

**AMTA Work Session  
December 9, 2025  
7:30-10:30 pm ET**

**Present:** Angie Snell, Leslie Orozco Henry, Jen Sokira, Mia Krings, Alison Deran, Kendall Joplin, Megan McCausland, Lori Gooding, BriAnne Weaver, and Jeff Angell

**7:30 pm ET**

**Check In/Call to Order**

**Angie Snell**

- Meeting called to order
- Quorum is met
- Agenda approved by consensus

**Motion:** Move to approve the 11/6/25 minutes as presented.

Author: Jen Sokira

Motion Carried.

**7:53 pm ET**

**President Update**

**Angie Snell**

- Elections Update: President Snell reviewed the decision by the Executive Committee to reopen the election ballot for President Elect and Vice President Elect for 7 days from 5pm December 6 to 4:59pm December 13, 2025.
  - AMTA was made aware that the list of eligible voting members imported to Balloteer, our online voting system, was missing a number of eligible members.
  - Once it was determined that more than 1 or 2 individuals were affected, hours of research were conducted in the member database to determine how many and which members needed a ballot. Once the executive committee decided to reopen the election, there were multiple steps to complete in order to safely and securely re-open the election.
  - Ballots already cast remain secure in Balloteer. All eligible voters who have not yet voted can do so by 4:49pm December 13, 2025.
  - The Board discussed procedures moving forward.
- Awards
  - Discussed the progress of the AMTA 2025 Awards nominations. Nicole Bowen and Becky Engen are assisting President Snell. The Board reviewed the timelines for an online event in early 2026 to award the recipients.
- Vacancies & Call for Volunteers

- President Snell shared that the DEIAJ positions are currently not filled
  - President Snell will look at the list from a previous call to service, and forward contacts to President Elect Leslie Henry for possible appointments.
  - AIAC has a co-chair vacancy and will have a list of interested persons by Friday.
- Board Transition & Final 2024-25 Term Board Meeting
  - Board members are to forward end-of-term reports to President Snell and the new person assuming their corresponding role for the 2026 term.

**8:22 pm ET**

**Treasurer's Update**

**Leslie Orozco Henry**

- Treasurer Orozco Henry provided a presentation of the proposed 2026 budget to the Board.

9:04 pm ET

**Motion:** Move to go into executive session for discussion of salary and benefits for staff.

Author: Leslie Henry

Motion Carried.

*In executive session*

9:20 pm ET - out of executive session

**Motion:** Move that the American Music Therapy Association authorize an increase in staff salaries of 3% and that the Interim Chief Operating Officer be directed to implement this increase in accordance with the proposed salary schedule presented to the Board during the first full pay period of 2026. This motion is made to ensure competitive compensation, support staff retention, and recognize continued high-quality performance.

Author: Treasurer Leslie Orozco Henry

Motion Carried

**Motion:** Move that the American Music Therapy Association approve an employer retirement contribution of 5% of annual salary for eligible employees, and that the Interim Chief Operating Officer be authorized to implement and administer this contribution in accordance with the organization's retirement plan policies.

Author: Treasurer Leslie Orozco Henry

Motion Carried

**Motion:** Move that the American Music Therapy Association Board of Directors approve the issuance of bonus recognition of exemplary performance and contributions to the organization for eligible employees, and that the Interim Chief Operating Officer be

authorized to administer and disburse this bonus in accordance with established organizational policies.

Author: Treasurer Leslie Orozco Henry

Motion Carried

**9:23 pm ET**

**Motion:** Move the American Music Therapy Association Board of Directors to approve the proposed budget for 2026 as presented to the AMTA Board of Directors on 12/09/25.

Author: Treasurer Leslie Orozco Henry

Motion Carried

**9:27 pm ET**

**Motion:** Move the BOD to approve that the Treasurer take the motion to keep dues rates the same for 2026 to the Assembly for approval.

Author: President Angie Snell

Motion Carried

**9:15 pm ET**

### **Assembly Update**

**BriAnne Weaver**

- 2026-2027 Assembly of Delegates Board Reps
  - Speaker of the Assembly: BriAnne Weaver, SER
  - Assistant Speaker: Krista Cole-Furstenberg, GLR
  - Nicole Hahna, MAR
  - Steven Franco Santiago, SER
- Alternate Reps
  - Laurie Peebles, SER
  - Lauren Stoner, MAR
  - Mia Krings, GLR
  - Leigh Ann Foor, GLR

**9:20 pm ET**

### **CRTF Recommendations**

- Discussed the feedback and questions forwarded to the Board November 24, 2025 by the Assembly, the substantial work of the CRTF, and ways to move forward in a thoughtful and timely fashion.
- The Board will further review and consider the Assembly's feedback, seek input regarding timelines from APAC and AIAC, appoint a committee to further review the CRTF recommendations language, explore options to support the

competencies as a living document requiring continual review, and update the Assembly in January 2026.

- President Snell and Past President Gooding will give an update to the Assembly at their December 10, 2025 Assembly meeting.

**10:29 pm ET**

**Other Business/Updates**

**Angie Snell**

- President Snell shared that the next and final meeting will be on Tuesday, December 16, at 6:30 pm EST.

**10:31 pm ET**

**Adjournment**

**Board Members**