



**AMERICAN COUNSELING
ASSOCIATION**
counseling.org

**Governing Council Meeting
March 4, 2021
Conference Call**

Minutes

The ACA Governing Council conference call meeting was called to order on Thursday, March 4, 2021 at 2:01 pm ET. President Sue Pressman presided. Governing Council members present for all or part of the meeting were as follows:

Sue Pressman, President
S. Kent Butler, President-elect
Heather Trepal, Past President
Cirecie West-Olatunjii, Treasurer
Mike Walsh, Parliamentarian
Melanie Drake Wallace, Process Observer
Judy Daniels, Special Advisor to the President
Richard Yep, CEO, Ex-officio
Wendy Killam, Governing Council Representative, AADA
Donna Gibson, Governing Council Representative, AARC
Hayley Stulmaker, Governing Council Representative, ACAC
Stella Beatriz Kerl-McClain, Governing Council Representative, ACC
Monica Osburn, Governing Council Representative, ACCA
Marty Jencius, Governing Council Representative, ACES
Mark Scholl, Governing Council Representative, AHC
Carlos Hipolito-Delgado, Governing Council Representative, AMCD
Paige Nicole Dunlap, Governing Council Representative, ARCA
Elizabeth O'Brien, Governing Council Representative, ASERVIC
Christine Suniti Bhat, Governing Council Representative, ASGW
Edil Torres Rivera, Governing Council Representative, CSJ
Leigh Falls Holman, Governing Council Representative, IAAOC
Paul Peluso, Governing Council Representative, IAMFC
Dannette Berksteiner, Governing Council Representative, MGCA
Lisa Severy, Governing Council Representative, NCDA
Seneka Arrington, Governing Council Representative, NECA
Jane Rheineck, Governing Council Representative, SAIGE
Jason Marotzke, Governing Council Representative, Midwest Region
Summer Reiner, Governing Council Representative, North Atlantic Region
Hillary Press, Governing Council Representative, Southern Region
Elizabeth Forsyth, Governing Council Representative, Western Region

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Laura Pignato, Student Governing Council Representative was not present.

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

Anaid Shaver, President's Assistant
Dave Jackson, Chief Financial Officer
Natasha Rankin, Chief Strategy Officer
Angela Thompson, Chief Human Resources and Diversity Officer
Lynn Linde, Chief Knowledge and Learning Officer
Brian Banks, Director, Government Affairs and Public Policy
Brandi McIntyre, Governance and Executive Office Manager
Amy Smith, Governance Administrator

Welcome and Chair's Remarks

President Pressman welcomed everyone to the call and called the meeting to order. She made the following announcements:

- We successfully launched the ACA Mentorship Program last week and that we have 502 participants.
- She is in the process of establishing an ACA Anti-Racism Commission, which is a direct result of the recommendations of the task force from last summer. This will be a multi-year project, and there will be more information to come about it.
- There are two task forces that have been established since the last Governing Council meeting. One is being led by E. Forsyth and that is to look at the officer compensation. The second task force is being led by D. Bersksteiner and E. O'Brien to look at governance organizational structure.

Approval of Agenda

- It was moved by K. Butler and seconded by M. Jencuis to approve the agenda as presented.

MOTION CARRIED

Financial Report

Treasurer Olatunjii reported the following:

- We are doing very well this year financially.
- Net operating income is a little more than \$1 million ahead of budget expectations as of January 31, 2021.
- Expenses are about \$73k under budget as of January 31, 2021.
- Investments are very strong. We have \$1.7 million in cash and a little under \$10 million in investments.
- We are projecting to have about \$957k operating income for this fiscal year.

CEO Update

CEO Yep gave an update to the Governing Council on the following:


- ACA Virtual Conference Experience – that is the official brand name for it.
 - Registration – there are now 4,187 registered as of today.

- We have more than 300 content sessions
- There are just under 900 presenters.
- We have confirmed our keynote speakers. Irving Yalom, Gerald Corey and a group of his associates, Michelle Singletary, and Bassey Ikpi.
- Counseling Compact
 - Maryland, Georgia, Nebraska, and Tennessee have already introduced the compact in their states. We are waiting on three others that will possibly join this year, and as you know the magic number is ten before the commission can be formed.
 - AMHCA has yet another plan called Clipper. Sue will be talking to her counterpart at AMHCA and Rich will be talking to his counterpart at AMHCA to get a better idea of what Clipper is all about. Hopefully they will continue to support the Counseling Compact as they said they would.
- Office Lease
 - We did opt out of the remaining part of the current lease.
 - As of next week, we will have been working from home for one year and we haven't skipped a beat. There are a number of staff that have stated they would be interested in continuing to work from home and maybe only coming in a few days a week.
 - There are at least four properties that are very interested in having us as a tenant. We are reviewing all of that.
 - The next big decision-making point for the board will be toward the end of the fiscal year or the beginning of the new fiscal year. Our lease does expire in November in the building that we are currently in. We are not in a rush because we don't have to have a building to move into in December because we can continue to work the way we are, but if we can nail it down, we will.
 - We have looked at our needs.
 - We know we can reduce our footprint.
 - We are seeking staff input. Staff is not going to make the decision, but their input is important to us in terms of what they see as key to being a good work environment.
 - We will reduce expenses.
 - More details in June.
- ACA-Division Journal Program
 - There is ACA and nine of the division journals.
 - Current contract with Wiley is expiring.
 - Major Shifts: Open access & traditional revenue models
 - 7 will stay with Wiley, 3 divisions transitioning to new publishers.
 - We have reached out to the leadership of these divisions and set up meeting with everyone.
 - This doesn't happen until next year.
 - In terms of the divisions journals that are staying with us, we have eliminated the per member fee. This is a cost savings for the divisions.
- APA Accreditation of Masters Programs

- This is something we need to be mindful of because if somebody graduates from an APA accredited Masters Program, where are they going to be licensed? More than likely they are going to try to seek an LPC, which dilutes what the LPC stands for. It could have a major impact on what we're doing.
- We do not think it's going to have an impact on the counseling compact.
- ACA Anti-Racism Actions
 - There were 9 recommended actions.
 - Update database – a way to accurately identify ethnicity and race as well as disability status. Project and team lead – Chip Flater
 - Create grant program – Black ACA members to attend ACA Conferences. Project and Team Lead – Brandi McIntyre
 - Develop Black ACA member consultants (commission) – for accountability. Project and team lead – Rich Yep
 - Critical Assessment of policies & practice by outside consultant – evaluation of bylaws, policies & procedures, practices, etc. Project and team lead – Natasha Rankin
 - Resources for school counselors – so they would have the resources, training and other needs for how to combat racism. Project and team lead – Lynn Linde
 - Assess racial climate of education & counseling organizations – this won't happen before June 30th. Project and team lead – Natasha Rankin
 - Establish White Accountability Groups – as a long-term mechanism and co-facilitated by white leaders and open to all counselors and counselor educators. Project and team lead – Brandi McIntyre
 - Resource development – anti-racism growth of White counselors. Project and team lead – Natasha Rankin
 - Review and assess resources to assist law enforcement & other legal actions. Project and team lead – Dania Lofton
 - Every one of those nine items have staff leads.
 - We have conducted our kickoff meetings.
 - Project plans will be developed for each of those items.
 - Internal meetings have begun.
 - We will integrate the Anti-Racism Commission.
 - Updates will be coming from the Commission to Governing Council.
 - Teams
 - Each team will meet to establish objectives, deliverables, & timelines.
 - Report out to full group.
 - Regular update meetings with CEO and Anti-racism Commission.

ACSSW Organizational Affiliate Application

President Pressmen reminded the Governing Council that last year we invited some of the leaders from the Association of Counseling Sexology and Sexual Wellness to our meeting as part of a vetting process. Now we are at a point where we need to make a decision.

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- It was moved by M. Jencius and seconded by C. Bhatt to consider the application of ACSSW as an organizational affiliate of ACA.

MOTION CARRIED

Discussion took place among the Governing Council.


Human Rights Committee Motion in form of a resolution related to health disparities

President Pressman stated that is from the Human Rights Committee in the form of a position paper related to health disparities. The Governing Council is being asked to accept and adopt this position paper. Because the action is a proposed motion from a standing committee, it does not need a new motion.

M Scholl stated some facts about this motion on behalf of the Human Rights Committee:

- Bipoc populations have been reported recently to be receiving smaller shares of the COVID19 vaccination compared to their share of cases and deaths, and compared to their share of the total population.
- Members of bipoc populations are overrepresented in occupations in front line industries such as building cleaning services, bus drivers, postal services, and child care services and as a result they seem to be disproportionately vulnerable to environmental stressors related to anxiety, depression, and trauma.
- This motion is particularly relevant to the ACA strategic plan advocacy initiative 1.5 advocating for initiatives for programs that support clients in communities in areas that include mental health and civil and human rights.

- It was moved from the Human Rights Committee (HRC) on the Pandemic and Mental Health Disparities Resolution on the Pandemic and Exacerbated Mental Healthcare Disparities Affecting Marginalized Communities. ACA stands with Black, Indigenous, and People of Color (BIPOC) and other minoritized populations disproportionately impacted by the burden of health inequity, mental health disparities, and oppression intensified by the COVID-19 pandemic crisis. As the pandemic persists, many members of these populations face long-established and worsening mental health disparities and inaccessibility to affordable services. In fact, the disproportionate economic burden of the pandemic has exacerbated existing racial, ethnic, gender, and sociocultural disparities. Therefore, the escalating environmental stressors and socioeconomic disparities due to the pandemic can contribute to anxiety, depression, and trauma in BIPOC and other minoritized populations. Thus, ACA recognizes the need for counselors to further engage in targeted education and advocacy efforts that intentionally mitigates the widening burden of the pandemic on minoritized populations. Further, ACA fosters culturally competent training and practices that aim to support and empower minoritized individuals, families, and communities with resources to withstand



the pandemic. Given ACA's growing awareness and response to the pandemic and the resulting disparities, the HRC stands in solidarity with ACA. The HRC encourages and supports ACA's commitment to training and educating members, providing resources on the website, creating infographic data, and presenting advocacy tools for ACA members in immediate and future response to the pandemic. The HRC is dedicated to collaborating with ACA in these efforts as the need arises.

MOTION CARRIED

ACA Member Code of Conduct

President Pressman stated that ACA has a code of ethics that is focused on the practice of counseling, but as a membership organization we do not have any type of official guidelines for how we expect members to conduct themselves. Whether it is in their work as volunteers or in attendance at a conference. The ACA Member Code of Conduct is the result of a 2019 ACA task force formed to review and develop member disposition policies and procedures. Because the newly formed Member Code of Conduct resulted in policy changes, the ACA Bylaws Committee was tasked with a review of the document and process. They had a number of questions and issues that needed to be resolved. That has all been addressed and taken care of. Now we have a final draft for the Governing Council's consideration.

- It was moved by K. Butler and seconded by H. Press to consider the ACA Member Code of Conduct.

MOTION WITHDRAWN

There was discussion about whether this went to the Financial Affairs Committee. It was decided that this will need to go to FAC.

IARTC Organizational Affiliate Application

President Pressman explained that the International Association for Resilience and Trauma Counseling has expressed an interest to be an organizational affiliate of ACA. We are in the process of obtaining all of the necessary documents along with all of the feedback from the division leaders in order to vet this possible new ACA Organizational Affiliate

Powers of the Executive Committee

There was some discussion about what goes to the Executive Committee and what doesn't go to the Executive Committee.

CEO Yep stated that if is something that is time sensitive, then the Executive Committee can act in the absence of the Governing Council.

Another comment was made that it speaks to the structure of our organization. We are so large as a board and it is hard to get decisions made. At some point, we are going to have to look at a major restructuring or at least clarifying things, because a lot of things are confusing as far as who is supposed to be doing what.



Consent Agenda

- It was moved by C. Hipolito-Delgado and seconded by S. Arrington to accept the consent agenda as presented.

MOTION CARRIED

Process Observer

M. Drake Wallace presented observations from the meeting.

Adjournment

- It was moved by K. Butler and seconded by D. Gibson to adjourn at 3:54 pm ET.

MOTION CARRIED