



AMERICAN COUNSELING
ASSOCIATION

**Governing Council Meeting
March 25-27, 2019
Hilton Riverside
New Orleans, Louisiana**

Minutes

The ACA Governing Council meeting was called to order at 5:05pm on Monday, March 25, 2019. President Simone Lambert presided. Governing Council members present for all or part of the meeting were as follows:

Simone Lambert, President
Heather Trepal, President-elect
Gerard Lawson, Past President
Thelma Duffey, Treasurer, *Ex-officio*
Niloufer Merchant, Process Observer
Judy Daniels, Parliamentarian
Richard Yep, CEO, *Ex-officio*
Suzanne Degges-White, Governing Council Representative, AADA
Donna Gibson, Governing Council Representative, AARC
Elsa Soto Leggett, Governing Council Representative, ACAC
Shane Haberstroh, Governing Council Representative, ACC
Monica Osburn, Governing Council Representative, ACCA
Marty Jencius, Governing Council Representative, ACES
Mark Scholl, Governing Council Representative, AHC
Jane Rheineck, Governing Council Representative, ALGBTIC
Carlos Hipolito-Delgado, Governing Council Representative, AMCD
Paige Nicole Dunlap, Governing Council Representative, ARCA
Elizabeth O'Brien, Governing Council Representative, ASERVIC
Jonathan Orr, Governing Council Representative, ASGW
Edil Torres Rivera, Governing Council Representative, CSJ
Leigh Falls Holman, Governing Council Representative, IAAOC
Paul R. Peluso, Governing Council Representative, IAMFC
Lynna Meadows Morton, Governing Council Representative, MGCA
Seneka Arrington, Governing Council Representative, NECA
Lisa Severy, Governing Council Representative, NCDA
Michele Kerulis, Governing Council Representative, Midwest Region
Summer Reiner, Governing Council Representative, North Atlantic Region
Melanie J. Drake Wallace, Governing Council Representative, Southern Region
Elizabeth Forsyth, Governing Council Representative, Western Region
Stacey A. Litam, Governing Council Student Representative

Others in attendance at the meeting as guests or observers include:

Natasha Rankin, Chief Operating Officer, ACA
Amy Smith, Governance Administrator, ACA
Dave Jackson, Chief Financial Officer, ACA
Tiffany Erickson, Chief Communications and Engagement Officer, ACA
David Kaplan

Dave Jackson, Chief Financial Officer, ACA
Lynn Linde, Chief Knowledge and Learning Officer, ACA
Brandi McIntyre, Executive Assistant to Chief Executive Officer
Pat Dudley, Graduate Assistant to the ACA President
Wendy Killam, 2019-2022 Governing Council Representative, AADA
Hayley Stulmaker, 2019-2022 Governing Council Representative, ACAC
Dannette Patterson, Incoming Governing Council Representative, MGCA
Jason Marotzke, 2019-2022 Governing Council Representative, Midwest Region
Kathy Ybanez-Llorente, 2019-2020 Parliamentarian, ACA

Monday, March 25

Approval of Agenda

- Agenda was approved as presented by consent.

Process Observer's Remarks

N. Merchant presented an overview of the flow of the meeting and how to submit comments throughout the meeting.

Small Groups

President Lambert gave instructions to the group about breaking out into four small work groups consisting of the following:

1. Membership Conduct
2. Organizational Structure
3. Future Focus
4. Representation

These groups are to have discussions and report out to the full group when they reconvene the following day.

The meeting recessed for the day at 7:05pm.

Tuesday, March 26

Call to Order

President Lambert called the second day of the Governing Council meeting to order at 9:04am on Tuesday, March 26, 2019.

Parliamentarian's Remarks

J. Daniels presented an overview of parliamentary procedure and provided guidance on ACA's rules for submitting motions.

Process Observer's Remarks

N. Merchant provided observations from the prior day's meeting.

Small Group Discussion

Each of the four groups reported out from the previous day's small group discussion.

- 1) Membership Conduct – The consensus was that there needs to be a policy or statement in existence regarding professional conduct or professional disposition. Discussion focused on creating a task force to find ways to address misconduct or unethical behavior of professional counselors. President Lambert stated that she would consult with CEO Yep and divide the policies up amongst certain committees and staff.
- 2) Organizational Structure – Report noted that members as well as leaders appear to lack clarity of ACA's organizational structure. There was some confusion as to why ACA no longer required membership in divisions as well as a sense that ACA is in competition with some of the divisions and branches rather than a partnership. Feedback also included that ACA's leadership may be overly-weighted towards participation by counselor educators rather than practitioners. Discussion also included the different identities of counselors: being counselors first, but also being ACA members, division members, counselor educators, having practices, etc.

Representation - Report noted the need to bring people together to reach the needs of the membership through the divisions. They discussed the various opportunities that could be presented for different resources and settings, such as an award for school counselors, licensed professional counselors, or counselor supervisors; Emerging Leader Certificate Program, and micro trainings. Discussion also focused on how to leverage what divisions, and how a sense of being engaged or sense of belonging can foster a sense of representation

The full Governing Council further discussed issues of diversity, as well as concerns of focusing on one particular group.

- 3) Future Focus – Report noted that they looked at what the future would bring and the implication for counseling, discussing topics such as tele-mental health counseling and possibly offering credentialing for this, as well as artificial intelligence and the use of apps and other virtual counseling resources and tools. Climate change and the direct impact that it has on the mental health and quality of life of people was also a focus of discussion, as well as school based mental health needs and the need to advocate through legislative action with single payer health care plans and other types of insurance plans.

The full Governing Council continued the dialogue on climate change issues and as well as the need for tele-mental health counseling for the comfort of those that don't want to go into the traditional setting.

FY2020 Priority Initiatives Discussion and Consideration

President Lambert presented information on ACA's FY2019 Priority Initiatives, solicited a straw poll on which initiatives the Governing Council would prioritize for FY 2020. The three that were voted on were:

1. Working to advance and insure that licensed professional counselors enjoy seamless portability of their licenses when moving to other states, practicing across state lines and engaging in tele mental health counseling.

2. Working to ensure equitable consistent and adequate reimbursement for appropriate educated trade licensed professional counselors in all practice settings.
3. Raising awareness among the public and consumers about the benefits provided by the counseling profession.

The result and discussion were continued later in the meeting.

CEO Report

CEO Yep presented an update on the ACA's accomplishments during FY2019 noting that this was the first full year working under the new strategic plan. He reported out on:

- Financial state of ACA – The approved budget calls for \$6,947 of net income for FY2019 (revenue less expense). Currently, ACA has enough in reserves to cover seven and on-half months of operating expenses.
- New Orleans Conference registration numbers – 4,364 have registered for the New Orleans Conference. This number will rise with our onsite registrations.
- Membership numbers – 52,141 members
- Deeper dive of staff – 53 current staff compared to 64 in 2017. This is attributable to increasing efficiencies, as well as a few vacancies that will be filled prior to June 30.
- Argosy resources for displaced students and faculty – In only seven days, ACA had information and resources posted on the website.
- Brand and Engagement – Membership charts were explained to include voter participation and membership retention.
- CEO Scorecard – The work plan for the year are driven by the three drivers adopted by the board.

Process Observer's Remarks

N. Merchant reported her observations from the day's meeting.

Treasurer's Report

Treasurer Duffey presented an update on ACA's current financial position for FY2019. She provided an update on:

- The Financial Affairs Committee – Roles and responsibilities as well as who serves on this committee to include ACA staff support and outside advisors
- Overview of fiscal year 2019 at January 2019 – ACA's Net Operating Income is at \$267,000 better than budget. ACA has tracked quite well financially compared to where we thought we would be seven months into the FY2019.
- FY2020 Budget Process – The process of producing the budget that is in line with ACA's Strategic Priorities while maintain fiscal responsibility.
- Global Strategies – Two new initiatives impacting FY2020 budget are the international meetings that ACA will be co-sponsoring: *Let the Voices Be Heard*, in Belfast, Northern Ireland and the 6th Asia Pacific Rim Confederation of Counselors Conference, in Brisbane, Australia.

Treasurer Duffey and CFO Jackson presented an overview of the proposed budget for FY2020, as recommended by the Financial Affairs Committee (FAC).

To meet the ACA's desired goals and budgetary objectives, the FAC recommended a dues increase in the FY2020 budget. Per, ACA Policy 201.3 all dues increased must be approved by the Governing Council based on the recommendation of the FAC.

It was moved by Marty Jencius to accept the FY2020 Budget and seconded by Michele Kerulis. MOTION WITHDRAWN.

- It was moved by the Financial Affairs Committee, that the Governing Council increase membership dues for Fiscal Year 2020 by \$4 for Regular and Professional members and \$3 for Student, New Professional, New Professional 2 and Retiree members. MOTION CARRIED.

The FY2020 budget was developed in alignment with the Strategic Drivers in the 2018-2021 Strategic Framework of Advocacy, Practice Support, and Relevance, along with continuing the essential ongoing work of ACA. The FY2020 budget supports the priority initiatives identified by the Governing Council along with our essential ongoing work, and

- Includes an increase in membership dues by \$4 for Regular and Professional members and \$3 for Student, New Professional, New Professional 2, and Retiree members
 - Includes an increase of \$1.00/member for division Managed Service Agreement fees
 - Includes an increase of \$2.50/member for division journal processing fees
- It was moved by the Financial Affairs Committee that the Governing Council adopt the Fiscal Year 2020 proposed budget \$13,455,778 in Operating Expenses and Excess Operating Net Revenues over Operating Expenses of \$1,681. MOTION CARRIED.

CEO Performance Management

President Lambert reported that the CEO is reviewed by the Executive Committee in June of every year. ACA has used several different assessments and worked with consultants during the past years on this process, most recently with Quatt and Associates. The proposed, updated process is based on the 2018-2021 strategic framework developed and adopted by the Governing Council in April 2018.

The CEO evaluation will come from three sources: CEO Scorecard Assessment, the Leadership Assessment, and the Staff Upward Feedback.

Quatt has developed a scorecard model for ACA based on ACA's strategic framework divided into the strategic drivers and the key operational goals ongoing drivers.

The Executive Committee is still working on the rating scale. The final ratings on the scorecard would lead to a performance assessment and compensation awards.

The performance timeline and calendar was provided, and a discussion took place about the role of Quatt and Associates and concerns about the Likert scale being proposed.

Nominations and Elections

G. Lawson, Chair of Nominations and Elections Committee, presented the candidate slate for 2020-2021 President-Elect, included on the consent agenda.

G. Lawson shared that the Nominations and Elections Committee completed a survey of past candidates for President-Elect for ACA of the last ten years, asking candidates for feedback on

what worked, what didn't work, what was clear, what wasn't clear regarding ACA's nominations and elections process, which offered insights on how to move forward on the revisions for the proposed 2019-2020 Nominations & Elections Handbook.

He shared that consistent feedback from past candidates indicated questions and confusion regarding campaigning, and the proposed revision to the handbook provides for allowing campaigning within reason. Discussion by the board followed, including questions regarding the criteria for being able to be nominated (serving as either a Governing Council Representative, a Division President, and/or a Regional Chair), noting that a situation can develop where a candidate could have served as a Division President and a Region Chair, but never served on the Governing Council.

Due to time restraints, President Lambert tabled this discussion until the following day.

- It was moved by G. Lawson and seconded by M. Kerulis to suspend the rule regarding introducing new motions and vote on them the same day for the remainder of this Governing Council Meeting. MOTION CARRIED.

Interstate Licensure Compact

Chief Knowledge & Learning Officer Linde provided an update on ACA's Interstate Licensure Compact initiative.

- The contract has been signed and ACA is working with Dan Logsdon who is coordinator at the National Center for Interstate Compacts at The Council of State Governments.
- The Advisory Board is currently being identified and should be complete by the end of August. It will consist of approximately 20 people, not all counselors.
- Once the people are identified, the list will be sent to CSG, and he and his staff will vet the candidates and create the Board.
- The Board will then start meeting and determine what the elements of the compact will look like. The Advisory Board will come up with their recommendations, and starting this fall, a team of lawyers who work with the Interstate Compact Group on drafting the compact.

Meeting recessed for the day at 4:56pm.

Wednesday, March 27

Call to Order

President Lambert called the third day of the Governing Council meeting to order at 9:11am on Wednesday, March 27, 2019.

Nominations and Elections

G. Lawson, continued the conversation pertaining to Nominations and Elections Handbook changes, noting that future voting on the ACA President-elect will not require a forced rank vote. Discussion continued about allowing campaigning, with the focus on how to ensure equity and equality for each candidate and the potential of creating undue hardship and burden for the candidates.

- G. Lawson moved and L. Falls Holman seconded to accept the proposed changes to the 2019-2020 Nominations & Elections Handbook, with the exception of the rules on campaigning, and refer the handbook back to the committee for further revisions.
MOTION WITHDRAWN.

Motion on Actions on Transgender and Nonbinary Issues and Concerns

Because of the financial impacts the Actions on Transgender and Nonbinary Issues and Concerns will be referred to the Financial Affairs Committee.

Motion on Action on Indigenous People's Rights and Concerns

Because of the financial impacts the Action on Indigenous People's Rights and Concerns will be referred to the Financial Affairs Committee.

2019-2020 Executive Committee, Nominations and Elections Committee, and Financial Affairs Committee Members

The following members were elected to the following 2019-2020 committees:

2019-2020 Executive Committee

Melanie Drake Wallace
Carlos Hipolito-Delgado
Mark Scholl

Nominations and Elections Committee

Summer Reiner
Marty Jencius

Financial Affairs Committee

Elizabeth Forsyth
Elizabeth O'Brien

FY2020 Priority Initiatives Discussion and Consideration

President Lambert announced the results of the voting from the previous day.

- 1) Working to advance and ensure that licensed professional counselors enjoy seamless portability of their licenses when moving to other states and practice across state lines and engaging in tele counseling.
- 2) Raising awareness among the public and consumers about the benefits provided by the counseling profession.
- 3) Building a diverse, inclusive and engage pipeline of counselors who will serve well into the 21st century.

Concern was raised by CEO Yep that in order to add a new initiative, ACA will need to remove an existing one because the budget was passed based on the previous year's initiatives. There was a straw poll conducted as to whether it would be a preference to institute these initiative in FY2020 or FY2021. The majority agreed to FY2021.

- G. Lawson moved and M. Kerulis seconded that ACA continue with the three priority initiatives identified in FY2019, and work to incorporate 3.1 Building a diverse, inclusive and engage pipeline of counselors who will serve well into the 21st century in FY2021.
MOTION WITHDRAWN.

Motion to approved Work Group on Counselor’s Roles in Addressing Impact of Climate Change

- It was moved by G. Lawson and seconded by S. Litam that the Governing Council charge a work group to understand the emerging needs relating to climate change and mental health, and to address how counselors can help to mitigate the mental health impact of climate change on individuals and communities. MOTION CARRIED.

Motion to Approve Task Force for Development of Members Professional Disposition

- It was moved by M. Jencius, C. Hipolito-Delgado, P. Peluso, S. Degges White, E. O’Brien, and L. Meadows Morton and second by S. Litam that the ACA President will charge a task force to research, develop, and present a proposed ACA Member Professional Disposition document to include, but not be limited to, areas of member representation in the public, social media practice, unprofessional conduct, and process for adjudication, for the Governing Council to review and consider adopting at the annual Governing Council meeting in April 2020. MOTION CARRIED.

Consent Agenda

It was moved by C. Hipolito-Delgado and seconded by L. Meadows Morton to accept the consent agenda as presented. MOTION CARRIED.

The following reports are included in the consent agenda:

- Governing Council Meeting Minutes
 - January 26, 2019
- Executive Committee Meeting Minutes
 - August, 2018
 - January, 2019
- Approval of FY18 Audit Report
- Approval of 2020-2021 President-elect Slate
- Acceptance of President’s Report
- Acceptance of President-Elect’s Report
- Acceptance of Past President’s Report
- Acceptance of Reports
 - Audit Committee
 - Awards Committee
 - Branch Development Committee
 - Bylaws Committee
 - Compensation Committee
 - Ethics Committee
 - Graduate Student Committee
 - Human Rights Committee
 - International Committee
 - Nominations and Elections Committee
 - Professional Standards Committee
 - Public Policy & Legislation Committee
 - Publications Committee
 - Research & Knowledge Committee
 - Crisis Preparedness and Trauma Counseling Task Force
 - Cultural Encounters Task Force
 - Mental Health & Averting Addiction Task Force

- Counselor Compensation Task Force
- Parity Task Force
- Portability Task Force
- Acceptance of Division and Branch Bylaw Amendments

Endorsed Disability-Related Counseling Competencies

The Governing Council endorsed Disability-Related Counseling Competencies proposed by ARCA.

- Having a disability is an experience that is shared by many individuals across every segment of the population. Therefore, it is highly likely that counselors of all backgrounds and specializations will, from time to time, work with persons with disabilities (PWDs). This set of competencies is intended to serve as a resource and provide aspirational guidelines to help shape best practices in counseling by expanding meaningful understanding and support of PWDs in contemporary American society. The goal of this document is to encourage counselors to pursue the competencies identified below to better understand and assist PWDs and is not intended as a mandatory list of standards that must be met in order to provide effective counseling to PWDs. It is recommended that counselors and counselor training programs support the attainment of these competencies among all counselors, in recognition of disability as a part of personal identity and cultural diversity and in affirmation of their professional commitment to social justice.

Approved Advocacy Statement for Transgender and Nonbinary Issues and Concerns

The American Counseling Association adopted the following advocacy statement:

- The American Counseling Association (ACA) is committed to nondiscrimination and prevention of harassment in all forms (verbal, physical, sexual, emotional, and psychological), including protections for all diverse groups including protections for transgender and nonbinary individuals. ACA recognizes the stress and psychological impact of discrimination and is committed to helping counselors advocate for nondiscrimination policies and practices in their schools, colleges/universities, clinical mental health settings, communities, and in the nation. ACA encourages counselors to utilize the American Counseling Association Competencies for Counseling with Transgender Clients, the ACA Advocacy Competencies and the Association for Multicultural Counseling and Development Multicultural and Social Justice Counseling Competencies when working with individuals, their families, and the organizational institutions that are impacted.

Approved Advocacy Statement for Indigenous People's Rights and Concerns

The American Counseling Association (ACA) adopted the following advocacy statement:

- The American Counseling Association (ACA) stands in alliance with indigenous communities and recognizes the need for counselors to provide counseling services and community interventions that are culturally sensitive, trauma informed, and evidence-based practices. ACA also supports the United Nations' Declaration of the Rights of Indigenous Peoples, which recognizes and honors the dignity, well-being, and self-determination of indigenous people. Furthermore, ACA recognizes the importance of decolonizing the counseling profession and promoting culturally specific/relevant practices in the counseling field that address the needs and concerns of indigenous populations.

- Awareness of American Mental Health Counselors Association (AMHCA) Disaffiliation Statement
- Approval of FY2020 Committee & Taskforce Appointments
- Approval of FY2020 Parliamentarian
- Approval of FY2021 Treasurer
- Acceptance of CACREP Report
- Acceptance of NBCC Report

FY2020 Priority Initiatives

President Lambert went on record saying that staff is to maintain our current Priority Initiatives for FY2020 and may implement what was selected for next year, but that they will have time to prepare.

Task Force for Consideration of Annual Priority Initiatives

The Governing Council charged the Executive Committee with developing a task force to create a suggested process and timeline for choosing annual Priority Initiatives in support of the 2018-2021 Strategic Drivers.

- It was moved by L. Falls Holman and seconded by S. Reiner that the Executive Committee develop a Task Force to develop a suggested process and timeline for choosing Strategic Initiatives. MOTION CARRIED.

Disaffiliation of American Mental Health Counselors Association (AMHCA) from ACA

In November 2018, the Governing Council received notice from the American Mental Health Counselors Association (AMHCA) that they wished to disaffiliate from the American Counseling Association as a national division. After discussion and negotiation with AMHCA, the ACA CEO reported that AMHCA fulfilled the requirements to complete their disaffiliation from ACA as of March 14, 2019. Both organizations look forward to continued collaboration on issues that will benefit mental health counselors and the profession.

Statement was accepted by Governing Council.

Adjournment

There being no further business, the March 2019 meeting of the ACA Governing Council was adjourned at 12:05pm.