



**APPROVED Minutes  
National Executive Board  
November 27, 2023 – 7:00 p.m. – 10:07 p.m. ET  
Virtual Meeting**

**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)  
Michael Brownell, President, Eastern Division (2023-2025)  
Rich Tengowski, President, North Central Division (2022-2024)  
Dusty Molyneaux, President, Northwest Division (2023-2025)  
James Daugherty, President, Southern Division (2022-2024)  
Martha Gabel, President, Southwestern Division (2023-2025)  
Scott Hedgecock, President, Western Division (2022-2024)  
Sue Barre, Immediate Past President, Eastern Division (2023-2025)  
Karen Salvador, Immediate Past President, North Central Division (2022-2024)  
Tom Muller, Immediate Past President, Northwest Division (2021-2023)  
Sonja Williams, Immediate Past President, Southern Division (2022-2024)  
Renee Shane-Boyd, Immediate Past President, Western Division (2022-2024)  
David Brown, President-Elect, Eastern Division (2023-2024)  
Kim Bruguier, President-Elect, North Central Division (2022-2024)  
Joe Dyvig, President-Elect, Northwest Division (2023-2025)  
Susan Smith, President-Elect, Southern Division (2022-2024)  
Chris Baumgartner, President-Elect, Southwestern Division (2023-2025)  
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

**III Call to Order**

President Scott R. Sheehan called the meeting to order at 7:01 p.m. Eastern Time on Monday, November 27, 2023.

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

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

- *APPROVAL OF SEPTEMBER 26, 2023 NEB MINUTES*
- *APPROVAL OF NAFME COUNCIL INTERIM MEMBERS-AT-LARGE APPOINTMENTS*
  - *COLLEGIATE ADVISORY COUNCIL*
    - *RUTH LEMAY, MN*
    - *TOMISHA PRICE-BROCK, NC*
    - *JILL WILSON, IA*
- *APPROVAL OF NAFME COUNCIL INTERIM APPOINTMENTS BY DIVISION*
  - *COUNCIL OF MUSIC PROGRAM LEADERS* *NORTH CENTRAL DIVISION: EVAN LEE, NE*

## **V Reports/Ongoing Business**

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

President Sheehan asked Chief Financial and Administrative Officer Chaudler Moore to provide an overview of the finances. Mr. Moore informed the board that NAFME was at a net loss year to date (YTD), what is not unusual at this time of year. As the current YTD net loss is significant, however, this was flagged by staff and discussed with President Sheehan and President-Elect Confredo in advance of the board meeting. Based on this, Mr. Moore did a deep dive into the numbers and found two areas where revenue projections are not being met:

- membership dues
- grants/contracts

The areas of concern are due to timing and the cycle of membership. We will see if time makes this a bit better and then we can do a recalibration of the budget if that proves necessary. Executive Director Christopher Woodside reminded the board it is extremely important to recall there are two incredible transitions due to the leadership of the board:

- continued growth of membership despite the pandemic and indicators that gave no guarantees for this
- control of expenses is a result of the fiscal controls and blueprint that was put in place under Immediate Past President Mackie V. Spradley

Mr. Moore's staff will continue to review existing contracts and upcoming projects to ensure all expenses are being monitored. Mr. Moore and Mr. Woodside will continue to update President Sheehan and the board as Mr. Moore reviews the financials monthly.

Mr. Moore provided an update to the board about the 2-year budget policy. Staff has provided the final revised policy the board approved at the October 21, 2023 NEB meeting.

President Sheehan asked Mr. Woodside to provide an update to the board on recent advocacy activities. Mr. Woodside informed the board about a possible advocacy collaboration with NAFME's colleague organizations in the arts subject matter discipline areas. Mr. Woodside expressed excitement about the potential for increasing reach and vibrancy in NAFME's advocacy efforts. Mr. Woodside will keep the board informed.

President Sheehan updated the board on recent conversations about Career Technical Education (CTE). This topic has come up in multiple states in regard to Perkins funding that is currently available in this area. States in the Southern and Southwestern Divisions are discussing this topic in great detail. President Sheehan and President-Elect Deb Confredo would like to gather a group of interested members to begin to have this conversation at the national level. President Sheehan is asking the Division Presidents to share information from the state MEAs on this topic. President Sheehan will convene a meeting in the new year to kick off this work.

President Sheehan and President-Elect Confredo led the board in discussion about the 2024 National Assembly planning. President-Elect Confredo is considering a "working meeting" schedule. Staff has provided the Congressional calendar to the Executive Committee which confirms the dates both chambers will be in session for 2024-2025. The board tasked staff to negotiate the best contract for NAFME for the venue and dates. The board will continue to be updated as this work continues.

President Sheehan asked President-Elect Confredo to provide the board with an update on the work of the Music Teacher Profession Initiative and the Music Teacher Profession Advisory Board policy. President-Elect Confredo discussed with the board her recent experience at the National Association of Schools of Music (NASM) annual meeting and the positive conversations she had with the NASM Executive Director. Next steps include a meeting with the NASM Executive Director to continue discussions about the MTPI Blueprint work. President-Elect Confredo is also scheduled to meet again with the NAFME Music Education Policy Roundtable who have requested to form a subcommittee to continue working on the Blueprint and next steps.

President-Elect Confredo reviewed for the board the current draft Music Teacher Profession Advisory Board policy. Feedback from the board has been included in the revised draft policy. Immediate Past President Mackie V. Spradley requested the policy include further defining language for the section, "...with equity as a foundation..." President-Elect Confredo confirmed she would include that further defining language to the final policy language.

*IT WAS MOVED BY DAUGHERTY, SECONDED BY GABEL, AND CARRIED UNANIMOUSLY TO APPROVE POLICY I.G.003, MUSIC TEACHER PROFESSION ADVISORY COMMITTEE, WITH THE CAVEAT IT IS TO BE AMENDED WITH FURTHER DEFINING LANGUAGE AS IT RELATES TO EQUITY.*

President Sheehan asked North Central Division Immediate Past President Karen Salvador to give the board an update on Divisive Concepts Laws (DCL). North Central Division Immediate Past President Salvador shared the current draft of a second DCL resource she has been working on. This resource contains all the statements NAFME has on this work.

*IT WAS MOVED BY BROWN, SECONDED BY HAMMEL, AND CARRIED, SALVADOR ABSTAINING, TO APPROVE THE "DIVISION CONCEPTS LAWS: RESOURCES FOR NAFME MEMBERS" RESOURCE AS AMENDED TO INCLUDE THE NAFME DISCLAIMER.*

President Sheehan reviewed the report from the Society for Research in Music Education (SRME) regarding the recommendations for the SRME grant winners.

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

- *CARLOS ABRIL & GIULIA RIPANI. EXAMINING THE INFLUENCE OF ENVIRONMENTAL FACTORS, EMOTIONS STATES, AND TEACHER STRATEGIES ON PSYCHOLOGICAL AND BEHAVIORAL OUTCOMES AMONG MARGINALIZED AND UNDERREPRESENTED MUSIC EDUCATORS*
- *JANE M. KUEHNE & MACY L. BELL. LEARNING TO TEACH: A MIXED-METHODS EVALUATION OF AN EARLY-DEGREE MUSIC TEACHING PROGRAM*

President Sheehan reviewed the request from SRME regarding the research grant policy. SRME is requesting a change to the due dates in this policy to better align with the current conference timeline.

*IT WAS MOVED BY STONE, SECONDED BY GABEL, AND CARRIED UNANIMOUSLY TO APPROVE THE CHANGES TO POLICY I.D.002, NAFME-SRME RESEARCH GRANT, AS PRESENTED.*

President Sheehan requested Equity Committee Chair Mackie Spradley provide the board with an update from the Equity Committee. Chair Spradley informed the board the Equity Committee and Equity Leadership Institute members were continuing to work on planning for the Equity Resource Center. Chair Spradley will keep the board informed of their progress.

President Sheehan provided an MIOSM update for the board. NAFME is planning an MIOSM event on Capitol Hill at the end of March 2024. As a reminder, the theme is, "I See ME." The MIOSM logo was released earlier in the fall. Next, staff will promote a video campaign around the theme as part of NAFME's advocacy efforts for MIOSM. The Executive Committee has approved the Choral Council proposal to commission a piece for MIOSM by an under-represented composer. The Societies and Councils continue to support MIOSM through social media campaigns and virtual webinar events.

President Sheehan provided a review of the Artificial Intelligence (AI) Initiative. President Sheehan and staff are coordinating next steps for this project and the Executive Committee will be reviewing the names of active scholars in the music education space. This initiative will consider ways that NAFME will most effectively support music educators.

President Sheehan directed the board to review the NEB Liaison reports in the board book as a recap of the current work of the societies and councils. President Sheehan reminded the Division Presidents of the upcoming joint meeting that will be scheduled with the Chairs of the Societies and Councils to discuss representation on the councils and the upcoming appointment process.

President Sheehan informed the board of his upcoming travel to the Midwest Clinic. There will be a Workforce Coalition breakfast where he plans to discuss further alignments of messaging, and review and feedback on current messaging. President Sheehan will be presenting an advocacy session, and NAFME will have a booth in the exhibit hall that will have new resources about careers in music education that is geared toward students. President Sheehan is planning to gather other NAFME leaders in attendance for dinner one evening during the event.

**VI Appointments**

**A Council Appointments – Interim Division**

Approved in the consent agenda. See page 2.

**B Council Appointments – Interim Members-At-Large**

Approved in the consent agenda. See page 2.

**VII Old Business**

President Sheehan reminded the board that the Music Program Leaders Forum would be held in conjunction with the NAMM Show on January 24-25, 2024. President Sheehan asked the board to reach out to their networks to help promote the event before registration closes in December.

**VIII New Business**

President Sheehan asked Western Division President Scott Hedgecock to update the board on the Western Division Leadership Summit proposal. The Western Division leadership is requesting NAFME provide support with promotions and a registration system. Next steps include feedback from staff about the event proposal, and further discussion by the board at the January 2024 NEB meeting.

**IX Adjournment**

*IT WAS MOVED BY SPRADLEY, SECONDED BY BROWNELL, AND CARRIED UNANIMOUSLY TO ADJOURN THE NATIONAL EXECUTIVE BOARD MEETING ON MONDAY, NOVEMBER 27, 2023, AT 10:07 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  
Monday, November 27, 2023 – 7:00 PM – 9:00 PM ET  
Virtual Meeting**

I	Review & Adoption of Agenda		Pages 1-3
	Confirm Interim Action		
	• Approval of September 26, 2023 Minutes	Consent	Pages 4-10
	Confirm Consent Agenda		
	• Approval of NAFME Council Interim Members-At-Large	Consent	
	• Approval of NAFME Council Interim Appointments by Division	Consent	
II	Ongoing Business		
	• Financial Report	Informational	Pages 11-20
	• 2-Year Budget	Informational	Pages 21-23
	• Business Development Update	Informational	
	• Advocacy Report	Informational	
	• Career and Technical Education (CTE)	Informational	Page 24
	• National Assembly 2024 Update	Action	Page 25
	• Music Teacher Profession Initiative Update	Informational	Page 26
	• Music Teacher Profession Advisory Committee Policy	Action	Pages 27-31
	• Divisive Concepts Laws Resource	Action	Pages 32-33
	• SRME Report		
	• Research Grants 2024-2026	Action	Pages 34-36
	• Policy I.D.002 NAFME-SRME Research Grant	Action	Pages 37-39
	• Equity Committee Update	Informational	
	• Professional Learning and Partnerships Committee (PLPC) Update	Informational	Pages 40-42
	• MIOSM Update	Informational	
	• AI Initiative	Informational	
	• Small Schools Update	Informational	Pages 43-44
	• NEB Liaison Reports	Informational	Pages 45-58
	• Elections		
	○ 2024 Timeline	Informational	Pages 59-63
	○ 2025 Timeline	Informational	Pages 64-66

III	Appointments		
	<ul style="list-style-type: none"> <li>Approval of NAFME Council Interim Appointments by Division</li> </ul>	Consent	Pages 67-69
	<ul style="list-style-type: none"> <li>Approval of NAFME Council Interim Appointments – Members-at-Large</li> </ul>	Consent	Pages 70-73
IV	Old Business		
	<ul style="list-style-type: none"> <li>Music Program Leaders Forum 2024</li> </ul>	Informational	
	<ul style="list-style-type: none"> <li>NEB Meeting Dates 2023-2024</li> </ul>	Informational	Page 74
V	New Business		
	<ul style="list-style-type: none"> <li>Western Division Leadership Summit</li> </ul>	Discussion	Pages 75-77