General Statement

The proposed bylaws include a comprehensive rebranding of the Association from the American Rehabilitation Counseling Association (ARCA) to the American Rehabilitation Counseling and Disability Advocates Association (ARCDAA). This change is distributed throughout the document. Additional revisions update the Association's mission and membership structure, clarify leadership eligibility and responsibilities, reorganize the governance structure from standing Committees to Councils, strengthen student representation, and modernize terminology and administrative language.

Table 1. Major/Substantive Changes

Topic / Original Provision	Article/Section	Major Change Made	2023	Update 2026
Association Name	Article I, §1	Changes the Association's name to reflect the addition of disability advocacy.	"American Rehabilitation Counseling Association (ARCA)"	"American Rehabilitation Counseling and Disability Advocates Association (ARCDAA)"
Mission Statement	Article I, §2	Broadens the mission beyond rehabilitation counseling to explicitly incorporate disability advocacy, systemic barriers, and a community in which disability is honored and respected.	"ARCA's mission is to continually improve the profession of rehabilitation counseling in its service to persons with disabilities."	"ARCDAA's mission is to promote the profession of rehabilitation counseling and disability advocacy, to educate all counselors and advocates about the strengths and systemic barriers experienced by individuals with disabilities, and to create a community in which disability is honored and respected through thoughtful conversations and advocacy."
Populations Centered in Association Purpose	Article I, §2(a)	Expands the purpose to explicitly center the voices of individuals representing a range of disabilities.	"Provides leadership in advancing the profession and science of rehabilitation counseling."	Adds "centering the voices of individuals with disabilities including those with physical, sensory, developmental,

				cognitive, and psychiatric disabilities."
Professional Dialogue and Collaboration	Article I, §2(d)-(e)	Broadens those explicitly included in Association dialogue and collaboration to include disability advocates, individuals with disabilities, and disability organizations.	Focused on rehabilitation counselors, educators, administrators, rehabilitation professionals, and specialized areas.	Adds disability advocates, disabled individuals/individuals with disabilities, and professional and disability organizations to the Association's collaborative activities.
Individual Membership	Article II, §2	Broadens the interests qualifying an individual for membership.	Primary responsibilities or interests were in rehabilitation counseling.	Primary responsibilities or interests may be in rehabilitation counseling, disability research, and/or disability advocacy.
Regular Membership	Article II, §3(b)	Reframes Regular membership as Community Advocate Membership and broadens who may qualify.	Regular membership was open to persons whose interests and activities were consistent with ARCA but who did not qualify for Professional membership.	Regular (Community Advocate Membership) includes "advocates, allies, educators, and/or individuals with disabilities or those supporting individuals with disabilities."
New Professional Membership	Article II, §3(d)	Clarifies eligibility and duration of this membership tier.	"New professional is someone who has graduated with a masters or a doctorate within the past 12 months."	Persons who graduated with a master's or doctorate within the past 12 months qualify; status is good for two years.
Retired Membership	Article II, §3(e)	Ensures previous ARCA membership counts toward the five-year requirement following the name change.	Required active ARCA membership for the previous five consecutive years.	Requires active "ARCDAA (or formerly ARCA)" membership for the previous five consecutive years.

Membership Privileges	Article II, §4(a)	Clarifies privileges available to members regardless of membership tier.	Members in good standing were entitled to attend meetings and receive the journal.	All members in good standing, regardless of tier, may attend meetings, events, and professional development opportunities and receive the journal.
Voting Rights	Article II, §4(b)	Retains voting rights for three specified membership categories rather than extending voting to all tiers.	Professional, Graduate Student, and New Professional members were entitled to vote.	Professional, Graduate Student, and New Professional members in good standing are entitled to vote.
Member Conduct/Expulsion Process	Article II, §6(a)	Substantially clarifies how a complaint is initiated, reviewed, and advanced to a membership vote.	A member could be expelled by a two-thirds membership vote following Board review and recommendation.	Any individual may bring a case to the Board regarding member conduct. The Board reviews the accusation, provides the member an opportunity to respond, and, if warranted, recommends expulsion. Expulsion requires a two-thirds vote of members present at a regularly scheduled ARCDAA business meeting.
General Officer Eligibility	Article III, §1(b)	Establishes common membership and service expectations for Association officers.	Eligibility primarily depended upon membership category and evidence of significant previous service to ARCA and/or the rehabilitation counseling profession.	Officers and the ACA Advisory Council Representative must hold their comparable tier in good standing in ACA and ARCDAA, with evidence of active membership, previous ARCDAA/former ARCA service, rehabilitation counseling service, and/or disability-focused research or advocacy.
President and President-Elect Eligibility	Article III, §1(b)	Retains Professional membership as the eligibility requirement for these offices.	Only Professional members were eligible	Professional members remain eligible for President and President-Elect within the

			for President and President-Elect.	revised broader officer eligibility requirements.
Secretary and Treasurer Eligibility	Article III, §1(b)	Retains eligibility across three membership categories while placing these positions within the revised officer eligibility framework.	Professional, New Professional, and Graduate Student members were eligible.	Professional, New Professional, and Graduate Student members are eligible for Secretary and Treasurer.
ACA Advisory Council Representative Eligibility	Article III, §1(b)	Creates substantially more specific eligibility requirements.	Representative eligibility was governed by the broader officer eligibility provision.	Candidate must be a Professional, Regular, or Retired member in good standing of ACA and ARCDAA for at least three consecutive years immediately prior to nomination, with no more than one lapse of up to three months.
Executive Committee	Article III, §1(c)	Reorganizes terminology to reflect the Council governance structure.	"Executive Committee"	"Executive Council", composed of the President, President-Elect, Past-President, Secretary, and Treasurer.
ACA Advisory Council Representative Term	Article III, §1(j)	Explicitly establishes the maximum service period.	Representative served a three-year term.	Three-year term is renewable once, for a maximum of six years of service.
President-Elect Responsibilities	Article III, §3(b)	Clarifies where the Program Committee is housed and when the President-Elect may represent ARCDAA at ACA.	President-Elect served on the Program Committee and could serve as an observer at ACA governance meetings.	Program Committee is identified as under the Council on Development and Collaboration; President-Elect may observe the ACA Advisory Council when the ARCDAA representative cannot attend.
Officer Roles with Governance Bodies	Article III, §3(e)	Reorganizes officer ex officio assignments around Councils.	Officers served as ex officio members of specified Committees.	Officers serve as ex officio members of specified Councils and corresponding committees

				and support the Council Director in carrying out the Council's charge.
Board Composition	Article IV, §1	Reorganizes the Board around five Council Directors and separates Student Representation from the Council structure.	Board consisted of officers and members-at-large/Committee Directors; an earlier revision treated Student Representation as a sixth Committee.	Board consists of the five officers and five Council Directors elected at large. A Student Representative is included on the Board in addition to the Council Directors.
Council Director Terms	Article IV, §2	Replaces members-at-large terminology with Council Directors while retaining staggered terms.	Members-at-large served staggered three-year terms.	Council Directors elected at large serve staggered three-year terms, with two new members seated each year.
Board Vacancies	Article IV, §3	Adds circumstances creating a vacancy.	Vacancy provision addressed death or resignation of a member-at-large.	Vacancy provision applies following death, severance of membership, resignation, or election to an Officer position.
Board Collaboration Responsibilities	Article IV, §4(f)	Broadens the organizations and interests with which the Board is charged to cooperate.	Cooperation and affiliation centered on organizations concerned with rehabilitation counseling.	Adds organizations concerned with disability research, disability advocacy, and/or the needs and concerns of individuals with disabilities.
Annual Officer Reports	Article IV, §6(a)	Expands the annual reporting requirement to all elected officers.	President and Treasurer made annual reports.	All elected officers shall create annual reports.
Distribution of Officer Reports	Article IV, §6(e)	Makes distribution broader and more explicit.	Board could distribute officer reports; President could distribute the Treasurer's report to membership.	President will distribute Officers' annual reports, including the financial report, to ACA and ARCDAA membership.

Standing Governance Structure	Article VIII, §§1–4	Reorganizes the five major functional areas from Committees into Councils, with committees/workgroups operating beneath or in relation to them.	Governance was organized around Standing Committees.	Establishes five Standing Councils: Organization, Administration & Management; Public Policy, Professional Preparation & Standards; Research & Knowledge; Public Relations & Awareness; and Development & Collaboration. Student Representation is treated separately.
Continuing Education Responsibilities	Article VIII, §4(a)(3.4)	Modernizes terminology for continuing education responsibilities.	"CEU Coordination" and "CEU credit."	"Continuing Education (CE) Credit Coordination" and CE credit, including CRCC and NBCC approval/sponsorship responsibilities.
Public Policy, Professional Preparation & Standards	Article VIII, §4(b)	Broadens Council purpose and purview to incorporate disability-focused issues.	Focused principally on rehabilitation counseling professional standards, education, public policy, and related matters.	Explicitly incorporates disability research and advocacy, disability legislation, human/civil rights, and issues affecting people with disabilities and disability communities.
Research and Knowledge Director Qualifications	Article VIII, §4(c)(3)	Establishes a more specific qualification for the Council Director.	General language referenced previous publications.	Council Director should have prior research experience and have published research to be considered for the role.
Development and Collaboration	Article VIII, §4(e)	Expands collaboration beyond professional and consumer organizations.	Focused on ACA, professional organizations, consumer groups, programming, and interorganizational relationships.	Explicitly includes disability organizations and retains advocacy and interorganizational liaison activities as part of the Council's purview.

Student Representation	Article VIII, §4(f)	Changes Student Representation from a committee/council concept to an individual Board representative with defined responsibilities.	Student Representation was framed as a Committee in the earlier revision structure.	Establishes a Student Representative who participates as a voting member of the Board, facilitates communication with students, recruits associate/regional student representatives, and serves as liaison with student chapters.
Student Chapter Liaison	Article VIII, §4(f)(3.2)	Adds collaboration with another Council in overseeing student chapter matters.	Student Representative served as liaison to student chapters.	Liaison responsibilities are conducted in collaboration with the Council on Organization, Administration, and Management, including reviewing petitions and maintaining the list of approved chapters.
Student Chapter Program Affiliation	Article XI, §3	Broadens the types of graduate programs with which an ARCDAA student chapter may affiliate.	Student Chapter had to be affiliated with a recognized graduate program in rehabilitation counseling.	Student Chapter may be affiliated with a recognized graduate program in rehabilitation counseling or clinical rehabilitation counseling.

Table 2. Editorial, Terminology, and Administrative Changes

Original Language/Practice	Location	Change Made
ARCA	Throughout	Replaced with **ARCDAA** to reflect the proposed new Association name.
American Rehabilitation Counseling Association	Throughout	Replaced with **American Rehabilitation Counseling and Disability Advocates Association**.
Committee terminology for major governance bodies	Primarily Articles III, IV, VIII	Replaced with **Council** for the five primary governance areas, with committees operating within/corresponding to Councils.

Governing Council	Throughout	Updated to **Advisory Council** or **ACA Advisory Council**, consistent with the terminology used in the draft.
National convention	Articles IV–V and elsewhere	Updated to **ACA annual conference**.
ARCA member/association references	Throughout	Updated to ARCDAA, "Association," or other revised organizational terminology as appropriate.
his/her, he/she	Throughout	Replaced with gender-neutral **their/they** language.
CEU	Article VIII, §4(a)	Updated to **Continuing Education (CE)** and **CE credit** terminology.
members-at-large	Article IV	Updated to **Council Directors elected at large** to correspond with the new governance structure.
Executive Committee	Article III	Updated to **Executive Council**.
Committee Director	Articles III, IV, VIII	Updated to **Council Director** where referring to the leaders of the five primary governance areas.
Student Representation Committee	Articles IV and VIII	Revised to **Student Representative**, reflecting the position's separate Board role rather than designation as a sixth Council.
Program Committee	Article III, §3(b)	Identified as operating **under the Council on Development and Collaboration**.
Membership Committee	Article III, §3(d)	Identified as operating **under the Council on Public Relations and Awareness**.
ARCA Leadership Manual	Article VIII, §4(a)	Updated to **ARCDAA Leadership Manual**.
RCB/Rehabilitation Counseling Bulletin references	Article VIII and Article XIII	Standardized use of the publication's full name and acronym.
State member association references	Articles IX–X	Updated to ARCDAA terminology and revised references to ACA/ARCDAA bylaws.
Student chapter references	Article XI	Updated from ARCA to ARCDAA and aligned with revised governance terminology.
Website/Listserv references	Article V	Updated to ARCDAA branding.
Officer and Board terminology	Throughout	Capitalization and titles standardized, including President, President-Elect, Board of Directors, Council Director, and Student Representative.
Grammar and syntax	Throughout	Numerous revisions remove outdated or awkward constructions and improve sentence clarity.
Punctuation and capitalization	Throughout	Standardized across Articles, Sections, Councils, officer titles, and Association references.

Cross-references and organizational wording	Throughout	Updated to correspond with the revised Council/committee structure and Association terminology.