

Counseling Compact 2025 Full Commission Meeting

Meeting Minutes

February 25, 2026, 9:00 a.m. ET

Meeting held virtually via Zoom and in person at Embassy Suites by Hilton Orlando Lake Buena Vista

Delegates Attending Onsite (19)

Tobi Zavala, Arizona
Daniel Scheaffer, Arkansas
Ashleigh Irving, Florida
Laura Shaughnessy, Kansas
Denise Hutchins, Kentucky
Jamie S. Doming, Louisiana
Dr. Lisa Connors, Maryland
Samantha Strehlo, Minnesota
LeeAnn Mordecai, Mississippi
Gloria Lindsey, Missouri
Carol Staben Burroughs, Montana (left at break)
Dr. Susan Meyerle, Nebraska
Ashley Czechowicz, New Hampshire
Dr. Denauvo Robinson, North Carolina
Dr. Johnie Fredman, Oklahoma
Dr. Markesha Miller, South Carolina
Amy Hartman, South Dakota
Kimberley Speakman, Tennessee
Tony Onorato, West Virginia

Delegates Attending Virtually (14)

Dr. Sherionda Crawford, Alabama
Alison Warren, Delaware
Latrice Herndon, District of Columbia
Dr. Tommy Black, Georgia
Kimble Richardson, Indiana
Tony Alden, Iowa
Ellen Grunblatt, Maine
Joelle McNutt, Nevada
Milagros Collazo, New Jersey
Lisa Holter, North Dakota
Brian Carnahan, Ohio
Emily Carr, Vermont
Lana Crawford, Washington
Carlos Gomez, Wyoming

Ex-Officio Members Present

Dr. Lynn Linde, American Counseling Association (ACA)

Matt Grayson, American Association of State
Counseling Boards (AASCB)
Dr. Kylie Dotson-Blake, National Board for Certified
Counselors (NBCC)
Shannon Thompson, American Mental Health
Counselors Association (AMHCA)

Legal Counsel Present:

Nahale Kalfas

Compact/Secretariat Staff Present:

Greg Searls
Adam Parfitt
Jodie Markey
Michelle Lynch

InspiringApps/ Council of State Governments Staff Present

Isabel Iliassen
Brad Weber

Delegates Absent (6):

Reina Sbarbaro-Gordon, Colorado
Christian D. Andresen, Connecticut
Donna Valletta, Rhode Island
Brian Pedersen, Utah
Gerard Lawson, Virginia
Dr. Tim Strait, Wisconsin

Members of the public were present

Welcome/Call to Order

- Chair Speakman called the meeting to order at 9:02 a.m. ET.

Roll Call

- Director Searls did a roll call vote. A Quorum was established with 33 out of 39 Compact Commissioners present during the roll call (see list above).

Adoption of the Agenda

- Chair Speakman reviewed the agenda and reminded the commission that it was provided prior to the meeting. No questions or comments were raised.
- **Motion:** Dr. Fredman made the motion to adopt the agenda as presented. Dr. Meyerle seconded the motion. Chair Speakman asked if there was any discussion. Hearing none, Director Searls conducted a roll call vote. The motion carried unanimously.

Adoption of Minutes

- Chair Speakman reminded the commission that the minutes were provided prior to the meeting for review. No questions or comments were raised.
- **Motion:** A. Irving made the motion to adopt the minutes as presented. J. Doming seconded the motion. Chair Speakman asked if there was any discussion. Hearing none, Director Searls conducted a roll call vote. The motion carried unanimously.

Annual Report

- Chair Speakman explained that all Commissioners received the annual report before the meeting. The report will be publicly available on the website once approved. She noted that the report is a compilation of the Executive Committee, the Rules Committee, the Finance Committee, the Compliance Committee reports, information from CLEAR Association Management Services (CAMS), and the budget for the fiscal year 2025. The committee reports presented later in the meeting cover the work the committees have been doing since the end of fiscal year 2025. No questions or comments were raised.
- **Motion:** Dr. Fredman made the motion to approve the annual report as presented. A. Irving seconded the motion. Chair Speakman asked if there was any discussion. Hearing none, she called for a roll call vote. Director Searls conducted a roll call vote. The motion carried unanimously.

Committee Reports

Executive Committee Report

- Chair Speakman provided the Executive Committee report, highlighting the establishment of fees, the launch of privilege issuance, and the approval of multiple rules and policies.

- Dr. Linde of the American Counseling Association (ACA) gave a historical overview of what it took to get to this point and gave a legislative update regarding states still working on enacting legislation.

Compliance Committee Report

- Dr. Fredman (Compliance Commission Chair) noted the committee's priority as a newly formed committee has been to learn from other commissions' approaches to compliance and committee structure.
- The committee reviewed a recent rule and provided recommendations that were accepted and approved by the Rules Committee.

Finance Committee Report

- Treasurer Carnahan (Finance Committee Chair) reported that the Finance Committee continues to monitor the Commission's budget and financial position. He noted ongoing financial support from the National Board for Certified Counselors (NBCC) and the American Counseling Association (ACA).
- The Finance Committee has continued to monitor invoices and expenses, as well as privilege fees distributed to states and the retained revenue from privilege sales.
- The committee also finalized an invoicing and monthly payment audit policy and the FY27 budget.

Rules Committee Report

- A. Smith (Rules Committee Chair) shared that the Rules Committee has remained focused on advancing core rulemaking priorities essential to the Compact's implementation and long-term governance.
- She explained that the rules committee recently advanced three rules that are currently open for public comment, which ends in April. Those rules are:
 - Rule on consistent credentialing
 - Rule on Supervised Postgraduate Experience
 - Rule on conversion of a privilege to practice to a home state license.

Elections Committee Report

- Dr. Connors (Elections Committee Chair) gave an overview of the elections committee's responsibilities and explained that the committee was recently stood up and only has two members.

Executive Director Report

- Director Searls reported that the Minimum Viable Product (MVP) of CompactConnect is complete, with Minnesota and Arizona launching in September and Ohio in January. Over 640 privileges have been issued to date, including more than 30 on the first day, with approximately 30% of purchasers obtaining privileges in all available states. Additional states are expected to launch in the first half of the year.

- Ongoing efforts include website and information improvements, along with nine virtual and three in-person presentations and two live webinars reaching thousands.

CAMS Secretariat Report

- Jodie Markey, Deputy Director of Council on Licensure Enforcement and Regulation (CLEAR) and the Commission's secretariat (CAMS), provided an overview of CAMS, how the model operates, and the role of the Secretariat in practice.
- She explained that as membership expands and privilege issuance increases, operational complexity will continue to grow. The Secretariat's role is to manage that growth within stable financial, administrative, and governance frameworks so the Commission can remain focused on policy direction and Compact development.

CompactConnect Update

- Isabel Iliassen of the Council of State Governments (CSG) gave a demonstration of CompactConnect, including public, counselor, and administrator access level views.
- Brad Weber (InspiringApps) reported that the rollout of CompactConnect has been smooth and noted that other Compacts are exploring its use, which could help reduce ongoing maintenance costs for the Commission.
- Commissioners expressed gratitude for Brad and Isabel's work and their presence at the meeting.

Review of Proposed Policy

- Chair Speakman explained that three of the policies shared before the meeting were provided as a reference, but do not require a full commission vote because they are administrative in nature. Those policies are the Data Breach Policy, the Invoicing Policy, and the Monthly Audit of Privileges.
- Chair Speakman explained that the Military ID Submission policy does require a full commission vote, which was provided to the commissioners prior to the meeting.
- **Motion:** C. Staben Burroughs made the motion to approve the Military ID Submission Policy. K. Richardson seconded the motion. Chair Speakman asked if there was any discussion. Hearing none, she called for a roll call vote. Director Searls conducted a roll call vote. The motion carried unanimously.

Budget Discussion and Vote

- Treasurer Carnahan reviewed the FY 2027 Draft Budget, which was provided to the commissioners prior to the meeting for review. Treasurer Carnahan invited questions from the commissioners about the budget. No questions or comments were received.
- **Motion:** A. Irving made the motion to approve the FY 2027 Draft Budget. D. Hutchins seconded the motion. Chair Speakman asked if there was any discussion. Hearing none, she called for a roll call vote. Director Searls conducted a roll call vote. The motion carried unanimously.

Governance Training Presented by Legal Counsel Nahale Kalfas

- Legal Counsel Kalfas led governance training, which clarified the Compact and the commission's role.

Overview of Election Procedure and Introduction of Nominees and Nominee Presentations.

- Dr. Connors (Elections Committee Chair) gave an overview of the elections process, timeline, and open positions. The open positions are Treasurer, Vice Chair, and Member-at-Large.
- Nominees gave speeches:
 - Vice Chair: Dr. Denauvo Robinson
 - Treasurer: Brian Carnahan
 - Member-at-Large: Anthony Onorato

Chair's Closing Remarks

- Chair Speakman gave final remarks. She highlighted the Commission's need for additional committee members and encouraged Commissioners to volunteer for committee service to support the Commission's ongoing work.
- Executive Committee members whose terms ended recently were presented with certificates of appreciation.

Delegate, Alternate, and Ex-Officio Questions and Comments

- Dr. Kylee Dotson Blake expressed gratitude for the commission and the engagement she sees in the committees.

Public Questions and Comments

- Carol Berger expressed gratitude to the Commission. She shared that Michigan was approved by the House and is now awaiting introduction to the Senate. She asked for clarification on when a license is considered encumbered.

Adjournment

- Seeing no further questions, Chair Speakman declared adjournment of the meeting at 12:38 p.m. ET