

ACA GOVERNING COUNCIL MEETING

MINUTES

October 16-18, 1998

Call to Order

The ACA Governing Council meeting was called to order at 8:20 a.m., October 16, 1998, at the Holiday Inn Hotel in Alexandria, Virginia. President Loretta J. Bradley presided. Governing Council members present for all or part of the meeting were as follows:

Jackie M. Allen, ASCA
Loretta J. Bradley, ACA President
Larry D. Burlew, AADA
Brian Cahillane, IAAOC
Edith V. Carlisle, IAMFC
Thelma T. Daley, ACA Parliamentarian
Rita Drapkin, AGLBIC
Donna M. Ford, ACA President-Elect
Jane Goodman, NCDA
Betty S. Hedgeman, ACA Treasurer
Robert P. Hosford, AMHCA
Joseph R. Kandor, AAC
Courtland C. Lee, ACA Past President
Terri L. Lonowski, ACEG
Linda McGee, Western Region
Brian T. McMahon, ARCA
E. Christine Moll, North Atlantic Region
Mary A. Mudd, ACCA
Marlene R. Rhodes, AMCD
Floyd Robison, ASGW
Emily Jean Runion, AHEAD
Suzanne Schmidt, Southern Region
Virginia Sykes, ASERVIC
Anita Sue Walker, Midwest Region
Gaynelle Wilson, NECA
Richard Yep, ACA Interim Executive Director

Margaret Miller, ACES Representative, was unable to be present and the Division was represented by Pamela O. Paisley.

Dr. Jesse B. DeEsch served as Process Observer to monitor the conduct of the meeting.

Other persons in attendance at the meeting as guests or observers included the following:

Robert Bakko, AMHCA President

Scott Barstow, ACA Director of Public Policy and Information
Melissa Edwards, ACA Conference Planning Department
Janice S. Gallagher, ASCA President-Elect
W. Mark Hamilton, AMHCA Executive Director
David M. Kaplan, IAMFC President
Jeanne McCormick, ACA Conference Planning Department
Andrew Miller, Director, ACA Conference Planning Department
Richard Mozier, ACA Associate Executive Director for Finance and Operations
Carol Neiman, ACA Associate Executive Director for Professional Affairs
Nancy Perry, ASCA Executive Director
Lee J. Richmond, Chair, ACA Insurance Trust
Sandra Ritter, IAAOC President
Cindy Welch, ACA Director of Human Resources
Millie Woleslagle, ACA Executive Assistant

Parliamentarian's Remarks

Parliamentarian Thelma Daley outlined the meeting rules to be used for the conduct of the meeting and discussed the procedures to be followed. She also responded to questions from the group.

Approval of Agenda

President Bradley called attention to the proposed agenda for the meeting and asked if anyone wished to submit any changes or additions to the agenda.

It was moved by Lee and seconded by Allen that: The agenda for the meeting be approved as presented. Motion passed.

Approval of Minutes from Past Meetings

It was moved by Allen and seconded by McGee that: The Governing Council approve the Minutes for the following meetings:

- ACA Governing Council, March 26-27, 1998
- ACA Executive Committee, May 26, 1998
- ACA Executive Committee, June 10, 1998
- ACA Executive Committee, August 21, 1998
- ACA Executive Committee, September 9, 1998

Motion passed.

Approval of ACEG as a Division

It was noted that due to a change in the ACA Bylaws adopted at the last Governing Council meeting, the Association for Counselors and Educators in Government (ACEG) is now eligible for Division status in the American Counseling Association. However, formal approval of this status by the ACA Governing Council is necessary for this to occur and for the ACEG representative to be seated as a voting member of the Governing Council.

It was moved by Lee and seconded by Drapkin that: The Governing Council approve the Association for Counselors and Educators in Government to be a Division of the American Counseling Association and entitled to Division privileges. Motion passed unanimously.

Financial Report

ACA Treasurer Betty Hedgeman presented a report on the current financial status of the Association. She commented on a number of specific items in the report, and responded to questions from the Governing Council. Dr. Hedgeman called attention to recommendations from the Financial Affairs Committee for Governing Council consideration.

It was moved by the Financial Affairs Committee that: The Governing Council approve the recommendation to adjust the FY 1999 approved budget downward by \$200,000.

Following some discussion of the proposal and specifically where the cuts would be made, vote was called for on the motion that: The Governing Council approve the recommendation to adjust the FY 1999 approved budget downward by \$200,000. Motion passed.

Attention was called to the revenue stream analysis that had been prepared in response to an earlier request from the Governing Council. There was discussion of this document and clarification was given.

It was moved by Schmidt and seconded by Runion that: Richard Yep and Richard Mozier analyze the cost savings that might result from a broader involvement of ACA members in the world conference as volunteers.

Following considerable discussion of this motion and of all the ramifications and possible problems from dependency on volunteers, by agreement of maker and seconder, the motion was withdrawn.

It was then moved by Lee and seconded by Paisley that: The ACA Conference Task Force in close consultation with staff conduct a total analysis, including a cost analysis, of ACA conference policies and procedures, and report back to the Governing Council by February 15, 1999. Motion passed.

Report on Possible Relocation of ACA Headquarters

By action at an earlier meeting, the Governing Council had authorized an exploration of the possibility of selling the Headquarters building and moving the ACA Headquarters to a different location. The Governing Council considered the resulting report and possible courses of action, and there was considerable discussion.

It was moved by Robison and seconded by Lee that: ACA sell its headquarters building under the ten year lease back arrangement described by Richard Mozier and the Financial Affairs Committee in the memorandum dated September 30, 1998.

Following further discussion of the motion and of what such action would mean, by agreement of maker and seconder, the motion was withdrawn.

It was then moved by Robison and seconded by McMahon that: The Financial Affairs Committee and the Executive Committee solicit proposals in relation to the potential sale/lease back of 5999 Stevenson Avenue, and recommend appropriate action to the Governing Council no later than December 31, 1999. Motion defeated.

Professional Fees Report

In accordance with previous Governing Council action, a report was submitted by Richard Yep concerning professional fees that have been incurred. This report was for information only and did not require Governing Council action.

Motion from Midwest Region to Increase Regional Allocation

Attention was called to the proposal from the Midwest Region to increase the amount of the allocation to Regions.

It was moved by Walker and seconded by McMahon that: The Regional allocation be increased from \$7,500 to \$10,000 and that this be included in the FY 2000 budget.

Following considerable discussion of this proposal, by agreement of maker and seconder, the motion was withdrawn.

It was then moved by Moll and seconded by Schmidt that: The Governing Council amend current policies regarding the Regional allocations and release the constraints presently in place for use of the allocations to the Regions and allow them to spend the money as they determine.

Following further discussion, by agreement of maker and seconder, the motion was withdrawn.

International Affairs

Dr. Courtland Lee reported to the group on his attendance at the International Association for Counseling conference and of some of the outcomes from that meeting. He then responded to questions from the Governing Council and noted several areas of possible increased involvement in the international scene.

It was moved by Allen and seconded by Carlisle that: ACA apply for consultative status as a Non-Governmental organization with the United Nations. Motion passed. It was agreed that President Bradley will write to inquire how to proceed with this application.

It was moved by Drapkin and seconded by Lee that: ACA delete the title of World Conference but that the name of the conference reflect the fact that it is a conference of the American Counseling Association. Motion passed.

Multicultural/Diversity Agenda

President Bradley advised the Governing Council that a task force has been appointed to be chaired by Courtland Lee, to look at ways to implement the recommendations from the Multicultural Summit meeting of last year.

Dr. Lee then outlined briefly how the Task Force expected to proceed and he invited input from Governing Council members. There was considerable discussion of this matter and question was raised concerning the scope and purpose of the Task Force and how it would relate to work being done by the Divisions, particularly the Association for Multicultural Counseling and Development.

It was moved by Rhodes and seconded by Mudd that: The Multicultural Diversity Agenda be referred to the Association for Multicultural Counseling and Development for recommendations.

Following further discussion, vote was called for on the motion that: The Multicultural Diversity Agenda be referred to the Association for Multicultural Counseling and Development for recommendations. Motion defeated.

It was moved by Moll and seconded by Cahillane that: The Governing Council ratify the formation of the Task Force on Multicultural/Diversity Issues and direct it to move forward with its mission to continue to explore the issues of culture and diversity as they impact upon the counseling profession. Motion passed.

Proposal to Establish Special Interest Group - Multiracial/Ethnic Concerns Committee

It was noted that this group is requesting approval to become a special interest group in ACA. In the discussion of the proposal, it was pointed out that the ACA Bylaws do not provide for special interest groups as an official entity in the association.

Following a lengthy discussion of how best to handle this request, it was moved by Lee and seconded by Schmidt that: The Governing Council supports the mission and goals of the Multicultural/Multiethnic Concerns Committee and encourages them to work with all ACA entities to educate the membership about the important issues of this population. Motion passed.

Report from ACA Insurance Trust

Dr. Lee Richmond, Chair of the ACA Insurance Trust, reported to the Governing Council on activities and developments in the Insurance Trust. Dr. Richmond then responded to questions from the group on the Trust's activities. This report was for information only and no Governing Council action was required.

Motions on ACA Membership and Governing Council Representation/Funding

Attention was called to the recommendations regarding Governing Council representation and the funding of Division representatives. It was noted that these recommendations are being submitted due to the ACA Bylaws change to eliminate the requirement that persons belong to both ACA and a Division.

It was moved by Schmidt and seconded by Goodman that: Each Division that does not require ACA membership for its members be given the responsibility of validating the number of ACA members for purposes of Governing Council representation.

Following considerable discussion, by agreement of maker and seconder, the motion was withdrawn. It was agreed that the President will ask the ACA Executive Director and the Executive Directors of affected Divisions to work out a plan to handle this operation.

It was moved by Schmidt and seconded by Goodman that: The ACA Bylaws Committee be asked to define what type of member shall constitute the basis for Governing Council representation. Motion passed.

Resolutions from Southern Region

Resolutions from Western Region

It was moved by Schmidt and seconded by Rhodes that: The Governing Council consider the resolution that the resolutions concerning “appropriate counseling responses to sexual orientation” adopted on March 27, 1998 be modified to acknowledge the freedom of conscience held by counselors of divergent views.

After some discussion of this matter, it was moved by Lee and seconded by Runion that: A substitute motion be adopted that: The resolution to modify the resolution concerning “appropriate counseling responses to sexual orientation” passed by Governing Council on March 27, 1998 be postponed until a later date and that discussion on the relevant issues continue at all levels throughout the organization. Substitute motion passed.

It was moved by Goodman and seconded by Lee that: The President be directed to appoint a small ad hoc task force to ensure that discussion of relevant issues continue throughout all levels of the Association. Motion passed.

It was moved by Schmidt and seconded by Runion that: The Governing Council consider the Southern Region resolution that asks that the full membership of ACA, in referendum form, be involved in any resolution that speaks to a social issue. Motion defeated.

It was then moved by Lee and seconded by Kandor that: The ACA President be directed to arrange an open forum on appropriate counseling responses to nonconsensus social issues at the 1999 National Conference planned in consultation with appropriate Divisions and other Association entities. Motion passed.

It was moved by Schmidt and seconded by McGee that: The Governing Council modify the resolution concerning same sex marriages passed on March 27, 1998 to acknowledge the freedom of conscience held by counselors of divergent views.

It was moved by Lee and seconded by Runion that: The resolution to modify the resolution concerning same sex marriages passed on March 27, 1998 by the Governing Council be postponed until a later date and that discussion on the relevant issues continue at all levels throughout the organization, including at the 1999 Conference Issues Forum. Motion passed.

It was moved by Sykes and seconded by Walker that: If a referendum a social issue is warranted, that *Counseling Today* be used as the mechanism. Motion defeated. The feeling was expressed that this kind of decision should wait until the Human Rights Committee has studied these issues and made recommendations.

It was moved by McGee and seconded by Schmidt that: All social advocacy items with explanation of how they will be used be received by Governing Council thirty days prior to Governing Council meetings so that they can be discussed with constituencies prior to the meeting.

Following considerable discussion of this proposed policy, vote was called for on the motion that: All social advocacy items with explanation of how they will be used be received by Governing Council thirty days prior to Governing Council meetings so that they can be discussed with constituencies prior to the meeting. Motion defeated (10 for, 11 against).

NOTE: The actions for these two agenda items covered the same ground so are included together in the Minutes.

Policy and Role on Consensus Social Issues - ACA Human Rights Committee

The Human Rights Committee had been directed to develop a policy and role on consensus social issues for submission to the Governing Council. It was noted that this has not been completed and that the Committee has some confusion concerning this directive. In the discussion, it was determined that the President would contact the Human Rights Committee to clarify the charge.

Information from Strategic Planning Committee

It was noted that the Chair of the Strategic Planning Committee had contacted leaders of the Association to prioritize goals included in the strategic plan and to determine if these goals are still relevant. There was considerable discussion of the strategic plan and of the extent to which the Governing Council should be involved in developing such plan.

It was moved by Moll and seconded by McGee that: The Governing Council recommend to the Strategic Planning Committee that they develop a time frame and quantifiable and measurable objectives in addition to goals. Motion passed.

It was moved by Lee and seconded by Cahillane that: A portion of all future Governing Council meetings be devoted to strategic planning activities. Motion passed.

Committee Appointments

This item had been placed on the agenda in the event there were any appointments to ACA Committees that might need to be approved. At this time, there are no such appointments submitted for Governing Council approval, so no action is indicated.

Motion on ACA National Awards - Public Awareness and Support Committee

It was moved by Lee and seconded by Robison that: The Governing Council encourage and recommend that each Division, Branch or other entity nominate professionals for national awards through their Newsletters and other media. Motion passed.

ACA Foundation Bylaws Revision

It was moved by Lee and seconded by Robison that: The Governing Council approve the revised Bylaws of the American Counseling Association Foundation as submitted. Motion passed.

Bylaws Revisions

There was discussion of the proposals for Bylaws changes that were received from the Bylaws Committee. It was felt that some of the questions that had been raised need to be answered before the Governing Council acts and that the Committee should take another look at these.

It was moved by Lee and seconded by McMahon that: The Bylaws changes, with the exception of Arkansas Counseling Association, Association for Counselors and Educators in Government, and changes to the ACA Bylaws, be returned to the Bylaws Committee for further review and recommendations within a month. Motion passed.

It was moved by Lee and seconded by Schmidt that: The revised Bylaws from the Arkansas Counseling Association, the Association for Counselors and Educators in Government, and the revisions to ACA Bylaws Article IV, Section 1B and Article II, Section 1(c), lines 5-6, be approved. Motion passed.

It was moved by Cahillane and seconded by Goodman that: The Governing Council approve the amendments to the Bylaws of the International Association of Addictions and Offender Counselors as proposed and including the recommendations of the ACA Bylaws Committee. Motion passed.

It was moved by Cahillane and seconded by Lee that: The Governing Council instruct the ACA Bylaws Committee to review the ACA Bylaws paying special attention to contradictions and inconsistencies and to recommend potential solutions, with a report to occur at the next business meeting of the Governing Council. Motion passed.

Motion on Internet Counseling

The Governing Council was informed that a Cyber/Technology Task Force has been established and that this group will be studying the whole area of new technology and that the Governing Council will be kept informed of the Task Force's progress.

In view of the establishment of this Task Force, there was no further action taken on this topic at this meeting.

Motion on Model Licensure Bill

It was moved by Goodman and seconded by Schmidt that: The Governing Council endorse a 48 hour master's degree as the basis for counselor licensure.

In the discussion of this motion it was noted that other groups require 60 hours minimum and questions were raised about the advisability of endorsing the 48 hour requirement.

Following the discussion, vote was called for on the motion that: The Governing Council endorse a 48 hour master's degree as the basis for counselor licensure. Motion defeated.

ARCA Requests

It was moved by McMahon and seconded by Hosford that: ACA recognizes and affirms that preparation of students educated by both the Council on Rehabilitation (CORE) and the Council for Accreditation of Counseling and Related Educational Programs (CACREP) accredited programs is functionally equivalent for purposes of licensure; and further, that ACA recognizes and affirms that National Certified Counselors (NCC's) and Certified Rehabilitation Counselor (CRC's) have met equally rigorous standards of education and experience in achieving these credentials. Motion passed.

Motions from Ethics Committee

It was moved by Lee and seconded by Robison that: The proposed Ethics Committee Adjudication Panel Process be reviewed and approved by the ACA Governing Council.

There followed a lengthy discussion of this proposal and a number of issues were raised. It was pointed out that previous Governing Council action established that there should be an adjudication panel and that the intent of this proposal was to establish the process by which the panel would be set up and would function. Points brought in the discussion included:

- ◆ Need to consider financial implications before taking further action.
- ◆ Is an adjudication panel properly a function of ACA and its Ethics Committee or would it more properly be a function of a licensing body.
- ◆ Need to carefully consider the potential liability for this kind of activity.
- ◆ Need to determine how the panel members would be selected and by what body.
- ◆ Feel a need to know about all the ramifications in setting up such a panel before taking action.
- ◆ Need to know more about what other professional associations do in this area.

As a result of the discussion, it was moved by Allen and seconded by Walker that: The motion that the proposed Ethics Committee Adjudication Panel Process be reviewed and approved by the ACA Governing Council be tabled until such time as the Governing Council has adequate information to make a decision. Motion passed and the motion was tabled.

It was moved by Lee and seconded by Robison that: The proposed Layperson's Guide to Ethical Decision-Making be reviewed and approved by the ACA Governing Council.

In the discussion that followed, a number of points were raised. These included:

- ◆ There are a number of clerical errors that need to be corrected before the document would be disseminated.
- ◆ Need to clarify what the Ethics Committee expects to do with the document.
- ◆ Wonder if the document includes consideration for a process other than sending complaints to ACA.
- ◆ Note that this document speaks specifically to the counselor being a member of ACA. Need to include suggestions and options to follow if the person is not an ACA member.
- ◆ Believe there is a missing link about what would be the cause for a complaint.

As a result of the discussion, it was moved by Ford and seconded by McGee that: This document be referred to the Ethics Committee for revisions and updating in accordance with the recommendations from the Governing Council and the Cyber-Technology Task Force. Motion passed, and the motion is to be so referred.

It was moved by McMahon and seconded by Cahillane that: The proposed Ethics Committee Adjudication Panel Process be sent back to the Ethics Committee and a much more detailed document be provided to include how the process operates.

There was further discussion on the adjudication process, including a discussion of whether or not the action of a year previous which approved the adjudication panel should be re-visited.

Following the discussion, it was agreed by the maker and seconder that: The motion that the proposed Ethics Committee Adjudication Panel Process be sent back to the Ethics Committee and a much more detailed document be provided to include how the process operates be withdrawn. Motion withdrawn.

Motion from AADA

It was moved by Burlew and seconded by Schmidt that: The Governing Council meeting held in conjunction with the annual ACA Conference be held immediately following the conference, but this is not to be considered for the 1999 Conference.

A substitute motion was moved by Lee and seconded by Allen that: The scheduling of Governing Council meetings at the national conference be referred to the Executive Committee for study and recommendation with a report to be made by the April 1999 Governing Council meeting. Motion passed, and the motion is to be so referred.

NEW BUSINESS - Support of Wisconsin Counseling Association Licensure Effort

It was moved by Lee and seconded by Allen that: The ACA President be directed to find \$2,000 in the budget to support the Wisconsin Counseling Association licensure effort. Motion passed.

NEW BUSINESS - Designation Of Funding in FY 2000 for Legislative Grants

It was moved by McMahon for the Public Policy and Legislation Committee that: ACA designate funding within its annual budget for fiscal year 2000 for the purpose of awarding legislative grants to state branches.

Following some discussion, it was moved by Robison and seconded by Burlew that: This motion be referred to the Financial Affairs Committee for further study. Motion passed and the motion will be so referred.

NEW BUSINESS - Urge AASCB to Make Counseling Licensing/Credentials a High Priority

It was moved by McMahon for the Public Policy and Legislation Committee that: The ACA Governing Council urge the American Association of State Counseling Boards (AASCB) to make portability of counselor licensing/credentials a high priority. Motion passed.

NEW BUSINESS - Public Policy and Legislative Agenda for 106th Congress

It was moved by McMahon for the Public Policy and Legislation Committee that: The ACA Governing Council approve the Public Policy and Legislative Agenda for the 106th Congress as submitted with the amendments agreed upon by Governing Council. Motion passed.

NEW BUSINESS - Designation of Funds for Policies and Procedures Task Force

It was moved by Runion and seconded by Ford that: An amount of \$800 be designated from the current budget to cover the expenses of the Policies and Procedures Task Force for the current fiscal year.

Following discussion of this motion, by agreement of maker and seconder, the motion was withdrawn. It was agreed that the President should discuss this request with the Financial Affairs Committee to determine where money could be found to fund this request.

Officers/Interim Executive Director Report

President Bradley called attention to the reports from the President, President-Elect, Past President and Interim Executive Director. She invited each of these persons to add comments to the written reports if they so desired. These reports were for information only and no Governing Council action was required.

Task Force Reports

President Bradley advised the Governing Council of the formation of four Task Forces in addition to the Task Force on Multicultural/Diversity, and she briefly described the charge to each. She noted that the work of the Task Forces is just getting under way and there are no recommendations for Governing Council consideration at the present time. Thus, the five Task Forces are:

1. Task Force on Multicultural/Diversity

2. Task Force on Revision of ACA Policies and Procedures
3. Task Force on Development of Advocacy Theme Papers
4. Task Force on Future ACA Conventions
5. Task Force on Cyber/Technology

Commendation to ACA President

It was moved by Sykes and seconded by a number of Governing Council members that:
The Governing Council express high commendation to President Loretta Bradley for her leadership during this, her first Governing Council meeting. Motion passed.

Adjournment

There being no further business, the meeting of the ACA Governing Council was adjourned at 10:45 a.m., on October 18, 1998.

EXDIR:mj
011299