



New England Association for College Admission Counseling

ANNUAL REPORT

2019-2020

Introduction

NEACAC is one of the largest and most active affiliates of the National Association for College Admission Counseling (NACAC) and provides our 3800 members with a wide range of resources. Our mission states:

The New England Association for College Admission Counseling leads, supports, and advances the work of counseling, admission, and enrollment professionals by promoting ethical responsibility, professional development, and state, regional, and national advocacy as they help all students realize their full educational potential, with particular emphasis on the transition to post-secondary education.

The leadership and dedicated work of our Executive Board and Governing Board, our committee members, subcommittee leaders, volunteers, and Executive Director ensure that we fulfill our mission effectively. Our 54th year as an association was a year of change and challenges; it was full of advocacy, communication, and educational opportunities for the membership. We continue to adjust offerings to fit our virtual reality while staying fiscally and administratively responsible.

Highlights of the work NEACAC conducted this year include a change to the composition of the Executive Board, reimagined programming and communication to members in response to the U.S. Department of Justice's investigation as well as the COVID-19 pandemic, continued efforts to promote inclusion and ethics, and stronger collaborations with regional educational partners. When Erin Earle took over as President, she urged the Governing Board to establish budgetary and programming goals. The year culminated with the Governing Board voting to add the position of Past-Treasurer as a member of the Executive Board, which will promote responsible stewardship of our resources, especially during the uncertain times ahead.

President Erin Earle also tailored communication efforts to meet the needs of the membership throughout the year. She led town-hall style discussions in advance of the vote to amend the CEPP at NACAC's 2019 Annual Meeting. NEACAC Assembly Delegates, under the leadership of Chief Delegate Erin Regan, represented NEACAC admirably in Louisville. The group displayed conviction and commitment to maintaining ethical standards in our profession. In 2020, President Erin Earle responded to the COVID-19 crisis by creating Community Conversations as a forum to keep members informed and engaged while working remotely. A number of committee chairs and volunteers deserve tremendous credit for pivoting to offer virtual programming as we practiced social distancing.

Finally, Executive Director of NEACAC Christina Doyle and members of the Executive Board strengthened our partnerships with various regional associations.

This Annual Report details a number of NEACAC's accomplishments during the 2019-2020 fiscal year.

Executive Board			
Erin Earle	President	University of Rhode Island	RI
Erin Regan	Past-President	Sharon High School	MA
Christina Cerenzia	President-Elect	St. George's School	RI
Jeff Gallant	Vice President	Boston College	MA
Amy Tiberio	Treasurer	Roger Williams University	RI
Jeff McAdam	Secretary	Kents Hill School	ME
Christina Doyle	Executive Director	NEACAC	
Committee Chairs			
Owen Bligh	Finance, Chair	Providence College	RI
Jill Britton	Admission Practices, Co-Chair	Westbrook HS	CT
Emma Brown	College Fair, Chair	Bentley University	MA
Gregory Chery	NECBAC Member-at-Large	Providence College	RI
Alyssa Choudhry	Communications Services, Chair	University of New England	ME
Jason Cloutier	Crisis Response (Ad Hoc), Co-Chair	Xavier University	OH
Kathryn Dromey	Crisis Response (Ad Hoc), Co-Chair	Agawam HS	MA
Eliza Etter	Annual Meeting & Conference, Chair-Elect	University of Rhode Island	RI
Alyssa Frank Reichman	Current Trends, Chair	Boston Latin School	MA
Christopher Fox	Sponsorship, Chair	University of Southern Maine	ME
Kate Gerbode-Grant	Articles of Organization & Bylaws, Chair	The College Board	MA
Jackie Haas	IDEA, Chair	Salem State University	MA
Tim Kelly	Professional Development, Chair	Northeastern University	MA
Rebecca Kosakowski	Member Services, Chair	New Hampton School	NH
Emily Parker	Annual Meeting & Conference, Chair	Brown University	RI
Andrew Rosabianca	Nominating, Chair	MCPHS University	MA
Tyler Tucky	Government Relations Advisory, Chair	North Carolina State	NC
James Tweed	Admission Practices, Co-Chair	Rhode Island College	RI
Donna Walker	Two-Year Colleges, Chair	Cape Cod Community College	MA
Assembly Delegates			
Lauren Avalos	Delegate	Gann Academy	MA
Christina Berardi	Delegate	Salve Regina University	RI
Christina Cerenzia	Delegate	St. George's School	RI
Jason Cloutier	Delegate	Xavier University	OH
Robin Connolly	Delegate	Scarborough HS	ME

Tim Cushing	Delegate	Brewster Academy	NH
Sharonda Dailey	Delegate	Wheeler School	RI
Craig Dionne	Delegate (Alternate)	University of Denver	CO
Doug Dumont	Delegate	Lewiston HS	ME
Erin Earle	Delegate	University of Rhode Island	RI
Maggie Farnsworth	Delegate	New Hampton School	NH
Christopher Fox	Delegate	University of Southern Maine	ME
Sarah Lasoff-Hodge	Delegate	Cheshire Academy	CT
Tim Kelly	Delegate	Northeastern University	MA
Amy Lee	Delegate	Southern Maine Community College	ME
Brooke Libby	Delegate	Gould Academy	ME
Daisy Ogunedo	Delegate	University Massachusetts Lowell	MA
Andrew Palumbo	Delegate (Alternate)	Worcester Polytechnic Institute	MA
Erin Regan	Chief Delegate	Sharon HS	MA
Diane Soboski	Delegate	Champlain College	VT
Michael Stefanowicz	Delegate (Alternate)	Saint Michael's College	VT
Sharon Veatch	Delegate	Housatonic Valley Regional HS	CT
Danielle Wells	Delegate	Boston College	MA

EXECUTIVE BOARD

President

Erin Earle

Director of Campus Visit Experience/Welcome Center

The University of Rhode Island, Kingston, RI

During this year that is bookended with the monumental vote at NACAC in Kentucky and a pandemic that has changed how we exist, NEACAC has accomplished a lot. This year's Board worked collectively toward three main goals developed through strategic analysis of data: strengthening the leadership of NEACAC, enhancing engagement through communication and marketing, and increasing assessment within our organization. Between the Assembly Delegates and the Committees that make up our Governing Board, we established 25 goals to strengthen leadership, 29 goals to improve communication, and 21 goals to boost assessment.

A few of the accomplishments that came from these goals are purchasing a Zoom Account (pre pandemic- how about that for foresight), launching the NEACAC Instagram, hosted a virtual book club discussing the book "How to Raise An Adult" by Julie Lythcott-Haims, creating a description of Executive Board Liaisons roles, creation of a master communication calendar,

conducted 11 Community Conversations, and conducted trainings on improving assessment practices, utilization of Robert's Rules, efficiency, managing volunteers, goal setting, budgeting, grant writing, and understanding personality types.

This year I had the privilege of being the liaison between the Communication Committee and North Eastern Consortium Bridging Access to College (NECBAC). The Communication Committee worked towards building a full committee to assist in achieving its goals. Additionally, it assisted in researching and implementing webinar/distance meeting services companies resulting in the Association's purchase of Zoom. Lastly, it surveyed the membership to learn more about its preferences when it comes to communicating. Overall, I was very impressed with the work that the committee chair Alyssa Choudhry and their committee accomplished.

As the liaison with NECBAC I had the opportunity to have candid conversations with both the NECBAC appointed liaison, Greg Chery, as well as the president of NECBAC, Mandy Hart. In these discussions the Associations discussed their desire to a continued relationship. Additionally, the current partnerships were discussed including College Corp New England, Coming Together Pre-Conference, Summer Institute Diversity Programming, and the NEACAC Governing Board position in the hopes of creating clarity as well as solidifying future joint endeavors.

Throughout this year what has impressed me most is the dedication of our members to our profession and the students they have the opportunity to work with. Our members' willingness to support and help each other is truly what NEACAC is all about. NEACAC members showed up to have important conversations about the ethics of our profession and most recently have been having important conversations about how to support students with the new challenges that exist due to the pandemic all while adjusting to new work/home environments.

I would like to officially thank past and current leaders of NEACAC for putting us in such a strong financial position. Although we had a significant financial impact from the pandemic we were able to continue to offer support to members with no negative financial impact, refunding all registrations fees and offering complimentary registration for the majority of our PD offerings this spring to ensure cost was not a barrier to learning. As these difficult times are likely to continue, NEACAC will continue to work to serve our members. To ensure this, the Governing Board approved an Ad Hoc Viability Committee that will be charged with looking at ways NEACAC can continue to thrive through innovation and creativity. Additionally, the Association held its first ever virtual Membership Meeting where it approved important changes to our bylaws to ensure our compliance with our national organization as well as establishing a new role of Past-Treasurer to allow a seasoned leader to provide support and guidance for our finances.

Additional thanks to some people who I could not have gotten through this year without. First, the Executive Board (Erin, Chrissy, Amy, Jeff, Jeff, Christina) while our duplicate names were often confusing our ability to work together was certainly not. You all are consummate professionals and your hard work ethic and ability to laugh made tough decisions and long meetings bearable.

I would also like to thank the Governing Board. Assembly Delegates, you made tough decisions this fall and your dedication to our profession did not go unnoticed. Committee Chairs, a special

thank you as you all pivoted your plans and continued to offer important programming without missing a beat.

Thanks to the NEACAC staff aka the Christinas. Christina Beauchemin for all her support and assistance. You are a great asset to NEACAC and we appreciate everything you do. I would also like to extend a special thank you to Chrisitna Doyle. You were literally my backbone this year. You are such a thoughtful, hardworking, and committed professional and NEACAC is so lucky to have you as their leader.

I would also like to acknowledge our NEACAC members who have served NACAC this year on their Board of Directors and as committee chairs. Sara Brookshire (who we wish well as she heads to WACAC country in her new role at Harvard - Westlake School in Los Angeles), Brenda Poznanski, chair of the NACAC Current Trends Committee, and Jim Fowler, chair of the NACAC Government Relations Committee. Also, we want to say congratulations to NEACAC member Angel Perez in their new role as NACAC CEO and our best wishes to Marguerite Raymo as she runs for NACAC President-elect.

Lastly, I would like to thank my colleagues at URI, my friends (both in and out of NEACAC), and my family. I don't think Chris, William and Caroline thought they were going to get such a close look, but with me working from home these past couple of months it is safe to say that they are basically honorary NEACAC members at this point.

Thank you for all you have given me and for the opportunity to serve you. This concludes my President's Report.

Past-President

Erin Regan

School Counselor

Sharon High School, Sharon, MA

It has been an honor to serve in the Presidential Cycle over the past three years. I am grateful to have shared this role with Sherri Geller, Andrew Rosabianca, Erin Earle, and Chrissy Cerenzia. They are strong leaders of this association, and we have been in capable hands with each of them in this role. This model truly allows for shadowing, leading, and then advising as needed. I am looking forward to the final year as Nominating Chair in 2020-2021.

This year as Past-President has been an active one. One of the primary duties of the Past-President is to represent NEACAC as Chief Delegate to the NACAC Assembly. This year proved to be interesting and challenging as our association grappled with the removal of some key provisions to our CEPP. It was a privilege to work with our delegates who are thoughtful, dedicated, thorough, and resilient at a time when our advocacy for students captured the national spotlight. That Saturday morning in Louisville proved to be monumental for our

Association as our delegates affirmed how much we care about our profession, each other, and our students and families.

One of my roles as Past-President was to act as liaison to the Nominating Committee, chaired by Andrew Rosabianca. This committee worked hard all year not only to choose a tremendous slate of candidates for our association, but they also outlined and documented some best practices for future committees to follow. I look forward to working with this committee, as they are an integral part of bringing new leadership to NEACAC.

I also worked with the Admissions Practices (AP) Committee as well as the Ad Hoc Committee on Crisis Response. The AP Committee spent much of the year working with NACAC to see how their committee would function and to learn more about their roles within our organization. In the coming months they will be educating our members regarding the CEPP. The Ad Hoc Committee, which began in 2018, worked tirelessly to develop a survey for our members regarding safety at high school visits and college fairs. They interpreted the data and ultimately created a Best Practices document for safety that will be shared with our association later this summer as we embark on fall travel.

A highlight of the Past-President year is to facilitate the discussion of the Harry Carroll Award winner. It was an honor to work with the past awards winners as they discussed the remarkable volunteers within our organization.

Finally, I spent my third and final year as a member of the Executive Board. This board, led by President Erin Earle, hit the ground running in early June 2019 to make NEACAC a valued resource for our members. I am lucky to have had the opportunity to work with such dedicated professionals. While the year clearly did not end the way that we would have wished with the pandemic of COVID-19, this group helped NEACAC to quickly pivot, make tough decisions, and remain a relevant, go-to source to answer our most pressing questions. I will be forever grateful to NEACAC for having the privilege of serving in the Presidential cycle.

President-elect

Christina Cerenzia

Senior Associate Director of College Counseling

St. George's School, Middletown, RI

This past year, I had the privilege of serving NEACAC in the President-elect role. Through the support and guidance of the Executive Board and my president's class, I learned a multitude of information about the role of president and our association.

It was my responsibility to work with outgoing committee chairs to determine their successors on the Governing Board. This cycle, there were three outgoing chairs- IDEA, Member Services, and Nominating Committees. I met with each chair to determine their successors. Under the

recommendation of the outgoing chairs and approval of the Executive Board, I presented three qualified and eager potential chairs to the Governing Board. They were unanimously approved. In addition, due to the postponement of the in-person Annual Meeting & Conference and Summer Institute because of COVID-19, the Governing Board approved the current chairs to become the 2021 chairs.

I was charged as the E-Board liaison to the Professional Development (PD) Committee chaired by Tim Kelly and the IDEA Committee chaired by Jackie Haas. PD was hard at work with their programming throughout the year especially during the transition to virtual. Career Colloquium was our first NEACAC program to make the shift from in-person to zoom. Both Tim and the chairs made that change seamlessly and pulled off a successful event. In addition, the NEACAC Book Club was established this year which enabled members to connect both professionally and socially. PD was also tasked with assessing the viability of NEACAC's Advanced Secondary School Counselor Summer Institute (ASSCSI) program. Due to low enrollment, this program has been cancelled the last two years. PD reported their findings at the February Governing Board meeting. Reimagining the length, cost, and timing of the program, PD will be piloting a scaled down program in the summer of 2021 under a possible new name. Professional Development offers programming for every type of member. Despite the stay-at-home orders and quarantining, PD did not slow down. Each of our programs continued to run with strong (and sometimes record breaking) attendance numbers even in a virtual format.

The IDEA (Inclusion, Diversity, Education, and Access) Committee continued to be dedicated to keeping diversity and inclusion at the forefront of discussions and programming. I want to celebrate the creation of the Inclusive Policies and Procedures sub-committee. This sub-committee was formed after the completion of the Gender Inclusive Policies Ad Hoc work last year. At only four months old, this sub-committee has already created the NEACAC College Access and Success Listserv (or CASL) which provides a single platform to share information and ideas with other professionals working with students in the New England region on the college search and application process.

Serving as the President-elect of NEACAC has been a pleasure and honor. I have enjoyed serving alongside the Executive Board members and working directly with the Governing Board. I am most proud of my ability to contribute my voice to discussions about important issues in our Association and look forward to the work that is to come.

Vice President

Jeff Gallant

Associate Director of Undergraduate Admission

Boston College, Chestnut Hill, MA

Thank you to President Erin Earle for choosing me to be her Vice President. I am grateful for the experience of serving on NEACAC's Executive Board during this historic year. The Vice President role, and its one-year of total service, is unique among Executive Board positions. I

most appreciate how Erin and board members -- Chrissy Cerenzia, Erin Regan, Amy Tiberio, Jeff McAdam and Executive Director Christina Doyle – gave my voice equal weight over the past year.

I liaised with three committees: College Fair, Current Trends and Two-year Colleges. A legacy of this Governing Board will be the various partnerships we formed or strengthened with other regional professional organizations and groups. Donna Walker (Cape Cod Community College), Two-year Colleges chairperson, joined with New England Transfer Associations's (NETA) Professional Development Chairperson Sydney Morgan, from UMASS-Boston, to plan a comprehensive Transfer Forum. More recently, the Current Trends Committee, led by Alyssa Frank Reichman (Boston Latin School), is working on a Community Conversation collaboration with NEACAC's Inclusion, Diversity, Education, and Access (IDEA) Committee.

The effort put forth by these leaders and committee volunteers to serve members also deserves mention. While the pandemic forced the cancellation of the Two-year College Committee's Transfer Forum, Donna remains steadfast in her commitment to offering a robust version of the program next year. Donna and Sydney skillfully pivoted to lead well-received Community Conversations about the transfer process this past April and May. In addition to planning the upcoming Community Conversation with IDEA, Current Trends hosted Enrollment Management Forum and will offer two sessions as part of the Annual Meeting & Conference Committee's virtual programming. I witnessed firsthand Alyssa act as a strong leader who is not only skilled at running an efficient meeting but has a knack for making committee members feel valued and heard. Emma Brown, from Bentley University, enjoyed a successful first year chairing the College Fair Committee. Emma executed a full season of NEACAC fairs this past fall, and her input was invaluable in our difficult decision to postpone and, then, cancel fairs this spring. NEACAC college fairs are a massive unknown moving forward, yet I am glad Emma will be a key voice in shaping NEACAC's COVID-19 strategy.

As I had a front row seat to watching Erin Earle and Christina Doyle lead NEACAC this year, I must say both Erin and Christina deserve special recognition for their leadership during a period of unprecedented challenges. With so many uncertainties for students, schools and institutions right now, the course ahead appears daunting. That said I could not think of better colleagues to tackle the issues facing NEACAC and our membership than the elected and returning members of the Executive Board. Thank you for allowing me to serve the Association.

Treasurer

Amy Tiberio

Assistant Vice President & Dean of Admission

Roger Williams University, Bristol, RI

As Treasurer my primary duties included working on developing and confirming the budget, processing reimbursements, providing information and reports to the bookkeeper, managing payroll, contributing to all executive board meetings, assisting with trainings, preparing information and documents for the audits, preparing and filing state reports, and liaising with the Finance and Sponsorship Committee chairs.

This year I led and co-led trainings on budgeting and finances and on developing effective surveys. I worked with the chair of the Sponsorship Committee to expand the role and size of the committee by increasing the scope and bringing on volunteers. Unfortunately, the pandemic caused the cancelation of the events for which the committee would have worked on sponsorship. Therefore, this expanded role will take effect once operations are back to normal. I worked with the chair of the Finance Committee on the development of an investment funds drawdown policy and a New Ideas Fund. We also worked collaboratively to assess the budget impact due to the cancelation of events.

Due to an error on the part of our accounting firm that handles our audits, the Executive Director and I worked throughout the year on collecting outstanding information to finalize the FY17 audit. We were not made aware that this audit was incomplete until last spring when we reached out to the firm to initiate the FY18 process. Working with the accounting firm and locating old data presented challenges. However, we were finally able to bring it to completion and are now catching up with the FY18 and FY19 audits to get back on track.

This has been an interesting and unprecedented year for NEACAC. While I began the year excited about our new investment fund drawdown policy and then the development and approval of our New Ideas Fund, the fiscal year turned out to present some serious challenges. The impact of the pandemic on our budget and the difficult, but necessary decisions to cancel events will likely leave us with a deficit this year. However, I expect NEACAC to rebound and believe we continue to be a strong organization – not only financially, but also due to the strength and resiliency of our members.

Secretary

Jeff McAdam

Associate Director of College Counseling

Kents Hill School, Kents Hill, ME

I believe my primary role, which was to accurately record minutes, helped to better organize the meetings, maintained thorough documentation and ultimately provided a written account of the work that our leadership is pursuing and accomplishing. In my role as a liaison, I provided support where needed to the Government Relations Advisory Committee, the Membership Committee, and the Chair of the Articles of Organization and the Bylaws Committee. While there were no significant accomplishments that I would take credit for personally, I believe by

providing support, the committee chairs were better able to complete their tasks. There is nothing additional I wish to report.

Executive Director

Christina Doyle

NEACAC

In my role as an ex-officio Executive Board member, my work continues from year to year - collaborating with new Executive Board and Governing Board members every year. Some highlights from this year include the following.

This year was anything but usual for NEACAC as an organization. There were drastic changes to the CEPP earlier this year. In mid-March, our counseling world shifted as we encountered the COVID-19 pandemic. In both circumstances and all of the ones in between, I am proud of our Association for pivoting quickly and turning what could have been “lost professional development” or “lost chances to connect” into great virtual opportunities. Although my work shifted, it continued to stay true to our mission.

I continued to work very closely with our Treasurer, Amy Tiberio, as we worked to make sure the budget and all recordings were accurate. We partnered with our bookkeeper, auditors, and accountants to complete audits and tax paperwork. Amy has provided further detail in the Treasurer Report. This work became increasingly crucial as we encountered many unknowns this fiscal year (FY20). I am thankful to our predecessors for putting in place financial plans that have allowed our Association to continue to carry out our mission.

This year, I also continued to work closely with all of our committees as I supported them in their actions. As an ex-officio member of the Executive Board, I am assigned to specifically liaise with our Annual Meeting & Conference Committee (AMC). Their work also pivoted quickly as we were forced to cancel our in-person AMC for 2020. I commend our conference chair and chair-elect, Emily Parker and Eliza Etter, for their tremendous efforts as they navigated these uncharted waters (and agreed to do this all over again next year, when we can hopefully meet in-person).

It has been a pleasure to work alongside such talented and committed colleagues, both on our Boards and in our Membership, again this year. On behalf of our administrative assistant, Christina Beauchemin, and myself, we look forward to working with NEACAC for FY21!

GOVERNING BOARD

As a committee chair, what accomplishments would you like to highlight? What were your goals and what are you most proud of having accomplished?

What are some of the challenges your committee faced this year? What steps did you take to overcome them?

Also indicate if you are an outgoing chair along with goals you have set for 2020-2021 or for the incoming chair.

Admission Practices (AP)

Jill Britton, Westbrook HS (CT)

James Tweed, Rhode Island College

We, once again, had an interesting year on our AP Committee. Finally, the Anti Trust Lawsuit is resolved, and we have been instructed to wait for a revised CEPP that will be voted on in September at the National Conference. We now have to rework the CEPP and training document to focus on “Best Practices”.

The challenges are that we need to reinvent the role of our committee as one involved in educating our membership. We no longer will have a violation and complaint model, but will hopefully have a document that we can convey our good ethics and professional practices to counselors who may need support when dealing with unethical behaviors.

We will be continuing on the board in FY21.

Annual Meeting & Conference

Emily Parker, Brown University

Eliza Etter, University of Rhode Island (Chair-Elect)

This year was an unusual and unprecedented year for the Annual Meeting & Conference Planning Committee and NEACAC at large. Due to the COVID-19 pandemic, it was voted by the Governing Board on March 31 to cancel the in-person Annual Meeting & Conference at the University of New England. As a result, we do not have traditional results to report. However, there were many accomplishments for which we are very proud and we wish to recognize the hard work that the 2020 AMC Committee has invested.

AMC 2020 Committee Goals:

Engage new volunteers: We are very proud of the many new faces that we have brought to our committee- sixteen in total. One of our three committee goals that we established was to

involve more members who did not have previous experience in NEACAC. This also allowed for a new group of Committee leaders to rise to the opportunity of leading AMC sub-committees. All but one sub-committee was new to this level of leadership on the AMC Committee.

Develop Professional and Career Resources Sub Committee: We implemented this goal and sought ways to offer new methods of career and professional support at the conference. See below for more details.

Create a social media strategy to leverage NEACAC's Instagram account:

Our committee worked on methods to push this initiative forward. It was our intention to make a concerted effort at the conference to get as many attendees to follow NEACAC's Instagram account as possible. We felt that an in person opportunity would help popularize this platform for information and engagement. Given the cancellation of the conference, unfortunately we were unable to put this to practice. Our Communications sub-committee did a good job of posting engaging content, but we do think that there are some challenges with this. Given that the NEACAC account is controlled by the Governing Board, it requires advanced planning and requests for when posts may be made. While we understand the necessity of this policy to balance and approve content, it does suppress the amount of content generated and shared. Instagram is a platform that may be more successful if more regular content is created and posted, so it is of interest to consider ways to make the posting process more flexible.

Committee Accomplishments

We would also like to call to the excellent programming that was generated by and through our committee. With over 120 session proposals, our Programming Committee was able to select 80 very strong sessions covering important and diverse topics. In addition, our Pre-Conference Committee built out a robust program for the second annual Coming Together Pre-Conference to focus on issues of diversity and inclusion. The program, themed "Moving from Intent to Impact: Changing from Allies to Co-Conspirators" included a keynote speaker, discussion groups, six educational breakout sessions, and closing remarks offered by a guest student speaker from a local public high school.

While the in-person 2020 AMC conference was cancelled, a select number of AMC committee members have elected to volunteer their time in developing a program to deliver virtual sessions. Our goal is to offer all previously selected session presenters the opportunity to deliver their session via the NEACAC Zoom platform. This will allow NEACAC AMC to capitalize on the learning opportunities so many had worked hard to develop. As of 5/12/2020, 37 of the 80 sessions have indicated interest in learning more about virtual presentation options in the month of June.

Aside from robust content offerings, the AMC Committee worked creatively to rethink ways to provide value to our attendees. Our committee planned to replace what was traditionally the time utilized for the college fair with a Professional & Career Services Hour. Our committee

worked to provide other networking and learning opportunities that focus on broadening our professional connections as well as target career development opportunities. While we were not able to see this to fruition, our hope is to revisit the Professional & Career Services Hour in 2021.

Our Sponsorship team did a very nice job with working to develop positive relationships with potential exhibitors and vendors. Our Sub-Committee Chair for Sponsorship & Fundraising was new to his leadership role, and took on the challenge with creativity, energy, and openness. This year we combined what was formerly the Sponsorship and Fundraising teams under one umbrella, and this appeared to be an effective approach given their similar functions.

A challenge we faced is that we had a minimal number of Sponsorship commitments leading up to the cancellation of the conference. While we wish to find ways to secure commitments earlier in the cycle, we struggled to find methods to incentivize these commitments earlier in the year. The pricing model may be something we explore for 2021 to provide incentives to avoid a trend of late, and therefore rushed, sponsorship communications. We also recognize that this year was extremely unusual given the unfolding of the events leading to the COVID-19 crisis this spring. In addition, we are still working on the best ways to smoothly execute Sponsorship and Fundraising tasks in a way that encourages even distribution of efforts for all sub-committee members. We are hopeful that continued efforts to track information and planning documents in the AMC Google Drive Account will minimize the learning curve of committee duties.

Another challenge we faced was working to generate a contract with UNE in a timely manner. The UNE staff were flexible, but preferred to work with specific details for catering/set up requests in advance of providing contract language, which slowed the process of creation and approval. In the case of 2020, this turned out to be an advantage given the inevitable cancellation of the conference. A more thorough version of the conference bid would likely be advantageous for the process of planning the conference.

Lastly, a challenge for our committee was the uncertainty created by the developing COVID-19 crisis. We are very appreciative of the flexibility and understanding of our team during a time when much was unknown, and we had to continue with planning “as usual” until we had confirmation of the cancellation. During a time when many action items were underway and decisions had to be made, it is a challenge to have to put our team into a holding pattern.

Given the unique circumstances presented by the COVID-19 pandemic, Emily and Eliza will be returning in their same roles for the 2021 conference. We intend to continue to pursue unrealized goals from 2020 and develop new objectives over the summer months once the virtual AMC sessions are delivered.

Articles of Organization & By-Laws

Kate Gerbode-Grant, College Board

In the 2019-2020 year, the Articles of Organization & By-Laws Committee navigated the Governing Board through a number of items, most especially in creating a deeper understanding and use of Robert's Rules.

Among items of focus for this 'committee' of one were the key votes in the Special Virtual Annual Meeting and providing guidance to their successful adoption. From the research on how to word and structure the proposed bylaws and voting procedures to adapting and writing special rules for the online meeting format to support a productive and effective meeting, it was a lively spring given the work in the context of the pandemic.

I am returning to the board in 2020-2021.

College Fair

Emma Brown, Bentley University

I rolled on as the College Fair Committee chairwoman over the summer excited to continue the work and establish the new College Fair Committee to support the important work in facilitating our organization's fall and spring fairs. While the fall fairs were well underway we saw a successful conclusion to that cycle with positive survey feedback and active host participation.

As we prepared for the spring cycle we had a few important goals to tackle around communication, attendance and committee engagement. Unfortunately, despite the impressive commitment from our hosts, we did have to cancel the spring fairs. This has been a challenging and ever-changing year for college fairs with the evolution of the COVID-19 pandemic and the need to cancel our spring fairs. While we had great plans in place to better track attendance, support our hosts institutions with on-site committee members, and strategic marketing communication – we had to shift gears to do what was best for our organization and members at this time. We look forward to having a successful fall cycle to continue this work.

I will be continuing on the board in 2020-2021.

Communication & Web Services

Alyssa Choudhry, University of New England

We accomplished two major goals this year: exploring and implementing a webinar and distance meeting platform with Zoom, and surveying the membership for communication preferences. Both accomplishments have served our committee in great ways. We implemented

Zoom just before the change in working conditions due to COVID-19 and has proved to be invaluable throughout this time. Completing the survey is the accomplishment I am most proud of. With the information gained, we now know what works best for our members when it comes to communication. We will use this knowledge in future communications.

Again, we were challenged when trying to find the best ways for committee members to contribute. We need to refine position descriptions and see what is feasible for members to do. A goal for 2020-2021 would be to find concrete tasks for each member of our committee to make sure they are feeling like they are contributing positively to the committee and the Association.

I will be continuing on the board in 2020-2021.

Crisis Response – AD HOC COMMITTEE

Kathryn Dromey, Agawam High School

Jason Cloutier, Xavier University

We are very proud of the work that has been accomplished by the committee over the past year. We surveyed the membership on items such as offering funds in the wake of a crisis and developing safety protocols for high school visits. Our response rate was significant, with 455 members responding, and over 95% of respondents agreeing that NEACAC should give institutional recommendations for best practices regarding safety at high school visits and college fairs. This led to the committee's development of the **NEACAC Safety Protocol Recommendations for Secondary School Visits and College Fairs**. Most respondents also agreed that NEACAC should make donations and develop concrete guidelines for tiered support for resources in the aftermath of a crisis. The Governing Board voted to approve the recommendation that the Finance Committee take over this piece of the committee's work.

The biggest challenge our committee faced was the time it took to create the survey, have it approved, survey the membership, then compile the results. I am not sure we overcame that challenge as much as we recognized it, and worked as quickly as possible to resolve our tasks as an ad-hoc. Given the nature of an ad-hoc committee, once our term ended, so did the committee. We are excited that our document will be shared and posted on the website for the membership and that the Finance Committee will continue to look at funding as related to crisis response.

Current Trends

Alyssa Frank Reichman, Boston Latin School

2019-2020 Goals:

- To build out a clearer definition of roles for the committee, so that members who want to can have at least one concrete contribution per year.
- To communicate with the whole membership about current trends two times this year in an effective way.
- Regularly ask membership what they think the trends in admission/college counseling are and what they would like to learn about.
- To work with the committee to consider if we are doing the right things to achieve our mission as a committee

Committee Accomplishments:

- We launched and will be hosting a successful Enrollment Management Forum, on May 29, 2020, featuring Michael Bastedo, Director of the Center for the Study of Higher and Postsecondary Education, and the researcher beyond the College Board's landscape initiative. To date, 26 people have signed up to participate.
- We will be offering two sessions at the upcoming virtual AMC program
 - 1) Current Trends Open Forum
 - 2) College Fit with an eye toward equity in a test optional environment
- We are working on a Community Conversation session in partnership with the IDEA committee, in which participants will be invited to work together to create a resource that students without access to school counseling can use to navigate their college search and applications during COVID-19 times. We are aiming to host this in mid to late June.
- I am proud that a core group of 8-10 volunteers on our committee have been actively involved in our committee's work this year. This is a higher number than past years. More members on the committee are making meaningful impacts in our work.

Committee Challenges:

- It has been challenging to stay on top of Current Trends in admissions, and figure out how to best support NEACAC during such an unprecedented time, when things are changing so quickly.
- It has also been challenging to figure out how to use the e-blasts to support our committee's goals.

I will be continuing on the board in 2020-2021.

Finance

Owen Bligh, Providence College

Successfully developed organization's budget, designed fund for usage of organization's reserves to support new ideas and initiatives, provided input and legislation on financial assistance to members in event of crisis, assisted with updating budget as a result of COVID-19, and monitored organization's investments.

Though it has not yet happened, I anticipate difficulty in not being able to host an in-person meeting to develop the budget. Additionally, the timeline of budget approval was a problem but has been resolved for the future.

Goals for 2020-2021: Remain agile and available to support the evolution of the organization as COVID-19 continues and the Executive Board adapts to our new way of doing things.

2019 - 2020 Goals:

Strengthen Leadership: Rather than just splitting the committee into working groups and leaving larger groups of people to work on a project, will solicit volunteers to lead these smaller groups. – **Complete.**

Communication/Marketing: Improve communication of final budget decisions to the respective committee chairs. With the new Innovation Fund, establish a process for communicating to the membership what the reserves are actually doing for the organization – **In progress, but the process has been updated to allow for this.**

Assessment: Continue organization audit – **In progress.**

I will be continuing on the board in 2020-2021.

Government Relations Advisory

Tyler Tucky, North Carolina State

Goals:

By June 1, 2020 have GRAC take three actions on legislation in New England. Examples of "action" may include: a press release, an action alert, cosponsoring, speaking at a hearing, sending a letter in support/opposition to committee, etc.

With the local legislative calendars halted, GRAC looks forward to ramping up an active presence in New England statehouses in the year to come. These efforts kicked off with one of our first letters to legislators with a reminder of the work of NEACAC and our hopes to come out of COVID-19 plans.

In the Spring of 2020 hold two Day on the Hill events, one in Massachusetts and one in Vermont, with a 10% attendance growth for the day in Massachusetts.

GRAC was able to hold a Day on the Hill this spring in Massachusetts. The day reached our event capacity, and saw registration growth from last year. Our Day on the Hill in Vermont was postponed due to COVID-19. GRAC is excited to revisit Massachusetts and Vermont in the upcoming year.

By June 1 2020, find ways to increase the sharing of information from NACAC's GRAC and Government Relations efforts with the NEACAC membership.

Over the past year NACAC has further organized the affiliate GRAC committees into an active working group. Action alerts and legislation action are shared more rapidly, and these will continue to be shared with the Executive Board when pertaining to National Legislation. We will continue to share action alerts and relevant headlines through the E-Blast.

This year GRAC remained active on the legislative front. We met with state legislators in Massachusetts and strengthened our advocacy partnership with MASCA. Unfortunately, our legislative introductions in Vermont were postponed due to COVID-19. At the same time, our partnership with the Vermont School Counselors Association and their advocacy wing continues to grow.

As a committee we took part in the advancement of the national affiliate GRAC team, joining quarterly calls and brainstorming with counterparts across the globe.

GRAC returned to Washington, D.C. to take part in the annual Legislative Workshop, and had a member from each state in New England meeting with national congressional staff to advance the advocacy of NACAC at the federal level.

Finally, GRAC contacted both members of state education committees and state education commissioners with a response surrounding COVID-19. We will continue to share personal stories of NEACAC membership and be sure that voices across the profession are shared with leaders in every state. I look forward to continuing this high touch point advocacy and advancing the needs of members and students with legislators.

In the upcoming year, we plan to share additional communications from NACAC, and explore policy initiatives pertinent to NEACAC.

I will be continuing on the board in 2020-2021.

Inclusion, Diversity, Education and Access (IDEA)

Jackie Hass, Salem State University

The IDEA Committee has 48 members this year and continues to work using the subcommittee structure. The subcommittees and their chairs are: Make a Difference Fund: Dustin Hunter;

Margaret Addis Scholarship: Joshua Kellogg; Annual Essay Competition: Moira McKinnon; Annual Meeting & Conference: Sharonda Dailey; and Camp College New England: Tricia Culver; Inclusive Practices and Procedures: Jami Silver and Adrienne Oddi

For the 2019-2020 cycle the IDEA Committee brought on a new initiative entitled Inclusive Practices and Procedures. This subcommittee was put in place as a result of a policy discussion from the 2018-2019 cycle regarding gender inclusive language and practices. This committee has also spearheaded a google group/listserv to better serve the membership when discussing topics of equity, access and inclusion.

This year for the Make a Difference Fund, we received one application for the fall cycle. While this was a little disappointing the team recruited and came back with a record 18 for the Spring cycle. We were able to fund the following projects to promote different programs throughout the membership. The Fall Cycle was to fund a college fair through the Hartford Public Library. For the Spring cycle we awarded six projects after receiving 18 applications! College Acceptance Celebration through *Lets Get Ready* First Year Experience ("FYE" Freshman Guidance Seminar) through *Academy of Our Lady of Mercy*, Ready, Set, Go!, College Readiness Conference, through *Girls Inc*, Bringing Study Abroad Program to QCC Bellows Free Academy Fairfax College Visit Trip. Unfortunately, due to the COVID-19 pandemic these programs were all cancelled or postponed. We have been working with the Executive Board to try to adjust the MADF budget to be able to fund the programs that were cancelled and new programming options.

This year, the Margaret Addis Scholarship Committee received roughly 20 scholarship nominations. The 14 MAMS recipients represent five of the six New England states (only Massachusetts missed out). The MAMS recipients will be encouraged to attend the Annual Meeting and Conference in 2021. They were also encouraged to attend the virtual AMC sessions in 2020. This group came together with our sub-committee chair to talk about the benefits of membership, and attending the conference at a future date.

The Annual Meeting & Conference Committee brainstormed session ideas for the AMC. The goal of the sessions sponsored by the IDEA Committee is to provide professional development around issues that are most pressing for college admissions counselors and under-represented students. IDEA was also working with the Coming Together Conference sub-committee to provide funding for a breakfast or a dinner. The IDEA Committee continues to support the efforts put forth through the CTC and would be interested in collaborating around the programming sessions offered through this event. Unfortunately, due to the restructuring of the Annual Meeting and Conference these sessions were not able to run in the original format. We hope to be able to re-evaluate these options to run in the 2021 Annual Meeting and Conference.

As I wrap up my tenure as the IDEA Committee chair I am thankful for the opportunity to have led this amazing group of people! I am excited for everything that our new chair, Sharonda Dailey, will bring to the position.

IDEA Committee General Goals:

- Provide one professional development opportunity above and beyond what the IDEA committee would traditionally offer.

- The topic of this training will be suggested by the members of the IDEA committee

While this exact goal was not met with the leadership of Jami Silver and Adrienne Oddi the IDEA committee has launched CASL (College Access and Success Listserv) for the great membership and beyond to engage with around topics of access and equity in the college admissions process (and beyond).

- Better partnership with NECBAC and opportunities to support programming for a Coming Together Pre-Conference for the 2020 AMC.

The CTC program did not run this year due to the COVID-19 pandemic. We did not make as much progress on this goal as I would have liked.

- Focus on record keeping for each sub-committee.

We have accomplished this goal and will continue to work to retain historical information to share from chair to chair. As one of our final projects we will be converting the shared google folder to be controlled by NEACAC so information can be retained from year to year.

IDEA Committee Sub-Committee Goals

MADF:

The members of the MADF sub-committee will increase grant submissions through increased engagement with the membership. The sub-committee will do this by offering trainings on how to write and submit grant proposals, social media campaigning, and additional communication with the membership.

MADF made significant progress on grant submissions! We had a record 18 submissions for the Spring 2020 cycle. With the COVID-19 pandemic all the programs were cancelled or postponed. My hope is that our request for an increase in the MADF budget will allow us to level fund the Spring 2020 awards and stay on track for a 2020-2021 award cycle.

MAMS:

The members of the MAMS sub-committee will increase scholarship participation by nurturing relationships with past MAMS awardees. By increasing engagement with past awardees, we have the opportunity to engage active participants

MAMS did see a decrease in application submissions this year, but our committee has done a great job working with our past and current MAMS recipients. The committee has worked closely with the recipients for the 2020 cycle to engage them in the virtual conference offerings and introduce them to the benefits of the NEACAC Membership for the 2020-2021 year.

Essay Contest:

The Essay contest subcommittee will work to increase application submissions from Vermont and Rhode Island. This will be accomplished through social media exposure, possible post card mailing, and email campaigns.

AMC Session Proposals:

The members of the AMC Session Proposal sub-committee will conduct a review of past conference agendas from 2017-2019 to pinpoint topics that may have been missing. The sub-committee will also take a look at the session feedback that may be available from the 2019 IDEA-sponsored sessions to see what was suggested by participants. The information that is gathered will be used to create stronger proposals for AMC 2020 as well as Coming Together 2020. Once sessions are developed, the sub-committee members will make a larger call for presenters than in year's past by using social media. The goal will be to encourage folks who have never presented to consider partnering with people who have presented before, which will hopefully foster more leaders within our organization.

The AMC Session proposal sub-committee put forward five session topics to be reviewed by the AMC conference committee. Unfortunately, the 2020 AMC was postponed to 2021 and the sessions were unable to be properly conducted in a virtual format. The hope is to reconstruct these sessions for the 2021 cycle and to bring some additional topics to the table.

Inclusive Practices and Procedures

This subcommittee did not have any set goals for this year as we continued to get the skeleton of the needs of the organization pulled together. Even without a set goal the subcommittee was able to run a community conversation virtual session to bring the community together to discuss relevant topics in a COVID-19 environment as well as get a listserv stood up: CASL.

CCNE:

The IDEA Committee will continue to work closely with NECBAC in regard to recruiting mentors and assist with training topics to better educate the NEACAC membership around issues of access and equity. Additionally, NEACAC will work alongside NECBAC to increase participation and to help provide pipelines of students who would benefit from programming like this. *Unfortunately, for this year many of the CCNE initiatives needed to be tabled for further discussion with members of the subcommittee and NECBAC. The hope is to continue to review the needs for this program and how it best serves the NEACAC membership.*

Member Services

Rebecca Koskowski, New Hampton School

This past year, despite the challenges facing schools right now, the committee came together three separate times to meet and to keep our group moving forward. We identified three goals which guided our work for the year.

Goal 1: Redo the Membership Benefits page of the NEACAC website – Christina Doyle has been working with a member of the committee to create an updated page.

Goal 2: Increase engagement of new NEACAC members – the team of five working on this project created a new three-pronged approach to engaging with new members.

Goal 3: Assess the organization – we worked with Christina Doyle and a current RLP participant to create a survey for organization members.

The challenges we faced are similar to what others are seeing; we are an over-taxed population with limited hours to devote to this work. At this point, recruiting new members to the committee will be necessary to continue having our work move forward.

I am an outgoing chair and am being replaced by Kayon Ellis. My goals for Kayon would be to have her recruit new members to the committee and move forward with the 2019-2020 goals.

NECBAC Member – at - Large

Gregory Chery, Providence College

In the fall of 2019, I met with President Erin Earle to discuss a variety of topics focused on ways to strengthen NECBAC and NEACAC's relationship. We discussed intentional ways to encourage more NECBAC members to get involved with NEACAC. In November, we had an additional meeting with NECBAC President Mandy Hart and NEACAC's Executive Director Christina Doyle. In that meeting, we talked about recruiting more NECBAC members to join the Summer Institute Faculty. We also discussed creating institutional opportunities for NECBAC to present during the program. Both organizations are committed to creating intentional opportunities and programming to help cultivate more leaders of color in the field. President Earle and I also discussed the organizations' collaboration in organizing the Coming Together Pre-Conference. As liaison, I will relay any important information about the pre-conference from NEACAC Annual Meeting & Conference chairs to NECBAC. This is another opportunity for partnership between both organizations; this strategic effort will hopefully also encourage more NECBAC members to attend the annual conference.

We also discussed upcoming plans for College Corps New England (CCNE). NEACAC will continue to provide a donation to help with mentor development. This is the best way for NEACAC to support the program since its mission is focused more on supporting professionals in the field. We will continue to explore ideas on ways to collaborate in organizing this program, but there are some challenges concerning providing insurance for the program. The last major topic of our meetings was the non-voting liaison position on the Governing Board. I expressed NECBAC's gratitude to President Earle in this continued partnership and relationship. I also expressed NECBAC's desire for that position to be a voting member. NECBAC believes this would be a way to both strengthen and solidify our partnership. Thank you to both President Erin Earle and Executive Director Christina Doyle for their support of NECBAC. I look forward to working with President Christina Cerenzia.

Nominating

Andrew Rosabianca, MCPHS University

The Nominating Committee is very proud of our accomplishments this year. Our committee consists of admission and secondary school professionals from across New England with the goal of having balanced discussions and consideration for all leadership positions and awards. We were very satisfied with the policies we created surrounding our election, the nominations we received for leadership positions and awards, the slate of candidates put forward, and the overall participation in voting this year.

Most of our year remained on track with three in-person meetings, deadlines for nominations, timelines to contact candidates, and consideration of nominations for awards. However, we decided to delay the launch of voting this year given the COVID-19 pandemic. Voting was scheduled to open as many of our members were transitioning to work from home, so we decided to push it out to allow our members to focus on their work and get settled before having to consider voting for NEACAC.

Next year's Nominating Committee will build upon the policies that were established this year. The committee will review the procedures that were followed in contacting candidates and reviewing nominations, and will make adjustments, if necessary. In addition, the committee will work on policies surrounding awards, as well as look at descriptions to be sure they align with the nominations we receive and the work being done across our association.

Personally, it was a joy to work with this committee this year. I appreciate the discussions and the work of the committee, and can think of no better way to conclude the responsibilities of my presidential cycle than to welcome a great group of new leaders to NEACAC.

Below are the goals the committee set at the beginning of the year, and the results of each.

To put forward a slate of strong and diverse candidates for our open leadership positions. Our focus will be on involving new leaders and also balancing the different areas of our association so that representation is balanced.

The Nominating Committee was very satisfied with the slate of candidates put forward for all positions. The ballot included a single slate for President-Elect, two candidates for Treasurer-Elect, eight candidates for Assembly Delegate from the secondary side, and eight candidates from the college/university side. Candidates represented institutions throughout New England, from public and private institutions, and a variety of roles to represent the diversity in our association.

In addition to our leadership ballot, the Nominating Committee had excellent nominations to consider for Professional of the Year, the IDEAL (Inclusion, Diversity, Education, Access, and Leadership) Award, the Rising Star Award, and the William S. Neal Award. This was the first year of new parameters for the William S. Neal Award where members with a minimum of ten years experience were considered. The committee had incredible candidates to consider given these new requirements. We are excited for the membership to hear about these winners at this

year's Annual Meeting, being held virtually, as we have looked for ways to recognize our winners despite different circumstances.

Overall, we had a great slate of nominations to discuss for leadership positions and awards. The committee encourages members to continue to participate in our nomination process, as the committee can only consider candidates that are put forward by their colleagues. If you work with or know someone who could lead NEACAC in some capacity in the future, or should be recognized for their hard work through an award, do not hesitate to take a few moments and submit a nomination.

To communicate effectively with the membership on nominating candidates for awards and leadership positions. Also, our focus will be to highlight and market each candidate chosen for the slate so that members will have the ability to understand who the candidates are and the beliefs they hold.

The committee discussed and wrote policies on how candidates are contacted, what information is shared, and what should be expected for the entire process and role. The committee also discussed and wrote policies on how campaigning will occur, what candidates will share, and how their platform could be easily shared with the membership during the vote. The Nominating Committee began these policies last year and were pleased to solidify and continue writing policies this year so that future candidates can be communicated with effectively and in the same manner. We continued to use Election Runner, an online platform, an online platform this year and focused, written questions asked for each position. We also provided members with videos of each candidate.

To increase participation in voting by 50% over last year

While a 50% increase in voting over last year was an ambitious goal, our intention was to engage our membership now that we have an established online platform for voting. We are very happy with the voter turnout and engagement this year. In 2019 493 NEACAC members voted. In 2020, 626 members voted, representing a 27% increase over last year. We appreciate the NEACAC members who participated in our election and hope that members continue to engage with the Association.

Professional Development

Tim Kelly, Northeastern University

This past year, the Professional Development Committee executed several successful programs and also reimagined others due to the COVID-19 pandemic. In the fall, we held our largest Students in Admissions Forum in recent memory. We also began planning in earnest for our spring and summer programs, including the Career Colloquium, Summer Institute, Middle Management Workshop, Colleagues in Conversation, and presentations for the Rising Leaders Program. All of our spring and summer programs have needed to pivot due to cancellations of

in-person events, and it was great to see that the Career Colloquium was able to quickly and successfully replicate its program in a virtual format in March. The Mentorship Program also continues to provide mentorship opportunities that members can request directly from the NEACAC website. Final plans and details for the Middle Management Workshop and Summer Institute 2020 are still in the works as of the time of this report. The PD committee had goals this year regarding standardizing marketing plans, reimaging assessment, and reconciling budgets and expenses. I am proud that although much of our strategy had to change this past spring, we made some great progress on each of those goals and will have additional room to grow this coming year. We've calibrated our marketing efforts with the monthly e-blasts and social media, streamlined surveys through NEACAC's new process, and had pre- and post-event check-ins with co-chairs around budget. As mentioned previously, our largest challenge this year was how to pivot in the face of COVID-19, but in working with the program chairs and other Governing Board colleagues and my Executive Board liaison, we were able to take an individualized approach to each program to ensure the best steps were taken in light of our new reality.

One of the largest opportunities for the upcoming year will be our new Advanced Counselor Roundtable (formerly called ASSCSI – Advanced Secondary School Counselor Summer Institute). After a charge from the Governing Board to reassess the viability of a program for experienced school counselors, a fall working group recommended a new program for 2021 with a one-day program in July for school counselors, along with a rebranding so as not to confuse the program with Summer Institute. Other activity this year included a working group that focused on possible next steps for the Adopt-a-District program, and collaboration with the Communication & Web Services committee and the Executive Director as we launched a new webinar platform. In addition to the opportunities that are ahead of us, I hope to continue working with program chairs and colleagues on the Governing Board specifically as it pertains to our budget and technology use. I hope we can continue to be good stewards of our resources while also maximizing our budget use in the most responsible way. Additionally, utilizing webinars and other technology to amplify our efforts and outreach are things I know the committee will be focused on, specifically as we try to reach members who have a harder time accessing in-person professional development. As chair, I am most grateful for our enthusiastic committee volunteers and look forward to our work together this coming year. *Outgoing chair?*
No.

Sponsorship

Christopher Fox, University of Southern Maine

This year I chose to work with the Exec Board to reconsider the name, structure, & overall purpose of this committee. I chose to grow the Committee and partnered with the Volunteers Committee to find 4 additional NEACAC colleagues with whom to carry this work forward.

The traditional focus for the Sponsorship committee has been to support the efforts of AMC Planning Committee to compliment their budget & provide grants to attendees. We chose this year to expand our focus beyond that basic role, and were just starting to explore how we might

go about providing Sponsorship opportunities to college fairs, NEACAC communications, & professional development events. The largest challenge then was, of course, the multitudinous impacts of the current national health crisis. While our committee was not meeting regularly in person, the scope of each of our paid jobs did change, which made committing to additional virtual meetings a challenge for both myself as well as my new committee members. And while the sponsorship efforts of the AMC planning committee have significantly changed, we can continue our own discussions on how to move forward with evolving our purpose through the next year.

Our goals for the next year include consideration of a possible committee name change to better align with our expanded purpose, as well as possible bylaws, policies, & practices changes to similarly align. We would also like to implement stronger & more structured connections with specific other NEACAC committees in order to better serve their needs annually.

I am returning to the board in 2020-2021.

Two-year Colleges

Donna Walker, Cape Cod Community College

Since 2018, the Two-year College Committee has worked with the Professional Development Committee to lay the groundwork for a Transfer Forum. Subsequently, we began working with the New England Transfer Association (NETA) and the Massachusetts School Counselor Association (MASCA) to host the forum during the 2020 Spring MASCA Conference. Unfortunately, due to COVID-19 concerns, we cancelled our presentation.

Secondly, we have wonderful people on this committee whom I hope to bring out in other roles. Rebecca Brownstein at Quinsigamond Community College was selected for Assembly Delegate. Mark McGrath from Manchester Community College in NH has served on the AMC Committee and has been instrumental in increasing the number of Annual Meeting proposals representing our work, as well as transfer and joint ventures between four-year colleges/universities, two-year colleges, and school counseling.

The biggest challenge was finding time and location for the Transfer Forum. With a wonderful assist by Jeff Gallant, VP-NEACAC, and Christina Doyle, Executive Director-NEACAC, we established a working relationship with NETA and MASCA. This, in turn, gave us a viable option for the Transfer Forum.

I am currently seeking interest from the committee members for a new chairperson for the group. We have garnered new members by the work we are doing and hopefully new ideas to move us forward. It has been an exciting time working with these amazing and talented members!

I will be continuing on the board in 2020.

ASSEMBLY DELEGATES

As a delegate, are there accomplishments you would like to highlight?

Were there any NEACAC committees you served on this year outside of your role on the Governing Board?

If you are continuing as an Assembly Delegate for the 2020-2021 Governing Board cycle, what goals do you have in mind for your future involvement?

Lauren Avalos, Gann Academy

FY2020 has been an incredible year of change and a test of flexibility and adaptability for our organization. It has presented the opportunity to re-prioritize our professional goals, both as a unit and as individuals. In my third and final year as delegate, together with my peers, we completed a review and national vote concerning the USDOJ multi-year investigation of our code of ethics. A process that tested my personal understanding of the work we do and the constraints under which it is done. The interactions I have had with colleagues within our region and throughout NACAC led me to a deeper understanding of what will be at stake for universities and college-bound students because of the vote.

This year, I served a second term as Chair for the Sub-Committee for Volunteers, under Membership. Since June 2019, I've connected over 80 NEACAC new or returning volunteers with one ad-hoc and seven standing committees for consideration. I have worked thoughtfully to create a more inclusive committee vetting process and initiated discussion for an evaluation process for standing committee chairs to reflect on the effectiveness of their volunteers. Moving forward, I propose:

- the volunteer process to remain centralized within this subcommittee;
- suggested term limit guidelines be established for each committee in the future to ensure productivity, active engagement, and retention of dedicated volunteers;
- a clear budget pathway for volunteer recognition and engagement events; and
- increased communication between the Volunteers Chair and the Membership Chair to ensure mutual goals are being set and achieved.

Christina Berardi, Salve Regina University

The three-year term has been a unique one as an Assembly Delegate to NACAC. We voted in a completely new version of the CEPP, were then unable to continue to vote on the document due

to the threat of a DOJ investigation before finally having to suspend that document completely to be in compliance. The term included many hard decisions and ended with a pandemic, once again changing many of the norms we had all operated under for many years. This year I have educated myself on not only the process and implications of the DOJ investigation, but also the impact (or potential impact) each change may have on various stakeholders in the admissions field including students. In addition, serving on the Governing Board has meant helping NEACAC navigate these same concerns and adjusting our programming and governance during this unprecedented time where we cannot meet in person.

In addition to serving as an Assembly Delegate, this past summer was my final year in a three-year term as a Summer Institute Faculty Member. I am also serving in the role of “past chair”, primarily in an advisory role to the current chairs of the Annual Meeting & Conference Planning Committee. In addition, I am a co-leader for the Women in Admission Special Interest Group (SIG) for NACAC. I am an outgoing Delegate.

Robin Connelly, Scarborough High School

Who could have imagined such a fascinating first year as an Assembly Delegate. When this experience began, little did I know at the time that my election video would be a minor technological learning curve compared to the online skills I have developed in the past two months of counseling under COVID. As a new delegate, the energy and preparation for the NACAC National Convention was invigorating. I learned much from the leaders within NEACAC and was honored to be part of the NE delegation at such a watershed moment in the national organization.

As my understanding of our roles, responsibilities, and opportunities further develops, I am excited to increase my involvement in specific NEACAC initiatives. The summer LDI was incredibly valuable and from that my interest in the Professional Development Committee solidified. The need for innovative and accessible PD is more critical now than it was just two months ago. I look forward to working with this group.

I also began working with a Mentee in the NEACAC Mentorship Program. This relationship is in its early stage, and I am looking forward to learning from one another over the next year – it will certainly be a fascinating time for admissions counselors and school counselors alike.

Tim Cushing, Brewster Academy

We had a very successful time at NACAC representing our affiliate. Although it was a tough year to be a delegate, the group of us joined together to make the right decisions for the organization's future and to push forward. In terms of the Governing Board, I was not asked to contribute in any other ways outside of being a delegate.

I served as a mentor for the 2019 Rising Leaders Program, and I was selected as a faculty member for NEACAC Summer Institute.

This was my last year as a delegate and will be rolling off this year.

Jason Cloutier, Xavier University

In terms of accomplishments, clearly, getting the Ad Hoc Committee on Crisis Response to where it currently stands was paramount this year. Without the incredible professionalism and vision of Kathryn Dromey and our committee members, we could not have put forth the proposal that we did over this previous winter. The recommendations and suggestions that the committee established will hopefully be utilized and implemented in the academic year ahead.

Other accomplishments (although I still do not quite feel this was an actual accomplishment), voting on the removal of the three articles from the CEPP was historic. To say that we affected change (under the DOJ's insistence), would be putting it mildly. I am already seeing MANY colleges around the nation conducting themselves in the spirit of filling seats, and not necessarily, what is in the best interest of the student. The DOJ clearly won that battle.

Knowing that of the 240+ voting members at the NACAC Assembly in Louisville, only three voted with their conscience. The three voted for the best interest of the student in mind. The three voted to turn down the DOJ's insistence that what we have been doing since our inception as a volunteer organization was unfair or anti-trust.

It has been very bothersome to me since that early Saturday morning in September. And continues today.

I am rolling off my position as Assembly Delegate and will be thankful to turn the reins over to another capable individual within the organization.

Sharonda Dailey, Wheeler School

One of my goals was to bring a motion forward to have NEACAC provide transitional support for members dealing with closures and mergers. I was able to accomplish this at the Governing Board meeting in November, and the motion passed. I contributed to the Board by being a vocal participant and by often sharing a perspective/raising a question that had not been considered. Governing Board meetings are fast-paced, and it can be a little intimidating to speak. Now that I am more comfortable in my role, I hope to continue to speak up and speak out.

I served as a member of the IDEA committee and chaired the Annual Meeting & Conference (AMC) Session Proposal subcommittee, which developed and proposed several sessions that aligned with IDEA's mission for AMC 2020. Some sessions will still be offered at the virtual version of AMC while others will now be postponed until AMC 2021.

This year, I shadowed the IDEA chair, Jackie Haas, in preparation to potentially take over as the new chair. In February, the Governing Board elected me to serve as the next chair of the IDEA committee. I will begin my three-year term after the May Governing Board meeting.

In May 2020, I helped to organize and lead a NEACAC Community Conversation titled Equity Gaps in The Digital Divide: Reconfiguring the College Admission Process. In addition, I am assisting the Current Trends committee with the development of a new AMC session related to testing. I am also helping to coordinate a joint IDEA/Current Trends Community Conversation that will most likely take place in late June 2020.

We are in very uncertain times right now due to COVID-19. This, on top of the changes to the NACAC Code of Ethics and Professional Practices, has already led to some very tricky situations. Admission professionals need the support of NEACAC more than ever. I am fortunate to occupy a seat at the table, and I hope to continue to strongly represent secondary school counselors and ensure that our needs as professionals are heard.

One of my goals for this year that will extend into next year was to consider ways that the organization could best support networking, professional development, and mentorship opportunities for our members of color. As a starting point, I reached out to the AMC Planning Committee to ask that affinity groups take place at AMC. Although they were not able to incorporate them into AMC 2020, it is on the table now for AMC 2021, and I look forward to being a part of the conversation and to assisting with this effort. I am excited to see what additional opportunities I can develop in partnership with others.

Doug Dumont, Lewiston High School

My first year as a NEACAC Assembly Delegate has been an eye opening experience, especially with the changes that happened in Louisville. I am proud to be representing the State of Maine, more specifically public school counselors. I was able to work with the MELMAC Educational Foundation to present NEACAC to public school counselors at two different winter meetings. I believe there were some new schools who started new memberships, which is great news. One of the biggest challenges is getting other public school counselors from Maine to be able to participate; sometimes location impacts the likelihood of Maine school counselors participating/attending. This certainly has been a crazy and ever changing year, it seems, as there is always something different happening.

Maggie Farnsworth, New Hampton School

It was an interesting year to be a first year Assembly Delegate! I spent most of LDI and NACAC figuring out my role and listening to others. It was a lot to take in and process, especially with such a monumental vote at NACAC. I also finished my third and final year as a faculty member at Summer Institute. As part of my Assembly Delegate role, I joined the Professional Development Committee, and I was excited to take on a bigger role in this committee. Unfortunately, there was a global pandemic, so we had to cancel the Career Colloquium. The

group successfully moved the program to an online program and we were able to move forward. Now that I have a year under my belt (and am no longer in my first year as a Director), I look forward to investing more time into my committee work and Assembly Delegate role, and ways that I can help serve the membership.

Sarah Lasoff-Hodge, Cheshire Academy

This year was challenging for delegates as there were (and still are) many unknowns in NACAC. The delegates' main focus was to support NACAC in the Department of Justice antitrust investigation. This included suspending the CEEP and providing provisions for the NACAC Board to act without reconvening the assembly throughout the 2019-2020 year as needed for the best interests of the organization. While these were difficult votes, the assembly ultimately supported NACAC's requests.

I would like to commend all of our delegates for doing their best to support our organization when there were a lot of unknowns.

Amy Lee, Southern Maine Community College

What a time to be a first year delegate! I started off my term in a whirlwind in Louisville, voting on the CEPP changes and the leadership of NACAC. It was a learning experience to say the least. I was a member of the Nominating Committee, and I am looking forward to continuing with this role in the future, as I enjoyed learning about our awesome members and their contributions to NEACAC and higher education. I was hoping to be more involved with the Two-Year Colleges Committee and was looking forward to the two-year track at AMC. Now that I understand my role, I hope to bring my experience with community college students to NEACAC, as not only they pertain to transfer issues, but also making sure school counselors are aware of the amazing programs and career options offered at community colleges.

Brooke Libby, Gould Academy

I am pleased to have weathered the storm of the DOJ consent decree vote. Although I was sad to support the motion, I think it was important to support NACAC leaders who had worked incredibly hard to reach a difficult decision and, ultimately, to ensure NACAC's viability as an institution. This felt like painful yet vital work. I was also beginning to work on reaching out to counselors throughout rural portions of Maine to encourage their participation/membership in NEACAC when... COVID-19 happened. I would be happy to resume this work next year. Thank you to Chris Fox, who provided me with an invaluable resource -- a guide/contact info to all Maine high schools. I have served on the IDEA Committee for many years and continue to enjoy this work. I look forward to serving in whatever capacity I can next year as an alternate.

Daisy Ogunedo, University of Massachusetts Lowell

This year, as a delegate, I spent my time learning the process of being part of NEACAC's Governing Board. I was elected at what could be considered an unprecedented time for NEACAC, with the vote during the September NACAC conference as well as the continuing pandemic. These opportunities allowed me to view leadership in action and see how the governing board operates in order to provide the membership with the services they deserve. This role also allowed me to host the Governing Board on UMass Lowell's campus for the Winter LDI.

In addition to serving as a Governing Board member, I also served as the Social Media Lead for AMC prior to its shift to an online format. I have held this role for two years and it gives me joy to contribute to the overall organization of the conference. I also continued to serve as a member of the IDEA committee with a focus on the sub-committee for CCNE.

As a returning delegate, I hope to continue to advocate for members while also staying true to NEACAC's mission. While the next few months are still undecided for many of my colleagues on both the college and secondary side, I hope to be a support system for those in need.

Diane Soboski, Champlain College

This was the start of my second term as an Assembly Delegate for NEACAC. This fall proved to be quite a bit different from my first term, and I was happy to serve in this role, even though it was challenging at times. I did speak on the floor at the Annual Membership Meeting, which was a terrifying experience but a good one to have. I was proud that our NEACAC voices were so well represented this year.

I serve on the Professional Development Committee and am this year's Summer Institute Chairwoman.

I do plan to continue as an Assembly Delegate for the 2020-2021 Governing Board cycle. Personally, my goals are to read a lot more about policies and follow what is going on with trends in higher education (this has always been a passion of mine, but I am actually carving out more time in my day to do so now). Professionally, I would like to potentially explore getting involved on a national committee and to learn more about what the process is for that.

Sharon Veatch, Housatonic Valley Regional High School (CT)

No written submission

Danielle Wells, Boston College

I believe that I contributed a thoughtful, listening ear to the organization. I am not always the most outspoken, or the one most likely to make a motion/amendment, but I always tried to be thoughtful in my considerations/voting

This year, I served on the Professional Development Committee in my role as co-chair/faculty member for Summer Institute.

In moving forward within my final cycle, this year will bring unprecedented and unforeseen challenges for many members of our organization. I plan to continue to be a voice for NEACAC members and will strive to represent the needs of our membership to the best of my ability. One goal would be to make an actual motion before my time as Assembly Delegate ends.