whatever the relevant points are.

You can no doubt see, there has been a lot of digesting and there is a fair amount of work yet ahead for the committee. Thank you for bearing with me as I laid everything out. It feels important to state clearly where we have got to, and what our intentions are moving forward.

If the PANZA recognition process, or for that matter, the review of our complaint process has left you energised, we will most certainly appreciate your participation either as a committee or sub-committee member. If it has left you confused, feel free to ask questions shortly!

### **3. Upcoming professional development events.**

You will shortly receive notice of an evening workshop with Psychologist Dr Sara Calvert on the rise of client complaints, and what our individual and community responses need to be.

We hope to have a workshop shortly after, on either aspects of identity or neurodivergence – what we don't pick up this year we will move to next. At the end of this year, Peter Hubbard will return to us with an offering.

Please make sure you take advantage of the Te Tiriti-based Futures and Anti-racism Workshops we promoted earlier this year. These workshops are now online and there is a wealth of wisdom available.

Once again, I give thanks for your presence and attention, and to the committee members who have done such sterling work over the past year, including our outgoing secretary Bernarda Sheppard for the time, care and dedication given to the role over many years.

Please feel free to now make comments or ask any questions. This is the normal procedure prior to there being a motion for the report to be accepted into the record. And just a reminder that we will be opening the floor for more generalised sharing/discussion at the conclusion of the business side of the AGM. Thank you.

**5. Treasurer's report** - Dale Wiren delivered the Treasurer's report and noted that this report was extrapolated from the yearly report prepared by Paul Moloney.

Motion to accept Treasurer's report moved by Claire Virtue, seconded by Bernarda Sheppard. all present are in favour.

**Statement of Income and Expenditure:**

1. Revenue from membership subs was \$6215 compared to \$6585 in the previous year.
2. Workshop gross income was \$140 compared to \$240 last year. This does not include no fee charged amount for complimentary attendance for members.
3. After cost for workshops was \$3523 compared to \$3357 last year. (Comprised of: presenter costs, Zoom and IT). This loss also reflects our ongoing commitment to include workshop attendance in the annual membership subscription as mentioned above.
4. There was an overall trading surplus of \$512 compared to a trading surplus of \$797 last year.

**Turning to the Balance Sheet:**

The opening equity (at 1<sup>st</sup> April 2023) was \$27,799. After the net trading surplus, this brings the closing equity to at 31<sup>st</sup> March 2024 to \$28,311.

This equity of \$28,311 is represented by:

Current bank balance of:               \$3697

Term deposit of:                       \$22,500 plus accrued interest \$670 (\$23,170).

Plus Fixed Assets ie Projector, microphone, clicker and webcam cable totalling \$1924 at historical cost.

Less accounts payable being for accountancy charges of \$480.

**6. Ratification of committee members and nominations/election of committee**

Dale Wiren would like to continue on as Treasurer, all present are in favour.

Kim Frances is Chairperson, Tania Tanfield is Secretary, and the other committee members are Claire Virtue, Leanne Flavell and Angela Mellish

Motion that the current committee are to continue in their roles, moved by Kim Frances, seconded by Catherine Russell.

PANZA is without an Ethics Coordinator at this time, and the committee would welcome new members. If someone would prefer they could contribute to single projects like updating the Complaints Process for example or sub committee's like the PSP/PANZA discussions.

**7. General Business**

**a. Q & A/Membership check-in**

Claire discussed a recent sex, society and the self conference (Navigating the shoals NZAP Conference) which has a pacifica panel and indigenous panel which was very important to what is happening in general as well as in our practices. Claire would like to see a symposium or such like (papers or discussion with a psycho spiritual lens) on gender identity, cultural identity this is a large topic with a lot to talk about and explore

Delwyn recognised the PANZA committee and the time given to the PSP/PANZA discussion so far, as per the Chairperson's report.

Delwyn asked as an open question: What's happening in the community that means people are less available to join committee's and contribute to our society (in general)?

Claire discussed the load/stress a lot of people are under and asked how people could participate or join without the sense of burden that can come with these roles. By considering the community we have, and how we can reconnect again after what feels like a real disconnect since COVID, most meetings are now being held online, rather than face to face.

The consensus of the group is that connection in person is missing. How can we help our community reconnect?

PSP Hui's pre COVID were discussed fondly, and the value of having our community face to face.

Kim suggested adding this item to the Committee agenda or Visioning day agenda, starting with an online meeting perhaps .

Catherine mentioned how PANZA was created at a conference

Bernarda discussed the use of social media and digital connection, and how different that is to in person connection.

Caroline mentioned canvassing/surveying the community to see what they would like, how they would like to connect.

Nicola Beamish voiced interest / enthusiasm for a community get together

Beverly discussed the change in what the women who go on her retreat are looking for, how they are looking for strength and empowerment, and how the impact of presence, face to face meetings, and the depth of conversation which can arise through these connections.

Jan mentioned that there seems a "winter" feeling within the community.

## **9. Closing of AGM.** Leanne offered a Karakia

"May we all have the highest kindness and love for each other, and the blessings of time"

AGM Closed 9pm