

**Governing Council Meeting  
March 29-30, 2016  
Dr. Thelma Duffey, Presiding**

**Minutes**

The ACA Governing Council meeting was called to order at 9:05 a.m., March 29, 2016. President Thelma Duffey presided. Governing Council members present for all or part of the meeting were as follows:

Alan Burkard, ASCA  
Kent Butler, AMCD  
Thelma Daley, Parliamentarian  
Judy Daniels, CSJ  
Suzanne Degges-White, AADA  
Thelma Duffey, ACA President  
Paige Dunlap, ARCA  
Perry Francis, ACCA  
Donna Gibson, AARC  
Sharon Guild-Stitt, MGCA  
Stephen Giunta, AMHCA  
Shane Haberstroh, ACC  
Bret Hendricks, IAMFC  
Lisa Jackson-Cherry, ASERVIC  
Michael Kocet, ALGBTIC  
Simone Lambert, IAAOC  
Gerard Lawson, ACES  
Niloufer Merchant, ASGW  
Terry Mitchell, North Atlantic Region  
Debra Osborn, NCDA  
Diana Pals, Western Region  
Michelle Perepiczka, AHC  
Sue Pressman, NECA  
Dee Ray, ACAC  
Ricshawn Adkins Roane, Student Representative  
Catherine Roland, ACA President-elect  
Chris Roseman, Midwest Region  
Robert Smith, ACA Past President  
Melanie Drake Wallace, Southern Region  
Richard Yep, CEO  
Elias Zambrano, Treasurer

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

Julie Baumgart, ASCA Chair  
Julie Beaver, Executive Assistant  
Carol Bobby, President and CEO, CACREP  
Denise Brown, Senior Director, Membership Relations  
Christian Chan – President-elect, Maryland Counseling Association  
Holly Clubb, Director, Leadership Services  
Stephanie Dailey, President-elect, ASERVIC; MCA President

Joe Dear, ACA Member  
John Duggan, Manager, Professional Development  
David Kaplan, Chief Professional Officer  
Frank Lane, CORE Executive Director  
Courtland Lee – Former ACA President  
Lynn Linde, ACA Senior Director, Center for Counseling Practice, Policy and Research  
Christie Lum, Leadership Services Coordinator  
Odis McKinzie, ACA Intern  
Sean Nixon – President, Idaho Counseling Association  
Patty Nunez, President, CORE  
Verna Oliva, Parliamentarian-designate  
Jeffrey Parsons, CACREP, Chair  
Natasha Rankin, ACA COO  
Jane Rheineck, Treasurer-Designate  
Helena Rindone, Chair of Graduate Student Committee  
Bonnie Robbins, ASCA Assist Chair  
Carol Salerno, Controller  
Shon Smith – Southern Region Chair  
Art Terrazas, Director, Government Affairs  
Stacy Waterman, ACA Member

#### **Approval of the Agenda**

It was moved by C. Roseman and seconded by P. Francis to approve the agenda.  
Motion Passed.

#### **Parliamentarian's Remarks and Meeting Rules**

Thelma Daley presented the basics of Parliamentary Procedures using a PowerPoint presentation.

#### **Strategic Thinking and Roles of a 21<sup>st</sup> Century Board Member**

Richard Yep led a training focusing on strategic thinking. This was the first of a four-part activity.

#### **Governing Council Meeting with CACREP Leadership**

The Governing Council was provided an opportunity to ask questions of the CACREP Leadership, Carol Bobby, President and CEO, CACREP and Jeffrey Parsons, CACREP, Chair.

#### **Financial Report**

Elias Zambrano, Treasurer provided a report on the activities of the Financial Affairs Committee since July 1, 2015. Dr. Zambrano introduced the members of the Financial Affairs Committee and gave a brief summary of the roles and responsibilities of the Committee.

Dr. Zambrano also provided a summary of the status of the FY2016 budget and an overview of the proposed FY2017 budget.

### **Motions from the Financial Affairs Committee**

It was moved by the Financial Affairs Committee that Governing Council adopt the FY2017 proposed budget reflecting \$13,843,530 in Operating Revenues, \$13,842,880 in Operating Expenses, and excess Operating Revenue over Operating Expenses of \$650.

Motion passed.

### **Motion from the Audit Committee**

It was moved by the Audit Committee that the Governing Council approve the audited financial statements for the year ending June 30, 2015 as provided by RSM US LLP.

Motion passed.

### **Strategic Thinking and Board Development**

Richard Yep led the second component of strategic thinking activities.

### **Reports for Officers and CEO**

Written reports were submitted by the President, President-elect, Past President and CEO. These reports were for information purposes and no action was required.

### **Consent Agenda**

Corrections to the July 2015 meeting minutes:

- Sharon Guild-Stitt was present at the meeting
- Corrections to the statement made by Niloufer Merchant

These corrections will be made prior to publishing these minutes.

The following items have been removed from the Consent Agenda:

- Policies and Procedures Manual
- Division and Branch Bylaw Changes
- Professional Standards Committee Report
- Research and Knowledge Committee Report
- Professional Advocacy Task Force

It was moved by P. Francis and seconded by G. Lawson to approve the Consent Agenda as amended.

Motion passed.

Items on the Consent Agenda

- Approval of Minutes
  - Governing Council – July 20-21, 2015
  - Executive Committee – September 16, 2015
  - Executive Committee – December 16, 2015
  - Executive Committee – March 2, 2016
- Approval of 2016-2017 Committee Appointments
  - Awards Committee
    - Chair: Carrie Wilde (reappointment)

- Member: Lauren Shure
  - Member: Laurie Bonjo
  - Member: Kat Travis Coy
  - Member: Sandy Lopez Baez
  - Member: Shon Smith
  - Student Representative: Christian Chan (reappointment)
- Branch Development Committee
    - Chair: Bret Hendricks
    - Member: Tim Fields
    - Member: Sean Boyd
    - Member: David Ford
    - Member: Rashunda Miller Reed
    - Member: Daniel Cinotti
    - Member: Rufus (Tony) Spann
    - Student Representative: Connie Ducaine
- Bylaws & Policies Committee
    - Co-chairs: Nicole Trevena Flores and Dan Williamson
    - Member: Tonya Hammer
    - Member: Larry Burlew
    - Member: John Crawford
    - Member: Reshelle Marino
    - Student Representative: Afiya Burson
- Ethics Appeal Panel
    - Chair: Rebecca Farrell (reappointment)
    - Member: M. Janelle Disney
    - Member: Judith Miranti
- Ethics Committee
    - Senior Co-chair: Jennifer Williamson
    - Junior Co-chair: Barbara Herlihy
    - Member: Richard Deaner
    - Member: Monica Osburn
    - Member: Latasha Hicks Becton
    - Member: Peter Emerson
    - Student Representative: Tanya Lorenzi
- Graduate Student Committee
    - Co-chairs: Ashley Blount and Lawrence Richardson
    - Student Member: Halima Dargan
    - Student Member: Sade Smith
    - Student Member: Laura Pignato
    - Student Member: Elena Yee
    - Student Member: Lukas Presley
    - Student Member: Michael Borenstein
    - Student Member: Ashley Waddington

- Human Rights Committee
  - Chair: Don Trahan, Jr.
  - Member: John Super
  - Member: Verna Oliva
  - Member: Michael Chaney
  - Member: John Nance
  - Member: June Williams
  - Member: Shawn Spurgeon
  - Student Representative: Omar Fawzy
  
- International Committee
  - Chair: Vivian Lee
  - Member: Peggy Mayfield
  - Member: Ellen Armbruster
  - Member: Frances McClain
  - Member: Marcela Kepicova
  - Student Representative: Julie Matsunaga
  
- Nominations and Elections Committee
  - Member: Courtland Lee
  
- Professional Standards Committee
  - Co-chairs: Justin Lauka (reappointment) and Caroline Brackette
  - Member: Richard Balkin
  - Member: Margaux Brown
  - Member: Keith Mobley
  - Member: Kim Tassinari
  - Member: Tiffany Cologne
  - Member: Frank Andrisani
  - Student Representative: Quentin Hunter
  
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- Public Policy & Legislation Committee
  - Chair: William Green (reappointment)
  - Member: Carol Sommer
  - Member: Matthew Lyons
  - Member: Patty Nunez
  - Student Representative: Summer Allen
  
- Publications Committee
  - Chair: Kelly Wester
  - Member: Matthew Glowiak
  - Member: Theodore Remley
  - Member: Nicole Pulliam
  - Student Representative: Kristina Wilkerson
  
- Research & Knowledge Committee
  - Chair: Richard Balkin (reappointment)

- Member: Robtrice Brawner
  - Member: Wendy Killam
  - Member: Sejal Barden
  - Member: Ana Puig
  - Member: Leslie Kooyman
  - Member: Franco Dispenza
  - Student Representative: Camille Wood
- Acceptance of Reports
    - Divisions
    - Regions
    - Branches
    - Committee and Task Forces
  - Network Competencies - Animal Assisted Therapy Competencies

This ends the Consent Agenda.

**Motion: Endorsement of the International Association for Educational and Vocational Guidance Statement**

It was moved by J. Daniels and seconded by D. Osborn that the ACA Governing Council endorse the statement made by The International Association for Educational and Vocational Guidance on the need for educational and career guidance services for displaced migrants.  
Motion passed.

**Motion to recess**

It was moved by K. Butler and seconded by L. Jackson-Cherry to recess for the day.  
Motion passed.

**Wednesday, March 30**

**Strategic Thinking and Board Development**

The third in the series of board trainings was led by Richard Yep.

**Tennessee HB 1840**

Art Terrazas, Director of Government Affairs, provided a briefing regarding pending legislation in Tennessee regarding HB 1840. This bill will permit counselors to deny service based on their own strongly held religious beliefs. This bill is in direct violations of the *ACA Code of Ethics*. Mr. Terrazas provided details of the bill and the actions being taken by ACA and the grassroots lobbyist in Tennessee.

Small Group Activity

The topics of small group discussion were the situation in Tennessee and Model Portability Law.

## Small Group Reports:

### Group A:

#### Tennessee

- Support ACA staff and efforts they are taking
- Affirmation from all of Governing Council supporting fulling what staff is doing
- Is the Tennessee Counseling Association getting enough assistance? Can they report to us about they are doing.

#### Licensure Portability

- The chart is missing a few pieces. Under the AASCB proposal, it should say that you should have the highest license and no disciplinary charges.
- AMHCA/ACES/NBCC Proposal: it should add in if you're fully licensed in your state, or met the standards in your state then this would include all counselors that are currently licensed.
- We would prefer to think about a coalition rather than just ACA doing a proposal but they are not opposed to an ACA proposal.
- If ACA could take a firm stand, it would have a huge impact, increase membership, if we take a firm stand on being all inclusive for those counselors that have been licensed for some years especially.
- If you're fully licensed already, you shouldn't have to do anything else.
- Clarification/discussion took place around what the AMHCA/ACES/NBCC Plan states: for portability or licensure in your state you need either a degree from a clinically focused counselor education program accredited by CACREP or certification as an NCC or fulfilment of standards adopted by a state counseling licensure board.

### Group B:

#### Tennessee

- Also affirmed the current actions being taken.
- Also would like Governing Council to re-affirm the *ACA Code of Ethics*, and the non-discrimination section especially.

#### Licensure Portability

- Addressed the issues related to whether or not we wanted to muddle up the issues regarding the plans already in-place.
- Are we being invited into the conversations with the AASCB and/or NBCC/ACES/AMHCA plans; what is our partnership with them.
- Looked at issues related to hours of licensure and how there is great variability.
- We support ACA developing its own portability plan.
- There might be some dialogue that we need to have with the various parties to make sure we have a powerful position in how the portability plans is currently being described by the different entities.
- Looked at the issue of verification of hours, is it the initial license, how do we address the people that are currently in practice and do not met the licensure laws or requirements.

### Group C

#### Tennessee

- They appreciate the work that ACA staff is doing.

- Would like to see more education and possibly the use of technology to better educate us and our members on Tennessee.
- Came up with additional targeted groups who could support ACA's position:
  - Looking at constituents in Chamber of Commerce
  - Religious Communities (Methodist Community)
  - Universities
  - Licensing Board in Tennessee
  - Other practicing professions, especially in the medical field; impact other practitioners
- Would like ACA to look at strategies of how we address this issue when we are in Tennessee for the 2017 Conference
- Looked at affirming ACA; want to put forward a motion:
  - The Governing Council re-affirms the support of the ACA staff and Government Affairs Committee in its efforts to defeat Tennessee HB1840.

#### Licensure Portability

1. Information could have been provided to us more in advance to allow us as individuals to look over some questions and come together as a group.
2. Discussed two existing proposals and finally decided that ACA should develop its own portability plan possibly using some of the components of the other plans:
  - a. Existing individuals with licensure
  - b. Consider rehab counselors
  - c. Like to take a methodical use of time to discuss instead of rushing to come up with a specific plan and to logically think about what the best plan would be for portability

#### Group D

##### Tennessee

- We vigorously support *ACA Code of Ethics*
- Look at our budget going forward, consider our professional advocacy committee, do we need to devote additional resources, do we have enough money in the fund to hire additional lobbyist.
- Be more proactive rather than reactive
- Look at partnerships we have; and partnerships that we could have
- Ethical charges against ACA members who are actively engaging in things like reparative therapy
- Use media to make known and raise awareness of the issues and ACA's responses
- Donations to our professional advocacy groups
- How do we continue to support counselors and counselor educators when states pass these laws

#### Licensure Portability

- Like Plan 2, that if you are licensed in good standing then you should be able to practice in all the states
- Is this a realistic goal at this time?
- Looking at state compacts as a smaller goal
- Continuing the conversation with AASCB and divisions
- Looking at license to practice independently and being aware that some states have two tiers
- Going forward, need to look at licensure issues

#### Group E

##### Tennessee

- Finding ways ACA can be part of the narrative and education for all



- Utilizing April Counseling Awareness Month and using not just for the month but expanding it throughout
- Full support of Art and his team; there is a need for us to trust the staff and their representation of us
- Expanding our network of support; go out into the business community that is effected by a boycott and the effect on their bottom line
- Religious communities that are in support of our initiatives
- Building coalitions, especially with insurance companies
- Adding a legal component, perhaps counter-suing organizations as part of the campaign
- Building coalitions with State medical association

#### Licensure Portability

- ACA needs to own this argument and create its own plan
- Create a task force
- 48-60 hours being a major component; it seems that the argument is about hours rather than core areas; change the narrative to be more about the quality of the education than the number of hours
- Standard legislation stays in the states
- How does ACA define what we want and then invite the other groups to join us
- Recognize and respect state criteria for granting licensure

#### **Selection of Representatives to Executive Committee, Nominations and Election Committee, and Financial Affairs Committee**

##### Executive Committee:

Division: Michael Kocet  
 Division: Judy Daniels  
 Region: Melanie Drake-Wallace  
 Under-Represented Group: Kent Butler

##### Nominations and Election Committee:

Division: Niloufer Merchant  
 Region: Michelle Kerulis

##### Financial Affairs Committee:

Division: Simone Lambert  
 Region: Diana Pals

#### **Discussion Item – AASCB’s Portability Plan: Impact for ARCA Members**

Paige Dunlap, the representative from ARCA, provided additional information on how the rehab counselors or other members that may feel disenfranchisement based upon the portability plan that is being put forth by AASCB. The AASCB plan did not specify how it would impact rehab counselors. The AASCB looks at the NCE or the NCMHCE exam. Rehab counselors are licensed by taking the CRC exam. A number of states will accept the CRC exam in place of the NCE or the NCMHCE exam. ARCA would like for the Governing Council to consider how the portability plan would effect rehabilitation counselors that were licensed in states that only required the CRC exam.

### **Affordable Care Act Discussion**

It was moved by C. Roseman to refer the discussion of the Affordable Care Act to Executive Committee for further clarification from the Illinois Counseling Association.

Without opposition, the discussion will be moved to the Executive Committee.

### **Interest Network Applications**

It was moved by N. Merchant and seconded by M. Wallace that the Governing Council postpone the vote for the petition for the All Counselors Interest Network until the July 2016 meeting.

Motion passed.

It was moved by S. Dreggs-White to grant recognition of the Gerontological Counseling Interest Network. This Motion did not receive a second therefore the vote did not move forward.

### **Proposed Monetary Increases to Members**

It was moved by D. Osborn and seconded by A. Burkard that any proposed monetary increases to members (e.g., conference fees, membership dues, etc.) be accompanied by a rationale for the increase, how the specific dollar amount was determined, history of previous increases (when the increase occurred, the dollar amount, and the impact of that increase on product sales, attendance, membership numbers), a list of alternatives to increasing costs that were explored, and the benefits members can expect as a result of these increases.

Motion withdrawn and made as a recommendation to staff and Financial Affairs Committee.

### **Motions that Substantially Impact Members**

It was moved by J. Daniels and seconded by S. Lambert that Motions that will substantially impact its members in areas which include but are not limited to impacting licensure, accreditation, and livelihood, the Governing Council will solicit input from the membership and provide an opportunity for a 30 day comment period from the membership.

It was moved by J. Daniels and seconded by S. Guild-Stitt to refer this this motion to the Executive Committee.

Motion passed.

### **Motion to Request for Three Years of Test Results from NBCC**

It was moved by A. Burkard and seconded by J. Daniels that ACA request three years of test results (i.e., 2014-2016) from the National Board of Certified Counselors (NBCC) for the Counselor Preparation and Comprehensive Exam (CPCE) and National Counselor Exam (NCE) for CACREP and Non-CACREP programs to be used for an independent analysis of differences in test results to be shared at the July 2017 Governing Council meeting.

Motion defeated.

### **Motion to Include Background Information and Historical References for Motions**

It was moved by S. Lambert and seconded by J. Daniels that in the ACA Policies and Procedures Manual add an additional statement to the following policy: "Notification of Governing Council Members: The agenda item and/or motion should be sent to the Governing Council members prior to the Governing Council meeting so that the information can be read and the implications understood. ADD: "Background information inclusive but not limited to relevant motions and historical references will be provided for similar motions with sufficient time to process that information."

Motion withdrawn and made as a recommendation to staff.

### **Motion to Reaffirms ACA Staff and Government Relation Committee**

It was moved by M. Wallace and seconded by P. Dunlap that the Governing Council reaffirms its support of the ACA staff and Government Relations Committee in moving forth in efforts to defeat Tennessee House Bill 1840.

Motion passed.

### **Motion Regarding Governing Council Meetings**

It was moved by D. Osborn and seconded by A. Burkard that if a second in person meeting of the Governing Council (the non-conference meeting) is held, that it be held at approximately 6 months from the conference GC meeting and that periodic/quarterly electronic meeting are structured to have substantive issue discussions beyond focusing on quarterly updates. Furthermore, that the members of the Governing Council will be tasked with specific work groups that address timely and current issues that the Governing Council is grappling with and these work groups are required to report back to the entire Governing Council at quarterly meetings.

Motion withdrawn and referred to the Financial Affairs Committee.

### **Items removed from the Consent Agenda**

Division/Branch Bylaw Changes:

It was moved by J. Daniels and seconded by G. Lawson to approve the Bylaw Changes and to direct the Bylaws Committee to provide documentation that they have reviewed and changes are ready for endorsement.

Motion passed.

### **Motion to Appoint a Task Force**

It was moved by K. Butler and seconded by J. Daniels that the Governing Council appoint a taskforce to examine ways that ACA may strengthen its position and decision making to ensure that it is the leader and in position of strength and influence to be the voice for the profession and determine the future of the profession.

It was moved by R. Smith and seconded by P. Francis to amend the Butler/Daniels Motion to remove the words "appoint a taskforce to."

Motion passed.

It was moved by K. Butler and seconded by J. Daniels that the Governing Council examine ways that ACA may strengthen its position and decision making to ensure that it is the leader and in position of strength and influence to be the voice for the profession and determine the future of the profession.  
Motion passed.

### **Removed from the Consent Agenda**

Committee and Task Force Reports:

It was moved by G. Lawson and seconded by P. Francis to accept the reports from the Professional Standards Committee, Research and Knowledge Committee, and Professional Advocacy Task Force.  
Motion passed.

ACA Policies and Procedures Manual: The ACA Policies and Procedures Manual has been sent back to Staff to provide tracked changes.

### **Motion of Appreciation**

It was moved by R. Smith to thank President Duffey for her tireless efforts and intentional collaboration and on behalf of the Governing Council for the beautiful work that she has been doing and the progress that has been made.  
Motion passed by acclamation.

### **Motion to Design a Portability Plan**

It was moved by D. Pals and seconded by G. Lawson that by June 30, 2016 ACA design a portability plan keeping in mind the comments from our small groups.  
Motion passed by acclamation.

### **Adjournment**

There being no further business, the meeting of the ACA Governing Council was adjourned 5:32 p.m.