



Counseling Compact 2022 Annual Report

Approved at the 2023 Annual Business Meeting

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About the Annual Report

The Annual Report is an overview of the various activities and growth of the Counseling Compact and its Commission during its inaugural year. From enacting its first rules and bylaws to hiring a permanent secretariat, the Commission advanced the Compact significantly.

Special thanks go to the American Counseling Association, the National Board for Certified Counselors, and the Council of State Governments for their contributions to the Compact. Additionally, the Compact would like to recognize the hard work of state commissioners and their help in moving the Compact forward.

About the Counseling Compact

The Counseling Compact is an interstate occupational licensure compact that facilitates the practice of professional counseling across state lines while maintaining public protection. The Compact allows licensed professional counselors to practice in other compact member states in person or via telehealth. It will help address increasing demand for mental health services.

Compact Development and History

2019

- The American Counseling Association contracts with The Council of State Governments to develop a compact for licensed professional counselors
- The Advisory group was formed and began meeting

2020

- The Drafting Team began meeting
- Stakeholder Review for the draft legislation occurred
- The Drafting Team reconvened to consider public comments received during the stakeholder review
- Advisory Group reconvened to review changes to the draft legislation
- Counseling Compact model legislation finalized and released to states for consideration of enactment

2021

- Two states join the compact

2022

- Fifteen more states join the compact
- Compact meets enactment threshold
- Compact Commission inaugural meeting held
- Legislative summit held for potential future member states

2023

- Monthly meetings of standing committees continue
- 12 additional states join the compact
- Legislative summit held for potential future member states
- Permanent secretariat hired
- Temporary legal counsel confirmed as permanent legal counsel
- Work begins on data system RFP

Status Update

At the end of the 2021 state legislative sessions, the Counseling Compact had just two member states. By the end of the 2022 state legislative sessions, the Counseling Compact had 17 member states, well exceeding the 10-state threshold for compact activation. The Compact now has 30 members, a map of which can be viewed on page 4.

In October of 2022, the Counseling Compact Commission convened for the first time. Since then, the Compact Commission has created three committees with standing monthly meetings (executive, finance, rules), passed rules and bylaws, and drafted a budget. Without the hard work of member state representatives and Compact staff, the Commission would not have been able to make such progress.

As with starting any operation from scratch, the operationalization of the compact has taken time. The Compact is not yet fully implemented, as privileges to practice are not being issued. The Commission is currently working to find an Executive Director and a vendor for the data system. The data system is what will allow for the transmission of licensee information between states, so it is a critical component of the Compact. The Commission hopes to proceed as quickly as possible so that practitioners can start using the Compact.

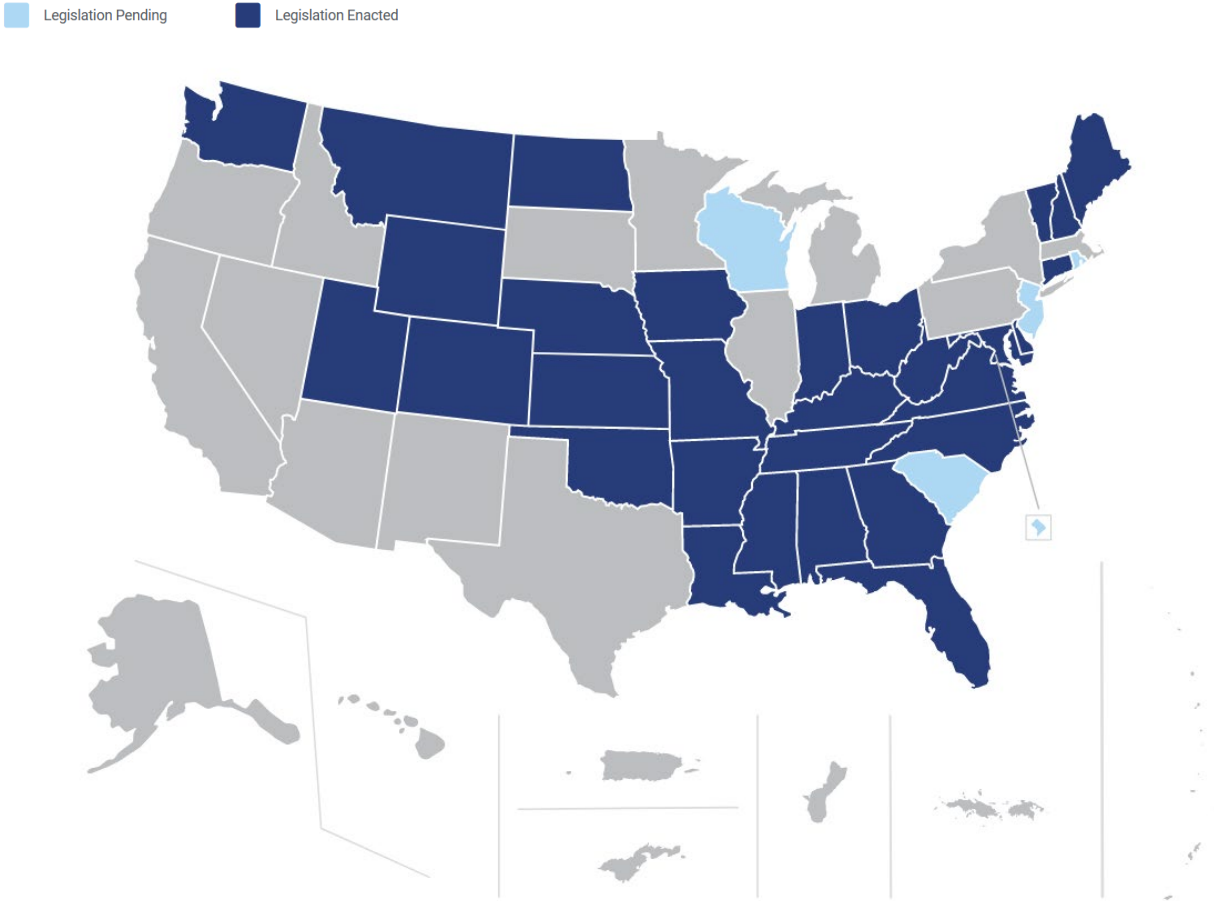
Legislative Update and Map

The American Counseling Association contracts with The Council of State Governments to provide education and outreach on the Counseling Compact.

By the end of the 2022 state legislative sessions, 17 states had enacted the Counseling Compact. By September 1, 2023, 30 states had enacted the Counseling Compact. The 13 states joining the compact in 2023 were Arkansas, Connecticut, Indiana, Iowa, Kansas, Missouri, Montana, North Dakota, Oklahoma, Virginia, Vermont, Washington, and Wyoming.

The Counseling Compact will continue outreach to potential member states in future legislative sessions.

Below is a map which includes compact member states and states with pending compact legislation.



Financial Report

This report was approved by the Finance Committee on September 6, 2023.

The Counseling Compact is currently funded by professional counseling organizations. These organizations include the American Counseling Association (ACA) and the National Board for Certified Counselors (NBCC). Once the compact is fully functional and counselors are able to apply for privileges, revenue from compact privileges will also support compact operations.

Revenue

The American Counseling Association agreed to provide up to \$1.2 million for three years. These funds will be held by ACA and the Commission must submit invoices for its expenditures.

The National Board for Certified Counselors agreed to provide \$150,000 to the Commission per year, in support of the startup costs and operational expenses of the Commission, payable in quarterly installments of \$37,500. Funds can be transferred to the Commission following the secretariat's opening of a bank account.

The Commission is authorized to charge fees to compact member states, but it has not yet determined if there will be an annual state assessment fee. The Commission is also authorized to charge fees for issuing compact privileges, but it has not yet determined what this fee will be.

Expenditures

The American Counseling Association has agreed to cover the initial funds necessary to operationalize the Commission through September 30, 2023. Thus, the Commission has not incurred any funds as of the writing of this report. The initial funds the Commission expects to incur include secretariat costs and legal and administrative staff.

The National Board of Certified Counselors has offered to cover the travel/lodging expenses for state delegates at the annual meeting if held in conjunction with the annual Counseling Summit.

Additional Information

The draft budget, as proposed by the Finance Committee and approved by the Executive Committee for full Commission consideration, is below. The draft budget is for Fiscal Year 1, which began on July 1, 2023.

Proposed Draft Budget

Fiscal Year 1 (July 2023-June 2024)

Expense Category	Budgeted Amount	Notes
Staff Support		
Salaries and Benefits (Executive Director)	\$90,000.00	1FTE; 2nd- 4th Quarter (estimate)
Contractual Services (Secretariat)	\$150,000.00	
Contractual Services (CSG - Interim Executive Director)	\$-	ACA contract with CSG to provide interim services through Quarter 1.
Communications		
Technology Access (includes email and Zoom)	\$10,000.00	Microsoft 365 Business Premium estimated \$528/year for two users; Zoom Business Plus estimated \$500/year for two users; cloud storage, etc.
Website Maintenance and Hosting (counselingcompact.org) (transition to counselingcompact.gov)	\$5,000.00	CSG to continue hosting? Placeholder, need an estimate
Database Maintenance and Hosting	\$50,000.00	Placeholder - not likely to occur in 1st FY; subsequent years this line will be only for cloud/server hosting and ongoing database maintenance
Supplies and Equipment		
Office Supplies and Equipment	\$10,000.00	Includes non-recurring set up expenses for Secretariat and Executive Director (purchasing laptop, O365, etc.)
Other Expenses		
Insurance (D&O policy for Commissioners)	\$10,000.00	Placeholder, need an estimate; will need to add cyber coverage after database is operational
Legal Contractual Services (CSG)	\$37,500.00	Estimate for 2nd-4th Quarter. ACA contract with CSG to provide interim services through Quarter 1.
IT Contractual Services (for building out the database)	\$95,000.00	Placeholder; talking to Covalent and Nursys; expenses should decrease over time as the database build is completed and it moves into ongoing maintenance
Annual Commission Meeting (conference hosting, travel, printing, etc.)	\$80,000.00	Placeholder - need to include hybrid AV requirements; consider co-locating conference w/ add'l conference
Total Expenses	\$367,500.00	

Revenue Category	Budgeted Amount	
Member Fees		
Licensee Compact Privilege Fees	\$-	For future use
State Member Fees	\$-	For future use
Late Renewal Fees	\$-	For future use
Other Revenue		
TBD		Funding Associations
TBD		Funding Associations
Total Revenue	\$-	
Change to Fund Balance	\$(367,500.00)	Some amount of surplus can be held in checking and excess amounts can be moved to interest-bearing accounts (CDs, etc.)

Compact Rules, Bylaws, and Other Governance Documents

In its first year, the Counseling Compact Commission approved several rules, bylaws, and other governance documents to help regulate the actions of the Commission. The model legislation provides the legal foundation and authority for the governance of the Compact and Compact Commission.

Approved Documents

Rule on Rulemaking

Bylaws

Commissioner Code of Conduct

Transition Timeline

Copies of these documents can be found at <https://counselingcompact.org/compact-commission/governance-documents/>.

Finance Committee

The Finance Committee provides financial oversight and ensures the Commission is operating within its budget and is developing financial resources to achieve its purposes.

Committee Members

Kim Speakman (TN)—Commission Treasurer, Committee Chair

Jamie Doming (LA)—Committee Ex-Officio, Commission Chair

Tom Black (GA)

Dr. Latofia Parker (AL)

Foley Nash (LA)

Brian Carnahan (OH)

Greg Searls (WY)

Finance Committee Meetings

Between the initial Commission meeting in October of 2022 and Finance Committee approval of this portion of the report on September 6, 2023, the Rules Committee met five times.

February 1, 2023

April 12, 2023

June 7, 2023

July 13, 2023

September 6, 2023

Finance Committee Documents

The Finance Committee approved the following documents:

- Proposed Draft Budget

Documents were forwarded to the Executive Committee for approval. The budget was forwarded from the Executive Committee to the full Commission for consideration.

Meeting agendas, minutes, and other documents can be found at:

<https://counselingcompact.org/compact-commission/meetings/>

Rules Committee

The Rules Committee develops compact rules, bylaw amendments, and policies for consideration by the Commission and for implementation by the states. It also reviews existing rules and recommends changes to the Commission.

Committee Members

Nate Brown (CO) — Chair

Ashleigh Irving (FL)

Angie Smith (GA)

Dr. Andrea Brooks (KY)

Mary Drotleff (MD)

LeeAnn Mordecai (MS)

Dr. Denauvo Robinson (NC)

Lindsey Courtney (NH)

Tony Onorato (WV)

Former Members

Gary Goodnough (NH)

Rules Committee Meetings

Between the initial Commission meeting in October of 2022 and Rules Committee approval of this portion of the report on August 23, 2023, the Rules Committee met seven times.

February 22, 2023

March 22, 2023

April 26, 2023

May 24, 2023

June 28, 2023

July 26, 2023

Aug 23, 2023

Rules Committee Documents

The Rules Committee approved the following documents.

- Proposed Draft Rule on Examination Requirements (April 26, 2023)
- Proposed Draft Rule on Definitions (July 26, 2023)
- Proposed Memorandum on Member State Requirements (April 26, 2023)

All documents were forwarded to the Executive Committee for approval. Rules were forwarded from the Executive Committee to the full Commission for consideration.

Meeting agendas, minutes, and other documents, including documents for meetings held after Rules Committee approval of this document, can be found at:

<https://counselingcompact.org/compact-commission/meetings/>

Additional Committees

Ad Hoc Committee on Data System

The Executive Committee authorized an ad-hoc committee to discuss the compact data system. This committee met once, on March 21, 2023. The committee consisted of commissioners and other knowledgeable state leaders.

Committee Membership:

Jamie Doming, Chair

Andrea Brooks

Brian Carnahan

Ashleigh Irving

Kim Speakman

Andy Miller

Other Committees

Compact Bylaws authorize additional committees, including a communications committee, compliance committee, and elections committee. These committees were not stood up during the inaugural year of the Commission.

Commission Delegates

Alabama	Dr. Latofia Parker
Arkansas	Justin Moore
Colorado	Nate Brown
Connecticut	Not Appointed
Delaware	Alison Warren
Florida	Ashleigh Irving
Georgia	Tommy Black
Indiana	Not Appointed
Iowa	Dr. Amy Mooney
Kansas	Laura Shaughnessy
Kentucky	Dr. Andrea Brooks
Louisiana	Jamie S. Doming
Maine	Kim Shaffer
Maryland	Not Appointed
Mississippi	LeeAnn Mordecai
Missouri	Gloria Lindsey
Montana	Not Appointed
Nebraska	Not Appointed
New Hampshire	Lindsey Courtney
North Carolina	Dr. Denauvo Robinson
North Dakota	Not Appointed
Ohio	Brian Carnahan
Oklahoma	Dr. Johnie Fredman
Tennessee	Kimberly Speakman
Utah	Jana Johansen
Vermont	Lauren Layman
Virginia	Ms. Jaime Hoyle, JD
Washington	Brandon Williams
West Virginia	Anthony Onorato
Wyoming	Greg Searls

Former Delegates

Nebraska	Kris Chiles
New Hampshire	Dr. Gary Goodnough