

United Kingdom Association of Gestalt Practitioners 2016 ANNUAL GENERAL MEETING MINUTES

The 2016 UKAGP Annual General Meeting took place at the Study Society, Colet House, 151 Talgarth Road, London W14 9DA on Sunday 5th June 2016, 1400-1530.

Present: James Bailey, JB; Vivienne Barnett, VB; Liz Beauchamp, LB; Melinda Best, MB; Vicky Eugenio, VE; Toni Gilligan, TG; Benjamin Graham, BG; John Gillespie, JG; Dawn Gwilt, DG; Rachael Kellett, RK; Jacqui Lichtenstern, JL; Alessandra Merizzi, AM; Piotr Mierkowski, PM; Ruth Nightingale, RN; Faye Page, FP; Malcolm Parlett, MP; Hugh Pidgeon, HP; Jane Riordan, JR; Adam Smith, AS; Helen Thomas, HT; Marie Williams, MW.

Ref.: AGM16	
1	Apologies: Jen Clayton, Judy Graham, Vienna Duff, Liz Holloway, Rod London, Belinda Harris, Mel Ovans, Julia Martin, Danielle Lee
2	Minutes of AGM 2015: The Minutes of the 2015 UKAGP were proposed by LB, seconded by HT, agreed and signed by the UKAGP Chair, Jacqui Lichtenstern (voting record: For 29 Against 0 Abstain 0).
3	Matters arising: AS stated that all matters arising from the 2015 AGM minutes were addressed on the agenda with the exception of the following:
3.1	Policies Project AS described how the first policies suggested by the development of the website had been completed and are available on line as follows: a Privacy Policy; the Website Terms and Conditions; and, Cookies Information. AS confirmed that the next set of policies to be published on the website this year were suggested by current activity, as follows: a Data Protection Policy is a standard policy for any organisation holding personal confidential information; a Complaints Policy that is designed to manage expectations about the complaints response process and to provide clear differentiation concerning complaints about members that are not managed by the UKAGP; and, an Expenses Policy that has arisen as a requirement from conference organisation work. A membership policy will also be created once decisions concerning UKAGP memberships categories in relationship to EAGT membership and a new ratification processes have been devised.

	<p>Discussion: TG and LB suggested a change in title of the Complaints Policy that would better represent the purpose: i.e. Conflict Resolution. AS will amend the title accordingly and take forward the policies work this year with the assistance of UKAGP colleagues.</p>
3.2	<p>Membership (EAGT/ECP/ UKAGP Membership Criteria)</p> <p>As a response to the last meeting further research had been carried out by LB and she had asked more questions of the process when attending the EAGT General Board meeting back in March in Rotterdam. LB reported back that she had discovered that this had raised awareness regarding the issue in relation to the need to add more rigour to the process. To date there has not been a process implemented to properly check peoples registration or certification to become full members. In checking the process and criteria for becoming a member of EAGT and and the possibility to apply for a European Certificate of Psychotherapy' (ECP) from the European Association for Psychotherapy (EAP)'. It was realised by the current OC that a more robust process would be required in order to meet the requirements. The implementation of such a process has implications on the web site and resource and hence costs of "checking" and thus pricing. Clarity of the membership categories and what constitutes full membership require further research and discussion and will continue to be addressed as a priority by the OC. TG suggested that it is possible for people to gain an European Certificate of Psychotherapy (ECP) without EAGT assistance via the UKCP. FP believed that this was changing. TG said that she would clarify this and get back to the organisation to let members know via UKAGP newsletter. JL suggested that we talk more about this matter in the open discussion section of the AGM (see below).</p>
4	<p>Proposed Amendments to the UKAGP Constitution</p> <p>AS stated that the proposed changes to the UKAGP Constitution have been suggested by the work of the UKAGP Organising Committee in the year 2015/16 and asked the AGM to consider the following proposals:</p>
4.1	<p>To allow for flexibility in recruitment of new committee members and a handover period following the initial fixed three year term in post.</p> <p><u>From:</u></p> <p>6. b) Members are eligible for a second term of three years after which they must stand down and not offer themselves for election for a further three years.</p> <p><u>To:</u></p> <p>6. b) Members are eligible for a second term for a period of their choice of up to three years, after which they must stand down and not offer themselves for election for a further three years.</p> <p>Discussion: TG questioned the term 'period of choice'. A new suggestion was made with support and other voices from the group to align the flexible period with the AGM and to amend the new text to the following:</p> <p><u>To:</u></p> <p>6. b) Members are eligible for a second term for a period of one, two or three years, after which they must stand down and not offer themselves for election for a further three years.</p> <p>This amendment was proposed by Jacqui Lichtenstern , seconded by Adam Smith and approved by the AGM (voting record: For 29 Against 0 Abstain 0)</p>

<p>4.2</p>	<p>To avoid bringing the constitution for ratification if the UKAGP correspondence address changes.</p> <p><u>From:</u> 2. Registered Address The registered address of UKAGP is: United Kingdom Association for Gestalt Practitioners 201 Brettenham Road Walthamstow London E17 5AX</p> <p><u>To:</u> 2. Registered Address</p> <p><i>The correspondence address is communicated via the website.</i></p> <p>This amendment was proposed by proposed by Adam Smith, seconded by Ruth Nightingale and approved by the AGM (voting record: For 29 Against 0 Abstain 0)</p>
<p>4.3</p>	<p>To support UKAGP finance strategy, removing the clause that all expenses are paid to all members of working parties or sub-committees. This accounts for the fact that some group members belong to organisations that may be able to support its members with financial expenses in attending these groups.</p> <p><u>From:</u> d) Reasonable travel and out-of-pocket expenses incurred by Committee, sub-committee members and Working Parties in execution of the Association’s business may be reimbursed on production of a receipt or standard mileage form.</p> <p><u>To:</u> d) Reasonable travel and out-of-pocket expenses incurred in execution of the Association’s business may be reimbursed on production of a receipt or standard mileage form by <i>Committee members, and</i> sub-committee or Working Party members <i>authorised by the Organising Committee.</i></p> <p>The change was proposed by Adam Smith, seconded by Ruth Nightingale and approved by the AGM (voting record: For 29 Against 0 Abstain 0).</p>
<p>4.4</p>	<p>In support of UKAGP strategy by ensuring that the Organising Committee monitor the progress of working parties and sub-committees in supporting the aims and objectives of the UKAGP annually and to introduce transparency as to the work of these groups.</p> <p><u>From:</u> 7. Sub-Committees and Working Parties</p> <p>a) The Committee shall appoint the Chair and members of Sub-Committees. In addition the Committee shall have the power to appoint sub-committees, working parties or other groups as are needed to further the aims and objectives of UKAGP.</p> <p>b) Working parties, local and interest groups can apply to the organising Committee to be listed.</p> <p><u>To (additional clause):</u></p>

	<p>c) <i>Working parties or sub-committees will publish terms of reference that include aims and objectives on the UKAGP website and keep members informed of progress through the website and/or newsletter communication.</i></p> <p>d) <i>The Organising Committee will review all Sub-Committees and Working Parties annually and gain assurance that they are carrying out the work as intended to support the aims, objectives and strategy of the UKAGP.</i></p> <p>Discussion: AS drew attention to Vienna Duff's suggestion that the wording 'gain assurance' be changed to 'monitor' as this explicitly empowers and requires the Organising Committee to be active in assuring itself rather than being 'given' assurance. TG questioned what these additional clauses were designed to achieve. Other voices wondered if it was creating more work. HP wondered whether both new clauses could be replaced with a simple clause to indicate that working group information is published on the website and reviewed by the Organising committee. It was decided to vote on the existing proposal in accordance with procedure, as follows.</p> <p>Proposed by Adam Smith / Seconded by Jacqui Lichtenstern and not approved by the AGM (voting record: For 10 Against 10 Abstain 9).</p> <p>Discussion: The AGM agreed to take the vote as given rather than spend time at the AGM to devise a new clause as the change was not critical to the success of the organising committee in taking forward the strategy or meeting the aims and objectives of the UKAGP.</p>
4.5	ACTION: AS to update the UKAGP Constitution with approved changes (June 2016)
5	<p>2015 UKAGP Financial Report</p> <p>RN presented the financial report, demonstrating better control of the finances over the past few years and recognising the importance of conference income as critical to the financial support of the UKAGP.</p> <p>FP asked how the membership numbers compare this year with previous years. RN confirmed that the membership has increased.</p> <p>TG thanked RN for the professionalism that she has introduced into the management of the UKAGP finances. RN was applauded by the AGM.</p>
6	Approval of UKAGP accounts: The accounts were proposed by FP, seconded by TG and approved by the AGM (voting record: For 29 Against 0 Abstain 0).
7	<p>Report from the Chair</p> <p><u>Annual Overview</u></p> <p>It has been a really active and successful year for the UKAGP, with several new initiatives providing opportunities to engage with members of the organisation and those in the wider Gestalt world. It has been particularly rewarding to see some of our ideas born into reality and begin to take their place in the UKAGP community. The following is an outline of our major projects:-</p> <p><u>Conference 2015</u></p> <p>It was incredibly rewarding to see such positive results of the first Conference Organising Group (COG) in facilitating the successful 2015 Residential conference. Entitled "Engaging Our Community" it fulfilled its objectives, and brought together past, present and future Gestalt initiatives into one space. The COG,</p>

chaired by the Conference Organiser, provided an excellent opportunity for UKAGP members, not on the Committee, to get involved in a significant way.

Website

We are really excited that, at last, we have our new website. It is a great improvement that will support the continued growth and development of the organisation. This will continue to be developed and expanded and we welcome feedback from members. Thanks to the hard work and patience of the Website Working Group, particularly Jen, our administrator and Ruth, our Finance Officer.

Consultative Group

Since the launch at last year's conference of the Consultative Group a collaboration of delegates from nearly every Gestalt organisation in the UK, we have had two engaging and energising meetings, in January and June. This new group enables UKAGP to more legitimately and transparently represent the UK Gestalt community on the General Board of the European Association for Gestalt Therapy (EAGT) and offers a two way flow of information and communication. It is also acknowledged to be the first nationwide ongoing forum for meeting, dialogue and collaboration between all the various Gestalt organisations in the UK, and as such aims to support interconnecting and innovative cross-fertilisation across the country.

EAGT

This year we needed to apply for re-registration as the UK's National Organisation for Gestalt Therapy (NOGT) member of EAGT. Many thanks to our Secretary, Adam Smith, for the detailed work that went into the application. There have been two EAGT General Board meetings during the year. The first I attended in Sicily along with the AGM last September, and the second, which took place in Rotterdam was attended by Vice Chair Liz Beauchamp. Her report was presented yesterday to the Consultative Group

Trainee Limbo – pre-accreditation

At last year's Conference an exploration began about the status of the post-training, pre-accreditation trainees and the challenges they face. This was led by Helen Thomas and Dawn Gwilt, our Trainee Engagement representatives and culminated in the first UKAGP Trainee Day; thanks to them both for their commitment in making this a very successful reality yesterday.

History of Associating – Gestalt community of the UK

At the 2015 Conference a timeline was started in which participants began to record events and happenings that have taken place in UK's Gestalt History. The aim is to continue and expand this initiative with a potential of creating an oral history of UK Gestalt. I would like to note my thanks to Judy Graham who along with Faye Page has taken on the development of this project. Involvement is welcomed from other interested members.

Committee

I really appreciate the commitment of the members of the Committee, each of whom has dedicated a great deal of time and hard work in helping to create such a successful year. I would like to thank Liz Beauchamp (Vice Chair), Adam Smith (Secretary), Ruth Nightingale (Finance), James Bailey (Marketing), Helen Thomas and Dawn Gwilt (Trainee Representatives), Rachel Kellett (Membership) and Vicky

	<p>Eugenio (Committee). We will miss Dawn’s presence and involvement, as she is now standing down from the committee.</p> <p><u>Administrator</u></p> <p>Supporting the work of the Committee is the Organisation’s professional Administrator, Jen Clayton. She has been an excellent enabler and supporter of our work, helping to ensure that the initiatives have worked towards their successful conclusions. Her work and expertise in support of the development of the new website, production of the newsletters and also attendance at Committee meetings is particularly appreciated.</p> <p><u>Conclusion</u></p> <p>It has been my pleasure to Chair the Association during the past year and I look forward to the opportunities that 2016/17 will bring. The new projects and initiatives offer exciting possibilities for the coming year and our place in UK’s Gestalt community. Hopefully more people will be drawn to the UK GP, both as members and hopefully Committee members too. This coming year will be my final one on the committee and I hope this report, that outlines our work, inspires other members to get involved in shaping the future of UKAGP.</p> <p>Discussion: The members present at the AGM applauded and supported the activities of the Organising Committee as well as individual members mentioned by JL in her report.</p>
8	<p>Matters Arising: Discussion Space</p> <p>AM suggested that the group consider adding end dates to the History of Gestalt UK timeline as well as the dates organisations were founded.</p> <p>TG wondered what we as a community could do to support the Organising Committee, as they seem to be feeling overstretched. Members offered their support. MW offered to support and shadow HT with trainee representative work. LB stated that simply having options of people who we might be able to ask for assistance when needed would be very helpful. JR offered her support. TG stated that she would not know that help is needed unless asked. JL mentioned that we could also put issues and requests for assistance to the membership on the website. JR supported this suggestion as a way to make the website lively and vibrant and a place that people will want to check in to regularly. Many offers were made from members present at the AGM. The themes were about how people reach out or do not reach out, and how people may need to be asked.</p> <p>JL described the proposals for new differentiation of membership suggested by the need to add rigour to the process of ratification for membership of the EAGT, and to add a process to ratifying prospective members’ qualifications, registrations and insurance details whilst also stressing the commitment to remain inclusive by keeping an 'associate' membership category open. This was particularly important now that the UKAGP was intending to publish a publicly accessible list of therapists on the website. LB asked for the membership to respond to the proposals when they are made available via the website/newsletter and mentioned the possibility of needing to hold an Emergency General Meeting in order to take the issue forward. HT suggested that we needed to know how many members actually wanted EAGT membership. HT also stated that she wanted a clear statement from the UKAGP about what can be done to help, and if we cannot help then to</p>

	<p>make that clear as well. FP agreed and said the website could also let the membership know the procedures required to gain an ECP. MP noted the compromise that has been around for some time between those requiring 'hard-nosed accreditation' and those requiring normal membership of a community and an association. It was his hope that we might be able to keep both alive. TG supported holding both and being aware enough to not let the tail wag the dog. VB mentioned the ease with which she managed to become a member and she hoped and assumed that this was backed up with a system of checking the validity of her submissions, such as registration confirmation and insurance. There was a suggestion from members that we describe 'categories of membership' rather than 'levels of membership'. LB brought up the issue of how we might categorise 'trainees' who had not achieved qualification but were no longer part of a training organisation. MP suggested that we leave the cost low for these members in the spirit of generosity and define them as anyone on a trajectory to become an accredited member. RN/ LB/ JL suggested that whilst we might wish to be generous this would undermine the sustainability of the UKAGP as an organisation and will not allow us to support other categories of membership. LB also stated that the EAGT have a maximum period of four years for a trainee to hold trainee status and it would make sense that we replicated this. The members present at the AGM supported the organising committee in taking this work forward.</p>
<p>9</p>	<p>UKAGP Committee and Honorary Treasurer Nominations and Elections The following nominees were voted to the Organising Committee, as follows:</p> <p>James Bailey - Publicity (standing for re-election) Proposed: Jacqui Lichtenstern/ seconded: Adam Smith For 28 Against 0 Abstain 1</p> <p>Helen Thomas - Trainee Representative (standing for re-election) Proposed: Liz Beauchamp/ seconded: Jacqui Lichtenstern For 28 Against 0 Abstain 1</p> <p>Ruth Nightingale - Finance (standing for re-election - 1 year) Proposed: Adam Smith / seconded: Rachael Kellett For 28 Against 0 Abstain 1</p> <p>Belinda Harris - Committee Member Proposed: Jacqui Lichtenstern / seconded: Liz Beauchamp For 28 Against 0 Abstain 1</p> <p>Discussion: AS mentioned the Honorary Treasurer post and RN asked members to think about whom they might ask. FP mentioned that she knew someone who may wish to volunteer and would ask them and get back to RN.</p>
<p>10</p>	<p>AOB: There was no other business.</p>
<p>11</p>	<p>Date and details of the next AGM JL/LB mentioned that the next AGM would be part of the 2017 conference occurring between the 30th June and 1st July 2017 and that the date and venue would be confirmed in due course.</p>

Summary of 2016 UKAGP AGM Actions

Ref.: AGM16	Action	Who	When
3.1	Policy Project: Continue to produce policies posted to the UKAGP website as follows: a Data Protection Policy; a Conflict Resolution Policy; an Expenses Policy. A Membership policy will also be produced once decisions concerning UKAGP memberships categories and a new process for ratification has been devised.	AS/OC	2016/ 17
3.2	Membership (EAGT/ECP/ UKAGP Membership Criteria): TG to clarify it is possible for people to gain an European Certificate of Psychotherapy (ECP) without EAGT assistance via the UKCP and get back to the UKAGP Chair to let members know.	TG	tbc
4.5	Constitutional Changes: AS to update the UKAGP Constitution with approved changes.	AS	June '16
8	Timeline Project: AM suggested that the group consider adding end dates to the History of Gestalt UK timeline as well as the dates organisations were founded.	All	2016/ 17
8	Offers of Support to the Organising Committee: Set up system for people to let OC know they're available to volunteer and for OC to let membership know what help is needed. Start with list of those who volunteered on weekend. Set up relevant 'working groups' maybe which should be called something more attractive - e.g. 'creative clubs/growing groups/mobilisation movements' etc!	JL/OC	2016/ 17
8	Membership Project: UKAGP membership to respond to the proposals when they are made available via the website/newsletter and supporting the possibility of an Emergency General Meeting in order to take the issue forward.	All	2016/ 17
8	Membership Project: Clarify how many members actually wanted EAGT membership (HT).	OC	2016/ 17
8	Membership Project: UKAGP OC to make a clear statement about what can be done to help with European memberships, and if we cannot help then to make that clear as well (HT).	OC	2016/ 17
8	Membership Project: The UKAGP OC to describe 'categories of membership' rather than 'levels of membership'.	OC	2016/ 17
9	Honorary Treasurer post: FP to confirm if she has a potential volunteer to RN.	FP	2016/ 17
11	Date and details of the next AGM: JL/LB to confirm the date and venue when known.	JL/LB	2016/ 17