



**APPROVED Minutes
National Executive Board
Virtual Meeting
November 30, 2021 – 6:00 pm – 8:00 pm CT**

I Board Members Present

Mackie V. Spradley, NAFME President (2020-2022)
Scott Sheehan, NAFME President-Elect (2020-2022)
Kathleen D. Sanz, NAFME Immediate Past President (2020-2022)
Susan Barre, President, Eastern Division (2021-2023)
Karen Salvador, President, North Central Division (2020-2022)
Tom Muller, President, Northwest Division (2021-2023)
Sonja Williams, President, Southern Division (2020-2022)
Anne Dawson, President, Southwestern Division (2021-2023)
Renee Shane-Boyd, President, Western Division (2020-2022)
Keith Hodgson, Immediate Past President, Eastern Division (2021-2023)
Judy Bush, Immediate Past President, North Central Division (2020-2022)
Scott Barnes, Immediate Past President, Northwest Division (2021-2023)
Dian Eddleman, Immediate Past President, Southern Division (2020-2022)
Mike Raiber, Immediate Past President, Southwestern Division (2021-2023)
Sam Tsugawa, Immediate Past President, Western Division (2020-2022)

II Staff Members Present

Christopher B.L. Woodside, Executive Director
Chaudlier Moore, Chief Financial Officer
Kim Henry, NAFME Director of Governance & Administration

III Observers

Michael Brownell, President-Elect, Eastern Division (2021-2023)
Richard Tengowski, President-Elect, North Central Division (2020-2022)
Dusty Molyneaux, President-Elect, Northwest Division (2021-2023)
James Daugherty, President-Elect, Southern Division (2020-2022)
Martha Gabel, President-Elect, Southwestern Division (2021-2023)
Scott Hedgecock, President-Elect, Western Division (2020-2022)

IV Call to Order

President Mackie V. Spradley called the meeting to order at 6:03 p.m. Central Time on Tuesday, November 30, 2021. President Spradley reviewed the meeting expectations provided to the board that would be in place for the remainder of her Presidency. The meeting norms included

decorum that is outlined in policy I.K.001 Governance Code of Conduct. Immediate Past President Judy Bush requested the board discuss MEA Updates at this meeting and President Spradley agreed.

V Review and Adoption of Agenda (Appendix A)

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

- *APPROVAL OF OCT. 26, 2021 NEB MINUTES*
- *APPROVAL OF PRESIDENTIAL APPOINTMENTS TO THE PROFESSIONAL DEVELOPMENT COMMITTEE (PDC)*
- *APPROVAL OF NAFME COUNCIL APPOINTMENTS BY DIVISION*
- *APPROVAL OF NAFME COUNCIL APPOINTMENTS – MEMBERS-AT-LARGE*

VI Reports

A Report of Chair, Executive Committee

President Spradley asked Chief Financial Officer Chaudler Moore to provide an overview of the finances. Mr. Moore reviewed the month to date (MTD) and year to date (YTD) expenses, revenue, and investments. The membership join/renew activity was positive overall for the month of October 2021. There was a 25% increase over the previous YTD in membership join/renew activity. Negative factors affecting membership join/renew activity are the continuing pandemic and the decrease in numbers from Illinois renewing. Positive factors include in the increase in in-person events at state MEAs, many school districts returning to in-person learning, and the increase in Collegiate members from the previous YTD.

Mr. Moore reviewed for the board NAFME Policy, I.A.006, Audit Committee of the National Executive Board, as well as the timeline for the NAFME Audit. The work of the audit began this week with the expectation the audit report would be completed the first two weeks of January 2022. The Audit Committee and the board would have the opportunity to review the audit report possibly at the end of January 2022.

IT WAS MOVED BY BARNES, SECONDED BY SHANE-BOYD, AND CARRIED UNANIMOUSLY TO APPROVE NAMES SUBMITTED FOR THE AUDIT COMMITTEE:

- *SONJA WILLIAMS, SOUTHERN DIVISION PRESIDENT*
- *JAMES DAUGHERTY, SOUTHERN DIVISION PRESIDENT-ELECT*
- *AJ CALBERT, CFO, NATIONAL ARTS EDUCATION ASSOCIATION*

President Spradley updated the board on the 2022 Society for Research in Music Education (SRME) Research Grants. President-Elect Scott Sheehan requested clarity on the review process of the proposals. President Spradley confirmed she and SRME had previously worked together on the call for proposals, and SRME then reviewed all the proposals to present their recommendations to the board.

IT WAS MOVED BY SHEEHAN, SECONDED BY SALVADOR, AND CARRIED UNANIMOUSLY TO APPROVE FUNDING FOR THE TWO NAFME/SRME RESEARCH GRANTS AS PRESENTED:

- *ELIZABETH PALMER, ET AL. PILOT STUDY: FRAMEWORK FOR CULTURALLY RELEVANT AND RESPONSIVE MUSIC TEACHING*
- *ALDEN SNELL, ET AL. STANDARDS-BASED MUSIC ACHIEVEMENT IN INSTRUMENTAL MUSIC EDUCATION: EFFECTS OF CREATING, RESPONDING, AND CONNECTING ON PERFORMANCE*

President Spradley reviewed for the board the handbook updates from (SRME).

IT WAS MOVED BY HODGSON, SECONDED BY MULLER, AND CARRIED UNANIMOUSLY TO APPROVE THE SRME HANDBOOK UPDATES.

President Spradley asked Executive Director Christopher Woodside to update the board on MEA activities. Regarding Illinois, Mr. Woodside noted that staff had completed the process of coordination with the North Central Division leaders, Collegiate Council Chair Susan Smith, former Illinois collegiate advisors, and the Executive Directors and Presidents of surrounding MEAs to inform them of the board decision to create a NAFME-only Illinois membership for a specific time. The feedback was all positive. Staff is now prepared to implement a NAFME-only Illinois membership for this school year and the following school year with the caveat that staff will continue to pursue the possibility of an Illinois affiliate in the future.

Mr. Woodside provided an update on the WMEA affiliate (India). The Western Division leaders, the NAFME Executive Committee, Mr. Woodside, and Mr. Moore met with the WMEA leaders in India to discuss their viability in the current climate. It was noted that strong relationships have been built between India, the Western Division and NAFME since the beginning of the affiliate, but right now there may be no viable path forward for WMEA as an affiliate of NAFME. Mr. Woodside provided options that included how the WMEA affiliate could continue, suspend their affiliate status, or maintain a different or less formal relationship with NAFME. The WMEA leaders ended the meeting with a commitment to research the details on their end and determine how best to dissolve the affiliate but continue to work with NAFME in the future on projects that worked for all parties. NAFME thanks the Western Division leadership for all the work over the years to help make WMEA a success.

Mr. Woodside reviewed the situation with the Connecticut MEA (CMEA). Connecticut choral educators were involved in a dispute with CMEA regarding the creation and release of a video featuring 2021 CMEA All-State students. CMEA initially declined to release the video.. Since NAFME was made aware of this situation, many individuals, professional groups, MEAs, and University of Connecticut, released statements and posted on social media calling for CMEA to reverse its decision. CMEA decided to release the unedited version of the video. The NAFME Council for Choral Education, working with the NAFME Equity Committee and additional experts, wishes to create a framework for equitable All-State Choral Ensembles, with the understanding that All-State Ensembles are not controlled by NAFME and in some cases are not controlled by the MEA. The Chair of the Council for Choral Education is eager to work with other Chairs of

the Societies and Councils on a collaborative product that could potentially be put forward in the spring of 2022. The board will be kept apprised of this work.

President Spradley informed the board of the creation of the Repertoire Diversity Task Force to be led by Rob Deemer, Chair of the NAFME Council for Music Composition. Dr. Deemer has submitted the list of names for the Task Force so the NEB is aware of those who will be doing this work.

President Spradley updated the board on conversations with Susan Smith, Chair of the Collegiate Council, regarding the possibility of the creation of a Collegiate Board. This tool would assist with leading students from school to the profession. The board will be provided further information as these talks continue.

President Spradley led the board in a discussion regarding the proposed bylaw amendments, specifically the appointment of two Equity Committee members to the board. Following the October 26, 2021 board meeting, the board requested President Spradley and Mr. Woodside conduct research on the different options nonprofit organizations could pursue in trying to increase equity and diversity on the national and division board(s) of directors. President Spradley and Mr. Woodside sought the advice of legal counsel on these questions and were provided guidance on the pros and cons of making bylaw amendments versus policy changes. President Spradley also presented information found online from other associations, various jurisdictions, and in the Cook Ross Report. The board discussed the research and information provided by counsel at great length. The board continued to discuss the details of the process of Equity Committee members being nominated and appointed to the board. Additionally, discussion was held on how to present the proposed bylaw amendments for a vote of the membership.

IT WAS MOVED BY SALVADOR, SECONDED BY EDDLEMAN, AND CARRIED, TSUGAWA OPPOSED, TO APPROVE PART OF THE EQUITY AND DIVERSITY BYLAW AMENDMENTS PACKAGE STATE TWO (2) MEMBERS OF THE EQUITY COMMITTEE WOULD BE NOMINATED BY THE EQUITY COMMITTEE TO SERVE ON THE NEB.

IT WAS MOVED BY SALVADOR, SECONDED BY EDDLEMAN, AND CARRIED, SANZ AND TSUGAWA ABSTAINING, TO PRESENT ONE APPROVED PACKAGE OF EQUITY AND DIVERSITY BYLAW AMENDMENTS TO THE MEMBERSHIP FOR CONSIDERATION IN A VOTE OF THE MEMBERSHIP TO BE HELD IN MARCH 2022.

VII Old Business

President Spradley asked President-Elect Scott Sheehan to discuss the 2022 National Assembly planning with the board. President-Elect Sheehan led the discussion about dates for the 2022 National Assembly. The board agreed to hold National Assembly on June 21-24, 2022. The board requested that staff release the dates to attendees following this meeting. The board plans to discuss National Assembly logistics at the next board meeting.

VIII Adjourment

IT WAS MOVED BY HODGSON, SECONDED BY MULLER, AND CARRIED UNANIMOUSLY TO ADJOURN THE NATIONAL EXECUTIVE BOARD MEETING ON TUESDAY, NOVEMBER 20, 2021, AT 8:54 P.M. CENTRAL TIME.



**National Executive Board Agenda
Tuesday, Nov. 30, 2021 - 6:00 pm-8:00 pm CENTRAL
Virtual Meeting**

Review & Adoption of Agenda

Confirm the Consent Agenda

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|-----------------------------------------------------------------------------------------|---------|-------------|
| • Approval of Oct. 26, 2021 Minutes | Consent | Pages 1-8 |
| • Approval of Presidential Appointments to the Professional Development Committee (PDC) | Consent | Pages 9-11 |
| • Approval of NAFME Council Appointments by Division | Consent | Pages 12-13 |
| • Approval of NAFME Council Appointments – Members-At-Large | Consent | Pages 14-15 |

Suggested Motion: Move to adopt the agenda including the consent agenda with flexibility as directed by the President as presented.

Topics

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| • Meeting Expectations | Informational | Pages 16-17 |
| • Financial Reports | Informational | Pages 18-26 |
| • MEA Updates | | |
| • IL, CT | Informational | |
| • Tune Up Questions | Informational | Pages 27 |
| • Choral Council All-State Proposal | Informational | Pages 28 |
| • Equity Committee Update | Informational | |
| • Diversity in Repertoire Task Force | Informational | Pages 29-31 |
| • Appointment of Audit Committee | Action | Pages 32-33 |
| • Suggested Motion: Move to approve the names submitted for the Audit Committee as presented. | | |
| • Equity Bylaw Amendments | | |
| ○ Add two (2) Equity Committee Member Appointments to the NEB | Action | Pages 34
Appendix A-C |
| ○ Suggested Motion: Move to approve the question be presented to the membership to request approval of an amendment to the NAFME Bylaws that would allow the appointment of two Equity Committee members to the National Executive Board. | | |
| • Strategic Plan Timeline | Informational | |
| • SRME Research Grants | Action | Pages 35-38 |
| ○ Suggested Motion: Move to approve funding for the two (2) SRME Research Grant recipients as presented. | | |
| • SRME Handbook Updates | Action | Pages 39 |

- **Suggested Motion:** Move to approve the SRME Handbook updates as presented.
 - Timeline for Division Nominating Committee Informational Pages 40-41
Appendix E1, E2
 - Reports of the NEB Liaison Informational Pages 42-45
 - Collegiate Council Proposal – Collegiate Board
Options Informational
 - National Assembly 2022 Dates Action Pages 46-49
 - **Suggestion Motion:** Move to approve the dates of June 21-June 24, 2022 for National Assembly.
- **Suggested Motion:** Move to adjourn the NEB meeting on Tuesday, Nov. 30, 2021 at time.