



**APPROVED Minutes
National Executive Board
June 9, 2025
11:00 a.m.-12:45 p.m. ET
Reston Sheraton, Reston, VA**

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)
David Brown, President, Eastern Division (2023-2025)
Kim Bruguier, President, North Central Division (2024-2026)
Joe Dyvig, President, Northwest Division (2023-2025)
Susan Smith, President, Southern Division (2024-2026)
Chris Baumgartner, President, Southwestern Division (2023-2025)
Michael Stone, President, Western Division (2024-2026)
Michael Brownell, Immediate Past President, Eastern Division (2023-2025)
Rich Tengowski, Immediate Past President, North Central Division (2024-2026)
Dusty Molyneaux, Immediate Past President, Northwest Division (2023-2025)
James Daugherty, Immediate Past President, Southern Division (2024-2026)
Martha Gabel, Immediate Past President, Southwestern Division (2025-2027)
Scott Hedgecock, Immediate Past President, Western Division (2024-2026)
Wayne Mallette, President-Elect, Eastern Division (2023-2025)
Clay Blackman, President-Elect, North Central Division (2025-2027)
Chad Rose, President-Elect, Northwest Division (2023-2025)
Annamarie Bollino, President-Elect, Southern Division (2024-2026)
Joseph Flores, President-Elect, Southwestern Division (2025-2027)
Anne Fennell, President-Elect, Western 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 11:00 a.m. Eastern Time on Monday, June 9, 2025 at the Reston Sheraton in Reston, VA.

- ORCHESTRA COUNCIL
 - NORTH CENTRAL DIVISION BRETT NOSER, NE
 - WESTERN DIVISION ANGELA HARMAN, UT
- APPROVAL OF NAFME COUNCIL APPOINTMENT – MEMBERS-AT-LARGE
 - COUNCIL FOR MUSIC HONOR SOCIETY
 - STEPHANIE CORNETT, NY
 - GENERAL MUSIC COUNCIL
 - ASHLEIGH LORE, MI
 - JONATHAN DILLION, UT
 - GUITAR COUNCIL
 - MICHAEL MCCALLIE, TN
 - MICHAEL KLEIN, NV
 - RICARDO PAZ, CA
 - JAZZ COUNCIL
 - JOSE DIAZ, TX
 - LENORA HELM HAMMONDS, NC
 - LISA LINDE, MA
 - MUSIC PROGRAM LEADERS COUNCIL
 - MICHAEL RODGERS, NY
 - STACY HARRIS, CA
 - KIMBERLY HIRSCHMANN, MD
 - MUSIC COMPOSITION COUNCIL
 - HILARY GOLDBLATT, NY
 - BRIAN RALPH NABORS, LA
- APPROVAL OF NATIONAL ASSEMBLY PROXY LIST
 - MINNESOTA MEA PRESIDENT
 - CHRISTOPHER ROCHESTER – ALF REPRESENTATIVE WILL BE THE PROXY

V Reports/Ongoing Business

A Report of Chair, Executive Committee

President Confredo reviewed the North Central Division candidates for President-Elect, 2026-2028.

IT WAS MOVED BY BLACKMAN, SECONDED BY FENNELL, AND CARRIED UNANIMOUSLY, TO APPROVE THE CANDIDATES FOR NORTH CENTRAL DIVISION PRESIDENT-ELECT, 2026-2208.

- PAUL BUDDE, WI
- ASHLEIGH LORE, MI

President Confredo reviewed the Western Division candidates for President-Elect, 2026-2028.

IT WAS MOVED BY BRUGUIER, SECONDED BY GABEL, AND CARRIED UNANIMOUSLY, TO APPROVE THE CANDIDATES FOR WESTERN DIVISION PRESIDENT-ELECT, 2026-2208.

- SCOTT BURGNER, AZ
- NICHOLE HEGLUND, NV

President Confredo led a discussion with the board regarding the proposal from Karen Salvador to conduct a new survey for her research on divisive concepts laws (DCLs) and their impact on music education. Ms. Salvador has asked for approval to conduct another survey of the NAFME membership. The results would be shared as part of her scholarly work, which means there would be no cost for NAFME. The board determined the survey research request should go through the SRME application process.

IT WAS MOVED BY DYVIG, SECONDED BY ROSE, AND CARRIED UNANIMOUSLY, TO RECOMMEND THE DCL SURVEY RESEARCH PROPOSAL BE SUBMITTED THROUGH THE SRME APPLICATION PROCESS.

President Confredo asked Chief Financial and Administrative Officer, Chaudlier Moore, to provide an overview of the NAFME finances. Mr. Moore reviewed the April 2025 month to date (MTD) and year to date (YTD) expenses, revenue, and investments. There was an increase in transactions compared to April 2024, following a decrease in March activity.

President Confredo reviewed for the board the Bylaws Package proposal for January 2026. The board discussed the Collegiate Vote history and moving forward in January 2026 with specific language for this Bylaw change.

IT WAS MOVED BY SMITH, SECONDED BY BAUMGARTNER, AND CARRIED UNANIMOUSLY, TO APPROVE MOVING FORWARD WITH THE COLLEGIATE VOTE TO BE INCLUDED IN THE BYLAWS PACKAGE FOR JANUARY 2026.

VI Appointments

A Approval of Chair-Elect, Council of State Executives Appointment

Approved in the consent agenda. See page 2.

B Approval of the NAFME Council Appointments by Division

Approved in the consent agenda. See page 2.

C Approval of the NAFME Council Appointments – Members-At-Large

Approved in the consent agenda. See page 2.

VII New Business

President Confredo provided the board with an update on the Differences and Poverty Virtual Mini-Conference. The PLPC provided feedback to the proposal that was being reviewed by the co-leaders of the conference. President Confredo reminded the board of the upcoming NAFME/NAAMM Music Industry and Education Webinar later this summer. President Confredo discussed with the board the need to onboard the new Executive Committee member as soon as Fall 2025 before the role is assumed in June 2026. President Confredo informed the board of

the need to hold quarterly touch point meetings with the council chairs now that the council policies have been updated and to help them with their work through the year.

VIII Old Business

President Confredo requested the board review the informational items provided in the board book to pick up again a subsequent board meetings.

IX Adjournment

IT WAS MOVED BY BRUGUIER, SECONDED BY BLACKMAN, AND CARRIED UNANIMOUSLY TO ADJOURN THE NATIONAL EXECUTIVE BOARD MEETING ON MONDAY, JUNE 9, 2025 AT 2:53 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
June 9, 2025
11:00 a.m.-12:45 p.m. ET
Reston Sheraton Hotel**

Welcome New Board Members

- I Review & Adoption of Agenda
 - Confirm Consent Agenda
 - Approval of June 9, 2025 NEB Minutes Consent Pages 1-9
 - Approval of Chair-Elect, Council of State Executives Consent
 - Approval of NAFME Council Appointments by Division Consent
 - Approval of NAFME Council Appointments – Members-At-Large
 - Approval of NASS proxy list Consent

- II Ongoing Business
 - Financial Report
 - April 2025 Financials Informational Pages 10-25
 - April 2025 High Notes Informational
 - APPENDIX A
 - Q3 Management Report Discussion
 - APPENDIX B
 - Divisive Concepts Laws Proposal Discussion Pages 26-32
 - Elections Report
 - Candidates for North Central Division President-Elect Action
 - Candidates for Western Division President-Elect Action Page 33
 - 2025-2026 Timeline – Division and National Informational Pages 34-39
 - NEB Liaison Reports Informational Pages 40-43
 - NAFME Connect Informational Pages 44

- III Appointments
 - Approval of Chair-Elect, Council of State Executives Consent Page 45
 - Approval of NAFME Council Appointments by Division Consent Pages 46-48

	○ Approval of NAFME Council Appointments – Members-At-Large	Consent	Pages 49-50
IV	New Business		
	• Differences and Poverty Virtual Mini-Conference APPENDIX C – Conference Feedback	Discussion	Pages 51-53
	• NAMM/NAfME Music Industry and Education Webinar	Informational	Page 54
	• Onboarding new Executive Committee member one year earlier	Discussion	Pages 55-57
	• Touch Point Meetings		
	○ Biannual or quarterly meetings between Executive Committee and Council Chairs	Discussion	Pages 58-60
	• Development of various resource centers for members	Informational	
V	Old Business		
	• 2025 Eastern Division Financial Update (if financials are available)	Discussion	
	○ Partnerships		
	○ How to reconfigure since removal from PLPC	Discussion	
	○ Development of Content Council Chair Handbook (Bollina, Fennell, Gabel)	Informational	
	○ To Executive Committee by midsummer		
	○ To NEB by September (or earlier)		
	○ Review of Societies Policies	Informational	
	○ Will be completed by Executive Committee		
	○ To NEB by September or earlier		
	○ Council of Black Music Education Proposal	Discussion	Page 61
	○ Northwest Division Update	Informational	
	• AI Framework	Informational	Page 62
	• NASS 2025 Update		
	○ Approval of NASS Proxy List	Consent	Pages 63-66
	• Bylaws Package Update	Informational	Page 67
	○ MTPAC – Standing Committee		
	○ Collegiate Vote		
	○ National Assembly Makeup		
	▪ Remove Council Chairs		
	▪ Add President’s Cabinet		
	○ Adjustment of “Divisions” to “Regions”		
	• NEB Meeting Dates 2024-2026	Informational	Pages 68-69