



# **Counseling Compact Annual Report Fiscal Year 2025**

July 1, 2024 – June 30, 2025

To be approved at the 2026 Annual Business Meeting

February 25, 2026  
Orlando, Florida

## Contents

<b><i>About the Annual Report</i></b> _____	<b>3</b>
<b><i>About the Counseling Compact</i></b> _____	<b>3</b>
<b><i>Compact Development and History</i></b> _____	<b>4</b>
<b><i>Status Update</i></b> _____	<b>5</b>
<b><i>Legislative Update and Map</i></b> _____	<b>6</b>
<b><i>Financial Report</i></b> _____	<b>7</b>
<b><i>Budget</i></b> _____	<b>8</b>
<b><i>Compact Rules, Bylaws, and Other Governance Documents</i></b> _____	<b>10</b>
<b><i>Committee Reports</i></b> _____	<b>11</b>
Executive Committee _____	11
Finance Committee _____	15
Compliance Committee _____	18
Rules Committee _____	20
<b><i>Executive Director Report</i></b> _____	<b>24</b>
<b><i>CAMS Annual Impact Report</i></b> _____	<b>26</b>
<b><i>Commission Delegates*</i></b> _____	<b>29</b>

## About the Annual Report

The Annual Report is an overview of the various activities and growth of the Counseling Compact and its Commission since its inception. Fiscal year 2025 was a year of growth seen in the additional information provided on the website and the development of the database system.

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 delegates and alternate temporary representatives for 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 the increasing demand for mental health services and continuity of care.

# 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
- The 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 Request for Proposals (RFP)

## **2024**

- A full-time Executive Director is hired
- Regular meetings of the standing committees continue
- Vendor is chosen to build the data system and work begins
- Eight states enact legislation to become member states

## **2025**

- The District of Columbia enacts legislation to become a member.
- Development of the data system continues and is named Compact Connect.
- Bi-weekly sprints are presented to demonstrate how the system works.
- Online and in-person presentations continue to educate the public on the progress of the system and demonstrate the process to licensees who will apply for privileges.

## 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 37 members, a map of which can be viewed on page 6.

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.

The Compact is not yet fully implemented, as privileges to practice are not being issued. The data system is what will allow for the transmission of licensee information between states, so it is a critical component of the Compact. In 2024, the Commission entered into an agreement with the Audiology and Speech-Language Pathology Interstate Compact and the Occupational Therapy Compact to formalize a database and reduce the burden of the costs to the individual compact. The Commission has also signed an MOU with the Council of State Governments to provide project management and tech review to the project.

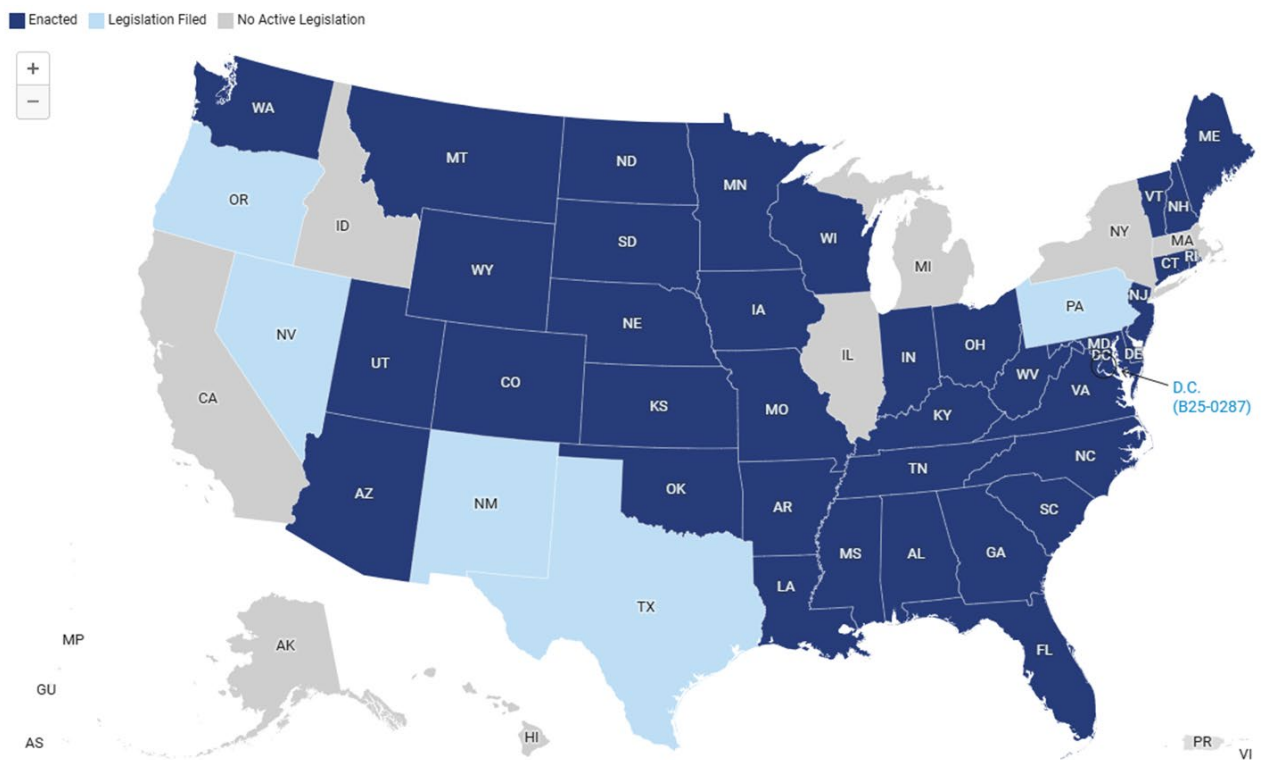
2025 saw continued growth and progress in implementing the database. The Joint Compact Commissions (JCC) worked together through weekly meetings to design and guide the build of the database system. The developers' and project managers' understanding of the project guided high-level conversations to ensure the database would function properly. This allowed the JCC to set a goal of launching the system early in Fiscal Year 2026.

## Legislative Update and Map

The American Counseling Association continues to contract with The Council of State Governments to provide education and outreach on the Counseling Compact to state legislatures in non-member states.

The Compact finished the fiscal year with 38 member jurisdictions.

Below is a map that includes compact member states and states with pending compact legislation as of June 2025.



# Financial Report

This report was approved by the Finance Committee on January 14, 2026.

Fiscal Year 2025 was funded by the continued generosity of the Counseling Compact Commission's funders. These organizations include the American Counseling Association (ACA) and the National Board for Certified Counselors (NBCC). Once the compact is fully functional and counselors can apply for privileges, revenue from those privileges will also support compact operations.

## Revenue

The American Counseling Association (ACA) agreed to provide up to \$1.2 million for three years. These funds are held by ACA, and the Commission continues to invoice for its expenditures. The CCC is now in year 3 of this funding.

The National Board for Certified Counselors (NBCC) continues to provide \$150,000 per year to support the Commission's startup costs and operational expenses, payable in quarterly installments of \$37,500. Funds were also drawn from the additional \$100,000 designated to cover development costs for the data system.

The CCC is authorized to charge fees to compact member states. The CCC chose not to pursue an annual fee to the states. Instead, it set the administrative fee at \$30 per privilege to be collected in addition to the state fee.

## Expenditures

ACA and NBCC continue to cover all expenses incurred by the CCC. This arrangement remains in place until the agreed-upon funds have been utilized or the CCC becomes self-sustaining through collected privilege-to-practice fees.

Operational expenses include secretariat, legal, and executive director services, as well as routine administrative fees for banking, website, office, travel, and annual meeting costs.

## Collaboration

The CCC, along with the Audiology & Speech-Language Pathology Interstate Compact and the Occupational Therapy Licensure Compact, continued to share the cost of developing the CompactConnect database. In addition, the Council of State Governments (CSG) provided funding for CompactConnect, attorney fees related to trademark and licensing matters, project management, and code review for CompactConnect. CSG continues to work collaboratively with ACA to provide legislative support.

## Additional Information

The budget below reflects the approved Fiscal Year 2025 budget that ended on June 30, 2025.

# Budget

Fiscal Year 2025 (July 2024-June 2025)

Expense Category	FY 2025 Budget request	Notes
<b>Staff Support</b>		
Salaries and Benefits (Executive Director)	\$ 150,000.00	1FTE; FY 24 - 75% of year, FY 25 - 100%; Salary, taxes, health insurance, half-year retirement, CAMS admin fee,
Contractual Services (Secretariat)	\$ 129,265.00	CAMS Secretariat contract
Contractual Services (CSG - Interim Executive Director)	\$0.00	2024 ACA contract with CSG to provide interim services through Quarter 1; ACA will continue contract for legislative activities. No longer a CCC item.
<b>Communications</b>		
Technology Access (includes email and Zoom)	\$ 8,000.00	Microsoft 365 Business Premium estimated \$528/per user; Zoom Business Plus estimated \$500/year per user; cloud storage, etc. Tech support, possible website host and vendor change.
Website Maintenance and Hosting (counselingcompact.org) (transition to counselingcompact.gov)	\$ 5,000.00	2024 Transfer hosting to CAMS; Transfer from .org to .gov. 2025 Monthly maintenance fee for web.
Database Maintenance and Hosting	\$ 50,000.00	This line is only for cloud/server hosting and ongoing database maintenance. FY25 anticipated with going live and issuing privileges.
<b>Supplies and Equipment</b>		
Office Supplies and Equipment	\$ 2,500.00	Includes non-recurring set up expenses for Secretariat and Executive Director (purchasing laptop, O365, etc.) Technology should be replaced every 3 years to avoid outdated technology and security issues.
<b>Other Expenses</b>		
Insurance (D&O policy for Commissioners)	\$ 10,000.00	Will need to add cyber coverage after database is operational. Liability is in place. Will need event insurance if not collocating with a CAMS event.
Legal Contractual Services (CSG)	\$ 75,000.00	2024 Estimate for 2nd-4th Quarter and include contract review from VedderPrice. 2025 per contract rate.
IT Contractual Services (for building out the database)	\$ 250,000.00	Expenses should decrease overtime as the database build is completed and it moves into ongoing maintenance. Funding through multiple sources for this item. ACA, NBCC directly to vendor. Other funds possible through DOD grant and HRSA grant but not paid from CCC account.
Annual Commission Meeting (conference hosting, travel, printing, etc.)	\$ 35,000.00	Need to include hybrid AV requirements; Will consider co-locating conference w/ add'l conference; If not co-located will be much higher.

Staff Travel	\$ 25,000.00	Conferences, state visits, etc. Counsel to attend ABM.
<b>Total Expenses</b>	<b>\$ 739,765.00</b>	
<b>Revenue Category</b>		
<b>Member Fees</b>		
Licensee Compact Privilege Fees		For future use
State Member Fees		For future use
Late Renewal Fees	\$0.00	Per Nahale, the compact does not have the authority to charge this type of fee. States might be able to, but it would fall under state fees and not late fees.
<b>Other Revenue</b>		
ACA	\$539,765.00	Funding Associations; most funds are pass through per MOU.
NBCC	\$200,000.00	Funding Associations; additional one-time \$100,000 for database development which will be paid directly to vendor not CCC and is split equally in 2024 and 2025
<b>Total Revenue</b>	<b>\$739,765.00</b>	
<b>Change to Fund Balance</b>	<b>\$ 0.00</b>	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

The Counseling Compact Commission approved several 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

Rule on Definitions

Rule on Examination Requirements

Rule on Data System Reporting Requirements

Rule on Legacy Eligibility for Privilege to Practice

Rule on Implementation of Criminal Background Check

Rule on Fees

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

# Committee Reports

## **Executive Committee**

This report was approved by the Executive Committee on December 3<sup>rd</sup>, 2025.

The Executive Committee is authorized to act on behalf of the Counseling Compact Commission (CCC) between its scheduled meetings, except in matters involving rulemaking or amendments to the Compact. All actions taken by the Executive Committee are subject to the authority and limitations established by the Bylaws, the Compact, and the Commission.

### **Voting Members**

Jamie Doming, Chair (Jul 24 – Mar 25)

Dr. Andrea Brooks, Vice Chair

Kim Speakman, Treasurer (Jul 24 – Mar 25)

Chair (Apr 25 – Present)

Dr. Latofia Parker, Secretary (Jul 24 – Mar 25)

Dr. Denauvo Robinson, Member at Large

Brian Carnahan, Member at Large (Jul 24 – May 25)

Treasurer (Apr 25 – Present)

Ashleigh Irving, Member at Large (Jul 24 – Mar 25)

Tobi Zavala, Secretary (Apr 25 – Present)

Jana Johansen, Member at Large (May 25 – June 25)

Carol Staben-Burroughs, Member at Large (Jun 25 – Present)

### **Ex-Officio Members (non-voting)**

Matt Grayson, AASCB

Dr. Lynn Linde, ACA

Dr. Beverly Smith, AMCHA

Dr. Kylie Dotson-Blake, NBCC

The Executive Committee met eleven (11) times during Fiscal Year 2025: July 3, 2024, August 7, 2024, September 4, 2024, October 23, 2024, November 6, 2024, December 4, 2024, January 15, 2024, March 5, 2025, April 2, 2025, May 5, 2025, May 21, 2025.

### **Priorities**

Throughout FY25, the Executive Committee advanced the operational, regulatory, and strategic priorities of the Counseling Compact as the CCC continued its preparations for full implementation of issuing Privileges to Practice. Operational funding for the CCC remained supported by the American Counseling Association (ACA), the National Board for

Certified Counselors (NBCC), and Department of Defense resources administered through the Council for State Governments (CSG).

Primary priorities of the CCC's Executive Committee over Fiscal Year 2025 included:

Buildout of the CompactConnect data system

Establishing the CCC Compliance Committee

Establishing Rules to govern operations and administrative procedures of the CCC

Establishment of the CCC Administrative Fee

Licensing and Trademark of CompactConnect

## **Quarterly Review**

### Quarter 1 (July 2024 – September 2024)

During the first quarter, the Executive Committee provided strategic oversight for the development of the **CompactConnect data system**, led by Inspiring Apps in partnership with the Occupational Therapy Compact and the Audiology & Speech-Language Pathology Compact. Key milestones included the completion of foundational system components and user research testing with member states and licensees.

To support transparency and stakeholder engagement, Inspiring Apps launched the **CompactConnect website** (<https://compactconnect.org>). The site serves as a central hub where stakeholders can access ongoing updates, track development progress, and review system milestones, demonstrations, and recordings of meeting modules.

Additional Executive Committee initiatives included the approval and publication of **Financial FAQs for Counselors and State Boards**, now available on the CCC website. CLEAR Association Management Services (CAMS), serving as the CCC Secretariat, expanded operational capacity by hiring a Project Coordinator to work alongside the CCC Executive Director. The Committee also established the **Compliance Committee**, tasked with designing processes to oversee and monitor each state's adherence to CCC participation requirements.

### Quarter 2 (October 2024 – December 2024)

During the second quarter, progress on CompactConnect advanced significantly this quarter, with the Executive Committee participating in demonstration sessions of the new data system. The Committee oversaw and approved several key system-development activities, including selecting a credit-card processing vendor, establishing the Administrative Fee for issuing compact privileges, and adopting additional rules governing fee collection.

The Executive Committee also approved Bylaw amendments to be presented for review

and approval at the CCC Annual Meeting. In addition, a travel policy for CCC staff and delegates was finalized and implemented.

Efforts continued to strengthen engagement with Ex-Officio Members, including clarifying each organization's role and contributions to the Compact. During this period, the CCC also became an affiliate member of the American Association of State Counseling Boards (AASCB) through a Memorandum of Understanding.

#### Quarter 3 (January 2025 – March 2025)

During the third quarter, the Executive Committee focused on preparing the Annual Report for review and approval by the full Commission at the CCC Annual Business Meeting. This meeting was held in February 2025 and was co-located with the AASCB Annual Conference in Myrtle Beach, SC.

The Executive Committee received ongoing updates on data system development, onboarding progress, and testing activities. States began onboarding and testing CompactConnect during this quarter, marking an important step toward issuing Privileges to practice.

The Committee also continued efforts to strengthen communication and collaboration with Ex-Officio Members. As part of this effort, monthly reports were established as a standing agenda item to support clearer, more consistent engagement.

#### Quarter 4 (April 2025 – June 2025)

During the fourth quarter and in accordance with the CCC Bylaws, several delegates assumed new roles on the Executive Committee:

**Kimberly Speakman**, previously Treasurer and Finance Committee Chair, assumed the role of Executive Committee Chair in April.

**Tobi Zavala** began serving as Secretary in April.

**Brian Carnahan**, formerly an At-Large Member, was elected Treasurer and Finance Committee Chair during a special election in May.

**Carol Staben-Burroughs** assumed the role of At-Large Member during a special election in June.

Additional committee appointments were made throughout the quarter to support the work of the Finance and Compliance Committees.

The Executive Committee continued to oversee state training and onboarding activities as

Inspiring Apps worked toward establishing a target go-live date for issuing privileges. In preparation for the launch of CompactConnect, the Committee participated in a joint meeting with the Occupational Therapy and Audiology & Speech-Language Pathology Compacts to discuss licensing and trademark pathways for CompactConnect. Following this discussion, the Executive Committee voted to delegate authority for overseeing the license and trademark to CSG.

### **Closing Summary**

The Executive Committee's sustained efforts throughout FY25 has strengthened the Commission's governance framework, strengthened stakeholder collaboration, and advanced the infrastructure required to initiate the issuance of Privileges to practice. The CCC is now poised to achieve a significant milestone, the launch of a fully operational data system and the issuance of Privileges to practice across state lines. This development will broaden access to care for clients in need and reduce barriers associated with state boundaries.

## **Finance Committee**

This report was approved by the Finance Committee on November 11, 2025.

The Finance Committee provides financial oversight and ensures the Commission is operating within its budget and continues to develop financial resources to achieve its purposes. Committee Members include:

### **Voting Members**

- Brian Carnahan (OH) - Commission Treasurer, Committee Chair
- Tom Black (GA)
- Megan Morgan (MN)
- Susan Meyerle (NE)
- Foley Nash (LA)
- Vacant
- Vacant

### **Non-Voting Members**

- Kim Speakman (TN) - Committee Ex-Officio, Commission Chair

Megan Morgan of Minnesota joined the Committee in August of 2025. Latofia Parker resigned from the Committee to pursue a job opportunity.

The Finance Committee met eight (8) times in fiscal year 25: July 10, 2024, August 14, 2024, September 11, 2024, November 13, 2024, January 8, 2025, March 24, 2025, May 14, 2025, and June 11, 2025. The Committee plans to continue to meet on the second Wednesday of each month.

### **Additional Information**

The FY 26 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 26, which began on July 1, 2025. The budget addresses current operating costs, but anticipates additional costs such as data security insurance, revisions to the website, and an audit of the CCC.

The Counseling Compact Commission (CCC) continues to be 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 (ACA) agreed to provide up to \$1.2 million for three

years. These funds are held by ACA and the Commission must submit invoices for its expenditures. The CCC is now in Year 2 of this funding.

The National Board for Certified Counselors (NBCC) agreed to provide \$150,000 to the Commission per year for three years in support of the startup costs and operational expenses of the Commission, payable in quarterly installments of \$37,500. In October 2023, the agreement was amended as NBCC agreed to provide an additional \$100,000 to assist with costs for the development of the data system.

The CCC bank account was established on December 20, 2023, and continues to use that same account. Routine deposits from ACA and NBCC have been made and have covered all CCC expenses.

The Finance Committee reviewed several options for a credit card vendor to handle transactions in CompactConnect. The Committee made a recommendation to the Executive Committee.

The CCC is authorized to charge fees to issue compact privileges. The Commission has approved a privilege issuance fee of \$30 per privilege. Based on this fee and the expected number of privilege requests, the Finance Committee projects the Commission may be self-funded in FY 26. The CCC is also authorized to charge fees to compact member states. Currently, the Commission has no plans to charge the member states an annual fee.

### **Expenditures**

ACA and NBCC continue to cover all expenses incurred by the CCC. This arrangement remains in place until such time that agreed upon funds have been utilized and the CCC is able to become self-sustaining through collected privilege to practice fees. The CCC anticipates generating revenue via the issuance of privileges starting in the second quarter of FY 2026.

During this fiscal year, the CCC continued its contractual relationship with CLEAR Association Management Services (CAMS) to provide secretariat services and assist the commission with administrative functions.

Operational expenses include secretariat, legal and executive director services, as well as routine administrative fees including bank, website, office, travel, and annual meeting expenses.

The CCC, along with the Audiology & Speech-Language Pathology Interstate Compact and the Occupational Therapy Licensure Compact entered a partnership to share a database system to support all three compacts. Doing so will help all three Compacts manage expenses. The Compact Commissions have worked together to set up the legal requirements so that the database may be acquired by other compacts, resulting in additional possible shared costs savings. and mutually share expenses. In May 2024, a

contractual agreement was entered into with InspiringApps to develop the database. The Council for State Governments (CSG), through an agreement with the Department of Defense, funded the initial phases of database development. The CCC and other participating compacts assumed the expenses of the database development in September 2024. CSG continues to assist by providing staffing for the product manager and IT lead for data system development, as well as working collaboratively with ACA to provide legislative support.

## **Compliance Committee**

This report was approved by the Compliance Committee on December 1, 2025.

The Compliance Committee monitors a member state's compliance with the terms of the Compact and its authorized rules.

### **Voting Members**

- Johnie Fredman (OK) – Committee Chair
- Dr. Markesha Miller (SC)- Vice Chair
- Dr. Justin Moore (AR)
- Cheryl Henry (WV)
- Tonya Schaeffer (OH)
- Laura Fazio-Griffith (OH)
- Dr. Tim Strait (WI)
- Lisa Connors (MD)

### **Ex-Officio Members (Non-Voting)**

- Kim Speakman (TN), Executive Committee Chair
- Carol Staben Burroughs (MN)
- Dr. Denauvo Robinson (NC)

Dr. Justin Moore is no longer on the committee as his delegate term ended in September, and he was not reappointed.

The Compliance Committee met five (6) times in fiscal year 25: August 5, 2024; September 9, 2024; October 7, 2024; November 4, 2024; December 2, 2024; and June 2, 2025. Meetings in January, March, and May of 2025 were canceled due to a lack of quorum.

The Committee began the year by reviewing the responsibilities outlined in statute and identifying priority areas for compliance support. Early efforts emphasized the creation of audit tools, FAQs, and checklists to assist states in understanding and meeting their obligations. Presentations from multiple interstate compacts, including Nursing, Physical Therapy, and Psychology, provided valuable insight into best practices, common challenges, and effective compliance-monitoring processes.

A major focus this year was establishing clear timeframes for reporting Current Significant Investigative Information (CSII) and adverse actions. After reviewing other compacts' approaches and with guidance from legal counsel, the Committee recommended standardized deadlines for CSII flagging, CSII removal when an investigation closes with no findings, and reporting of adverse actions. These recommendations were accepted by the

Rules Committee and advanced through the Commission's rulemaking process.

The Committee also created and refined a Compliance Checklist to support member state's self-assessment. Committee members worked to ensure the checklist clearly cites relevant statutes and rules, defines key terms, and incorporates space for states to indicate progress toward full compliance. Additional work included reviewing state websites for accuracy, evaluating data-sharing readiness, and identifying areas where expanded FAQs or guidance are needed.

Committee discussions also focused on planning for system launch, with continued monitoring of state readiness and coordination of outreach efforts. The Committee remains committed to an assistive rather than punitive approach, and will continue developing resources that help states maintain compliance and uphold the Compact's standards.

## **Rules Committee**

This report was approved by the Executive Committee on January 14, 2026

The Rules Committee develops uniform Compact rules and bylaw amendments, and policies for consideration by the Commission and concurrent implementation by the states and to review existing rules and recommend necessary changes to the Commission for consideration.

### **Voting Members**

Dr. Andrea Brooks, Committee Chair (July 24- November 25) (KY)

Dr. Justin Moore (AR)

Gloria Lindsey (MO)

Tony Onorato (WV)

LeeAnn Mordecai (MS)

Ashleigh Irving (FL)

Angie Smith (GA)

Jaime Hoyle (VA)

Milagros Collazo (NJ)

Keith Warren (AL)

### **Non-Voting Members**

Dr. Denauvo Robinson (NC)

Ashleigh Irving was a nonvoting member of the Rules Committee until her term on the executive committee ended. Dr. Andrea Brooks and Dr. Justin Moore are no longer on the committee as their delegate terms ended in the fall, and they were not reappointed.

The Rules Committee met nine (9) times in fiscal year 25: July 25, 2024; August 22, 2024; September 26, 2024; November 1, 2024; November 21, 2024; February 27, 2025; April 27, 2025; May 22, 2025; June 11, 2025

This report reviews the work of the Rules Committee for the date range of July 1, 2024 – June 30, 2025. During this time, the Rules Committee made significant progress in developing, refining, and prioritizing the rules necessary to support the effective implementation of the Counseling Compact. The Committee focused on strengthening the regulatory framework, ensuring member state clarity, and preparing the Compact for broader operational needs, including data management and the launch of Compact Connect. These are the highlights:

### **Committee Leadership**

In the August 22, 2024 meeting, Andrea Brooks became Chair after serving as Interim Chair

for the previous two months due to the resignation of Nate Brown. In the June 25, 2025 meeting, Justin Moore began the Vice Chair role. The role of Vice Chair was needed to enable continuity of meetings in the absence of the Chair.

### **Rules Approved at October 2024 Full Commission Meeting**

At the Full Commission meeting held online on October 8, 2024, two rules were approved by the Full Commission: Chapter 5 Rule on Legacy Eligibility for Privilege to Practice and Chapter 6 Rule on Implementation of Criminal Background Check. Both rules were approved by the Rules Committee prior to the date range of this report but were approved by Full Commission during the date range. The rules went into effect on November 7, 2024.

### **Full Day Meeting – November 2024**

In an attempt to approve final drafts of rules to meet the deadline for the 2025 Annual Business Meeting, the Rules Committee held a Special Meeting (full day) on November 1, 2024. At this meeting, the following bylaw amendments, rules, and policies were approved by the committee to move forward in the approval process.

- *Bylaw Amendment:* to add a date range of April 1 – March 31 for elected positions with the election to be held in February
- *Bylaw Amendment:* to allow temporary/alternate delegates to vote on committees
- *Rule on Fees:* sets the Administrative Fee at \$30 and allows member states to set their own fees
- *Policy:* Adopted a travel policy

Approval for all was provided by the Full Commission at the Annual Business Meeting held in Myrtle Beach, South Carolina on February 12, 2025. The amendments, rule, and policy officially went into effect on March 14, 2025.

### **Data Set Rule**

At the June 11, 2025 Rules Committee Meeting, an amendment to Chapter 4 Rule on Data System Requirements was presented and approved by the committee with edits. The remaining process of approval for this rule happened outside the date range of this report but is briefly provided to give a complete review of the status of this rule.

- *June 11, 2025:* Rules Committee approved the rule with edits
- *August 5, 2025:* Rules Committee held a Special Meeting to review the comments made during the public comment period. The committee reviewed and accepted comments/suggestions submitted by the Compliance Committee. The committee reviewed public comments from the state of Louisiana, made changes as a result of those comments, and drafted responses to the comments. The Rules Committee approved the new draft of the rule.

- *September 25, 2025:* Rules Committee reviewed additional public comments from Louisiana and approved changes to be presented at the Rules Hearing on October 14, 2025.
- *October 14, 2025:* A Rules Hearing was held for the Full Commission to review the proposed amendment to the Rule on Data System Requirements. This rule was approved.

### **Future Rules**

Throughout the year, the Rules Committee discussed and drafted multiple rules that have not yet advanced to the point of approval. The committee continues to work toward approval of the following rules:

- *Rule on Supervised Experience:* Section 3.A.4 requires “licensees to complete a supervised postgraduate professional experience, as defined by the Commission.” The Rules Committee spent the full year (with a brief hiatus to focus on the Rule on Data System Requirements) collecting data and discussing the wording needed for this proposed rule. This proved to be a difficult task because all states operationalize “supervised postgraduate professional experience” differently. The committee continues to work toward finding a common language and a suitable number.
- *Rule on Conversion of Privilege to Home State License:* Section 5 allows for the conversion of a “privilege to practice” to a “home state license” upon the LPC’s change of primary residence to a state where the LPC has a privilege to practice. A rule is needed to provide clarity about this process. A rule has been drafted and is being reviewed by committee members for future approval.
- *Rule on Consistent Credentialing:* States vary in the names/acronyms used for professional counselors (LPC, LPCC, LMHC, etc.). While the law specifies the use of “Licensed Professional Counselor” as the language used throughout law and rule when referencing a practitioner, there is a lack of clarity about how practitioners should identify themselves when signing their names to client documentation and presenting their credentials to clients in states where they hold a privilege. A rule is needed to provide clarity and consistency for how LPCs communicate to the public and payor sources that they are practicing through a privilege to practice and not a licensed in that state.

### **Conclusion**

The Rules Committee made substantial progress this year in developing core regulatory structures for the Counseling Compact. With several foundational rules nearing completion and priorities established for the coming year, the Committee remains committed to ensuring a clear, consistent, and effective framework that supports member

states, safeguards the public, and advances the operational readiness of the Compact.

## Executive Director Report

This report was approved by the Executive Committee on January 14<sup>th</sup>, 2026.

Fiscal Year 2025 represented a year of progress and development for the Counseling Compact. It has been an honor to serve as Executive Director during this pivotal period for the Commission.

A major milestone this year was the initiation of development for the Compact's data system, now known as CompactConnect. Extensive collaboration with the Occupational Therapy Compact and the Audiology and Speech-Language Interstate Compact contributed to the design of a shared system capable of meeting the operational needs of multiple compacts. Weekly Executive Director meetings and biweekly sprint reviews ensured steady progress and timely decision-making throughout the development process.

Stakeholder engagement and education remained a core priority. Throughout the fiscal year, I provided timely and accurate information to states, organizations, and partners as the Compact evolved. Virtual presentations were delivered to numerous jurisdictions, and in-person presentations were conducted across several states and at national conferences. In addition, outreach extended to private organizations, healthcare entities, academic settings, and foundations with a vested interest in the Compact's implementation<sup>1</sup>. This broad engagement reflected the strong national interest in the Counseling Compact and its anticipated launch.

The level of interest and inquiry continued to grow significantly. During FY25, I responded to more than 660 phone calls and approximately 5,600 emails, primarily focused on implementation timelines and operational details. Despite the volume, efforts were made to respond to most inquiries within twenty-four hours to ensure transparency and responsiveness.

To support the increasing administrative and operational workload, CAMS hired a part-time project manager to assist with committee operations, including meeting coordination, agenda and minutes preparation, and website support. After several months, CAMS and I agreed to seek a more suitable fit for this role to better meet the Commission's evolving needs.

The Annual Business Meeting was held on February 12, 2025, in Myrtle Beach, South Carolina. More than half of the member jurisdictions were represented in person, with additional participation occurring virtually. The meeting included committee reports, governance training, the adoption of new rules, and the announcement of candidates for

the Executive Committee. Additional elections were conducted to address vacancies resulting from members moving to new Executive Committee roles.

Overall, Fiscal Year 2025 laid critical groundwork for the Counseling Compact's operational readiness, governance structure, and stakeholder engagement, positioning the Commission for continued progress in the year ahead.

*<sup>1</sup>Virtual presentations:*

- *Minnesota, Tennessee, Florida, North Carolina, Montana, Maryland, Georgia, Kansas, Washington, D.C., and Kentucky*

*In-person presentations:*

- *Wyoming, Idaho, Arkansas, South Carolina (AMHCA and PCA), Arizona, Tennessee, AMHCA, CRBS, and ACA*

*Other Organizations:*

- *Humana, Georgia Mental Health Facilities (CCHBC), the College of Behavioral Health Leadership, a Professional Counselors Class (Ohio), and the Katz Amsterdam Foundation*

# CAMS Annual Impact Report



CAMS recognizes and appreciates the history and mission each client brings to the table. It's that exact appreciation that equips us to help our clients achieve their organization's vision and goals.

<b>SCOPE OF WORK</b>	<b>DETAILS</b>	<b>DELIVERABLES</b>
<i>General &amp; Administrative</i>	Facilities, staffing, operations	<ol style="list-style-type: none"> <li>1. HQ office</li> <li>2. Team of specialists</li> <li>3. Human Resource management</li> <li>4. Record maintenance</li> <li>5. Commission support</li> </ol>
<i>Financial &amp; Corporate Business</i>	Monitor financial performance	<ol style="list-style-type: none"> <li>6. Manage accounts payable/receivable</li> <li>7. Reconcile monthly statements</li> <li>8. Develop budget with Treasurer</li> <li>9. Secure filing services / prepare audit reports</li> <li>10. Provide sound fiscal management program</li> </ol>
<i>Governance</i>	Planning, Commission Meetings, Governance, Standing Committees	<ol style="list-style-type: none"> <li>11. Strategic planning and implementation</li> <li>12. Prepare meeting agendas, minutes, reports, post</li> <li>13. notices, post approved minutes</li> <li>14. Prepare draft rules and ensure rulemaking procedures are followed, including public comment processes</li> <li>15. are followed, including public comment processes</li> <li>16. Monitor regulatory compliance</li> </ol>
<i>Data System</i>	Planning, Project management	<ol style="list-style-type: none"> <li>17. Vendor selection &amp; contract negotiations</li> <li>18. Project management and collaboration</li> <li>19. Determine user stories &amp; test users</li> <li>20. Perform test functionality &amp; provide</li> <li>21. Feedback</li> </ol>
<i>Communications</i>	Development & Outreach	<ol style="list-style-type: none"> <li>22. Develop reporting &amp; communication templates</li> <li>23. Manage website</li> <li>24. Promote &amp; expand the CCC's presence</li> <li>25. Maintain &amp; monitor email service</li> <li>26. Develop proposals</li> <li>27. Give presentations, attend conferences, provide education</li> <li>28. Manage external stakeholder relationships</li> </ol>

### Staff Acknowledgements

<b>General &amp; Administrative</b>	<b>Financial &amp; Corporate Business</b>	<b>Operations</b>	<b>Data System</b>	<b>Communications</b>
Julie Winsor Jodie Markey Adam Parfitt Greg Searls Michelle Lynch	Julie Winsor Greg Searls Michelle Lynch	Julie Winsor Jodie Markey Greg Searls	Greg Searls In collaboration with the JCC	Amanda Vance Greg Searls Michelle Lynch



## **Summary of Secretariat Services Provided to the Counselling Compact Commission FY 2025**

As the Commission's dedicated provider of secretariat services, CAMS provided the following comprehensive support during the 2025 fiscal year to support the Commission's organizational needs and to ensure smooth operations:

### **Program & Operational Accomplishments**

During the year, the CAMS team strengthened program delivery, governance, and operational infrastructure through coordinated, cross-functional efforts across administration, finance, and event management.

### **Program Operations and Administration**

- Maintained consistent program continuity through regular leadership alignment, standing meetings, and structured follow-up processes.
- Supported effective governance by staffing Committee meetings, preparing materials, and ensuring action items were tracked and completed.
- Built and sustained productive relationships with key partners and stakeholders to keep program priorities moving forward.
- Ensured reliable day-to-day operations through thorough documentation, recordkeeping, and meeting support, including minutes, materials management, and historical archiving.

### **Event & Logistics Management**

- Successfully coordinated Commission participation in the AASCB meeting in Myrtle Beach, including room planning, scheduling, and on-site logistics.
- Served as a primary liaison among Commission, AASCB, and hotel partners to align space, accommodations, and event needs.
- Managed complex hotel arrangements for funded speakers, including contingency planning and timely communication when changes arose.
- Planned and coordinated food, beverage, and audiovisual needs to support high-quality programming experiences.
- Secured vendor solutions for printing and shipping.

- Designed and produced communications and managed distribution of membership materials.

### **Financial Stewardship**

- Maintained strong financial controls through regular bank reconciliations.
- Participated in standing monthly Finance Committee meetings.
- Initiated implementation of financial systems to prepare for collection of privilege fees.
- Conducted monthly accounting, including Accounts Payable (A/P), Accounts Receivable (A/R), and financial reporting.
- Assisted in budget preparation to align with organizational goals.

### **People & Process Management**

- Led hiring processes, applying evaluation rubrics and advancing qualified candidates for leadership consideration of Program Coordinator position.
- Managed human resources and operational matters that supported staff effectiveness and program stability.
- Administered bi-weekly payroll services for Commission staff members.
- Delivered comprehensive HR support, including payroll processing and benefits administration.

### **Technology & Systems Support**

- Assisted with targeted IT coordination to improve program operations and reliability.

Collectively, these efforts strengthened the Counseling Compact Commission's infrastructure, enhanced program delivery, and ensured that the organization could operate efficiently while advancing its mission.

These services were aimed at enhancing your association's operational effectiveness and supporting its long-term goals. CAMS appreciates the opportunity to serve as your trusted management partner and looks forward to continuing our collaboration in 2026.

## Commission Delegates\*

\*as of December 31, 2025

Alabama	Dr. Sherrionda Crawford
Arizona	Tobi Zavala
Arkansas	Dan Sheaffer
Colorado	Reina Sbarbaro-Gordon
Connecticut	Christian D. Andresen
Delaware	Alison Warren
District of Columbia	Vacant
Florida	Ashleigh Irving
Georgia	Tommy Black
Indiana	Kimble Richardson
Iowa	Tony Alden
Kansas	Laura Shaughnessy
Kentucky	Denise Hutchins
Louisiana	Jamie S. Doming
Maine	Ellen Grunblatt
Maryland	Dr. Lisa Connors
Minnesota	Samantha Streholo
Mississippi	LeeAnn Mordecai
Missouri	Gloria Lindsey
Montana	Carol Staben Burroughs
Nebraska	Dr. Susan Meyerle
New Hampshire	Ashley Czechowicz
New Jersey	Milagros Collazo
North Carolina	Dr. Denauvo Robinson
North Dakota	Lisa Holter
Ohio	Brian Carnahan
Oklahoma	Dr. Johnie Fredman
Rhode Island	Michael Bibeault
South Carolina	Dr. Markesha Miller
South Dakota	Jennifer Stalley
Tennessee	Kimberly Speakman
Vermont	Jennifer Colin
Virginia	Charlotte Lenart
Washington	Lana Crawford
West Virginia	Tony Onorato
Wisconsin	Dr. Tim Strait
Wyoming	Carlos Gomez