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NER-AMTA Fall General Membership Meeting

Zoom

Thursday, November 17, 2022

President Brian Jantz called the meeting to order at 7:34 p.m.

1. Welcome & Introductions

Brian welcomed everyone to the fall meeting and to the virtual space, acknowledging that this is a busy time of year for all. Brian talked about the AMTA restructuring, commenting that it has not been easy. There is work that is being done and concrete changes are coming. Ultimately, the entire music therapy community needs to be having conversations to make positive change. Please reach out to Brian at brianj@musictherapynewengland.org to connect.

Brian introduced the members of the NER extended board. The NER DEI Committee is looking for an additional member to serve as chair. Representative positions within the Continuing Education and Ethics committees. The Disaster Relief Task Force, AMTA DEI and Workforce Development & Retention Representative positions are open with representatives stepping down.

2. Approval of Meeting Minutes

Mary Reinsch motioned to approve the April 9, 2022 general membership meeting minutes from the Virtual NER-AMTA Conference. Adrienne Flight seconded the motion. With no discussion, the motion passed with a vote of approval. The minutes were accepted as presented.

3. Strategic Plan

Brian commented that we have had the same strategic plan in place for a few years and it has served us well. We will be looking to create a new strategic plan in collaboration with our membership in the coming year. Brian presented the strategic plan as it currently exists:

Membership

1. The NER will continue to address improve engagement with members and the music therapy community by:
 - a. Increasing member involvement in NER activities.
 - b. Increasing networking opportunities.
2. The NER will continue to actively increase membership on both the professional and student levels.
3. The NER will strengthen its member support programs, including conference scholarships, dues assistance, and educational opportunities.
 - a. The NER will explore research and grant funding programs.

Financial

1. The NER will continue to be financially solvent.
 - a. The NER will continue fundraising efforts.

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- b. The NER will continue to hold financially responsible regional conferences.

4. Financial Update

Treasurer Kari O'Briant gave a financial update as of November 11, 2022:

- NER Checking: \$5,417.07
- NER Savings: \$59,183.99

- NERAMTAS: \$1,319.25
- Students continue doing incredible work managing their finances!

Kari talked about the additional bills that the NER has had this year related to tax preparation through the AMTA. As of Fall of 2022, the NER is contracting directly with Arrow Bookkeeping for our taxes which was previously done through the AMTA and split between regions. The IRS Form 990 was successfully submitted earlier this week. The NER Executive Board has remained updated throughout this process and has been part of decision making on changes. AMTA has requested that regions donate back all or a portion of their membership dues. The NER Executive Board is still in discussion regarding this. The Fiscal Year 2023 Budget Meeting will be held on December 14, 2022.

Kari invited questions regarding NER finances. Eve Montague asked if AMTA has any claim to the money that each region has/can they request this money or put a demand on it. Brian commented that lately regions have been asking for their charters. The language in the charters needs to be looked at carefully because there is not a clear answer. Brian has not heard anyone say that this is something that will happen, but things like this need to be put clearly in writing. Meredith Pizzi also asked for clarification regarding the tax status of the region, stating that it is housed within the 501(c)(3) status of the AMTA. Brian clarified that this is correct: the NER does not exist independently from the national organization. Thank you to Kari for all her tireless and complicated work! Please contact Kari at kario@musictherapynewengland.org with any follow-up questions.

5. Regional Conference Update

Mary Reinsch provided a summary of our first Virtual Conference which took place in April of 2022 on the Hopin platform. It was a very successful conference which included many wonderful presentations, a cabaret, and a closing song circle. NER made just under \$5000 as a region. The 2023 regional conference will at last be in Stowe, Vermont from April 20-22. The call for papers opened in October and will be closing on December 12. We are still looking for more presenters for concurrent presentations and CMTes. Conference pricing and registration will be released next month. There will be a need for a blind review committee to review the presentation proposals. If you are interested in presenting or being a reviewer, please contact Mary at maryr@musictherapynewengland.org. The theme of the conference is being kept rather open-ended. The working theme is Reunite, Renew, and Repair. We are all very excited to be returning for an in-person conference!

6. NER-AMTAS/SAAB Update

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NER-AMTAS Emily Kropo presented the current members of the NER-AMTAS Board. Emily also talked about the Passages Conference which occurred on Saturday, October 29. There were 70 attendees, 10 presentations, and 14 presenters.

The Updated NER-AMTAS Budget is different from what Kari previously presented due to more purchases made this fall. The current total is \$697.90. Expenses included Zoom Account Pro, Canva Account Pro, Meal Tickets at Lesley University, and Yola Website. Kari clarified that the meal tickets came out of the NER budget rather than the NER-AMTAS budget. NER-AMTAS income included donations & raffle ticket purchases at Passages. The updated current total will therefore be adjusted. Brian acknowledged the huge success of the Passages Conference. Congratulations to Emily, all of the students, and Kathlynn Sell who is the new SAAB representative!

7. DEI Committee Update

Shannon Kiley talked about motions in progress. The DEI Committee should be able to craft the election process rather than being an appointed position by the AMTA. Shannon also talked about things that need to change to make the work of the committee sustainable going forward. It was very important to Affinity Group members that the slate is chosen by Affinity Groups and then the slate would go to membership for voting. The DEI Committee would also like to expand the current committee title to include accessibility and justice. The next motion is for the Board of Directors to include at least two voting board members from or representing the DEI Committee. Currently, there is only one voting board member and part of the concern with the position of the committee chair was that it is a lot of pressure to put on one person. They are also proposing that the leadership structure shifts so that they have a chair, a chair elect, as well as a past chair who serves as more of a consultant. Finally, Shannon talked about the anonymized election process which will hopefully be made permanent. The motions that need to be voted on by membership will be addressed at the upcoming December 6th Assembly meeting. Each region's committee is having a member that is stepping back, so there will be a vacancy in every region.

Meredith asked for clarification about the anonymized elections. Shannon reported that the new Board that began in January was elected in an anonymized process. The purpose was to increase equity on the board and decrease the level of the same people coming into the board, including people who may not have previously been included in the traditional system. The DEI Committee is hoping to make this permanent. Meredith clarified on a national level, there have only been a few elected officials and those were not anonymous.

Mary asked for clarification about the stepping down of committee representatives, asking whether this was intentional or coincidental. Shannon commented that it is a bit of both. Members have their own reasons, but a lot of it comes down to each person having a limited amount of time and energy. The members stepping down will be available for consultation and discussion and will be helping get the new committee members up to speed. Sarah Gagnon asked whether the blind voting is going to be how voting proceeds or if it is only being discussed. Shannon reported that if there are multiple people that are interested and willing, it would be a great thing to do.

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In response to concerns about anonymous voting, Wendy Krueger wanted to clarify what the anonymous voting is about. The anonymous voting is going to come from each of the slates prepared by Affinity Groups. Shannon continued talking about the anonymous voting, admitting that there are still discussions that need to happen. The anonymous voting would be the two positions of chair and chair elect of the DEI Committee. The slate of options for these two positions would be created by the Affinity Groups and after that voted on by membership.

Brian acknowledged with great appreciation all the hard work that Shannon has been doing.

Mark Fuller and Shayla McDermott of the NER DEI Committee introduced themselves. They are available via email at diversityequityinclusion@neramta.org.

If you are interested in joining the DEI Committee, please reach out. They will be opening their monthly meeting for the community to join at any level of commitment. They are hoping to create opportunities for connection and community-building. One new idea that the DEI Committee has for people to be able to engage on their own time is a resource library which has many promising potentials.

2022 Goal Summary

NER-DEI Committee Charge:

The diversity, equity, and inclusion committee of NER is charged with identifying, addressing, and implementing the necessary steps to uncover and dismantle the systems that reinforce oppression in order to build an inclusive environment in NER.

NER Updates

1. Continue to hold space for community growth and engagement.
 - a. Monthly meeting available for the community to join.
 - b. Please reach out to Mark or Shayla via email for questions or interest in joining or supporting committee: diversityEquityInclusion@neramta.org
2. Create opportunities for independent engagement in diversity education
 - a. Collect and provide space for resource library, journal club, reading club, Newsletter or Community Resources as interest directs.
3. Consider how does the community envision DEI to be integrated into NERAMTA/ Future of DEI Committee. Support the overarching NERAMTA through actions like:
 - a. events, policies and actions
 - b. executive board meetings
 - c. Meetings and agendas

Wendy asked about Community Advisory Panel updates. Mark reported that there was not a lot of engagement. The first step was to create community spaces for members of the community to connect with one another before starting a panel or group. Brian spoke about things that we can do to make the NER music therapy community more welcoming. Passages, for example, felt very welcoming from his perspective. He spoke about perhaps focusing on the “I” of the DEI, the inclusion and belonging, is an important thing to think

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about. Wendy talked about not taking ourselves so seriously as a Board, focusing on creating more warmth to be able to connect with other people.

8. Membership & NER Initiatives

Mark spoke about the membership committee, reporting that their committee is meeting tomorrow. There are a lot of parallels between the DEI discussion and Membership Committee discussion regarding themes of belonging and community.

The Pay-it-Forward Application Deadline is available online with a deadline of December 2, 2022. This campaign is a way for professional music therapists to receive support for their AMTA memberships. Please contact Mark at membership@musictherapynewengland.org with any questions. Brian shared that NER is the only region doing the Pay-it-Forward initiative to assist members with membership costs. Thank you to Meredith for starting it and to Mark for keeping it going. Please share the Pay-it-Forward QR code with everyone!

2022 Goal Summary

1. The NER continues to improve and address engagement with its members and the music therapy community through various online platforms such as: NER website, social media, and email to engage with members and its related communities.
2. The NER will continue to actively increase membership on both the professional and student levels by collaborating and being present at NER events for music therapists.
3. The NER will continue to improve and expand its member support programs such as conference scholarship, dues assistance, and educational opportunities.

AMTA General Updates

1. NEW membership benefits (Over 30 pre-approved CMTE credits) are now included via e-courses in the AMTA membership.
 - a. [pdf E-course Research Review Series Flyer.pdf](#)
2. Welcome to the Profession Packets for coupons off your first 3 years of Professional expenses
 - a. [Intern Packet Request Form | Welcome to the Profession Intern Packets](#)
 - b. Link: <https://www.musictherapy.org/careers/packets/>
3. Paying Professional membership in installments
 - a. [Paying AMTA Membership in Installments | Paying Membership in Installments](#)
 - b. Link: https://www.musictherapy.org/members/paying_amta_membership_in_installments/
4. Other Support options for paying for membership
 - a. [Membership Support Options | Membership in AMTA](#)
 - b. Link: https://www.musictherapy.org/about/membership_support_options/
5. Scholarships and grants for AMTA members
 - a. [Scholarships for Students, Interns, and Professionals | Scholarship Opportunities for AMTA Members](#)
 - b. Link: <https://www.musictherapy.org/careers/scholars/>

NER Updates

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6. **October 3rd to December 2nd, 2022 PIF Membership Support** applications will be open and available for applicants.
7. **Currently 147 AMTA members** within the second quarter of 2022 which is a decrease of 30 members since Q1.
8. Seeking people interested in reviewing applications in December for the PIF.

Next Initiatives

1. Reviewing the PIF membership support program applications.

9. Assembly, Standing Committee, & State Task Force Updates

Interprofessional Collaborative Resources Committee (ICRS)

Sarah Pitts gave the following report:

The ICRC had two meetings since the NER-AMTA Spring Conference.

The committee decided to work on two projects in 2022:

1. Creating a list of open access journals from various fields that music therapists might work with to share with music therapists
2. Creating videos of co-treatment examples between music therapists and other professionals for posting on the AMTA website and AMTA social media

After the announcement of downsizing, the committee decided to pause on the music therapy moments due to lack of office staff available to assist with posting. Their work on the open access journal list is ongoing. There was discussion on whether journals that are partially open access or charge high fees for open access article publishing should be considered.

In October 2022, the chair of the committee, Kory Antonacci, announced her intention to step down as committee chair. I expressed interest to her and Chelsea Mabes, Council Coordinator for Association Services in taking on this role at least for the interim until AMTA begins transitioning to its next phase as an organization. Chelsea reached out the ICRC committee to get their feedback and depending on that will present this nomination to the AMTA Board of Directors.

Association Internship Approval Committee (AIAC)

Eve congratulated Mark on a fabulously-written internship proposal, and congratulations on being a new national roster internship site!

Conference Committee

Mary reported that they received volunteers who formed the conference committee. The Conference Committee will be meeting next month. It will be helpful as they dole out all the sponsor and vendor applications.

Workforce Development and Retention Committee (WDR)

Sarah Gagnon gave the following report:

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Committee continues to work together and in subcommittees on both continuing to update workforce development by keeping updated lists of websites with information about music therapy for students and/or persons looking to enter the field.

WDR Retention Recommendation Report + Full Workforce Retention Survey Results was created and submitted on June 29 2022 with specific recommendations to AMTA BOD. The committee offers its thanks to everyone who participated in the survey!

WDR continues to define and update its goals and tasks with each year. WDR Feedback/Comment form is live and available on the WDR page of AMTA/Members only access. Also listed there are WDR recently completed work items and a new section including how to recruit the future of music therapy: "Planting Seeds: A Guide for Recruiting Future Music Therapists".

NER is looking for a new committee representative for this committee. Please contact Brian Jantz if you are interested in serving! It's a great committee with opportunities to connect and make a difference!

Thank you Sarah for your service on this committee!

Professional Advocacy Committee (PAC)

Maggie Connors reported that they have had a lot more regular meetings this last year. They have had a private Facebook page, but there is talk about doing a public Facebook page. Maggie talked about music therapy advocacy, and they are trying to figure out what is effective as a committee. If you hear of any misrepresentations, please let the committee know. All data regarding misrepresentations get logged. Please email Maggie with any issues. There is so much involved in advocacy and misrepresentation.

Government Relations

Wendy presented an update on behalf of Nicole O'Malley:

Every state in New England had next steps for active legislation. In Connecticut, they are exploring language for licensure in the 2023 legislative season. In Maine, they successfully negotiated clarification of the music therapy certification as an IEP-based related service without additional credentialing required. In Massachusetts, the survey is complete and they will be working on compiling data. In New Hampshire, they are exploring edits to previous concerns to submit legislation in the 2023 legislation season. In Rhode Island, they continue to build policy, using licensure to increase access. In Vermont, they secured a placeholder bill with the art therapists of Vermont and they are taking steps towards legislation.

Academic Program Approval Committee (APAC)

Wendy presented on behalf of Heather Wagner who submitted the following report:

Committee Charge

To support the establishment and maintenance of standards of excellence for education and clinical training in the field through collaboration with appropriate association bodies (e.g., other national committees and the Education and Training Advisory Board).

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To utilize these standards as evaluative criteria for recommending approval for academic institutions upon initial application and review, and every ten years thereafter in conjunction with the NASM accreditation/affirmation review.

Summary of Completed Activities Since Last Report

1. Program reviews- Since national conference 2021:

Program approvals/Re-approvals

- 4 Re-approvals for bachelor's/PB equivalency: Queens University; Cal State Northridge University; Charleston Southern University; West Texas A & M
- 1 Re-approval for bachelor's and master's: SUNY Fredonia
- 1 new master's degree approved: Purdue University-Fort Wayne
- 1 new bachelor's degree approved: Southern Connecticut State University

Current reviews

- 1 Re-approval for bachelor's/PB equivalency
- 1 Re-approval for bachelor's and master's
- 1 new master's degree
- 1 new bachelor's/PB equivalency online degree
- 1 Re-approval for bachelor's only

Overall, since the 2021 national conference, APAC has, or in the process of, reviewing 12 program applications for approval or reapproval.

2. Three-year reports to check in with newly approved programs have been sent to six programs.
3. Suzanne Sorel from Molloy University is newly approved co-chair for APAC.
4. Rebecca Engen resigned as co-chair for APAC, as well as from the committee. We are extremely grateful for her service.
5. Two new regional representatives added (SWAMTA, MAR) as current APAC members have moved regions.

Status of Ongoing Activities for the Current Governance Year

Briefly, our many tasks are currently moving into subcommittee workgroups related to: APAC perception and response, Standards related to DEI initiatives, review processes, internship concerns, and ethical practices.

Seeking new at-large member as a current APAC member resigned.

Action Items/Recommendations for the Board to Consider (as warranted)

None at this time.

Current Committee or Task Force Roster

Please include list of current committee members, with committee position, region and committee term/length of service included.

Mike Zanders, Co-Chair (Mid-Atlantic) 2014-2022

Suzanne Sorel, Co-Chair (Mid-Atlantic) 2016-2022

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Regional Representatives:

Sophia Lee (Southwest)- 2018-2022
Nicole Jacobs (Midwest)- 2019-2022
Carol Olszewski (Great Lakes)- 2019-2022
Carmen Osborne (Southeastern)- 2014-2022
Hanna Bush (Mid-Atlantic)- new in 2022
Heather Wagner (New England)- 2017-2022
Jennifer Gieger (Western)- 2021-2022

At Large Members:

Laura Brown (Southeast)- 2017-2022
Maureen Hearn (Western)- 2019-2022
Betsey King (Mid-Atlantic)- ?-2022
Ju Young Lee (Great Lakes)- 2020-2022
Becky Engen (Great lakes)- 2022-2022
Melissa Heffner (Great Lakes)- 2018-2022

10. Open Floor Discussion

Wendy expressed thank you to Maggie and the PAC folks, commenting on the emotional reactions that can happen via social media.

Adrienne commented about the anonymous process for appointing people for DEI and hopes that we can keep hearing about that. Adrienne talked about a survey that the NER sent to members regarding the NER elections in 2023 and how members would feel if the elections were anonymous. Three-fourths of the people who responded said, yes, they wanted to know people's names when they were voting. This is a topic for us to continue exploring.

Brian talked about bylaws changes, and that changes should be voted on by the membership. The bylaws should be discussed and understood by everyone. There is a budget meeting on December 14, and following that meeting, the NER Board will be looking at the current bylaws. Ideally, the Board wants to gather information and present that to members well before the next membership meeting in April. Wendy added that we do not currently have a parliamentarian, and this could be helpful going forth to have someone really know the ins and outs of our bylaws.

11. Good and Welfare

Emily shared a link to Passages photos! Mary acknowledged all the beautiful work Emily has been doing!

Congratulations to Mark on his newly approved internship program!

Meredith's company, Roman Music Therapy, is hiring more music therapists and they are also hiring a clinical manager for their team. This is a role for a music therapist who can help guide their team and support the team, but also interface with community partners. Please contact Meredith if you are interested.

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12. Announcements/Adjournment

Wendy Kreuger entertained a motion to adjourn the meeting. Mary Reinsch seconded the motion. With no discussion and a vote of approval, the motion passed. The meeting was adjourned at 9:34 p.m.

Respectfully submitted,
Cecilia Burns, MMT, MT-BC
Secretary, NER-AMTA