



National Career
Development
Association

2024 Annual Membership Meeting Report



June 26, 2024

Inspiring Careers – Empowering Lives

305 N. Beech Circle, Broken Arrow, OK 74012

www.ncda.org



The Interconnection of Career Development and Mental Health



Carolyn D. Jones, NCDA President 2023-24

NCDA has had a wonderfully productive year expanding in many areas. As President of our great organization, I have been overwhelmed by the hundreds of thousands of hours that members of NCDA's Board of Directors, committees, councils, task forces, and commissions have devoted to making our association even better. It is with sincere gratitude to all who have contributed to NCDA's success that we share with you this Annual Membership Meeting report.

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NCDA’s fiscal year ends on September 30, 2024. At that time, all committees, councils, and commissions will have their annual reports posted to the Committee section of the website. Minutes of all Board of Directors Meetings are posted on the NCDA website under About NCDA for all members to review.

ANNUAL MEMBERSHIP MEETING AGENDA

June 26, 2024

2024 Global Career Development Conference

Call to Order	Carolyn Jones, President
Approval of Agenda	Carolyn Jones, President
Approval of 2023 Annual Meeting Minutes	Carolyn Jones, President
Membership Report	Carolyn Jones, President
Treasurer's Report	Melissa Wheeler, Treasurer
Nominations and Elections	Lakeisha Mathews, Past President
Professional Development	Melissa Venable, Director
Credentialing Report	Winnie Wilson, Commission Chair
Training and Education Council	Kelly Pierce, TEC Chair
Adjourn	Carolyn Jones, President

MINUTES FROM 2023 ANNUAL MEMBERSHIP MEETING

Thursday, June 29, 2023
Chicago, IL

Meeting called to order by Lakeisha Mathews, NCDCA President, at 4:18 PM CT. It was shared that the 2023 Annual Meeting Report was posted in the conference app and on the NCDCA website and would be a helpful resource to follow during this meeting.

As the meeting began, we had 122 members present, which would constitute a Quorum with 62 serving as a majority vote.

Approval of the Agenda:

Lakeisha Mathews requested approval of the agenda shown on page 4 of the Annual Meeting Report.

MOTION was made by Amber Brown (Missouri) to approve the 2023 Annual Membership Meeting Agenda.
Seconded by David Reile (Tennessee).

One change to the agenda: ACA Updates were provided by Dr. Frazier in our second general session; therefore, this will be removed from the meeting agenda.

Motion passes unanimously. (All in favor, no opposing votes, no statement of abstention)

State of the Association:

Lakeisha Mathews highlighted accomplishments and focus areas from the year for NCDCA. The 2023 conference theme is “Career Development Around the World” because a clear demand has been expressed for NCDCA’s services, standards, and curriculum. Indicators of this demand and NCDCA’s response include:

- Commissioned an NCDCA Membership Committee to focus on growth and retention of new members. (We are nearing 6,000 members as an organization, with a 3% increase in the number of organizational memberships and 10% of our membership now coming from outside of the U.S. This reach demands new ways of thinking about member outreach and engagement.)
- Signed 5 new training agreements signed, with 2 international agreements.
- Launched the NCDCA Hub platform for on-demand professional development opportunities.
- Launched the Career Practitioners Conversations Podcast series (25 published episodes, more than 6,000 downloads, with listeners in 72 countries)
- Engaged in external relations partnerships with Complete College America, Council for the Advancement of Standards in Higher Education, NACADA, ASCA, and CERIC

- Expanded NCDA's global reach via NCDA co-sponsorship of international conferences and social media campaigns, translating NCDA training curricula, delegation visits by NCDA leadership, alternative pathways partnerships for NCDA credentialing, and conference presentations by NCDA leadership.
- Continued to support our strong credentialing program, now reaching 3,228 credential holders; 57% of NCDA members are credentials; 14% of credential holders are located outside the U.S.
- Enhanced DEI focus and programming, with a new DEI Symposium at the annual conference, expanded BIPOC awards, 3 DEI micro courses in The Hub, and increased leadership participation from underrepresented groups.

The future looks bright for NCDA.

Approval of 2022 Annual Meeting Minutes:

Lakeisha Mathews requested approval of the 2022 Annual Meeting Minutes. She reminded attendees that these were available in the Annual Meeting Report, beginning on page 5.

MOTION was made by Lisa Severy (Colorado) to approve the 2022 Annual Membership Meeting Minutes.

Seconded by Courtney Warnsman (Texas).

Motion passes. (All in favor, no opposing votes, no statement of abstention)

Membership Report:

Lakeisha Mathews reviewed the Membership Report, which was provided on page 9 in the Annual Meeting Report. NCDA has a history of steady membership, and we hope in the future to actively recruit each NCDA membership constituency group utilizing the strengths of the various trustees. We continue to be pleased with the number of Organizational Members. As of May, NCDA had a total of 158 organizations who hold Organizational Membership. Those represent businesses, institutions, and both domestic and international collaborative organizations. As those numbers continue to rise, we hope it will bring us over 6,000 members in the future.

Treasurer's Report:

Deanna Knighton, NCDA Treasurer, outlined the current state of NCDA's financials for FY22 and shared insights on expectations for the year to come. The treasurer's report was provided on pages 10 and 11 of the Annual Meeting Report.

NCDA's has a healthy and steady financial standing. The reports presented were directly from NCDA's annual audit, for financials at the end of NCDA's fiscal year on September 30, 2022. The audit was conducted by Morse and Company Consultants and Certified Public Accountants, based in Oklahoma. These reports also include a comparison to the previous 2 years when we experienced COVID. NCDA's revenues have steadily increased and because of the economy, so have our expenses. We experienced a \$10,775 loss last year, mainly due to losses from our investment accounts during the volatile markets. The good news is that NCDA's overall assets, all of which are mainly in cash and investments, have increased and the market has come back a bit. At the end of September 2022, we were at \$1,216,954 in total assets.

Looking forward, we anticipate that NCDA will experience two very good financial years, with the signed agreements of some very large training projects in the MENA Region and in other parts of the world for FY 23 and 24. Many agencies and higher education institutions continue to seek NCDA's Facilitating Career Development Training and associated Credentials as they establish their country's career development systems.

MOTION was made by Keith Okrosy (New York) to approve the 2023 Treasurer's Report.

Seconded by Windie Wilson (Tennessee).

Motion passes. (All in favor, no opposing votes, no statement of abstention)

BUSINESS MEETING

Nominations and Elections:

Past-President Sharon Givens recognized the Nominations and Elections Committee for work during the past year. This group included Seth Hayden, Kathy Evans, Charles Lehman, and Karol Taylor. The slate of candidates was presented, with biographies provided in the Annual Meeting Report (beginning on p.12).

Sharon Givens announced that the general election will begin on July 1 and will continue through August 15, 2023.

The candidates:

Candidates for President-Elect-Elect

- Celeste Hall
- Dirk Matthews

Secretary

- Sujata Ives
- Julia Makela
- Melissa Wheeler

Trustee for School Career Counselors and Specialists

- Carla Cheatham
- LeAnn Morgan

Trustee for Higher Education Career Counselors and Specialists

- Cecil Broadnax, Jr.
- Mason Murphy

No additional nominations were received from the floor.

MOTION was made by Nicolas Boyle (Virginia) to close nominations for the slate of candidates.

Seconded by Cheryl Love (California)

Motion passes unanimously. (All in favor, no opposing votes, no statement of abstention)

Each President-Elect-Elect candidate provided a 3-minute speech as an opportunity to outline their candidacies.

Lakeisha Mathews explained that a runoff election for the position of Secretary would narrow the field of candidates to two candidates. A link was included on the conference app for voting. Members had until midnight to cast their votes. Assistance could be found at the registration desk for those who had questions about voting. The final slate of candidates would be announced after the closing general session on June 29, 2023.

New Nominations and Elections Committee for 2023-2024:

Lakeisha Mathews shared that the next item was to form a new Nominations and Elections Committee for next year. The NCDA policy states that the committee shall include the last three presidents, with immediate Past-President as Chair, plus two members nominated from the Annual Membership Meeting. A call was made for volunteers, and names were accepted in the order received in the chat.

The volunteers are Kimberly Cartledge (South Carolina) and Blanca Rosales-Ahn (New Jersey).

Professional Development Opportunities (Melissa Venable)

Melissa Venable shared insights regarding professional development initiatives and opportunities with NCDA. She acknowledged the active collaborations and participation across the NCDA Management Team, Board of Directors, committees, state leadership, and more to help bring the breadth of opportunities to our membership. Example initiatives highlighted included:

- **NCDA Career Practitioner Conversations Podcast Series**
Since it was launched in April 2022, we have released 25 episodes and have recorded more than 6,000 downloads from 72 countries. Two episodes are released each month, with the next new episodes coming in July 2023.
- **NCDA Webinars**
This year alone we have hosted webinars on a wide variety of topics ranging from DEI to ethics, to career services for indigenous populations, to an upcoming webinar in August on AI in career services offered by an international panel of experts. All webinar offerings are available on NCDA's YouTube channel. Webinar bundle options are offered via the NCDA Hub for CE units.
- **The Hub**
The NCDA Hub is now live, and hosting a variety of professional development opportunities, many with the opportunity to gain CE Units. We have a three-part DEI mini-course series currently available, as well as CE opportunities for podcasts and the Career Developments Magazine. A 2023 Year in Review will be coming soon, as well as an additional course related to working with veterans.

NCDA Credentialing Commission (Aaron Leson and Jessica Worny Janicki)

Aaron Leson and Jessica Worny Janicki shared an update from the NCDA Credentialing Commission. They expressed great enthusiasm that the idea of NCDA Credentials that began as an idea discussed among a small group approximately 5 – 6 years ago now serves thousands of career professionals, with an international reach. Thanks were expressed for the hard work of Commission members, NCDA staff (Natalie Scrimsher and Mary Ann Powell, who provide daily support), the Commission's Board Liaison (Celeste Hall), the Dirk Matthews and the Training and Education Council (for their collaboration in connecting these initiatives in current years), and many others.

Aaron and Jessica stressed the high-touch, caring process of credentialing with NCDA. They recognized that credentialing can be an intimidating process. Yet, each application receives 9 – 12 “touches” through the process. As such, our Commission is very engaged and invested in each applicant's journey.

All credentials are reevaluated every three years to assure that they are of high quality and integrity. Much of this coming year will be focused on Commission governance preparing to take this effort into the future, making it sustainable as we grow. For example, a key current project for the Commission has been working to scale up the Certified Career Services Provider (CCSP) credential with a standardized assessment to be more responsive to the volume of applicants, while staying true to the strong competency-based foundation of the credentialing program.

ACA Governing Council Report (Lisa Severy)

[This item was removed from the agenda because details were covered in the second general conference session.]

MOTION was made by Chris LaFever (Florida) to adjourn.

Seconded by Magdalena Mot (Canada).

Motion passes. (All in favor, no opposing votes, no statement of abstention)

The Annual Meeting adjourned at 5:08 PM CT.

MEMBERSHIP REPORT

Membership Category

ACA/NCDA Members	216	3%
NCDA Regular Members	2,889	45%
Students	344	5%
New Professionals	573	9%
Retired/Emeritus	134	2%
Life	15	0%
Promotional	1,222	19%
Organizational (142 total)	1,014	16%
Total	6,407	100%

Method of Joining

Through ACA	481	8%
Through NCDA	5,926	92%
Total	6,407	100%

Workplace/Role

Counselor Ed/Researcher	401	9%
Higher Ed Career Services	1,751	39%
School Counselors & Spec	441	10%
Other	386	9%
Agencies	327	7%
Business and Industry	268	6%
Private Practice	530	12%
Graduate Students	344	8%
Total	4,448	100%

Ethnicity

Asian/Asian American	452	12%
Black/African American	676	18%
Hispanic/Latina/o/x	230	6%
Middle Eastern/North African	42	1%
Multi-Racial	54	1%
Native American	29	1%
Native Hawaiian/Pacific Island	5	0%
Not Listed	115	3%
White/Caucasian	2,253	58%
Total	3,856	100%

Degree

Associate's/Certificate	95	2%
Bachelor's	689	17%
Master's	2,631	64%
Ed Specialist	87	2%
Doctorate	615	15%
Total	4,117	100%

Degree Type

Counseling	1,706	52%
Non-Counseling	1,599	48%
Total	3,252	100%

Age

20s and under	260	9%
30s	605	21%
40s	777	26%
50s	793	27%
60s	363	12%
70+	137	5%
Total	2,926	100%

Gender

Man	844	22%
Woman	3,045	78%
Nonbinary	28	1%
Total	3,917	100%

Credentials Awarded

CCC	449	12%
CCCE	14	0%
CCSCC	34	1%
CCSP	3,697	73%
CCSP-AP	786	5%
CMCS	228	6%
CSCDA	91	2%
Total Awarded	5,300	100%

Region

US Based	5,413	90%
Outside US	994	10%
Total	6,407	100%

TREASURER'S REPORT

<u>REVENUES</u>	FY 2022-23	FY 2021-22	FY 2020-21
FCD Contracts	766,037		
Conferences/Institutes	548,553	549,802	372,701
Training and Education Revenue	407,433	445,497	430,236
Membership Dues	339,662	342,819	341,044
Credentialing Commission	310,339	114,624	144,286
Publication Sales	81,604	95,452	78,289
Other Income	51,667	56,765	39,236
Non-Member CDQ Subscriptions	15,299	19,165	30,047
Investment/Interest Income	50,492	(89,780)	65,949
Second Century	0	0	100
Total	2,571,086	1,534,334	1,501,888
<u>EXPENSES</u>			
FCD Contract Expense	522,461		
Conference/Institutes	593,797	464,650	226,440
Publications	43,395	53,235	36,952
Magazine	26,492	18,532	15,947
Training and Education Expense	107,896	109,121	96,321
Credentialing Commission	173,221	108,691	95,209
Marketing/Member Services	62,443	65,852	61,330
Second Century	0	0	9,857
Journal	7,000	18,544	34,195
International Dues	2,588	2099	2,242
Miscellaneous and Prof Fees	157,869	135,640	129,934
Research Grants	0	2,360	500
Technology	32,965	30,321	40,654
Support Services			
General/Administrative	410,058	392,400	411,000
Governance	179,865	143,674	43,949
Total	2,320,050	1,545,119	1,204,530
Change in Net Assets	251,036	(10,775)	297,358
Net Assets, beginning of the year	1,006,755	1,017,530	720,172
Net Assets, end of the year	1,257,791	1,006,755	1,017,530

ASSETS AND LIABILITIES

ASSETS	FY 2022-23	FY 2021-22	FY 2020-21
Cash	737,174	710,709	640,588
Marketable Securities	484,053	435,303	522,540
Acct Receivable	273,295	49,294	14,982
Pre-Paid Expenses	6,723	0	0
Inventory	26,977	21,648	29,004
Cash/Securities restricted	0	0	2,970
TOTAL	1,528,852	1,216,954	1,210,084
LIABILITIES			
Payables and Accrued Expenses	63,169	3,875	8,106
Deferred Revenues	207,892	206,324	184,448
TOTAL	271,061	210,199	192,554
NET ASSETS			
Unrestricted Net Assets	1,257,791	1,006,755	1,017,530
Temporarily Restricted Net Assets	0	0	0
TOTAL	1,257,791	1,216,954	1,210,084
TOTAL LIABILITIES & NET ASSETS	1,528,852	1,216,954	1,210,084

The Treasurer's Report is based on the final audit report provided by Morse & Company Consultants and Certified Public Accountants, based in Tulsa, OK.

SLATE OF OFFICERS
For the
2024 NCDA Board Elections

President-Elect-Elect

Bret Anderson
David J. Ford, Jr.

Trustee for Counselor Educators and Researchers

Elif Balin
Kelly Gentry
Galaxina Wright

Trustee for State Divisions

Brenda Gardner
Markell Morris
Rosaria Pipitone

*Per NCDA Policy, the Nominations and Elections Committee selects candidates per office. If an office has more than two candidates, a run-off election will be conducted during the Annual Membership Meeting to narrow each office to only two candidates. The two candidates with the highest votes will move on to the general membership election. The election voting starts after the close of the conference and continues through August 15th. Results are posted and disseminated by August 30th after each candidate is notified of the results.

Bret Anderson, PhD, CCSP, OWDS

Candidate for President-Elect-Elect



Bret Anderson, Ph.D. is the President of h2 Communication, LLC® (h2C) a Veteran Owned Small Business, Psychological Counseling, Job Readiness Training and Executive Coaching and Frontline Leadership Development company. Bret has taught Career Development content for approximately 32 years for a variety of clients, such as veterans, staff working with justice-involved individuals, and other marginalized groups. Bret is a Career Development Facilitator Instructor and owns a patent on an employer-fit algorithm that assists small and large business in their crusade to recruit, hire, on-board, and retain applicants.

Bret served as the veteran representative member of the FCD Advisory committee for six years and then was elected as the first chair of the NCDA Training and Education Council, where he served as the chair for another four years. Bret is currently active in the effort to reinvigorate the nationally recognized Offender Workforce Development Program (OWDS), which educates corrections, American workforce center, and community corrections staff about improved employment outcomes associated with adopting career development content and principles utilized during reentry operations.

Dr. Anderson earned his Ph.D. in Psychology from Northcentral University as well as a master's & bachelor's degree in communication, both from the University of Colorado Denver. In 2011, Bret was the lead developer of the Congressionally mandated curriculum that outlined how the military to civilian transition process (i.e., the transition assistance Program or TAP) was taught and administered for all DoD Military & Family Readiness staff. The TAP curriculum targets military separatees and retirees from all branches, including National Guard and Reserves and guides them in the process of fostering a vocational self-concept and a retention-based employment strategy.

Goal Statement:

As a long-time member of NCDA (21 years) - the world leader in career development, thought, research, services, and products and tools - I came to this transformative network of career service providers through a non-traditional path. I will seek to continue to make career development mainstream for everyone. Many of the customers I serve understand career development through the lens of employment, bypassing the career development or exploration phase of career placement. As a result, their vocational self-concept remains foggy, leading to low employment outcomes. Everyone is entitled to the benefits of career development research, theory, and practice to help cultivate an inclusive environment of self-actualization through career development.

David Julius Ford Jr, PhD, LCMHC, LPC, NCC, ACS

Candidate for President-Elect-Elect



David Julius Ford, Jr., is a tenured Associate Professor and Chair of the Department of Professional Counseling at Monmouth University. Prior to this post, he served as an Assistant Hall Director at Winston-Salem State University, a small, state supported HBCU. In that role, he provided career and academic planning for his residents and the resident advisors. As a doctoral student, he provided career and academic planning for undergraduate human services majors. Dr. Ford has been a Counselor Educator for 10 years and has taught Career Counseling at 2 universities. He is an alumnus of the NCDA Counselor Educator Academy and served as the co-chair. He is also an alumnus of the NCDA Leadership Academy. He is a member of the NCDA DIC1

committee and is on the task force revising the NCDA Multicultural Competencies. Currently, he is the Board Trustee for Counselor Educators and Researchers. He is past president of the New Jersey Counseling Association and is active in the New Jersey Career Development Association. He was elected by the North Atlantic Region of ACA to serve on the ACA Governing Council and is beginning his final year of a three-year term.

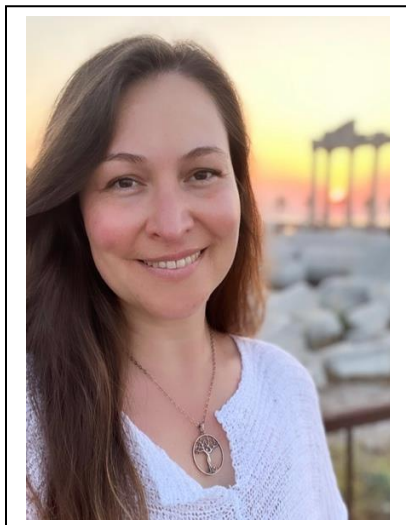
Dr. Ford earned his Master's in Clinical Mental Health Counseling from Wake Forest University. He earned his Ph.D. in Counselor Education and Supervision from Old Dominion University. He has co-authored a conceptual article exploring the career concerns of queer men of color who are HIV+ and is working on a qualitative study exploring those concerns. He also co-authored an article exploring the number of Black male Counselor Educators who have earned promotion and tenure, for which he won the ACES 2020 Outstanding Counselor Education and Supervision Article Award. He is the 2020 recipient of the AMCD Samuel H. Johnson Distinguished Service award. Currently, he and his colleagues are completing a qualitative study exploring the career development of Black people who choose to enter the counseling profession.

Goal Statement:

bell hooks' *Homeplace* really resonates with me, and I found my homeplace in NCDA. *Homeplace* is a place where Black people can go to find refuge from racism. While our division is not free from oppression, I have found a place that helps me challenge oppressive systems as they related to career development of clients and students. I want to expand *Homeplace* to include all identities from marginalized and minoritized backgrounds and help make NCDA that homeplace for people in those communities. I also want to reach those practitioners in rural areas who may not know about or be involved with NCDA to—as we way in the Black church—bring them into the fold. I want to emphasize practitioners and clients/students from communities of color, those who are members of the LGBTQQIA+ community, those impacted by HIV/AIDS, and those from rural communities.

Elif Balin PhD, LPC, NCC, GCDF

Candidate for Trustee of Counselor Educators and Researchers



Elif Balin is an associate professor of counseling and the coordinator of the career counseling program at San Francisco State University. Elif has taught introductory and advanced career development and counseling courses for over ten years at three universities. Besides teaching and research, Elif actively volunteers in community settings to support the cultural transition and work/career experiences of international students, new immigrants, refugees, and asylum seekers. Elif served as a co-founding chair of the NCDA International Student Services Committee (2013-2015) and later led this committee's research team until 2020. At the state level, she served as a board member and chair of the counselor educators and researchers constituency group (2020-2023) at the California Career Development

Association. Elif also participated in the inaugural NCDA Counselor Educator Academy (2016) as a member of the first class and a panel presenter and organization committee member in later years.

Elif received her master's degree in Psychological Counseling and Guidance at Middle East Technical University in Turkey and her doctoral degree in Counselor Education and Supervision (with a graduate minor in Women and Gender Studies) at Pennsylvania State University. She has actively collaborated with the NCDA member practitioners, scholars, and her students in her publications, presentations, creative/multimedia training projects for curricular innovation, and organizational advocacy initiatives, which are recognized in her awards such as the NCDA Presidential Recognition Award (2023), Excellence in Scholarship Award (by the College of Health & Social Sciences at San Francisco State University, 2022), and Professional Service and Leadership Award (by the Association for Counselor Education & Supervision, 2021).

Goal Statement:

I aspire to represent counselor educators and researchers by building upon the work of the current trustee, including continued community development and collaboration to cultivate culturally responsive training programs and research projects among NCDA members. My first goal will be to increase the visibility of the strengths and challenges of the career counseling graduate programs and advocate for resources to support their public recognition, admission, and training-related needs. I aim to bring experienced and new educators and researchers together to redefine the standards for training career development professionals. My second goal will be to support the first goal by supporting existing or new research and curricular innovation, which integrate research-based best practices and culturally informed interventions that align with pressing needs such as AI and technology-driven changes to work settings/roles and career planning processes, precarity of jobs, global mobility of workers, and intergenerational diversity at the workplace.

Kelly Gentry, PhD, NCC

Candidate for Trustee of Counselor Educators and Researchers



Kelly Gentry is a counselor educator at the University of Denver (DU). She also runs a private mental health and career counseling practice. Over the past 11 years she has taught Career Counseling at both Montclair State University and the University of Denver. At DU she was hired as the online course developer creating the syllabus, and assignments, as well as recording the lectures, adapting the teaching of career counseling to the virtual education environment.

Previously, Kelly was the inaugural Manager of Career Services for the Graduate Program in Public Health at the Icahn School of Medicine. In this role she founded an alumni advisory board, implemented using the Handshake career platform, executed three career fairs, and initiated and ran the first ever Public Health Professional Development Conference for the program. This full day even brought together students, staff, employers, and members of the community to build relationships and educate attendees about finding the right career in public health.

Kelly received her MA in School Counseling and PhD in Counselor Education from Montclair State University. She previously served as Student Trustee and President of the New Jersey Career Development Association and has presented at various conferences about career development and counseling. Kelly is currently the co-chair of the International Association for Resilience and Trauma Counseling (IARTC) professional development committee and received the 2024 *Traumatic Stress and Resilience Counselor Advocate Award*.

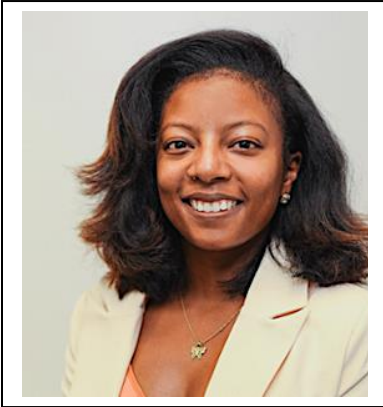
Goal Statement:

As a board trustee my commitment is to advocate passionately for counselor educators and researchers. During my tenure, I aim to foster collaboration and connection by establishing a resource group among our members. Together, we will plan events and activities that not only address your needs but also create a sense of belonging and shared purpose. By building this network, we can leverage our collective expertise to make progress in career development research and education. We can identify areas where we can improve, innovate, and better support one another through research. Diversity and inclusion will be integral to every project ensuring that the needs of all of the members of our group and those that we advocate for are a part of our work.

Career counseling courses are often not seen as being as important as other courses in mental health and school counseling curriculum. This is a shared experience that members of this constituency can work to combat by developing ways to engage counselor educators and students in timely and thought-provoking research projects and activities that advance the field of career development.

Galaxina G. Wright, PhD, LMHC, NCC

Candidate for Trustee of Counselor Educators and Researchers



Galaxina G. Wright is a counselor educator at Nova Southeastern University (NSU). She teaches in the Clinical Mental Health Counseling program and is the course lead for the *Career Development & Lifestyle* course. In addition, she has taught *Research and Evaluation* at three different universities. Throughout the span of her career, Galaxina has served as a career counselor, educator, and advocate in a variety of settings including university career centers, nonprofit organizations, and local government.

Currently, Galaxina serves as the President for the Florida Career Development Association (FCDA) and has been active in its success for division reinstatement. Since the start of her leadership, the division has increased its membership rate by 90%, obtained the *2023 Outstanding Division Award*, as well as hosted three webinar sessions and the Annual FCDA Summit, totaling 7 CEUs opportunities for its members. She also serves as the current Co-Chair for the Association for Counselor Education and Supervision's Career Interest Network (CIN), participated in the inaugural Counselor Educator Academy in 2023, written posts for the *Career Convergence* magazine, and co-presented a podcast for the *Career Practitioner Conversations with NCDA*.

Galaxina received her Master's degree in Marriage, Couple & Family Therapy from Regent University, and her Ph.D. from the University of Central Florida. In merely three years, she has (a) published six career and career-related articles, (b) has served as the primary investigator for five empirical research studies, (c) been awarded approximately \$20,000 in research funding from various organizations and institutions, and (d) provided 11 graduate students with opportunities to engage in research. Galaxina's research endeavors involve collaborating and aiding non-profit community partners with job search assistance for historically marginalized populations (i.e., transitioning foster youth and low SES communities), including *Christian Help* and *The FLITE Center*. Her research tasks and initiatives have aided with bridging the gap between career research and practice.

Goal Statement:

If elected as the Trustee for Counselor Educators and Researchers, one of my primary goals is to provide a collaborative platform where varying professionals may freely share insights, innovations, and concerns to ensure a broad range of perspectives, experiences, and cultural nuances are reflected and recognized. She also plans to advocate for additional funding opportunities for counselor educators and researchers, so that they may be supported while pursuing their research endeavors. Finally, she has a special interest in providing resources and webinars that aid early career counselor educators with successful tenure and promotion processes.

Brenda Garder, MPA, GCDF, GCDF-I

Candidate for Trustee for State Divisions



Brenda Gardner is a regional workforce advisor for the South Carolina Department of Employment and Workforce, the state agency charged with workforce development. Brenda covers a four-county area, connecting business and education with the future workforce through strategic partnerships and gap analysis. Brenda is a certified Global Career Development Facilitator (GCDF) and GCDF-Instructor, a master trainer for the Microburst Employability Skills program, a certified business services consultant, and graduate of the SC Economic Development Institute. Brenda has a master's degree in public administration from Troy University.

Currently, Brenda serves as past president of the SC Career Development Association. She has been a board member since the state chapter's inception. As a founding member, she initially served on the communications committee, then president elect, and then president of the state chapter.

Brenda received her Master of Public Administration from Troy University and her Bachelor of Arts in Journalism. She received the NADO (National Association of Development Organizations) Award for convening a regional workforce summit and was named the statewide (SC) Adult Education Community Partner of the Year. She was recognized with the Duke Progress Energy Community Award for Chamber Career Forums impacting more than 2000 middle and high school students and 300 business partners. She also founded a Manufacturing Expo for 8th graders that extended to four counties and spearheaded a health sector partnership for the Workforce Investment Board. She is an established and recognized partner for the award-winning eSTEAM Festival, recipient of the Excellence on Main Street Award, the Merit Award from the Southern Economic Development Council, and the Silver Award from the International Economic Development Council.

Goal Statement:

Brenda's goal for the State Divisions Trustee position is simple – to maintain the excellent service previously executed by the state divisions trustee and build upon it to further support the state divisions through communication, collaboration, and coordination. She considers it an honor to take her knowledge of being a founding member of her state organization to assist state divisions and provide resources needed under the umbrella of such a prestigious organization.

Markell Morris, MA, NCC

Candidate for Trustee for State Divisions



Markell Morris is a career counselor in private practice and owner of Futures in Motion, Inc. She is also an associate counseling faculty at Santa Monica College, an adjunct career counselor at Cypress College, and an adjunct counselor educator at Vanguard University. She is regularly invited to speak on career development topics and has taught career development courses at numerous colleges and universities for over 20 years. She is the author of career advice articles and several career guides used with her clients and in classes taught.

Markell is an active CCDA (California) member having served for 3 years as past president and currently as Finance Co-Chair. Since 2017, she is an original member of the NCDA State Leadership

Council when it was formed by NCDA President, Carolyn Jones. Markell is actively involved in several community organizations using her expertise in career development, marketing, and organizational development.

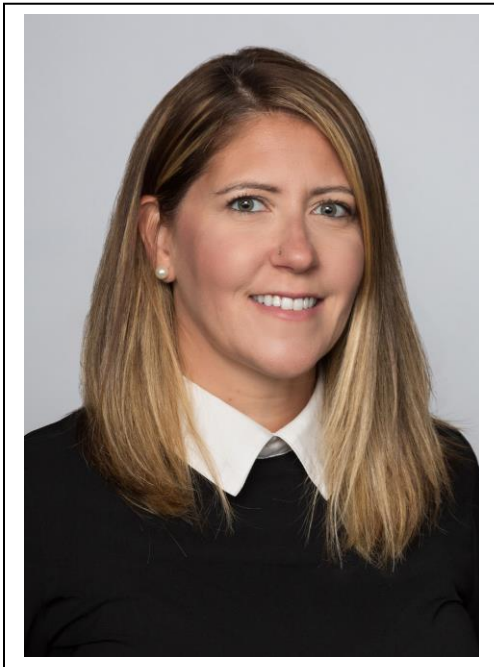
Markell received her master's degree in counseling from the University of San Diego and a bachelor's degree in sociology from the University of California, Santa Barbara. She is a National Certified Counselor, Board Certified-TeleMental Health Provider, and is certified to administer the MBTI and Strong Interest Inventory assessments. She has designed and delivered career development curricula for numerous colleges, universities, and companies.

Goal Statement:

My vision for the position is to continue fostering a culture of state division leadership engagement, support state CDAs' capacity building efforts, and serve as a connection to NCDA.

Rosaria Pipitone, MA, FCD Instructor

Candidate for Trustee for State Divisions



Rosaria Pipitone is an Associate Director at Stockton University. She has worked in career development since 2011 at 4 different institutions. Rosaria is also a Career Development Facilitator Instructor for her private practice, RP Career Consulting, where she trained over 500 higher education professionals at St. Petersburg College, Tuskegee University, and Rowan University, and Rowan College of Burlington County. Rosaria has taught the Career Development Course for 15 years at three universities. Rosaria recently joined Ilana Levitt, LLC as an associate for mental health and career consulting private practice.

Rosaria is the Past President of the New Jersey Career Development Association (NJCDA), where she served as President for two consecutive years. In that time frame, NJCDA was awarded "New State Chapter" by NCDA, and she successfully

partnered with surrounding state chapters to grow the programming opportunities and share resources. During Rosaria's Presidency, NJCDA was awarded an NCDA grant to help rebuild the foundation of the organization. Rosaria has been a member of NCDA since 2011 and has attended multiple conferences.

Rosaria received her Master's degree in Counselor Education with a concentration in Career Development from the University of South Florida, one of the eight CACREP-accredited schools that offered career development at the time. Rosaria contributed two chapters to "*Career Development for Today: A Holistic Inclusive Approach*." In 2015, she was also the recipient of the League of Innovations Award for her exemplary work in Career Services at St. Petersburg College. Rosaria is currently pursuing her licensure in mental health counseling.

Goal Statement:

If chosen as State Trustee, I will prioritize enhancing collaboration within the CDA and fostering the sharing of **Best Practices**. It's advantageous for Board members in similar roles to collaborate on resource sharing. Ideally, I intend to establish a resource portal for state chapters to share their resources and events, aiming to support both new and existing chapters looking to grow.

We hope to see you next year!

