



**APPROVED Minutes**  
**National Executive Board**  
**The Sheraton Reston, Reston, VA**  
**June 21, 2022 – 9:00 a.m. – 4:55 p.m. ET**

**I Board Members Present**

Scott R. Sheehan, NAFME President (2022-2024)  
Deb Confredo, NAFME President-Elect (2022-2024)  
Mackie V. Spradley, NAFME Immediate Past President (2022-2024)  
Susan Barre, President, Eastern Division (2021-2023)  
Richard Tengowski, President, North Central Division (2022-2024)  
Tom Muller, President, Northwest Division (2021-2023)  
James Daugherty, President, Southern Division (2022-2024)  
Anne Dawson, President, Southwestern Division (2021-2023)  
Scott Hedgecock, President, Western Division (2022-2024)  
Keith Hodgson, Immediate Past President, Eastern Division (2021-2023)  
Karen Salvador, Immediate Past President, North Central Division (2022-2024)  
Scott Barnes, Immediate Past President, Northwest Division (2021-2023)  
Mike Raiber, Immediate Past President, Southwestern Division (2021-2023)  
Renee Shane-Boyd, Immediate Past President, Western Division (2022-2024)  
Michael Brownell, President-Elect, Eastern Division (2021-2023)  
Kim Bruguier, President-Elect, North Central Division (2022-2024)  
Dusty Molyneaux, President-Elect, Northwest Division (2021-2023)  
Susan Smith, President-Elect, Southern Division (2022-2024)  
Martha Gabel, President-Elect, Southwestern Division (2021-2023)  
Michael Stone, President-Elect, Western Division (2022-2024)  
Alice Hammel, National Executive Board Member (2022-2024)  
Lenora Helm Hammonds, National Executive Board Member (2022-2024)

**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  
Amanda Karhuse, NAFME Assistant Executive Director (AED) for Advocacy and Public Policy  
Kristen Rencher, NAFME AED for Business Development, Strategic Initiatives, & Student Programs

### III Call to Order

President Scott R. Sheehan called the meeting to order at 9:30 a.m. Eastern Time on Tuesday, June 21, 2022 at the Sheraton Reston in Reston, VA.

### IV Review and Adoption of Agenda (Appendix A)

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

- APPROVAL OF MAY 26, 2022 NEB MINUTES
- APPROVAL OF EASTERN DIVISION NOMINATING COMMITTEE – DIVISION PRESIDENTS-ELECT
  - TINA BENNETT (PA)
  - DAVID BROWN (NY)
- APPROVAL OF NORTHWEST DIVISION NOMINATING COMMITTEE – DIVISION PRESIDENTS-ELECT
  - JOE DYVIG (WA)
  - LILA KENNAH (WY)
- APPROVAL OF SOUTHWESTERN DIVISION NOMINATING COMMITTEE – DIVISION PRESIDENTS-ELECT
  - CHRISTOPHER BAUMGARTNER (OK)
  - RYAN MEEKS (OK)
- APPROVAL OF SOCIETIES AND COUNCILS CHAIRS
- APPROVAL OF NAFME COUNCIL APPOINTMENTS BY DIVISION
  - COUNCIL FOR MUSIC HONOR SOCIETY
    - EASTERN JAMES PECSOK, VT
    - NORTHWEST LESLEY ANN BOSSERT, OR
  - COLLEGIATE COUNCIL
    - EASTERN HEIDI WELCH, VT
    - NORTHWEST LORI GRAY, ID
    - SOUTHWESTERN BRETT MARTINEZ, KS
  - BAND COUNCIL
    - EASTERN CAITLIN RAMSEY, ME
    - NORTHWEST STEPHEN PICKARD, WA
    - SOUTHWESTERN DAMIAN JOHNSON, KS
  - CHORAL COUNCIL
    - EASTERN EDRYN COLEMAN, MD
    - NORTHWEST COTY RAVEN MORRIS, OR
    - SOUTHERN AJ RODRIGUEZ, VA
    - SOUTHWESTERN STEPHEN ZEIGLER, OK
  - GENERAL MUSIC COUNCIL
    - EASTERN MOLLY PARK, MD
    - NORTHWEST STEPHANIE BENISCHEK, ID
    - SOUTHWESTERN LINDSEY SCHRODER, OK
  - GUITAR COUNCIL
    - EASTERN JAYSON MARTINEZ, NJ
    - NORTHWEST ERIK LARKSON, ID
    - SOUTHWESTERN GWEN MARIE LERCH, NM
  - INNOVATIONS COUNCIL

- EASTERN CHRISTIAN GEDDINGS, ME
    - NORTHWEST CLAYTON DAHM, WA
  - JAZZ COUNCIL
    - EASTERN PAUL CARR, MD
    - NORTH CENTRAL PETER SAMPSON - INTERIM
    - NORTHWEST BILL LEATHER
    - SOUTHWESTERN JOSEPH JEFFERSON
  - MUSIC COMPOSITION COUNCIL
    - EASTERN BRIAN ZELLER, NY
    - NORTHWEST ALEX SHAPIRO, WA
    - SOUTHWESTERN RYAN MAIN
  - MUSIC PROGRAM LEADERS
    - EASTERN JUDITH HAWKIN, MD
    - NORTHWEST ANN MEDELLIN, OR
    - SOUTHWESTERN MARTHA GABEL, KS
    - SOUTHERN CHRISTOPHER MOSELEY - INTERIM
  - ORCHESTRAL COUNCIL
    - EASTERN SARAH GULISH, PA
    - NORTHWEST NATHAN RODAHL, WA
- APPROVAL OF NAFME COUNCIL APPOINTMENTS – MEMBERS-AT-LARGE
  - COLLEGIATE COUNCIL
    - CECILIA CLARK
    - WILLIAM EARVIN
    - FRAN KICK
  - GENERAL MUSIC COUNCIL
    - JUDY BUSH
    - ANNA HALLIDAY
  - GUITAR COUNCIL
    - ROB PETHEL
    - RICARDO PAZ
    - BRIAN LEVANGER
  - INNOVATIONS
    - KRISTY JUNG
    - ALYSSA SAN PEDRO
  - JAZZ COUNCIL
    - LISA LINDE
    - LONNIE DAVIS
    - ROOSEVELT GRIFFIN
  - MUSIC COMPOSITION COUNCIL
    - BRIAN NABORS
    - DAN DEUTSCH
    - COURTNEY KAISER-SANDLER
  - MUSIC PROGRAM LEADERS
    - JARED L. CASSEDY
    - SHAWN CHASTAIN
    - HEATHER COTE
    - MICHAEL STONE

- *APPROVAL OF MEJ EDITORIAL & ADVISORY COMMITTEES*
- *APPROVAL OF MAY 2022-MAY 2024 EQUITY COMMITTEE APPOINTMENT*
- *APPROVAL OF PROXY REQUESTS TO THE 2022 NATIONAL ASSEMBLY*

## **V Reports/Ongoing Business**

### **A Report of Chair, Executive Committee**

President Sheehan reviewed his board communications plan, inviting the board to speak with him on any matter at any time, including in advance of board meetings and retreats.. President Sheehan is also considering the best way to debrief as a body following NEB meetings. It is important everyone is aware of actions following NEB meetings.

President Sheehan asked Executive Director Chris Woodside to review items discussed during the board orientation as a refresher for the board. These items included a mention of NAFME Codified Policy I.K.001 Governance Code of Conduct, fiduciary responsibility to the board, conflicts of interest as outlined in NAFME Codified Policy I.K.001, and the practice of board emails and correspondence being kept confidential.

President Sheehan asked AED Amanda Karhuse to provide the board with an Advocacy and Public Policy update. Ms. Karhuse recently began her tenure at NAFME and has been engaged in numerous initiatives, including the NAFME Roundtable Legislative Agenda, the ongoing Title IV-Part A campaign, securing Department of Education Secretary Miguel Cardona for the Advocacy Celebration that occurs at National Assembly, a grant possibility with the National Endowment for the Arts, and the Rebuild America’s Schools Act. The Advocacy and Public Policy staff has also been working on building the Advocacy Leadership Force (ALF)-a conduit to the state MEAs, which has begun coordinating the NAFME Virtual Hill Week that will take place in September 2022 and is focused on growing our participation in coalitions in and outside of our space.

President Sheehan led the board in a discussion on the NAFME Election Policies. President Sheehan noted the policies provide no guidance on a clear format for the reporting of the results of each election. Best practices dictate that policy should provide this direction. President Sheehan led the board through a review of policy edits aimed at speaking to this issue. The board debated the various ways results could be reported out. The board also discussed the possibility of a Governance Committee to oversee a comprehensive review of the election policies, as well as to provide oversight during the election cycle if there should be any questions from candidates or members about the policies. The Governance Committee could also oversee all activities of the election cycle, including town halls. The board determined that if policy changes were made, there might be no need for a Governance Committee.

*IT WAS MOVED BY SALVADOR, SECONDED BY HODGSON, AND CARRIED UNANIMOUSLY TO APPROVE THE I.J.002 CONDUCT OF ELECTIONS POLICY REVISIONS, AS PRESENTED.*

President Sheehan asked Mr. Woodside to provide a review of the current Professional Development Committee (PDC) process and workload. Mr. Woodside reminded the board that more than a year ago they placed three policies in abeyance that had been directing the professional development work and the review of partnership opportunities by the organization. At the time there was a directive by Immediate Past President Mackie Spradley to create a more inclusive PDC with an equity focus. The three policies now under review need to be updated to reflect how the PDC has been functioning since the creation of the new structure under President Spradley. In the current model, there are three crossover members from the Equity Committee and each council is utilized in a review process of NAFME professional development content. Under an updated policy, new partnerships would also be reviewed by the PDC. There was also discussion to rename the PDC to Professional Learning and Partnerships Committee (PLPC), to match the language in the upcoming NAFME Strategic Plan.

*IT WAS MOVED BY CONFREDO, SECONDED BY MULLER, AND CARRIED UNANIMOUSLY TO APPROVE THE I.G.002 PROFESSIONAL LEARNING AND PARTNERSHIPS COMMITTEE (PLPC) POLICY REVISIONS, AS PRESENTED.*

President Sheehan asked Chief Financial and Administrative Officer Chaudlier 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 showed a 9% increase overall for the month of May 2022. There was a 19% increase over the previous YTD in membership join/renew activity. Factors affecting membership join/renew activity included fewer state events in May 2022, as is typical for this time of year. Other factors include NAFME renewal and lapsed member activity and continuing strong Collegiate activity. Mr. Moore reviewed the Membership Incentive Program for new board members. Mr. Moore advised he would bring back to the board a full year of data, and after review, Mr. Moore would provide guidance as to whether this program should be continued.

President Sheehan recessed the NEB at 12:00 p.m. for lunch. Following the lunch recess, the meeting was called back to order at 1:05 p.m.

The Board went into a Retreat Session from 1:05 p.m.-2:19 p.m. to review and discuss specific topics. No actions were taken during the Retreat Session.

The National Executive Board went back into regular session at 2:19 p.m.

President Sheehan asked Eastern Division President and ANHE Chair Sue Barre to update the board on the work of the ANHE Task Force. AED Kristen Rencher joined Ms. Barre to contribute to the dialogue and give a presentation on the work of the task force. The task force presentation and board dialogue centered around costs, benefits, future fundraising possibilities, a comparison to what the state MEAs offer at the state level and reviewing the program through the lens of equity.

The board discussed possible activity that would happen if the program was paused for the 2023-2024 school year. While the program would be on pause, the board will continue this dialogue which could

result in a fundraising plan for the future, creating a vision for the future of the program, and/or creating a task force to follow up on the introductory work that has been done to date.

President Sheehan asked Immediate Past President Mackie V. Spradley to provide an update about the NAFME Strategic Plan. A survey was conducted over a 30-day period and we received approximately 200 responses, organized, and reviewed them by topic. This work will be followed up at National Assembly with breakouts by cornerstone to provide time for further dialogue and an exchange of ideas. Following National Assembly, the feedback from the breakouts will be reviewed and next steps will be determined with the leaders of the working groups.

## **VI New Business**

President Sheehan outlined the week of events at the 2022 National Assembly taking place later this week. President Sheehan asked Immediate Past President Spradley to review for the board NAFME's relationship with the National Association for the Study and Performance of African American Music (NASPAAM). NASPAAM will be attending the National Assembly, so it is important for the board and attendees to know the history of the organization and how that involves NAFME. From NASPAAM's website, in 1972 two hundred African American music professors, teachers, composers, performers, and connoisseurs got into good trouble. They protested the exclusion of African American music and musicians at the Music Educators National Conference (MENC) by walking away from the convention in Atlanta and traveling to Morehouse College to organize The National Black Music Caucus (NBMC). Its mission continues to be the preservation, promotion, and advancement of African American music through advocacy, education, and performance. Later during the trend of renaming national organizations, NBMC changed its name to National Association for the Study and Performance of African American Music (NASPAAM). Immediate Past President Spradley has been working with the group over the past several months to re-establish the relationship. Immediate Past President Spradley spoke at NASPAAM's 50<sup>th</sup> anniversary event earlier in 2022. It was NAFME's goal to continue to help NASPAAM celebrate this achievement by including them in our events for the remainder of 2022 and beyond. Further, NAFME seeks to build a robust, new partnership with NASPAAM, which will stand the test of time. In honoring NASPAAM and their 50<sup>th</sup> anniversary at the 2022 National Assembly, the board has been asked to consider adopting a resolution that will be read aloud and presented to NASPAAM on the National Assembly stage.

*IT WAS MOVED BY BROWNELL, SECONDED BY BARRE, AND CARRIED UNANIMOUSLY TO ADOPT THE RESOLUTION FORMALLY RECOGNIZING THE 50<sup>TH</sup> ANNIVERSARY OF THE NATIONAL ASSOCIATION FOR THE STUDY AND PERFORMANCE OF AFRICAN AMERICAN MUSIC (NASPAAM).*

President Sheehan asked Mr. Woodside to provide an update to the board about the Association Legal Representation request for proposals (RFP) that was sent out in Spring 2022. Mr. Woodside and Mr. Moore conducted interviews and reviewed the materials submitted by each law firm. Following these interviews, Mr. Woodside and Mr. Moore reported their findings and recommendations to the NAFME Executive Committee for further consideration by the board.

*IT WAS MOVED BY SALVADOR, SECONDED BY BRUGUIER, AND CARRIED UNANIMOUSLY TO AUTHORIZE STAFF TO RETAIN PILLSBURY WINTHROP SHAW PITTMAN AS NAFME'S LEGAL COUNSEL OF RECORD.*

President Sheehan directed the board to review the informational items in the board book following the board meeting.

**VII     Adjournment**

*IT WAS MOVED BY HODGSON, SECONDED BY MULLER, AND CARRIED UNANIMOUSLY TO ADJOURN THE NATIONAL EXECUTIVE BOARD MEETING ON TUESDAY, JUNE 21, 2022, AT 4:52 P.M. EASTERN TIME.*



**National Executive Board Agenda  
Tuesday, June 21, 2022 – 8:00 am – 5:30 pm ET  
Reston Sheraton Hotel**

Welcome & Introductions

|    |   |               |             |
|----|---|---------------|-------------|
| I  | Review & Adoption of Agenda   |               |             |
|    | Confirm the Consent Agenda  |               |             |
|    | • Approval of May 26, 2022 Minutes  | Consent       | Pages 1-10  |
|    | • Approval of Eastern Division Nominating Committee -<br>Division Presidents-Elect      |               |             |
|    | • Tina Bennett (PA)   |               |             |
|    | • David Brown (NY)  | Consent       |             |
|    | • Approval of Northwest Division Nominating Committee-<br>Division Presidents-Elect     |               |             |
|    | • Joe Dyvig (WA)  |               |             |
|    | • Lila Kennah (WY)  | Consent       |             |
|    | • Approval of Southwestern Division Nominating<br>Committee – Division Presidents-Elect |               |             |
|    | • Christopher Baumgartner (OK)  |               |             |
|    | • Ryan Meeks (OK)   | Consent       |             |
|    | • Approval of Societies and Council Chairs  | Consent       |             |
|    | • Approval of NAFME Council Appointments by Division                                    | Consent       |             |
|    | • Approval of NAFME Council Appointments – Members-<br>At-Large                         | Consent       |             |
|    | • Approval of MEJ Editorial & Advisory Committees                                       | Consent       |             |
|    | • Approval of May 2022-May 2024 Equity<br>Committee Appointment                         | Consent       |             |
|    | • Approval of Proxy Requests to the National Assembly<br>2022.                          | Consent       |             |
| II | Ongoing Business  |               |             |
|    | • Board Operations  | Discussion    | Pages 11-13 |
|    | • Financial Report  | Informational | Pages 14-24 |
|    | • April 2022 High Notes & Membership Report<br>Appendix A1, A2                          | Informational |             |
|    | • Advocacy and Public Policy Report   | Informational | Pages 25-28 |
|    | • NAFME Elections<br>Appendices B-D   |               | Page 29     |
|    | • Approval of Eastern Division Nominating   |               |             |



|     |   |               |             |
|-----|---|---------------|-------------|
|     | Committee   | Consent       |             |
|     | • Approval of Northwest Division Nominating Committee                     | Consent       |             |
|     | • Approval of Southwestern Division Nominating Committee                  | Consent       |             |
|     | • I.J.002 Conduct of Elections Policy REDLINE                             | Discussion    | Pages 30-32 |
|     | • Governance Committee  | Informational |             |
|     | • Timeline for Division Nominating Committee                              | Informational | Page 33     |
|     | • Reports of the NEB Liaisons   | Informational | Pages 34-38 |
|     | • NEB Liaison Assignments   | Discussion    |             |
|     | ▪ Role of Liaisons  |               |             |
|     | ▪ Due dates for reports   |               |             |
|     | • Professional Development Policy REDLINE                                 | Discussion    | Pages 39-47 |
|     | • National Assembly 2022  |               |             |
|     | • Proxy Requests  | Consent       | Pages 48    |
|     | • Schedule  | Discussion    | Pages 49-50 |
|     | • NAFME Strategic Plan  | Informational | Pages 51-55 |
|     | • Future of Large Scale In-Person Events Conversation                     |               |             |
|     | • ANHE Task Force Report  | Discussion    | Pages 56-64 |
|     | • PDC In-Person Events  |               |             |
| III | Appointments  |               |             |
|     | • Approval of Chairs-Elect  | Consent       | Pages 65-67 |
|     | • Approval of NAFME Council Appointments by Division APPENDIX E1-3        | Consent       | Pages 68-70 |
|     | • Approval of NAFME Council Appointments – Members-At-Large APPENDIX F1-8 | Consent       | Pages 71-72 |
|     | • Approval of MEJ Editorial & Advisory Committees                         | Consent       | Pages 73-74 |
|     | • Approval of May 2022-May 2024 Equity Committee Appointment              | Consent       | Pages 75    |
| IV  | Old Business  |               |             |
|     | • Bequest from Member   | Informational | Pages 76    |
|     | • Future of Membership Incentive Initiative                               | Informational | Pages 77-81 |
| V   | New Business  |               |             |
|     | • NASPAAM Relationship Development  | Discussion    | Pages 82    |
|     | • Association Legal Representation RFP APPENDIX G1-7                      | Discussion    | Pages 83-84 |
|     | • Fall 2022 Division Board Meetings                                       | Discussion    | Pages 85    |
|     | • List of NEB Meeting Dates 2022-2024                                     | Informational | Pages 86    |
|     | • Smithsonian Folkways Learning Pathways Project                          | Informational | Pages 87-96 |
|     | • Review of Codified Policies APPENDIX H                                  | Informational |             |
|     | • Review of Societies and Councils 2022 Annual Reports                    | Informational |             |