



**APPROVED Minutes  
National Executive Board  
Virtual Meeting  
September 28, 2021 – 6:00 pm – 8:51 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. 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 6:00 p.m. Central Time on Tuesday, September 28, 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.

## **V Review and Adoption of Agenda (Appendix A)**

*IT WAS MOVED BY SALVADOR, SECONDED BY WILLIAMS, AND CARRIED, BARRE, MULLER, EDDLEMAN, AND TSUGAWA ABSTAINING, TO ADOPT THE AGENDA AS AMENDED, INCLUDING THE CONSENT AGENDA, REMOVING THE NAFME INNOVATIONS COUNCIL SOUTHERN DIVISION APPOINTMENT, AND ADDING MATTERS ARISING, WITH FLEXIBILITY AS DIRECTED BY THE PRESIDENT:*

- *APPROVAL OF CHAIR-ELECT, COUNCIL OF STATE EDITORS*
- *APPROVAL OF NAFME COUNCIL INTERIM APPOINTMENTS BY DIVISION*
- *APPROVAL OF NAFME COUNCIL INTERIM APPOINTMENTS – MEMBERS-AT-LARGE*
- *APPROVAL OF MEJ EDITORIAL COMMITTEE INTERIM APPOINTMENT*

## **VI Reports**

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

President Spradley asked Chief Financial Officer Mr. Moore to provide the financial report for the board. Mr. Moore reviewed the statements of activity for the board. Mr. Moore reviewed for the board the mitigating circumstance of the Delta variant of the COVID-19 pandemic in the month of August. Executive Director Christopher Woodside noted the unusual membership behavior during fiscal year 2020-2021 makes it difficult to project what will happen month to month in fiscal year 2021-2022. Staff is reminded each month when reviewing activity to date that this fluctuation still exists, and the organization needs to remain thoughtful about resources for the membership.

President Spradley asked Mr. Moore to review the process for obtaining a new auditor as required by NAFME Policy III.B.001 NAFME Finances. Mr. Moore noted the policy requires NAFME to consider a different auditing entity at least every five years. The NAFME Finance Committee considered this decision in 2019 as required and determined to retain the same auditor, who was already familiar with our internal systems which would be helpful while there was a change in the NAFME membership system. The Finance Committee agreed to revisit this decision again this year. Staff sent out 22 Requests for Proposals (RFP) for consideration by the Finance Committee.

*IT WAS MOVED BY SHEEHAN, SECONDED BY BARNES, AND CARRIED UNANIMOUSLY TO APPOINT THE AUDITING FIRM OF F.S. TAYLOR AND ASSOCIATES, P.C., PER POLICY III.B.001 NAFME FINANCES.*

President Spradley asked the board to review the remaining informational items on the board agenda which include the 2023 Eastern Division Conference Memorandum of Understanding (MOU) with NYSSMA.

President Spradley provided a report on the RESPECT Project. Working in partnership with One Community and In Session Talks, NAFME's team of subject matter experts created 15 discussion guides and lesson plans for music programs for middle and high school students. Through a series of master classes with celebrated performers,

composers, music industry professionals, and high-achieving women of color, this initiative aims to close the equity gap for racially minoritized youth from historically excluded communities by creating educational and inspiring content supporting music education, broadening the horizons and aspirations for young people, and inspiring the next generation of artists and leaders. Each video is accompanied by a discussion guide and survey link. The downloadable guides provide questions for facilitating conversations in classrooms and groups.

President Spradley provided an update from the Equity Committee. The Equity Committee is planning to meet later this week and then will invite State MEA Equity Committee members to meet with the NAFME Equity Committee once a month to share successes and resources with each other. President Spradley informed the board about the creation of the Diversity in Repertoire Task Force, headed by Rob Deemer, Chair of the Music Composition Council. Dr. Deemer has begun the selection of members of the task force and this work will begin moving forward.

President Spradley led a discussion with the board regarding the ongoing equity work of the organization as well as the strategic plan work following the 2021 National Assembly (NASS). NASS was an opportunity to bring many voices together to begin the work of writing the strategic plan. The board discussed the question of how important the NAFME strategic plan is to the State MEAs. Responses noted the strategic plan is important to an organization to ensure its viability, it is something to carefully monitor over time but should not necessarily be recreated, it can provide a very clear picture of what the organization stands for so the Divisions and State MEAs can support it, it can guide an organization and flow down to the Divisions and State MEAs and help bring us together. The board discussed different ways of how to start the work on a strategic plan and how to craft the strategic plan through the lens of equity. It was noted that questions in advance of the work on the strategic plan could be helpful to provide a way for the states to give their opinions, it would be beneficial to involve more State MEA leaders so they are part of the process as well as K-12 teachers. The board also noted the significance of the findings of the Cook Ross Report and how many changes have been implemented at NAFME because of the report, and how much work was still left to be done. Much of the conversation revolved around the importance of equity work of the association and how to best reflect that.

*IT WAS MOVED AS AMENDED BY SALVADOR, SECONDED BY HODGSON, AND CARRIED UNANIMOUSLY TO APPROVE THAT NAFME USE EQUITY AS THE LENS TO GUIDE THE STRATEGIC PLANNING INITIATIVES AND ACTIVITIES OF THE ORGANIZATION.*

President Spradley led a discussion with the board about two revisions to the NAFME Bylaws: expanding the size of the board by adding two members of the Equity Committee with full voting rights, and making the Equity Committee a standing committee. These actions would help establish the importance of the equity work of the organization. President Spradley and staff have drafted revisions to the NAFME Bylaws that will be provided to the board for review. President Spradley would like to plan town halls with each Division to discuss the proposed bylaw revisions before a vote in January 2022. The board discussed how the two Equity Committee members would be selected for the NEB, either by election or appointment. President Spradley discussed with the

board these two Equity Committee members would be appointed to the board. The board provided questions for consideration as these revisions were finalized. Scott Hedgecock, Western Division President-Elect, requested the board consider a further revision to the bylaws that would allow NEB Observers to become full voting members of the NEB. The board discussed the possibilities of this request and staff confirmed further revisions could be drafted for review by Counsel and the board.

**B Report of NEB Liaisons**

President Spradley asked the board to review the reports of the NEB Liaisons.

**C Report of the Chair, SRME**

President Spradley asked the board to review the Oxford Symposium Report. In 2019, NAFME agreed to sponsor the Oxford Symposium on the History of Music Education per the request of the History SRIG. This allowed the use of NAFME's logo and for NAFME to help promote the symposium. The symposium was originally slated for June 2020 but was cancelled due to the pandemic. It was rescheduled in June 2021 as an online event, and the final report has been provided to the NEB which was a requirement of the sponsorship.

**VII Appointments**

**A Approval of Chair-Elect, Council of State Editors**

Approved in the consent agenda. See page 2.

**B Approval of NAFME Council Interim Appointments by Division**

Approved in the consent agenda. See page 2.

**C Approval of NAFME Council Interim Appointments – Members-At-Large**

Approved in the consent agenda. See page 2.

**D Approval of MEJ Editorial Committee Interim Appointment**

Approved in the consent agenda. See page 2.

**VIII New Business**

President Spradley proposed adding an October 2021 board meeting to the schedule of upcoming meetings. The remaining items from this board meeting would be discussed during the October board meeting. North Central Division President Karen Salvador requested the draft statement by the Cultural Diversity and Social Justice ASPA be sent to the Equity Committee for further review.

**IX      Adjournment**

*IT WAS MOVED BY MULLER, SECONDED BY HODGSON, AND CARRIED UNANIMOUSLY TO ADJOURN THE NATIONAL EXECUTIVE BOARD MEETING ON TUESDAY, SEPTEMBER 28, 2021, AT 8:51 P.M. CENTRAL TIME.*



**National Executive Board Agenda**  
**Tuesday, September 28, 2021 - 6:00 pm-8:00 pm CENTRAL**  
**Virtual Meeting**

I	Review & Adoption of Agenda		
	Confirm the Consent Agenda		
	○ Approval of Chair-Elect, Council of State Editors	Consent	
	○ Approval of NAFME Council Interim Appointments by Division	Consent	
	○ Approval of NAFME Council Interim Appointments – Members-At-Large	Consent	
	○ Approval of MEJ Editorial Committee Interim Appointment	Consent	Pages 1-3
II	Reports		
	A Report of Chair, Executive Committee		
	• Meeting Expectations	Informational	Pages 4-5
	• Financial Reports	Informational	Page. 6-14
	• Q4 Quarterly Management Report	Informational	Appendix A
	• August High Notes	Informational	Appendix B
	• Appointment of Auditor	Action	Pages 15-19
	• MEA Updates		
	• Illinois	Informational	
	• CMEA (Connecticut)	Informational	Pages 20-21
	• India	Informational	
	• Eastern Division Conference Memorandum of Understanding (MOU) with NYSSMA	Informational	Pages 22-24
	• Equity Committee Update		
	○ RESPECT Project	Informational	
	○ Diversity Repertoire Task Force	Informational	Pages 25-27
	○ Invitation to State MEA Equity Committees	Informational	
	• Bylaw Amendment	Discussion	
	• Strategic Plan Timeline	Discussion	
	B Report of NEB Liaisons	Informational	Pages 28-32
	C Report of the Chair, SRME		
	• Oxford Symposium Report	Informational	Pages 33-36 Appendix C

III	Appointments		
	A	Approval of Chair-Elect	Consent Pages 37-39
	B	Approval of NAFME Council Interim Appointments by Division	Consent Pages 40-44
	C	Approval of NAFME Council Interim Appointments – Members-At-Large	Consent Pages 45-48
	D	Approval of MEJ Editorial Committee Interim Appointment	Consent Page 49
IV	New Business		
	A	Town Hall for NAFME President-Elect Candidates	Informational Page 50
	B	Matters Arising	Discussion