

PROPOSED BYLAW CHANGES

After consulting with NAADAC, the following Bylaw changes are proposed by the Bylaws Committee for vote at the IAAP Fall Conference:

ARTICLE 2: MISSION AND PURPOSES

1. The Mission of the Indiana Association for Addiction Professionals is to (~~ensure~~) **advocate for** (~~the provision of~~) competent, professional addiction counseling services (~~to everyone who needs them~~), regardless of the type of addiction, the person's ability to pay for services, or the person's race, gender, ethnic and cultural identity, sexual orientation, religious beliefs, **veteran's status**, or physical or mental impairment.

The amended section will read: The Mission of the Indiana Association for Addiction Professionals is to advocate for competent, professional addiction counseling services regardless of the type of addiction, the person's ability to pay for services, or the person's race, gender, ethnic and cultural identity, sexual orientation, religious beliefs, veteran's status, or physical or mental impairment.

2. The Purposes of IAAP are:
 - a. To foster public awareness of addictions as treatable diseases;
 - b. To promote and advocate for legal and medical reforms in the treatment of addictive diseases;
 - c. To advance the science of addictive diseases through research, study, and scholarship;
 - d. To elevate and maintain the standards of education for licensure and/or certification required to counsel people with addictive diseases;
 - e. **To offer educational and training opportunities to addictions-related professionals by offering and promoting trainings, conferences, and other educational forums.**
 - f. To elevate and maintain the standards of ethical and professional conduct in the provision of addiction services;
 - g. To elevate and maintain the standards of honor, dignity, and integrity of addiction service providers;
 - h. To engage in any such activities as may be desirable or required to fulfill the mission and purposes of IAAP.

The amended section will add: e. To offer educational and training opportunities to addictions-related professionals by offering and promoting trainings, conferences, and other educational forums.

3. IAAP may (~~affiliate~~) **cooperate** with other professional associations at the state or national level, and pay dues required (~~for such affiliation~~) from its treasury.

The amended section will read: IAAP may cooperate with other professional associations at the state or national level, and pay dues required from its treasury.

ARTICLE 3: MEMBERSHIP AND DUES

2. IAAP membership classifications, qualifications, and dues are:

- a. ~~(Counseling (Full))~~ **Professional Membership**, which is available to individuals who are engaged in professional counseling of people with addictive diseases.
 1. ~~(Counseling)~~ **Professional** Membership dues are \$50 annually, in addition to NAADAC fees.
 2. Individuals who possess ~~(Counseling)~~ **Professional** Memberships must meet continuing education requirements for certification.

- d. **Retired Membership**, which is available to current IAAP members who are age 65 or older and have retired from the addictions counseling profession. **Retired Membership dues will be 15% of current Professional Membership dues.**

- e. ~~(Honorary)~~ **Sustaining Membership**, which is available, upon application for this status by an IAAP member and by a two-thirds (2/3) **majority** vote of the IAAP Board of Directors, to:
 - i. Current IAAP members who become incapable of performing the duties required for addiction counseling due to a physical or mental impairment. Documentation from the Social Security Administration of acceptance into the SSDI program will suffice as proof of eligibility for ~~(Honorary)~~ **Sustaining** membership based on disability.
 - ii. Current IAAP members who are over the age of sixty-two (62) and are ~~(retired or)~~ semi-retired (limit of 20 hours per week) from a position in the addictions field.
 - iii. **Sustaining membership dues will be 50% of current Professional Membership dues.**
 - iv. ~~(Current IAAP members who have served on the Board of Directors, chaired any standing Committee with time and/or distinction, or been selected as the Counselor of the Year, and have a minimum of fifteen (15) years in the addiction field.) Moves to section 2-f.~~

~~(** Please Note: Honorary membership status applies only to IAAP membership and not to NAADAC membership unless it has been approved by the NAADAC Executive Committee. IAAP members who are granted Honorary membership status in IAAP are exempt from IAAP membership dues, but must still pay NAADAC membership dues.) Moves to section 2-f.~~

 - v. ~~(Any other individual, organization, agency, or program that is a current IAAP member and has aided or served the organization with time and/or distinction.) Moves to section 2-f.~~
 - vi. ~~(Non-IAAP members who have contributed significantly to the formation, development, and/or advancement of IAAP or the addictions field in the State of Indiana upon nomination by a Board Officer or Member, and a two-thirds (2/3) majority vote of the Board of Directors.) Moves to section 2-f.~~

f. **Honorary Membership**, which is available only upon nomination (*excludes self-nomination*) for this status by an IAAP member and by a two-thirds (2/3) majority vote of the IAAP Board of Directors, to:

- i. Current IAAP members who have served on the Board of Directors, chaired any standing Committee with time and/or distinction, or been selected as the Counselor of the Year, and have a minimum of fifteen (15) years in the addiction field.

**** Please Note: Honorary membership status applies only to IAAP membership and not to NAADAC membership unless it has been approved by the NAADAC Executive Committee. IAAP members who are granted Honorary membership status in IAAP are exempt from IAAP membership dues, but must still pay NAADAC membership dues.**

The amended section will read: 2: IAAP membership classifications, qualifications, and dues are:

Section 2-a: **Professional Membership**, which is available to individuals who are engaged in professional counseling of people with addictive diseases.

3. Professional Membership dues are \$50 annually, in addition to NAADAC fees.
4. Individuals who possess Professional Memberships must meet continuing education requirements for certification.

Section 2-d: **Retired Membership**, which is available to current IAAP members who are age 65 or older and have retired from the addictions counseling profession. Retired Membership dues will be 15% of current Professional Membership dues.

Section 2-e. **Sustaining Membership**, which is available, upon application for this status by an IAAP member and by a two-thirds (2/3) majority vote of the IAAP Board of Directors, to:

- i. Current IAAP members who become incapable of performing the duties required for addiction counseling due to a physical or mental impairment. Documentation from the Social Security Administration of acceptance into the SSDI program will suffice as proof of eligibility for Sustaining membership based on disability.
- ii. Current IAAP members who are over the age of sixty-two (62) and are retired or semi-retired (limit of 20 hours per week) from a position in the addictions field.
- iii. Any other individual, organization, agency, or program that is a current IAAP member and has aided or served the organization with time and/or distinction.
- vi. Non-IAAP members who have contributed significantly to the formation, development, and/or advancement of IAAP or the addictions field in the State of Indiana upon nomination by a Board Officer or Member, and a two-thirds (2/3) majority vote of the Board of Directors.

Section 2-f: **Honorary Membership**, which is available only upon nomination (*excludes self-nomination*) for this status by an IAAP member and by a two-thirds (2/3) majority vote of the IAAP Board of Directors, to:

- i. Current IAAP members who have served on the Board of Directors, chaired any standing Committee with time and/or distinction, or been selected as the Counselor of the Year, and have a minimum of fifteen (15) years in the addiction field.

**** Please Note:** Honorary membership status applies only to IAAP membership and not to NAADAC membership unless it has been approved by the NAADAC Executive Committee. IAAP members who are granted Honorary membership status in IAAP are exempt from IAAP membership dues, but must still pay NAADAC membership dues.

Section 4-c: Any IAAP member whose membership has been terminated for non-payment of dues may reapply for IAAP membership at any time by **completing a new application and** paying the (~~annual~~) dues required for their membership classification.

The amended section will read: Any IAAP member whose membership has been terminated for non-payment of dues may reapply for IAAP membership at any time by completing a new application and paying the dues required for their membership classification.

ARTICLE 4: VOTING PRIVILEGES

1. All IAAP membership classifications confer upon the holder the right to attend (~~make motions, and vote in~~) all IAAP membership meetings and **vote** in all IAAP matters wherein the membership may vote, pursuant to all duly adopted Bylaws.

The amended section will read: All IAAP membership classifications confer upon the holder the right to attend all IAAP membership meetings and vote in all IAAP matters wherein the membership may vote, pursuant to all duly adopted Bylaws.

ARTICLE 5: BOARD OF DIRECTORS.

Section 7: Board membership will consist of five (5) Officers, **eight Regional Directors (a minimum of two (2) Directors elected from each of four regions)**, (~~a minimum of four (4) At-Large Directors~~) and (~~two (2))~~ **four** Student Members elected (~~at-large~~) **from each of four regions** by the IAAP membership through mail-in ballot prior to the annual meeting.

- a. All **Regional (At-Large)** Directors will serve terms of three (3) years, **with no limit to the number of terms each may serve.**

The amended section will read: Board membership will consist of five (5) Officers, eight Regional Directors (a minimum of two Directors elected from each of four regions), and a maximum of two (2) At-Large Directors and two (2) Student members elected at-large by the IAAP membership through mail-in ballot prior to the annual meeting.

- a. All Regional Directors will serve terms of three (3) years, with no limit to the number of terms each may serve.

ARTICLE 6: OFFICERS AND DUTIES

Section 2-b: Only IAAP members who were involved in forming this organization OR have completed a minimum of one full term as an elected member or officer of the Board of Directors OR who have chaired a standing IAAP committee **for a minimum of two years** are eligible for the offices of President and President-Elect.

The amended section will read: Only IAAP members who were involved in forming this organization OR have completed a minimum of one full term as an elected member or officer of the Board of Directors OR who have chaired a standing IAAP committee for a minimum of two years are eligible for the offices of President and President-Elect.

Adds Section 8-f: **He or she will obtain an Annual Review of all IAAP financial transactions, accounts, and accounting procedures by an agency or firm specified by the Board of Directors.**

The amended section will read: 8-f. He or she will obtain an Annual Review of all IAAP financial transactions, accounts, and accounting procedures by an agency or firm specified by the Board of Directors.

Section 9: Terms, Term Limits, and Transitions.

- a. ~~(The President is not eligible for election to consecutive terms.)~~ **Those elected to the office of President-Elect of the IAAP Board of Directors will serve a term of office consisting of six years.**
 - i. **He or she will serve two years as the President-Elect of IAAP.**
 - ii. **He or she will then be installed as the President of IAAP for a period of two years.**
 - iii. The ~~(President)~~ **individual**, upon the completion of his or her term as **President**, will be installed as the Immediate Past President **for a period of two years** and the President-Elect shall be installed as the President (*was section 9-b*).
 - iv. **Any individual who has held the office of President of IAAP is not eligible to run for President-Elect until a minimum of two years has elapsed from the time he or she ended the term as Immediate Past President.**
- b. If the office of President becomes vacant, the President-Elect will serve the remainder of the outgoing President's term and then serve the full term to which he or she were elected.
- c. If the office of President-Elect becomes vacant, the Immediate Past President will fill the office until a Special Election is held to fill the vacancy.
 - i. The Special Election must be held within 90 days and conducted pursuant to the Elections Committee's Procedures for Holding Special Elections.
 - ii. If the Immediate Past President is unable or unwilling to fill the vacancy, the order of succession becomes: Secretary, Treasurer, and any other Past President.

- d. ~~(The)~~ **Those elected to the office of Secretary of IAAP will serve a term of two (2) years, (is not eligible to hold the same office for more than two (2) consecutive terms) with no limit to the number of terms they may serve.**
- e. ~~(The)~~ **Those elected to the office of Treasurer of IAAP will serve a term of two (2) years, (is not eligible to hold the same office for more than two (2) consecutive terms) with no limit to the number of terms they may serve.**
- f. ~~(The Board of Directors will serve staggered terms to ensure that no more than four At-Large Directors will be elected in any one year period)~~

The amended section will read: Terms, Term Limits, and Transitions.

- g. Those elected to the office of President-Elect of the IAAP Board of Directors will serve a term of office consisting of six years.
 - i. He or she will serve two years as the President-Elect of IAAP.
 - ii. He or she will then be installed as the President of IAAP for a period of two years.
 - iii. The individual, upon the completion of his or her term as President, will be installed as the Immediate Past President for a period of two years and the President-Elect shall be installed as the President.
 - iv. Any individual who has held the office of President of IAAP is not eligible to run for President-Elect until a minimum of two years has elapsed from the time he or she ended the term as Immediate Past President.
- h. If the office of President becomes vacant, the President-Elect will serve the remainder of the outgoing President's term and then serve the full term to which he or she were elected.
- i. If the office of President-Elect becomes vacant, the Immediate Past President will fill the office until a Special Election is held to fill the vacancy.
 - i. The Special Election must be held within 90 days and conducted pursuant to the Elections Committee's Procedures for Holding Special Elections.
 - ii. If the Immediate Past President is unable or unwilling to fill the vacancy, the order of succession becomes: Secretary, Treasurer, and any other Past President.
- j. Those elected to the office of Secretary of IAAP will serve a term of two (2) years, with no limit to the number of terms they may serve.
- k. Those elected to the office of Treasurer of IAAP will serve a term of two (2) years, with no limit to the number of terms they may serve.

Sections 11 and 12 will be removed from the Officers and Duties Article, and placed in a new article, ARTICLE 15: INDEMNIFICATION. No wording will be changed.

ARTICLE 7: MEETINGS AND QUORUMS

2. The Board of Directors will conduct one Annual membership meeting per year on the date of the ~~(Spring)~~ **Fall** Conference.

The amended section will read: The Board of Directors will conduct one Annual membership meeting per year on the date of the Fall Conference.

3. Special membership meetings may be called by a simple majority of the Board of Directors, or by ~~(one tenth (1/10))~~ **ten percent (10%)** of the membership.

The amended section will read: Special membership meetings may be called by a simple majority of the Board of Directors, or by ten percent (10%) of the membership.

ARTICLE 8: COMMITTEES

Section 4: Only certified, dues current IAAP members holding ~~(Counseling)~~ **Professional** Membership with no previous or current ethics charges are eligible to serve on standing committees. The President may appoint non-IAAP members to *ad-hoc* committees when deemed necessary and appropriate.

The amended section will read: Only certified, dues current IAAP members holding Professional Membership with no previous or current ethics charges are eligible to serve on standing committees. The President may appoint non-IAAP members to *ad-hoc* committees when deemed necessary and appropriate.

~~Delete Section 5-1: (Regional Chapter Committee composed of the chair and a minimum of four (4) additional IAAP members who are responsible for forming, implementing, and providing support for each Regional Chapter.)~~