



**APPROVED Minutes  
National Executive Board  
January 18, 2025 – 11:00 a.m. – 1:47 p.m. ET  
Virtual Meeting**

**I Board Members Present**

Deb Confredo, NAFME President (2024-2026)  
Cecil Adderley, NAFME President-Elect (2024-2026)  
Scott Sheehan, NAFME Immediate Past President (2024-2026)  
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)  
Sue Barre, Immediate Past President, Eastern Division (2023-2025)  
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 (2023-2025)  
Joe Dyvig, President-Elect, Northwest Division (2023-2025)  
Annamarie Bollino, President-Elect, Southern 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 11:07 a.m. Eastern Time on Saturday, January 18, 2025.

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

*IT WAS MOVED BY BROWN, SECONDED BY TENGOWSKI, AND CARRIED UNANIMOUSLY TO ADOPT THE AGENDA, INCLUDING THE CONSENT AND INTERIM AGENDAS, WITH FLEXIBILITY AS DIRECTED BY THE PRESIDENT:*

- *APPROVAL OF NOVEMBER 18, 2024 NEB MINUTES*
- *APPROVAL OF MTPAC APPOINTMENTS*
  - *ROSETTA DINGLE, SC*
  - *MARTINA VASIL, KY*
- *APPROVAL OF JRME EDITORIAL COMMITTEE APPOINTMENTS*
  - *SETH PENDERGAST, COLORADO STATE UNIVERSITY*
  - *JAMEY KELLY, UNIVERSITY OF NORTH TEXAS*

## **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 November 2024 month to date (MTD) and year to date (YTD) expenses, revenue, and investments. November 2024 transactions increased over November 2023 transactions.

President Confredo reviewed for the board the NAFME National Nominating Committee timeline, as well as the January 2026 election timeline. Equity Committee Co-Chair Angelica Brooks provided a report from the Equity Committee regarding the National Nominating Committee. The Equity Committee reviewed the candidates that were provided to them by the Division Presidents, as outlined in NAFME Policy I.J.001. The Equity Committee provided a slate of candidates to the board for consideration.

*IT WAS MOVED BY MOLYNEAUX, SECONDED BY BOLLINO, AND CARRIED UNANIMOUSLY TO APPROVE THE FOLLOWING INDIVIDUALS TO THE NATIONAL NOMINATING COMMITTEE:*

- *HEATHER COTE, EASTERN DIVISION*
- *CARIN MCEVOY, NORTH CENTRAL DIVISION*
- *MICHEL STICKA, NORTHWEST DIVISION*
- *MATT KOPERNIAK, SOUTHERN DIVISION*
- *MARK GARD, SOUTHWESTERN DIVISION*
- *JOHN BURN, WESTERN DIVISION*

President Confredo led the board in a discussion about the NAFME dues. President Confredo reminded the board there was a dues increase for 2024-2025 of \$2.00. The board participated in a dialogue that focused on the creation of a short term ad hoc committee that would study a member fee restructure that could address inequities in access to NAFME membership. The committee will comprise members of the Music Teacher Profession Advisory Committee (MTPAC), the Equity Committee, and state MEA Presidents and Executives, and Collegiate members. The board will be kept updated.

*IT WAS MOVED BY BOLLINO, SECONDED BY GABEL, AND CARRIED, DAVIS ABSTAINING, TO SET THE ANNUAL ACTIVE DUES FOR FISCAL YEAR 2025-2026 AT \$105.00 (A \$1.00 INCREASE); ALL OTHER RATES WILL BE PROPORTIONAL TO THE ACTIVE ANNUAL DUES RATE, AND CREATE AN AD HOC COMMITTEE TO REVIEW OPTIONS FOR ADDITIONAL REVENUE MODELS TO PRESENT RECOMMENDATIONS FOR CONSIDERATION TO THE NEB BY MAY 2025.*

## **VI Executive Session**

*WITHOUT OBJECTION, IT WAS CARRIED UNANIMOUSLY TO GO INTO EXECUTIVE SESSION AT 1:16 P.M.*

*WITHOUT OBJECTION, IT WAS CARRIED UNANIMOUSLY TO RETURN TO REGULAR SESSION AT 1:41 P.M.*

The Board returned from Executive Session and reported out that it had discussed financial, budget, personnel, and program development issues.

President Confredo directed the board to review the written reports that were provided in advance of this meeting. Written reports were submitted by the Equity Committee, the Professional Learning and Partnerships Committee, the MTPAC, and the Small Schools Task Force.

## **VII Appointments**

### **A Approval of Music Teacher Profession Advisory Committee Appointments**

Approved in the consent agenda. See page 2.

### **B Approval of the JRME Editorial Committee Appointments**

Approved in the consent agenda. See page 2.

## **VIII Old Business**

President Confredo reviewed the 2025 Fall Division Board Meetings dates with the board. The Division Presidents will begin finalizing the schedule with staff for the 2025 Fall Division Board Meetings.

President Confredo provided the board with an update on the 2025 National Assembly (NASS) planning. President Confredo noted that there will be an updated schedule to share prior to the next board meeting.

## **IX Adjournment**

*IT WAS MOVED BY HEDGECOCK, SECONDED BY BROWN, AND CARRIED UNANIMOUSLY TO ADJOURN THE NATIONAL EXECUTIVE BOARD MEETING ON SATURDAY, JANUARY 18, 2025 AT 1:47 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, January 18, 2025  
Virtual Meeting**

I	Review & Adoption of Agenda		
	Confirm Consent Agenda		Pages
	1-3		
	○ Approval of November 18, 2025 NEB Minutes 4-8	Consent	Pages
	○ Approval of MTPAC Appointments	Consent	
	○ Approval of JRME Editorial Committee Appointment	Consent	
	Confirm Interim Action		
	○ Approval of JRME Editorial Committee Appointment	Consent	
II	Ongoing Business		
	○ Financial Report 9-21	Informational	Pages
	○ NAFME Dues Recommendation	Action	Page 22
	○ Membership Fee Restructuring 23-35	Discussion	Page
	○ Advocacy & Public Policy Update 36-38	Informational	Pages
	○ Northwest Division Update	Informational	
	○ TN Affiliate Update	Informational	
	○ Communications to State MEAs 39-42	Discussion	Pages
	○ Societies 43	Informational	Pages
	○ Biennial Conference Update 44-46	Discussion	Pages
	○ Music Teacher Professional Advisory Committee 47-55	Informational	Page
	○ Mentoring Update	Informational	
	○ Equity Committee Update	Informational	
	○ National Nominating Committee Appointments	Action	Page 56
	○ Professional Learning and Partnerships		

	Committee Update (PLPC) 57-58	Informational	Pages
	○ Small Schools Update	Informational	Page 59
	○ NASM Conference Report 60-63	Informational	Pages
	APPENDIX A1-A3		
	○ Elections Report	Informational	
	○ 2025 Timeline – Division and National 64-66	Informational	Pages
	○ 2026 Timeline - Division and National 67-68	Informational	Pages
	○ NEB Meeting Action Items 69	Informational	Pages
III	Appointments		
	○ Approval of MTPAC Appointments 70	Consent	Pages
	○ Approval of JRME Editorial Committee Appointments 71-72	Consent	Pages
IV	Old Business		
	• 2025 Fall Division Board Meetings Dates	Informational	Page 73
	• NASS 2025 Update 74-80	Discussion	Pages
	• Prioritization of NAFME Structures 81-82	Discussion	Pages
	• Bylaws Package	Informational	Pages 83
	○ MTPAC – Standing Committee		
	○ Collegiate Vote		
	• NEB Meeting Dates 2024-2026	Informational	Pages 84-85