



**APPROVED Minutes
National Executive Board
September 14, 2024 – 11:21 a.m. – 3:54 p.m. ET
Virtual Meeting**

I Board Members Present

Deb Confredo, NAFME President (2024-2026)
Cecil Adderley, NAFME President-Elect (2024-2026)
Scott R. Sheehan, NAFME Immediate Past President (2024-2026)
Michael Brownell, President, Eastern Division (2023-2025)
Kim Bruguier, President, North Central Division (2024-2026)
Dusty Molyneaux, President, Northwest Division (2023-2025)
Susan Smith, President, Southern Division (2024-2026)
Martha Gabel, President, Southwestern Division (2023-2025)
Michael Stone, President, Western Division (2024-2026)
Rich Tengowski, Immediate Past President, North Central Division (2024-2026)
Tom Muller, Immediate Past President, Northwest Division (2023-2025)
James Daugherty, Immediate Past President, Southern Division (2024-2026)
Scott Hedgecock, Immediate Past President, Western Division (2024-2026)
David Brown, President-Elect, Eastern Division (2023-2024)
Clay Blackman, President-Elect, North Central Division (2024-2026)
Joe Dyvig, President-Elect, Northwest Division (2023-2025)
Annamarie Bollino, President-Elect, Southern Division (2024-2026)
Anne Fennell, President-Elect, Western Division (2024-2026)
Angelica Brooks, National Executive Board Member (2024-2026)
Adrian Davis, National Executive Board Member (2024-2026)

II Staff Members Present

Christopher B.L. Woodside, NAFME Executive Director
Chaudlier Moore, NAFME Chief Financial and Administrative Officer
Kim Henry, NAFME Chief of Staff and Governance Relations

III Call to Order

President Deb Confredo called the meeting to order at 11:21 a.m. Eastern Time on Saturday, September 14, 2024.

IV Review and Adoption of Agenda (Appendix A)

IT WAS MOVED BY SHEEHAN, SECONDED BY BRUGUIER, AND CARRIED UNANIMOUSLY TO ADOPT THE AGENDA, INCLUDING THE CONSENT AGENDA, WITH FLEXIBILITY AS DIRECTED BY THE PRESIDENT:

- *APPROVAL OF JUNE 10, 2024 NEB MINUTES*
- *APPROVAL OF AUGUST 1, 2024 NEB MINUTES*
- *APPROVAL OF ARTIFICIAL INTELLIGENCE TASK FORCE APPOINTMENT*
 - *BILL BAUER*
- *APPROVAL OF EQUITY COMMITTEE APPOINTMENT*
 - *COTY RAVEN MORRIS, OR*
- *APPROVAL OF MTPAC APPOINTMENT*
 - *LATASHA CASTERLOW-LALLA, NJ*
 - *SARAH NIETUPSKI, MI*
- *APPROVAL OF NEB LIAISON APPOINTMENTS*
 - *JAZZ COUNCIL - CLAY BLACKMAN, NORTH CENTRAL DIVISION PRESIDENT-ELECT*
 - *SMTE — ANNAMARIE BOLLINO, SOUTHERN DIVISION PRESIDENT-ELECT*
- *APPROVAL OF CHAIR, COUNCIL OF STATE EDITORS*
 - *SEAN MEAGHER, NH*
- *APPROVAL OF NAFME ADVISORY COUNCIL APPOINTMENTS BY DIVISION*
 - *COUNCIL FOR MUSIC HONOR SOCIETY* *SOUTHERN DIVISION: RILEY PAULSON, NC*
- *APPROVAL OF NAFME REPRESENTATIVE COUNCIL APPOINTMENTS BY DIVISION*
 - *COUNCIL FOR GENERAL MUSIC EDUCATION* *SOUTHWESTERN DIVISION: GAIL SHRIVER, KS*
WESTERN DIVISION: RENE CANTO-ADAMS, CA
 - *COUNCIL FOR CHORAL EDUCATION* *SOUTHWESTERN DIVISION: HEATHER BLACKWELL, MO*
NORTHWEST DIVISION: RAUL DOMINGUEZ, WA
 - *COUNCIL FOR INNOVATIONS EDUCATION* *SOUTHERN DIVISION: DAVID DOCKAN, LA*
 - *COUNCIL FOR MUSIC COMPOSITION* *EASTERN DIVISION: AUSTIN DAY, NY*
- *APPROVAL OF NAFME REPRESENTATIVE COUNCIL APPOINTMENTS – MEMBERS-AT-LARGE*
 - *COUNCIL FOR CHORAL EDUCATION* *JASON SICKEL*
 - *COUNCIL FOR GENERAL MUSIC* *ASHLEIGH LORE, JONATHAN DILLON*
 - *COUNCIL FOR INNOVATIONS* *ERIC SONGER, MICHELLE LEASOR*
 - *COUNCIL FOR MUSIC COMPOSITION* *DANIEL DEUTSCH, BRIAN NABORS, HILLARY GOLDBLATT*
- *APPROVAL OF NORTHWEST DIVISION PRESIDENT-ELECT CANDIDATES*
 - *AARON MARSHALL, ID*
 - *CHAD ROSE, WY*

V Reports/Ongoing Business

A Report of Chair, Executive Committee

President Deb Confredo asked Chief Financial and Administrative Officer, Chaudlier Moore, to provide an overview of the NAFME finances. Mr. Moore reviewed the June month to date (MTD) and year to date (YTD) expenses, revenue, and investments. June 2024 transactions increased over June 2023 transactions. We continue to show

favorable year to date activity compared with last year, about .93% ahead. Mr. Moore also discussed business development and the NAFME investment portfolio.

President Confredo asked NEB member Angelica Brooks to lead the board review of the Equity Resource Center (ERC) content, including the “NAfME Prologue” document. The board discussed the “NAfME Prologue” and were very supportive of the updates recommended by the Equity Committee.

IT WAS MOVED BY BROWNELL, SECONDED BY TENGOWSKI, AND CARRIED UNANIMOUSLY TO APPROVE THE “NAFME PROLOGUE” BE INCLUDED AS PART OF THE ERC AND ADDED TO THE NAFME WEBSITE.

President Confredo provided the board with an update on a request from the Council of State Executives. While meeting with the Council of State Executives in September 2024, the NAFME Executive Committee was asked to consider inviting the leadership of each state affiliate, the Executive Director and/or State President, to join the National Executive Board for a time to listen and hear insight into conversation that is impactful for us all. The board was very supportive of this opportunity for important strategic conversations.

IT WAS MOVED BY DAUGHERTY, SECONDED BY BROWN, AND CARRIED UNANIMOUSLY TO APPROVE FOUR TOUCHPOINTS BETWEEN THE NEB AND THE STATE AFFILIATES. THE NEB WILL EXTEND AN INVITATION TO THE EXECUTIVE DIRECTOR AND/OR STATE PRESIDENT TO ATTEND THREE NEB RETREATS, FALL, SPRING, NATIONAL ASSEMBLY, AND THE NEB REQUESTS AN INVITATION TO PARTICIPATE IN ONE BOARD MEETING OF EACH STATE MEA ANNUALLY, AS MEMBERS ARE AVAILABLE.

VI Appointments

A Approval of AI Task Force Appointment

Approved in the consent agenda. See page 2.

B Approval of Equity Committee Appointment

Approved in the consent agenda. See page 2.

C Approval of MTPAC Appointments

Approved in the consent agenda. See page 2.

D Approval of NEB Liaisons

Approved in the consent agenda. See page 2.

E Approval of Chair, Council of State Editors Appointment

Approved in the consent agenda. See page 2.

F Approval of NAFME Council Appointments by Division

Approved in the consent agenda. See page 2.

G Approval of NAFME Council Appointments – Members-at-Large

Approved in the consent agenda. See page 2.

H Approval of Northwest Division President-Elect Candidates

Approved in the consent agenda. See page 2.

VII Old Business

President Confredo asked Western Division President-Elect Anne Fennell to review the Western Division Leadership event proposal. Ms. Fennell outlined the details in the proposal which included promotions of a save the date announcement, notifications to be posted on social media; assistance with securing the venue for the event, and assistance with registration and placement on the events page of the NAFME website. The board discussed the importance of this event to support relationship building and providing a leadership opportunity for teachers in the field.

IT WAS MOVED BY DAUGHERTY, SECONDED BY GABEL, AND CARRIED UNANIMOUSLY TO APPROVE THE WESTERN DIVISION LEADERSHIP EVENT TO BE HELD ON JUNE 29-30, 2025 AT THE COLLEGE OF SOUTHERN NEVADA IN LAS VEGAS, NV.

President Confredo provided the board with an update on the Repertoire Diversity Initiative. Chair Rob Deemer provided feedback to the board on a range of questions following the June 2024 NEB meeting. Chair Deemer's responses outlined specifics about the existing database, how the lists of repertoire would be used, and finances. The board discussed the importance and value of this resource to teachers in the classroom.

IT WAS MOVED BY FENNELL, SECONDED BY BOLLINO, AND CARRIED, MULLER AND DAVIS OPPOSED, TO APPROVE THE REPERTOIRE DIVERSITY INITIATIVE FOR A THREE YEAR CONTRACT WITH A \$5500 ONETIME FEE, IN ADDITION TO \$1500 ON THE FIRST TWO ANNIVERSARIES SUBJECT TO A SATISFACTORY ANNUAL REVIEW BY NAFME OF THE SEARCH TOOL, SERVICES, AND NEED FOR ADDITIONAL FUNDING.

VIII New Business

President Confredo led a board dialogue about the 2025 National Assembly (NASS). The board discussed planning for time for the candidates for NAFME President-Elect, Division Board meetings at NASS, the best option for Hill Day, and promoting a save the date announcement as soon as possible.

IT WAS MOVED BY BOLLINO, SECONDED BY ADDERLEY, AND CARRIED UNANIMOUSLY TO APPROVE THE 2025 NATIONAL ASSEMBLY BE HELD ON JUNE 8-11, 2025 IN RESTON, VA.

President Confredo led a review of the Music Program Leaders Forum proposal. The proposal outlined promotions of a save the date announcement, notifications to be posted on social media; assistance with securing the venue and other logistics for the event, and assistance with registration and placement on the events page of the NAFME website. Staff will work with the Council of Music Program Leaders to finalize the call for sessions and keep the board informed. The proposal noted that this event would be held in conjunction with the Eastern Division Conference, which takes place on April 24-27, 2025 in Hartford, CT. The Chair of the Music Program Leaders Council is the point of contact for the event and has already had extensive communication with the Eastern Division Conference planning committee, who are supportive of the event and will assist with event logistics. The board discussed the opportunity to focus this event on the importance of the work of the *Blueprint for Strengthening the Music Teacher Profession*.

IT WAS MOVED BY STONE, SECONDED BY FENNELL, AND CARRIED UNANIMOUSLY TO APPROVE THE MUSIC PROGRAM LEADERS FORUM TO BE HELD ON APRIL 23-24, 2025 IN CONJUNCTION WITH THE EASTERN DIVISION CONFERENCE IN HARTFORD, CT.

President Confredo asked Executive Director Chris Woodside and Mr. Moore to inform the board of the technology request from OMEA (OH). OMEA is requesting financial support to have a component added to the membership join/renew process that will dispel the need for manual input each time an OMEA member joins or renews. The board discussed the history of funding requests for state MEA technology needs and the responsibility of the board to review each of these requests while keeping in mind the return on investment for the state MEA and other MEAs who may benefit from the technology build.

IT WAS MOVED BY TENGOWSKI, SECONDED BY BROWN, AND CARRIED, MULLER OPPOSED, TO APPROVE THE FUNDING REQUEST UP TO \$3000, ALLOWING STAFF TO NEGOTIATE THE FINAL COST OF THE TECHNOLOGY BUILD.

IX Adjournment

IT WAS MOVED BY DAUGHERTY, SECONDED BY GABEL, AND CARRIED UNANIMOUSLY TO ADJOURN THE NATIONAL EXECUTIVE BOARD MEETING ON SATURDAY, SEPTEMBER 14, 2024 AT 3:54 P.M. EASTERN TIME.

Respectfully Submitted,

Christopher B.L. Woodside, Executive Director

Summary and notes formally taken by Kim Henry, Chief of Staff and Governance Relations



**National Executive Board Agenda
Saturday, September 14, 2024
Virtual Meeting**

I Review & Adoption of Agenda			
Confirm Consent Agenda			
• Approval of June 10, 2024 NEB Minutes	Consent	Pages 1-10	
• Approval of August 1, 2024 NEB Minutes	Consent	Pages 11-12	
• Approval of AI Task Force Appointment	Consent		
• Approval of Equity Committee Appointment	Consent		
• Approval of MTPAC Appointments	Consent		
• Approval of NEB Liaisons	Consent		
• Approval of Chair, Council of State Editors	Consent		
• Approval of NAFME Council Appointments by Division	Consent		
• Approval of NAFME Council Interim Appointments by Division	Consent		
• Approval of NAFME Council Appointments – Members-At-Large	Consent		
• Approval of Northwest Division President-Elect Candidates	Consent		
II Ongoing Business			
• Financial Report	Informational	Pages 13-25	
• TN Affiliate Exploratory Process	Discussion	Page 26-33	
• TN NAFME-Only Membership	Discussion		
• “Why NAFME”	Informational	Page 34-36	
• Membership Fee Restructuring	Action	Pages 37-48	
• Affiliate Funding Support	Discussion		
• M(us)ic E(ducation) M(entoring) O(utpost)	Action	Pages 49-53	
• Update on Priorities and Expectations	Discussion		
• Request from State Executives	Action		
• Advocacy & Public Policy Update	Informational	Pages 54-56	
• Biennial Conference Update	Informational	Page 57	
• Equity Committee Update	Informational		
• Equity Resource Center Update	Action	Pages 58-60	
• Music Teacher Profession Advisory Committee	Informational	Page 61	
• Professional Learning and Partnerships Committee Update (PLPC)	Informational	Page 62	

	<ul style="list-style-type: none">Societies and Council Update<ul style="list-style-type: none">NEB Liaison ReportsCouncil of State Editors UpdateSmall Schools UpdateAI UpdateNCAS Grant Project UpdateMCA/NCAS UpdateElections Report<ul style="list-style-type: none">Approval of Northwest Division President-Elect Candidates2025 Timeline – Division and National	Informational	Page 63-65
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		Consent	APPENDIX A/B
		Informational	Pages 69-73
III	Appointments		
	<ul style="list-style-type: none">Approval of AI Task Force AppointmentApproval of Equity Committee AppointmentApproval of MTPAC AppointmentsApproval of NEB LiaisonsApproval of Chair, Council of State EditorsApproval of NAFME Council Appointments By Division	Consent	Pages 74-75
		Consent	Page 76
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		Consent	Pages 78-79
		Consent	Page 80
	APPENDIX C	Consent	Page 81
	<ul style="list-style-type: none">Approval of NAFME Interim Council Appointments by DivisionApproval of NAFME Council Appointments – Members-At-Large	Consent	
	APPENDIX D	Consent	Page 82
IV	Old Business		
	<ul style="list-style-type: none">Western Division Leadership Event Proposal	Action	Page 83
	APPENDIX E		
	<ul style="list-style-type: none">Repertoire Diversity InitiativePrioritization of NAFME StructuresNEB Meeting Dates 2024-20262024 Fall Division Board Meetings<ul style="list-style-type: none">Common Agenda ItemsMeeting Dates	Action	Pages 84-88
		Discussion	Pages 89-93
		Informational	Pages 94-95
		Informational	
		Informational	Page 96
V	New Business		
	<ul style="list-style-type: none">2025 National AssemblyMusic Program Leaders Forum ProposalOH RequestNAFME Work Hours	Action	Page 97
		Action	Pages 98-101
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		Discussion	Page 103