



Fall 2023

Proposed By Law Changes



The MACCA Leadership is asking current members to review, comment and vote on the updated By Law revisions. MACCA was founded in the Middle Atlantic and has grown beyond our state borders! MACCA wants to reflect who we are as an organization and meet the needs of our current membership. We continue to adapt due to issues like the pandemic and other current events. We need your assistance and input to keep moving our community forward.

The following is our timeline:

**October 20 – November 19**

Membership review, comments and / or questions, sent to [secretaryomacca@gmail.com](mailto:secretaryomacca@gmail.com)

**November 20 – 30:**

Electronic Voting

**December 7 & 8**

**Annual Business Meeting & Conference – Liberty Mountain Resort**



**RESHAPING THE FUTURE**

MACCA 53rd Annual Conference



**The Constitution of the  
Middle Atlantic Career  
Counseling Association  
An Association for  
Career Development  
Professionals**

**Current Constitution Reads:**

- The Constitution of the Middle Atlantic Career Counseling Association  
An Association for Career Development Professionals

**ARTICLE I**

The name of this organization is the Middle Atlantic Career Counseling Association, Inc., An Association for Career Development Professionals; it shall also be known under its acronym "MACCA".

**2023 Proposed By Law Change**

The Constitution of the Middle Atlantic Career Counseling Association  
An Association for Career Development Professionals

**ARTICLE I**

The name of this organization is **MACCA, A Community of Career Development Professionals**; it shall also be known under its acronym "MACCA".

# Current Constitution Reads

## Article III

### Membership

Membership in this Association shall consist of individuals interested and involved in issues of career development and the job/internship process from the states of Delaware, Maryland, New Jersey, New York, Pennsylvania, Virginia, and The District of Columbia

- Current By Law
- Article I
- **Membership**
- The membership of the Association shall consist of those individuals as written in Article III in the Constitution.

- 2023 proposed change:
- By Law for Article III
- **Membership**
- Membership in this Association shall consist of individuals interested and/or involved in the field of career development. ~~and the job/internship process from the states of Delaware, Maryland, New Jersey, New York, Pennsylvania, Virginia, and The District of Columbia~~

CURRENT CONSTITUTION READS:

ARTICLE IV

*Leadership Cabinet and Board of Directors*

There shall be Leadership Cabinet and Board of Directors, consisting of individuals who are eligible MACCA members, whose major responsibility is the control and management of the affairs of the Association as defined in the Bylaws.

**Current Constitution & By Laws**  
**ARTICLE II**

***Leadership Cabinet & Board of Directors***

**Section 1** The Leadership Cabinet & Board of Directors shall have administrative responsibilities for all policies and practices of the Association including budgetary matters.

**The Leadership Cabinet (elected) shall be made up of:**

- President
- Vice President/President-Elect
- Secretary
- Treasurer
- Immediate Past-President

**The Board of Directors (elected) shall be:**

- Up to two Members-At-Large from each state as listed in Article III of the MACCA Constitution

***The Board of Directors appointed positions may include, but not be limited to:***

- Annual Conference Chair(s)
- Registration Chair
- Membership Chair
- New Professionals/Graduate Students
- Professional Certification Chair
- Technology Chair
- Evaluations
- MACCA Matters
- Historian
- Publicity & Marketing Chair

**2023 Proposed Changes to Article IV of the Constitution:**

The Leadership Cabinet & Board of Directors shall have administrative responsibilities for all policies and practices of the Association including budgetary matters.

• **Leadership Cabinet Changes:**

- Chair
- Vice Chair (Membership)
- Secretary (Historian)
- Treasurer
- Past Chair (Nominations)

• **Appointed Board of Directors**

- Events Committee MAL
- Member Engagement Committee MAL
- Marketing Committee MAL
- Continuing Education MAL

- Cabinet and board of directors all participate and serve on the working committees of MACCA.

## Current By Laws Section 2

### Section 2

The *President, Vice President/President-Elect, Secretary, Treasurer, and Members-at-Large* shall be elected by the membership at the Annual Business Meeting.

The *Secretary, Treasurer, and Members-At-Large* may be re-elected to serve additional terms to assist with training, or if members are not available to fulfill the positions. All terms begin January 1 following the Annual Conference elections and end December 31<sup>st</sup> of the appropriate year for a particular office's term length.

In the event a Member-at-Large is not able to fulfill the two-year commitment, additional Members-at-Large can be elected at the Annual Business Meeting.

The immediate Past-President shall chair the Nominations Committee and continue as a Leadership Cabinet Member for a term of one year; thus when someone is elected Vice President/President-Elect, that person commits to three (3) years of service (one as Vice President/President-Elect, one as President, and one as Immediate Past-President).

The following positions shall be *appointed* by the President to serve one year terms as Chairs of the named committees: Annual Conference; Awards; Evaluations; Historian; MACCA Matters; Membership; New Professionals/Graduate Students; Nominations; Professional Certifications; Publicity & Marketing; Registration; and Technology.

## 2023 Proposed Changes to By Laws Section 2

### Section 2

The *Chair, Vice Chair, Secretary, and Treasurer* shall be elected by the membership at the Annual Business Meeting; *Members-at-Large will be selected by the committees and appointed to the Leadership Cabinet.*

The *Secretary, Treasurer, and Members-at-Large* may be re-elected to serve additional terms to assist with training,, or if members are not available to fulfill the positions. All terms begin January 1 following the Annual Conference elections and end December 31<sup>st</sup> of the appropriate year for a particular office's term length.

*In the event any of the current leadership is not able to fulfill their term commitment, a replacement can be appointed by position by the MACCA Chair for the remainder of the year with full board approval.*

The immediate *Past Chair* shall chair the Nominations Committee and continue as a Leadership Cabinet Member for a term of one year; thus when someone is elected *Vice Chair* that person commits to three (3) years of service (one as *Vice Chair* one as Chair, and one as Immediate *Past Chair*).

*The following positions shall fall under MACCA's working committees as needed: Awards; Evaluations; Membership; New Professionals/Graduate Students; Publicity & Marketing (including Newsletter); Registration; and Technology.*

## Current By Laws Sections 3-5

### *Section 3*

Each member of the Leadership Cabinet & Board of Directors shall be entitled to one vote relative to the implementation of administrative policy. In case of a tie vote, the President shall cast the deciding vote.

### *Section 4*

If the President should vacate said office, the Vice President/President-Elect shall complete the unexpired term.

### *Section 5*

If a position held by a member of the Leadership Cabinet & Board of Directors is vacated for any reason, the Leadership Cabinet shall have the power to appoint a successor to serve the unexpired term. The President has the power to make an interim appointment to fill the vacated position until the Leadership Cabinet & Board of Directors is able to meet. The terms of Board of Director members may be extended by the sitting MACCA President.

## 2023 Proposed Changes to By Laws Sections 3 - 5

### *Section 3*

Each member of the Leadership Cabinet & Board of Directors shall be entitled to one vote relative to the implementation of administrative policy. In case of a tie vote, the **MACCA Chair** shall cast the deciding vote.

### *Section 4*

If the **MACCA Chair** should vacate said office, the **Vice Chair** shall complete the unexpired term.

### *Section 5*

If a position held by a member of the Leadership Cabinet & Board of Directors is vacated for any reason, the Leadership Cabinet shall have the power to appoint a successor to serve the unexpired term. The **MACCA Chair** has the power to make an interim appointment to fill the vacated position until the Leadership Cabinet & Board of Directors is able to meet. The terms of Board of Director members may be extended by the sitting **MACCA Chair**.

## Current By Laws Sections 6-8

### *Section 6*

An internal audit of the financial books of the Association shall be conducted at the close of the fiscal year (January 1 - December 31). The audit shall be conducted by an ad hoc committee consisting of the President, Treasurer, Secretary or Vice President/President-Elect, and one other Board of Directors member appointed by the President. This audit shall take place within six weeks of the close of the previous Association fiscal year. The audit can be done either in person or electronically.

### *Section 7*

The President or Vice President, and a simple majority of the other members of the Leadership Cabinet & Board of Directors shall constitute a quorum for the purpose of any of the Board's meetings.

### *Section 8*

The Leadership Cabinet & Board of Directors should be composed of members from as many states in the MACCA region, as specified in the Constitution, as possible.

## 2023 Proposed Changes to By Laws Sections 6 – 8

### *Section 6*

An internal audit of the financial books of the Association shall be conducted at the close of the fiscal year (January 1 - December 31). The audit shall be conducted by an ad hoc committee consisting of the **Chair**, Treasurer, Secretary or **Vice Chair** and one other Board of Directors member appointed by the **Chair**. This audit shall take place within six weeks of the close of the previous Association fiscal year (**February 15**). The audit can be done either in person or electronically.

### *Section 7*

The **Chair or Vice Chair**, and a simple majority of the other members of the Leadership Cabinet & Board of Directors shall constitute a quorum for the purpose of any of the Board's meetings. **To conduct a vote, half of the board plus one must be present.**

### *Section 8*

The Leadership Cabinet & Board of Directors should be composed of **active members of the organization in good standing. from as many states in the MACCA region, as specified in the Constitution. as possible.**



## Current By Laws Article III

### *Cabinet, Board, and Committees*

#### Section 1

##### *Elected Leadership Cabinet & Board of Directors*

The President shall have served as a Vice President/President-Elect during the previous year. She/he shall set the agenda for all meetings, with the assistance of the Leadership Cabinet & Board of Directors. She/he shall preside at all meetings of the Association, act as Chairperson of the Leadership Cabinet & Board of Directors, be a member ex officio of all appointed and ad hoc committees, work closely with all Conference/Summit Chairs, administer the business of the Association between regular meetings, and exercise authority consistent with these By-Laws. The President shall also negotiate and sign all facility contracts for service. (3-year commitment: One Year as Vice President/President-Elect, One Year as President, and One Year as Immediate Past President).

## 2023 Proposed Changes to By Laws Article III – Section 1

### ***Cabinet, Board, and Committees***

#### ***Section 1***

##### ***Elected Leadership Cabinet & Board of Directors***

**The Chair** shall have served as a **Vice Chair** during the previous year. She/he shall set the agenda for all meetings, with the assistance of the Leadership Cabinet & Board of Directors. She/he shall preside at all meetings of the Association, act as Chairperson of the Leadership Cabinet & Board of Directors, be a member ex officio of all appointed and ad hoc committees, **work closely with the working committees of the organization**, administer the business of the Association between regular meetings, and exercise authority consistent with these By-Laws. The **Chair** shall also negotiate and sign all facility contracts for service. (3-year commitment: One Year as **Vice Chair** One Year as **Chair**, and One Year as Immediate Past **Chair**).

## Current By Laws Article III

### *Cabinet, Board, and Committees*

#### Section 1

##### *Elected Leadership Cabinet & Board of Directors*

The Vice President/President-Elect shall have served as a member of the Leadership Cabinet & Board of Directors. He/she shall perform the duties of the President in the latter's absence, disability, or at the President's request. If the office of the President becomes vacant, the Vice President/President-Elect shall become President until the next annual election. The Vice President /President-Elect will supervise, direct, and maintain ongoing communication with Chairs of all Standing committees, as well as among the other members of the Leadership Cabinet of the Association (President, Secretary, Treasurer, and Immediate Past President). Coordinating the June Summit is the direct responsibility of the Vice President/President-Elect, unless another member(s) of the Board of Directors has an interest in coordinating it; if so, the Vice President/President-Elect will supervise, direct, and maintain ongoing communication with that Chair(s). The Vice President/President-Elect will fulfill other duties as delegated by the President and/or the Leadership Cabinet. The Vice President/President-Elect will succeed to the Presidency of the Association in the following year. (One Year as Vice President/President-Elect, One Year as President, and One Year as Immediate Past President.)

## 2023 Proposed Changes to By Laws Article III – Section 1

### *Cabinet, Board, and Committees*

#### Section 1

##### *Elected Leadership Cabinet & Board of Directors*

**The Vice Chair (Membership)** shall have served as a member of the Leadership Cabinet & Board of Directors. He/she shall perform the duties of the President in the latter's absence, disability, or at the President's request. If the office of the **MACCA Chair** becomes vacant, the **Vice Chair** shall become **Chair** until the next annual election. **The Vice Chair** will fulfill other duties as delegated by the **Chair** and/or the Leadership Cabinet. **The Vice Chair** will succeed to **the Chair** of the Association in the following year. (One Year as **Vice Chair**, One Year as **Chair**, and One Year as Immediate **Past Chair**.)

~~The Vice President /President-Elect will supervise, direct, and maintain ongoing communication with Chairs of all Standing committees, as well as among the other members of the Leadership Cabinet of the Association (President, Secretary, Treasurer, and Immediate Past President). Coordinating the June Summit is the direct responsibility of the Vice President/President-Elect, unless another member(s) of the Board of Directors has an interest in coordinating it; if so, the Vice President/President-Elect will supervise, direct, and maintain ongoing communication with that Chair(s).~~

## Current By Laws Article III Continued

**The Secretary** shall keep all official minutes of the business meetings of the Association. The Secretary shall handle correspondence and assist the Leadership Cabinet & Board of Directors as needed. (Two Year Term).

**The Treasurer** shall provide general financial oversight, planning, budgeting, record keeping and reporting for receipts and expenditures of the Association, serving in a “watchdog role” over all aspects of financial management of the Association. (ADD) She/he shall serve as an information and reference point of contact for the President and other committee chairs: clarifying financial implications of proposals; confirming legal requirements; and providing insight on financial forecasting. She/he works with the Conference Chair(s) and Summit Chair(s) in establishing budgets in accordance with this forecasting and with a goal of making a profit and proposing registration fees for events. She/he collaborates with the Vice Chair / Membership Chair in determining membership dues and the Registration Chair in proposing registration fees for events. She/he shall prepare financial reports for meetings and present a yearly financial statement to the membership at the Annual Conference Business Meeting. In addition, the Treasurer prepares financial statements and documents for the contracted accountant throughout the year and for the annual audit. (Two Year Term).

## 2023 Proposed Changes to By Laws Article III – Section 1 Continued

**The Secretary (Historian):** shall keep all official minutes of the business meetings of the Association, **including the Annual Business Meeting**. The Secretary shall handle correspondence and assist the Leadership Cabinet & Board of Directors as needed. **All minutes and historical records will be maintained electronically with the provider determined by the board.** (Two Year Term).

**The Treasurer** shall provide general financial oversight, planning, budgeting, record keeping and reporting for receipts and expenditures of the Association, serving in a “watchdog role” over all aspects of financial management of the Association. **In collaboration with the contracted bookkeeper, the treasurer** shall serve as an information and reference point of contact for the **Chair** and other committee chairs. **To include:** clarifying financial implications of proposals; confirming legal requirements; and providing insight on financial forecasting. She/he works with the **Events Committee** in establishing budgets in accordance with this forecasting and with a goal of making a profit and proposing registration fees for events. She/he collaborates with the **Vice Chair / Membership Chair** in determining membership dues. ~~and the Registration Chair in proposing registration fees for events.~~ She/he shall prepare financial reports for meetings and present a yearly financial statement to the membership at the Annual Conference Business Meeting. In addition, the Treasurer prepares financial statements and documents for the contracted accountant throughout the year and for the annual audit. (Two Year Term) **An Assistant Treasurer can be appointed.**

## Current By Laws Article III

### Section 2

**Members-At-Large** are elected? appointed and shall have responsibility of overseeing the committee and it's activities. The MAL and committee will assist in for promoting the association and events to colleagues within their state, contributing to the website and/or publications, and supporting opportunities for MACCA networking. within their states. Members-At-Large are required to participate in and/or chair at least one committee per year during their two year term serve as chair to one of the working committees and are the liaison to the board. MAL are expected to attend a minimum of "one-half plus one" of the scheduled Leadership Cabinet & Board of Director meetings. The states represented by MACCA (Delaware, the District of Columbia, Maryland, New Jersey, New York, Pennsylvania, and Virginia), (Two Year Term).

## 2023 Proposed Changes to By Laws Article III

### Section 2

**Members-At-Large (MAL)** are ~~elected~~ appointed and shall have responsibility of overseeing the committee and it's activities. The MAL and committee will assist in ~~for~~ promoting the association and events to colleagues ~~within their state~~, contributing to the website and/or publications, and supporting opportunities for MACCA networking.

~~within their states. Members-At-Large are required to participate in and/or chair at least one committee per year during their two year term serve as chair to one of the working committees and are the liaison to the board.~~

MAL are expected to attend a minimum of "one-half plus one" of the scheduled Leadership Cabinet & Board of Director meetings. (Two Year Term).

~~The states represented by MACCA (Delaware, the District of Columbia, Maryland, New Jersey, New York, Pennsylvania, and Virginia),~~

## Current By Laws Article III

### Section 2

The Board of Directors appointed positions may include, but not be limited to:

- Annual Conference Chair(s)
- Registration Chair
- Membership Chair
- New Professionals/Graduate Students
- Professional Certification Chair
- Technology Chair
- Evaluations
- MACCA Matters
- Historian
- Publicity & Marketing Chair

## ~~2023 Proposed Changes to By Laws Article III~~

### ~~Section 2~~

~~The Board of Directors appointed positions may include, but not be limited to:~~

- ~~• Annual Conference Chair(s)~~
- ~~• Registration Chair~~
- ~~• Membership Chair~~
- ~~• New Professionals/Graduate Students~~
- ~~• Professional Certification Chair~~
- ~~• Technology Chair~~
- ~~• Evaluations~~
- ~~• MACCA Matters~~
- ~~• Historian~~
- ~~• Publicity & Marketing Chair~~

# Current Constitution

## Article II

### The Board of Directors

Appointed Board of Directors positions may include, but not be limited to:

- Annual Conference Chair(s)
- Registration Chair
- Membership Chair
- New Professionals/Graduate Students
- Professional Certification Chair
- Technology Chair
- Evaluations
- MACCA Matters
- Historian
- Publicity & Marketing Chair

### Current By Law Article III Section 2 & 3 Section 2

#### The Board of Directors

**Note: Descriptions of possible duties will be kept in By Laws**

- Annual Conference Chair(s)
- Awards Chair
- Evaluations Chair
- Historian
- MACCA Matters Newsletter
- Membership Chair
- New Professionals/Graduate Students
- Nominations Chair
- Professional Certification Chair
- Publicity & Marketing Chair
- Registration Chair
- Technology Chair

#### Section 3 Conference Specific Chair

- Volunteer Chair
- Exhibitor & Sponsors Chair
- Hospitality Chair

### 2023 proposed change By Law for Article III Section 2 – Board of Directors

The following positions will be appointed positions within the working committees of MACCA (as needed).

- ~~Annual Conference Chair(s)~~
- Awards Chair
- Evaluations Chair
- Historian
- MACCA ~~Matters~~ Newsletter
- Membership Chair
- New Professionals/Graduate Students
- Nominations Chair
- ~~Professional Certification Chair~~
- ~~Publicity & Marketing Chair~~
- Registration Chair
- Technology Chair

#### ~~Section 3 Conference Specific Chair~~

- Volunteer Chair
- Exhibitor & Sponsors Chair
- Hospitality Chair

## ARTICLE IV

### *Removal of Board Members*

Members of the Leadership Cabinet and Board of Director may be removed from their office if it is determined that they are not fulfilling their duties or have shown a breach of ethics according to our profession. The member in question will have the chance to present his/her case to the Leadership Cabinet if he/she feels that the removal is unfair. After all avenues are pursued, a two-thirds vote of the Leadership Cabinet is needed for removal.

## ARTICLE V

### *Dues*

#### *Section 1*

Dues shall be recommended and approved by the Leadership Cabinet and the Board of Directors.

#### *Section 2*

Membership in MACCA shall be continuous on a regular basis. The Fiscal year of MACCA shall be January 1 to December 31.

#### *Section 3*

**Types and Qualifications of Membership Dues are as follows:**

Regular Individual Membership is for any person whose designated responsibilities are in line with those qualifications in Article III of the Constitution. Student Membership is for any person who is enrolled full-time at an accredited graduate school in the field of counseling or a closely related profession. Lifetime Membership is awarded by the organization to special individuals

## ARTICLE IV

### *Removal of Board Members*

### **No Changes**

## **2023 Proposed Changes to By Laws Article V**

### *Dues*

#### *Section 1*

Dues shall be recommended and approved by the Leadership Cabinet and the Board of Directors.

#### *Section 2*

Membership in MACCA shall be continuous on a regular basis; **the membership year will be October 1 to September 30.** The Fiscal year of MACCA shall be January 1 to December 31.

#### *Section 3*

**Types and Qualifications of Membership Dues are as follows:**

~~Regular~~ Individual Membership is for any person whose designated responsibilities are in line with those qualifications in Article III of the Constitution. **Members may apply for an Organizational Membership for up to five members from the same office.** Student Membership is for any person who is enrolled full-time at an accredited graduate school in the field of counseling or a closely related profession **(one year, renewable).** Lifetime Membership is awarded by the organization **to active members who have given a considerable amount of volunteer time to the association.** ~~to special individuals.~~

## ARTICLE VII

### *Meetings and Elections*

#### **Section 1**

A quorum must be present to carry on the Annual Business Meeting and elections of the Association. A simple majority of the eligible voters attending the Annual Business Meeting shall constitute a quorum.

#### **Section 2**

The Association shall meet annually to conduct business and elections. The Leadership Cabinet & Board of Directors shall select the time of year, site, and date of said meeting.

#### **Section 3**

The first annual meeting of the newly elected Leadership Cabinet & Board of Directors (both elected and appointed) shall be held within 90 days of the close of the annual conference. Special meetings of the Leadership Cabinet & Board of Directors may be held at such times and places needed, at the call of the President, or on written request of three or more members of the Leadership Cabinet & Board of Directors addressed to the President.

#### **Section 4**

The elected officers of the Association shall be confirmed at the Annual Business Meeting.

#### **Section 5**

All scheduled meetings of the Leadership Cabinet & Board of Directors are open to members in good standing.

## ARTICLE VI Change to Article VI

### *Meetings and Elections*

#### **Section 1**

A quorum must be present to carry on the Annual Business Meeting and elections of the Association. A simple majority of the eligible voters attending the Annual Business Meeting shall constitute a quorum.

#### **Section 2**

The Association shall meet annually to conduct business and elections. The Leadership Cabinet & Board of Directors shall select the time of year, site, and date of said meeting.

#### **Section 3**

The first annual meeting of the newly elected Leadership Cabinet & Board of Directors (both elected and appointed) shall be held within 90 days of the close of ~~the calendar year. annual conference~~. Special meetings of the Leadership Cabinet & Board of Directors may be held at such times and places needed, at the call of the ~~Chair President~~, or on written request of three or more members of the Leadership Cabinet & Board of Directors addressed to the ~~Chair President~~.

#### **Section 4**

The elected officers of the Association shall be confirmed at the Annual Business Meeting.

#### **Section 5**

All scheduled meetings of the Leadership Cabinet & Board of Directors are open to members in good standing.



## ARTICLE VIII

### ***Amendments***

Amendments to the Constitution shall be recommended by the Leadership Cabinet & Board of Directors and voted upon by the membership as follows:

#### ***Section 1***

Members present at the Annual Business Meeting may vote to make amendments or revisions to the Constitution, provided that all renewing members have been advised in writing of the proposed amendment(s) at least thirty (30) days prior to the Annual Business Meeting. A simple majority of the votes cast in favor of the amendment(s) shall be required for passage. Changes to the Constitution may also be made prior to the Annual Business Meeting through polling or e-mailing the MACCA membership. A thirty (30) day notice is required prior to any mail/e-mail vote and a *simple majority* of the votes cast in favor of the amendment (s) shall be required for passage.

#### ***Section 2***

The result of the voting shall be recorded by the Secretary and reported to the Leadership Cabinet & Board of Directors at its next meeting. The Amendments approved shall become effective at this time.

#### ***Section 3***

Members present at the Annual Business Meeting may vote to make amendments or revisions to the Bylaws, provided that all renewing members have been advised in writing of the proposed Bylaw(s) at least thirty (30) days prior to the Annual Business Meeting. A *simple majority* of the votes cast in favor of the Bylaw(s) shall be required for passage. Changes to the Bylaws may also be made prior to the Annual Business Meeting through polling or e-mailing the MACCA membership. A thirty day notice is required prior to any mail/e-mail vote and a *simple majority* of the votes cast in favor of the Bylaw(s) shall be required for passage.

## ARTICLE VII (change to Article 7)

### ***Amendments***

Amendments to the Constitution shall be recommended by the Leadership Cabinet & Board of Directors and voted upon by the membership as follows:

#### ***Section 1***

Members present at the Annual Business Meeting may vote to make amendments or revisions to the Constitution, provided that all renewing members have been advised in writing of the proposed amendment(s) at least thirty (30) days prior to the Annual Business Meeting. A simple majority of the votes cast in favor of the amendment(s) shall be required for passage. Changes to the Constitution may also be made prior to the Annual Business Meeting through polling or e-mailing the MACCA membership. A thirty (30) day notice is required prior to any mail/e-mail vote and a *simple majority* of the votes cast in favor of the amendment (s) shall be required for passage.

#### ***Section 2***

The result of the voting shall be recorded by the Secretary and reported to the Leadership Cabinet & Board of Directors at its next meeting. The Amendments approved shall become effective at this time.

#### ***Section 3***

**Any Member in good standing can recommend present at the Annual Business Meeting may vote to make** amendments or revisions to the Bylaws, provided that all renewing members have been advised in writing of the proposed Bylaw(s) at least thirty (30) days prior to the Annual Business Meeting. A *simple majority* of the votes cast in favor of the Bylaw(s) shall be required for passage. Changes to the Bylaws may also be made prior to the Annual Business Meeting through polling or e-mailing the MACCA membership. A thirty day notice is required prior to any mail/e-mail vote and a *simple majority* of the votes cast in favor of the Bylaw(s) shall be required for passage.

## UNDER REVIEW

## MACCA WILL FOCUS ON POLICY UPDATES IN 2024.

### ARTICLE IX *Nondiscrimination Policy*

The Middle Atlantic Career Counseling Association does not discriminate on the basis of race, color, national origin, gender, age, affectional/sexual orientation, religion, or disability in any of its policies, procedures, or practices. This nondiscrimination policy covers membership and participation in Association programs and activities including but not limited to conferences, publications, and educational activities.



Join Us! December 7 & 8  
Register at [MACCA.net](https://MACCA.net)

### 2023 Keynote Speakers



Spencer Niles



Marie Zimenoff



Daquanna Harrison

GETTYSBURG VIRTUAL  
BATTLEFIELD TOUR

Monday Meet Up  
December 4 @ Noon



GETTYSBURG ON-SITE  
BATTLEFIELD TOUR

Wed, Dec 6, 1 PM  
Welcome Center

