



**Table of Contents**  
**NMEA Annual Membership Meeting – November 17, 2021**

Agenda

Annual Membership Meeting Minutes, November 2020

President, Evan Lee

President Elect, Clay Blackman

Past President, Jeff Mount

Auditions, Rick Mitchell

Band Affairs, Matt Rom

Choral Affairs, Lynn Hall

Jazz Affairs, Pete Madsen

Orchestra Affairs, Brett Noser

Elementary Affairs, Emily Roemmich

Middle Level/Jr. High Affairs, Jody Lindquist

College/University Affairs, Amy Spears

Advocacy Affairs, Ashley Brock

Membership Affairs, Kayla Nilson

Exhibit Chair, Jen Orvis

Executive Director, Judy Bush

Bylaw Change Comparison

Balance Sheet

Profit and Loss Sheet



**Nebraska Music Education Association  
Annual Membership Meeting Minutes  
Thursday, November 19, 2020  
7:00 p.m. via Zoom**

**Agenda**

1. **Call to Order:** Meeting called to order by President Evan Lee (7:03 p.m.)
2. **Approval of Minutes:** Motion to approve the 2019 Annual Membership Meeting minutes by Stephanie Bourek-Hoyt, second by Lance Nielsen. Approved.
3. **Approval of the Financial Report:** Motion to approve the financial report by Brett Noser, second by Clay Blackman. Approved.
4. **Special Guest:** Introduction by President Evan Lee of Karen Salvador, NAFME North Central Division President.
5. **Report of Officers/Board:** Board reports were provided for the membership's information.
6. **Business**
  - a. **Exhibits Report, Jen Orvis:** NMEA was pleased to have several of our usual exhibitors contribute as sponsors for our 2020 conference, including 22 patron sponsors and 6 silver sponsors.
  - b. **Announcement of State Officers:** Past President Jeff Mount introduced the nominated candidates for the 2020 board election.
  - c. **Conference Announcements:** President-Elect Clay Blackman thanked the selection committee and moderators for all of NMEA's conference sessions. Reminded the membership about Kearney High School's Tenor/Bass Chorus performance, which will be released on the website on Saturday, Nov. 21 at 2 p.m.
  - d. **Introduction of Administrative Assistant:** Executive Director Judy Bush introduced Cheyenne Nelson as NMEA's Administrative Assistant, who has been helpful with NMEA's website and technical needs.
  - e. **DEIA Committee:** Past President Jeff Mount gave a report on the DEIA Committee and what they have accomplished since July 2020. Policies for ensembles, repertoire selection, and conductor selection were approved by the board. Will next work towards policies for professional development, sessions, performing groups, and publications.
  - f. **Q&A Session with Karen Salvador:** President Evan Lee opened the floor for a quick Q&A session with Karen Salvador.
7. **Adjournment:** The meeting was motioned to adjourn by Clay Blackman, second by Rick Mitchell. (8:16 p.m.)

## **NOVEMBER 2021 BOARD REPORTS**

### **President, Evan Lee**

Here is what I have been working on since the last board meeting:

- Presidents from other organizations have been invited to the President's luncheon
- Invitation to Dan Masters for banquet and concerts
- Tasting session at Cornhusker with Clay to determine meal
- Updating scripts for concerts and banquet
- Submitted student recommendations for NAFME All National Honor Ensembles
- Collaborated on several mask exemption decisions with presidents and executive director
- Finalized entertainment for banquet and social hour

Respectfully submitted,

Evan Lee  
NMEA President

### **President-Elect, Clay Blackman**

It has truly been my pleasure to serve as the NMEA President Elect/Conference Chair for the 2021 annual Conference/Clinic. To say that this position at any time presents a variety of challenges would certainly be a true statement! I would like to thank all the members of the NMEA Board for their expertise and assistance and give a special shout out to our Executive Director, Judy Bush! As she and I have often said, God puts people in places where they are needed the most. That is certainly the way I feel about you, Judy, and all members of the Board.

Here are the activities I have participated in for this past year.

- I was the head of the committee responsible for rating the sessions and ensembles.
- I have communicated through numerous emails with session presenters to secure the necessary information to pass along to the session moderators.
- I created the Conference schedule of interest sessions, meetings and guest performing ensembles.
- I secured a keynote speaker and headliners for the Conference
- I have attended multiple zooms with the NMEA Board, NMEA members, the NMEA Presidents and the NMEA Executive Director.
- I met with the Executive Director monthly in person.
- With the help of Judy, we created a Conference logo and theme.
- I have served on the DEIA committee which meets by zoom every 2-3 weeks.
- I have met with personnel from all the Conference venues.
- I attended the NFHS Conference in September
- Due to upcoming construction at UN-L, I have scouted possible new venues for the 2022, 2023 and 2024 Conference.
- I helped to create the Milt Bemis Outstanding Exhibitor Award to be presented annually.

I would like to conclude by saying that I could not have accomplished the huge task

of assembling this Conference without a great deal of help from the NMEA Board and many of our members at large. Thank you for all of your assistance!

Respectfully submitted November 7, 2021

Clay H. Blackman  
President Elect/Conference Chair

**Immediate Past President, Jeff Mount**

In January I sent out the first of what I hope to be quarterly newsletters to members of the past-presidents council (ended up sending 3 newsletters).

I selected and reached out to people in each of our six districts plus two at-large members to serve on the 2021 nominating committee. They generated a list of candidates for the following board positions: President-elect; Auditions; Band Affairs; College/University Affairs; and Middle Level Affairs. The committee suggested 99 names for the five open positions and 24 candidates expressed an interest in running.

I was appointed to serve on the NAFME National Nominating Committee on March 15. The committee helped in the selection process for the next national president (term 2024-2026).

**Committee Work**

The DEIA committee met twice in December and under Clay Blackman's direction finalized a form for the website for conference session proposals. A useful rubric for both session presenters and evaluators was also developed by the committee. A professional development survey has been developed for the membership to determine interest for sessions in November. The committee continues to work on developing a policy for conference performing ensembles. We have also discussed gathering statements from former sessions presenters for pointers on session proposals and looked at developing guidance for choosing session evaluators

The professional development survey was sent to 1598 teachers in the state on February 12th. A list of all music K-8 teachers was obtained from the NDE, the NSAA provided names for all high school band, orchestra and choir teachers and the collegiate advisors supplied names of the education faculty at their respective institutions. We collected 280 responses as of March 25.

The DEIA committee has been discussing what to put on the resources page of the NMEA website. We have also been working on revamping the NMEA awards and committee members have been asked to come up with names of people to replace 3-4 members rotating off of the committee at the end of the year.

Respectfully submitted,

Jeff Mount

**Auditions, Rick Mitchell**

It was good to audition students for a live event this year. Below is what I have accomplished in 2021 for my office.

- Hired judges for the All State audition process
- Set up the Opus website to function for our auditions
- Managed the registration process
- Managed the audition process
- Oversaw the judging of the auditions
- Notified the membership of the results of the audition
- Accepted and sorted the contracts of selected students

The statistics for auditions this year are as follows;

2518 total apps

2096 auditions submitted

573 placed

Placements by ensemble

Chorus – 304

Band – 163

Orchestra – 86

Jazz Band – 20

### **Band Affairs, Matt Rom**

This year was a fairly calm one as far as changes or large scale plans go.

We redesigned piano audition materials to allow us to have a set of 4 audition etudes that are more in line with the difficulty and methodology of the other band and orchestra audition parts.

We utilized the new committee process that was devised in consultation with our DEIA committee to choose a conductor for the 2022 all state band, Cynthia Johnston Turner. I found the process to be enjoyable and a very positive experience.

Beyond that, we worked to make plans for an in-person 2021 All State, with several minor course corrections and alterations along the way.

Respectfully Submitted,  
Matthew Rom

### **Choral Affairs, Lynn Hall**

The 2021 NMEA All-State Choir will take place in a live, in person setting. While in most years this is a given, there were many times over the past year where it looked like it might not come to pass. Uncertainty of venue availability and permission to sing indoors with a great number of people are major areas of concern for our membership, school districts, and communities. Things that were in the past a given now receive close scrutiny and second guessing. Consequently, this was not a year to refine the All-State Choir process, but a year of

working to at least maintain the status quo. In the end, it was a compromise. We were able to produce live, in person ensembles, but did so with reduced numbers. The pandemic is at play in a couple different ways: Overall auditions were down nearly 25%, likely do to pandemic related uncertainty. Also, space to safely perform in the available venues had to be considered. In the end, to adjust for reduced auditions and potentially limited spacing, a choir of 315 members was selected instead of the usual 440.

For 2022:

- Dr. Sandra Snow of Michigan State University will be the All-State Choir Conductor
- Look at elements of the audition process
  - Sight Singing
  - Rehearsal tracks

... and beyond:

- It is imperative that All-State Choir repertoire reflects the needs of all students in our state, stretches their awareness, and encourages the respect of those who might look different from the students they see in their own classroom every day. Toward that end, a list of guidelines are presented to each All-State Conductor that encourages them to consider a diverse program/repertoire offering.

Respectfully submitted,  
Lynn Hall  
NMEA Director of Choral Affairs

### **Jazz Affairs, Pete Madsen**

As per NMEA's DEIA guidelines a sub-committee was formed to aid in the selection of the 2022 and 2023 All-State Jazz Band Conductors. The following NMEA members are serving on the committee.

Paul Ketchen, Springfield-Platteview

Austin Sailors, Mitchell

Stacey Sailors, Minatare

Chris Cotignola, Omaha Bryan High School (Winter-Summer, 2021)

Beth Myers, Omaha Central High School (joined Fall, 2021 to replace Chris Cotignola)

The committee met several times in January and February to compile a slate of candidates for consideration for the 2022 Nebraska All-State Jazz Band Conductor. The committee noted that since the All-State Jazz Band's inception in 1986, there has been only one female conductor: Ellen Rowe in 2008. This fact guided the committee's selection process for 2022 candidates. Tanya Darby, world-class lead trumpet player at the Berklee College of Music will serve as the 2022 Nebraska All-State Jazz Band conductor.

The committee has continued to meet in Fall, 2021 to compile a diverse slate of candidates for consideration for the 2023 Nebraska All-State Jazz Band Conductor.

The rotation of All-State Jazz audition sets moving forward will be as follows:

2022 Set B

2023 Set C

2024 Set D

2025 Set A

Etc.

As per NMEA's DEIA guidelines the repertoire selection process for the All-State Jazz Band now requires board approval to ensure that the program features a balanced representation of composers/arrangers from diverse races (or ethnicities), gender identities (or expression), and cultures.

### **Orchestral Affairs, Brett Noser**

NMEA Member Update from the Director of Orchestra Affairs

Things that I have worked on this year:

1. Worked with the NMEA Board, and All-State Orchestra Director Dr. Barry Ford to on program planning, plan B's for All-State Orchestra Music, and working out logistics for All-State.
2. Wrote 2 articles for the NMEA Publication.
3. Met with the Middle Level All-State Orchestra committee to discuss the Middle Level All-State Orchestra logistics for the 2022 NMEA Conference.
4. Answered questions from Nebraska orchestra directors to clarify information and assist.
5. Went to Nebraska Wesleyan University to investigate the state of the All-State Orchestra music library.

Future Goals:

1. Middle Level Nebraska All-State Orchestra – Continue with planning and meeting with the Middle Level All-State Orchestra Committee about logistics for the 2022 NMEA Conference.
2. Try to find alternate locations where the All-State Orchestra Music is housed at NWU.

Respectfully Submitted



Brett Noser

### **Elementary/General Music, Emily Roemmich**

This fall, I worked on securing a presenter for the All-State Children's Choir teacher workshops. I was able to bring in David Rowe as the clinician. I've also been working on collecting contact information from music teachers across the state. We plan to have more workshops across the state so that people don't have to travel as far. I'm continuing to work with GPOC planning an Orff Ensemble for the 2022 All State year. Finally, I worked alongside the Director of Middle School Affairs to find presiders for all of the sessions.

### **Middle Level/Jr. High Affairs, Jody Lindquist**

Middle Level Summer Workshop-

The first ever middle level summer workshop was held on Saturday, July 31, 2021 from 8:00-1:00 via zoom. Scott Lang gave the keynote address. Several sessions were presented during the morning with clinicians Gail Carpenter-Johnson, Celeste Ditter, Bob and Julie Kreuger along with a Diversity Panel Discussion on Music Literature. I hope this workshop will continue in future years.

Middle Level Orchestra Reading Session-

A middle level Orchestra reading session will occur at our annual NMEA Conference on Thursday, November 18<sup>th</sup> at 8:00 a.m. The Beadle Middle School Chamber Orchestra, under the direction of Patti Clifton, will perform. Three guest conductors were chosen to present. Those conductors are Erin Aguirre (Millard Public Schools), Tom Miller (Omaha Public Schools) and Del Whitman (Lincoln Public Schools). Literature for middle school bands from grade 1-3 will be presented.

#### Middle Level Barbershop-

The Middle Level Barbershop will occur in the Fall of 2022. It was delayed due to Covid and a conflict in schedule with the Elementary Honor Choir. The Middle Level Barbershop is organized by two Co-Chairs-Tina Schwan (Elkhorn Public Schools ) and Mark Wilson (Chappell Public Schools). They will work to coordinate next year's Middle Level Barbershop Chorus.

Middle Level Honors Orchestra- discussions are ongoing about starting a Middle Level Honor's Orchestra. If you have thoughts, ideas or would like to volunteer to help please contact Brett Noser, Orchestra Chair for NMEA.

#### NMEA Presiders-

I am very grateful to all those who stepped up to help preside at sessions during this year's conference. Thank you for welcoming our guest speakers and performers and helping make this year's conference go smoothly.

This is my final year serving on the Board of NMEA. It has been a pleasure to represent you and to work on your behalf. I look forward to helping the next Middle Level/Jr. High Affairs Director settle into their new role.

#### **College/University Affairs, Amy Spears**

Since last board report, I have:

- Organized the Collegiate Showcase Recital applications that were due October 1.
- Organized Apprentice Chair of Collegiate Members applications/nominations which were due October 1. Each chapter will have 2 votes; chapter presidents will email me their chapter's two votes by Nov. 9. The Collegiate Member will be announced at the Conference
- Sent names of student teacher grant award recipient(s) and chapter(s) of distinction to executive director and public relations chair for the making of certificates and banquet program information. Each grant recipient and each chapter of distinction will be allowed 2 comp banquet tickets in order to accept the award.
- Reminded college/university faculty members of NMEA to attend the Nebraska Council for Music Teacher Education annual meeting, held following the Collegiate Showcase Recital in November.

At the conference, I will:

- Host/administer Collegiate Conference and NCMTE meeting.
- Make sure Collegiate Chair will serve as presider for the Collegiate Conference events.
- Recognize Student Teacher Grant winners at All-State concerts.
- Announce CNAfME Distinguished Chapter winner(s) and recognize Student Teacher Grant winners at NMEA Banquet.

In December, the next chair will:

- Identify collegiate article author for March issue (advocacy issue) and confirm that article is due to the editor by January 10.
- Send thank you note to all recital participants, presenters, and honored guests at November NMEA/NAfME Collegiate Conference.

### **Advocacy Affairs, Ashley Brock**

Over the past year, I have worked on the following:

1. Attended the 2021 Nebraskans for the Arts Advocacy Day on Wednesday February 17th, 2021
  - a. The event provided me with a brief training on advocacy within Nebraska's Unicameral legislative body. It also gave me the skills and tools needed to begin communicating with my State Senators on a regular basis.
2. Attended the February Nebraska Arts Council "Water Cooler" Session on February 18<sup>th</sup>
  - a. At this event, arts leaders from across the state meet to discuss many different topics that involve all facets of arts across Nebraska. This session focused on how to make virtual events more accessible.
3. Met with State Senators via Zoom and followed these bills through legislation:
  - a. LB 142: Nebraska Cultural Endowment
  - b. LB 264: Cultural Districts
  - c. LB 325: Art Therapy Practice Act
  - d. LB 566: Shovel-Ready
4. Successfully planned and executed the 2021 Capitol Concert Series March 22-25, 2021
  - a. The following schools performed this year:
    - i. Hartington Newcastle Public School 5th/6th Grade Band, Sotto Voce – Pius X, Jazz Band - Lincoln Christian, Brass Ensemble - Kearney High School, Percussion Ensemble - Columbus High School, Mixed Chorus – Dorchester Public School, Northwest Wind Ensemble - Grand Island Northwest HS, 8<sup>th</sup> Grade Small Ensemble - Elkhorn Ridge Middle School
5. ALF
  - a. I am continuing to build a network and relationship with the Advocacy Leadership Force as the Nebraska Rep. I have been communicating with Jazzmone Sutton and look forward to all the benefits and assistance this will provide.
6. Hill Day
  - a. I am in the beginning stages of planning ideas for the next Hill Day and Capital Concert Series. I am excited to start working on this endeavor as Amy and I have amazing ideas - it will be a great experience!
7. Advocating for Teachers
  - a. I am developing a process to begin talking with area teachers about how we can help them in regards to the different branches of Advocacy that I discussed in my

initial article. I really want to get to know teachers from across the state and find out what they are needing and how I can best support them.

- b. I have started brainstorming ideas and ways to update the Advocacy Page on the website as well as how it can be a better resource for educators. I am still in the research stage but hope to have some concrete ideas very soon!

### **Membership Affairs, Kayla Nilson**

\*I have our updated membership letter and it is ready to go. In the future, I will send this to all of our members that we hope to get back into the organization.

\*I have contacted all of the Tri-M chapters that have had lapsed chapter memberships in the last 6 months. I used the documented sponsor contact information to get lapsed chapters back into good standing.

\*I worked to contact chapter supervisors and get their chapters registered for the 2021 Tri-M Symposium in Lincoln. We were able to get 12 school registered to come and spend the day with us.

\*Glenn Niermann, Michael Stinman, and Stacie Blackmore are going to be our presenters for the Tri-M Symposium.

\*We are continuing to work on creating virtual events that include our membership, via ZOOM or on our Facebook group. I am still trying to get this up and running and hope to have things ready to go after Christmas. I am really looking forward to getting to know our membership on a deeper level.

\*I worked on the selection committee to provide feedback for our 2021 conference sessions. It was incredible to see all of the top-notch session proposals that were provided to choose from.

\*I am honored to help provide feedback for the outstanding collegiate chapters for NAFME. It was so fun to see what our music education students are doing across the state. Our future is bright!

### **Exhibits Chair, Jen Orvis**

Yearly Synopsis

\*Updated database of exhibitors- added new people and changed contact info for others

\*Gathered information from an attorney regarding COVID waivers and safety protocols for returning to an in-person event for November of 2021.

\*Edited "Save the Date" letter/email which was sent by Judy

\*Sent Invitation letter to exhibitors in July (3 versions- Platinum, Bronze and Regular)

\*Opened online registration portal in early August on staggering dates

\*Met with Judy and Clay to discuss specifics of conference

- \*Edited the exhibitor contract with the help of Judy & Clay
- \*Visited with Embassy Suites staff about set-up and storage of shipped materials prior to conference
- \*Contacted Brian Dorn to arrange services of Midwest Tent & Events for storage of shipped materials
- \*Worked with Judy and Cheyenne to field exhibitor questions about registration
- \*Worked with Clay and Judy to establish the Milton C. Bemis Outstanding Exhibitor Award after hearing of Milt's passing
- \*Worked with Heather at Embassy Suites on arrangement of ballroom after number of exhibitors was locked in
- \*Assigned booth spaces to all exhibitors after the number of exhibitors did not match the map we let them select their booth spaces from
- \*Sent letter to exhibitors about conference specifics
- \*Sent booth assignments and new ballroom configuration to all exhibitors
- \*Collected names for badges from all companies after I realized many of them were not using the provided link to our form- Sent completed list to Judy
- \*Worked with Judy on a plan for those companies who had more than the allotted number of exhibitors- They will check their badge out upon arrival and will return it when they are done working
- \*Wrote speech to be presented to Outstanding Exhibitor
- \*Contacted Janet Bemis to tell her of the honor and invite her to the Awards Dinner
- \*Requested Limited Menu from Heather for exhibitors to order lunch from the Embassy on day 2
- \*Wrote welcome letter to be included in registration packet for all exhibitors
- \*Arrived at NMEA the evening before opening to oversee the ballroom set-up and help with folders
- \*Worked registration and welcomed exhibitors upon arrival
- \*Monitored the door during opening and closing hours

\*Made announcements during the conference and was a presence in the hall if anyone needed me

\*Oversaw tear-down of exhibit hall

**Executive Director, Judy Bush**

Meetings:

9/12 – NMEA Board Meeting

9/16 – Met with Jen Orvis/exhibits

10/15 – Met with Clay Blackman

10/27 – Met with Presidents

Meet monthly NAFME state executive directors

This past year has been a road toward some kind of normalcy. I have worked with members of the board as they have prepared for this conference and for a summer middle level workshop.

Special projects have included:

- Working to lay the groundwork to create a Foundation to support the work of NMEA.
- A new website/data system
- Proposed bylaw changes
- Slight increase in Corporate sponsorships
- Worked with Jen Orvis to update exhibits contract
- Working on a civility clause for All-State participants
- Working with UNL and other venues concerning construction projects for 2022 and beyond
- Worked with board to create a new mission statement

Respectfully submitted,

Judy Bush

Executive Director

## Proposed Bylaw Changes, October 28, 2021

### Current:

#### **Article 3. Membership**

##### Section 3.01. Classes of Members

**F. Associate Membership.** Associate membership shall be open to any individual interested in the advancement of music education who is not primarily engaged in music teaching or other music-related educational work, and granted upon the payment of the prescribed dues. Associate members shall have the same privileges as active members, but may not vote on Association business or hold other offices in the Association.

### Proposed:

~~**F. Associate Membership.** Associate membership shall be open to any individual interested in the advancement of music education who is not primarily engaged in music teaching or other music-related educational work, and granted upon the payment of the prescribed dues. Associate members shall have the same privileges as active members, but may not vote on Association business or hold other offices in the Association.~~

Section 3.03. Dues and fees. Membership dues shall be set by the Board of Directors and are payable annually, except that Life membership dues shall be payable at one time. The Board of Directors shall establish the time and basis for dues remittance.

~~Section 3.03. Dues and fees. Membership dues shall be set by the Board of Directors and are payable annually, except that Life membership dues shall be payable at one time. The Board of Directors shall establish the time and basis for dues remittance.~~

Section 3.05. Suspension of Membership. Any member whose privileges as a certified teacher have been suspended or cancelled by a state Department of Education may be terminated from membership in this Association during the terms of such penalty imposed. Reinstatement may be requested according to Section 3.08.

~~Section 3.05. Suspension of Membership. Any member whose privileges as a certified teacher have been suspended or cancelled by a state Department of Education may be terminated from membership in this Association during the terms of such penalty imposed. Reinstatement may be requested according to Section 3.08.~~

Section 3.06. Termination of Membership. Any member whose practice or behavior is in direct violation with the ethical standards of this Association may be terminated for just cause by a two-thirds vote of the Board of Directors after notice as set forth herein and hearing at a time and place as set for the hearing officer before said Board. The President shall act as hearing officer of said hearing. Notice of termination and the reasons therefore shall be given to said member by certified mail sent to the last known address of the member shown on the Corporate records not less than fifteen (15) days before the effective date of the Termination. The member shall have the opportunity to be heard at the hearing, orally or in writing, not less than five (5) days before the effective date of the termination.

Neb.

Rev. Stat. §21-1947(1)

Section 3.07. Resignation. Any member may resign by filing a written resignation with the Board of Directors, but such resignation shall not relieve the member so resigning of obligation to pay any dues, assessments or other charges theretofore accrued and unpaid unless the Board of Directors waives this requirement for good cause shown.

Section 3.08. Reinstatement. Upon written request signed by a former member and filed with the Board of Directors, the Board may with the affirmative vote of two-thirds of the members of the Board reinstate such former member to membership upon such terms as the Board of Directors may deem appropriate.

~~Section 3.06. Termination of Membership. Any member whose practice or behavior is in direct violation with the ethical standards of this Association may be terminated for just cause by a two-thirds vote of the Board of Directors after notice as set forth herein and hearing at a time and place as set for the hearing officer before said Board. The President shall act as hearing officer of said hearing. Notice of termination and the reasons therefore shall be given to said member by certified mail sent to the last known address of the member shown on the Corporate records not less than fifteen (15) days before the effective date of the Termination. The member shall have the opportunity to be heard at the hearing, orally or in writing, not less than five (5) days before the effective date of the termination.~~

~~Neb.~~

~~Rev. Stat. §21-1947(1)~~

~~Section 3.07. Resignation. Any member may resign by filing a written resignation with the Board of Directors, but such resignation shall not relieve the member so resigning of obligation to pay any dues, assessments or other charges theretofore accrued and unpaid unless the Board of Directors waives this requirement for good cause shown.~~

~~Section 3.08. Reinstatement. Upon written request signed by a former member and filed with the Board of Directors, the Board may with the affirmative vote of two-thirds of the members of the Board reinstate such former member to membership upon such terms as the Board of Directors may deem appropriate.~~

## **ARTICLE 4. DIRECTORS**

### **Section 4.03. Election and Term of Office.**

The election of directors may be held at the annual conference or by electronic voting. Term of office begins January 1 of the following year. Directors shall be elected in even- or odd-numbered years and serve a term of three years, with the exception of the Director of Collegiate Members:

- Director of Orchestral Affairs
- Director of Choral Affairs
- Director of College/University Affairs
- Director of Middle Level/Junior High Affairs
- Director of Band Affairs
- Director of Elementary/General Music Affairs
- Director of Auditions and Ensemble Affairs
- Director of Membership Programs
- Director of Advocacy
- Director of Collegiate Members
- Every year the candidate for the office of Director of Collegiate Members shall be nominated and elected while in their sophomore year by student members of the Association in accordance with the voting procedure approved by the student representative board. He or she shall serve one year as apprentice and one year as Director.

**Section 4. 14. Advisory Board.** By vote the Board may appoint a volunteer advisory board to forward the mission for the Association. The Advisory Board reports directly to the Board of Directors.

### **Section 4.03. Election and Term of Office.**

The election of directors may be held at the annual conference or by electronic voting. Term of office begins January 1 of the following year. Directors shall be elected in even- or odd-numbered years and serve a term of three years, with the exception of the Director of Collegiate Members:

- Director of Orchestral Affairs
- Director of Choral Affairs
- Director of College/University Affairs
- Director of Middle Level/Junior High Affairs
- Director of Band Affairs
- Director of Elementary/General Music Affairs
- Director of Auditions and Ensemble Affairs
- Director of Membership Programs
- Director of Advocacy
- Director of Collegiate Members
- **Director of Jazz Affairs**
- Every year the candidate for the office of Director of Collegiate Members shall be nominated and elected while in their sophomore year by student members of the Association in accordance with the voting procedure approved by the student representative board. He or she shall serve one year as apprentice and one year as Director.

~~**Section 4. 14. Advisory Board.** By vote the Board may appoint a volunteer advisory board to forward the mission for the Association. The Advisory Board reports directly to the Board of Directors.~~

## **ARTICLE 5. Officers**

### Section 5.01. Election and Qualifications;

Term of Office. The Officers of the Corporation shall be a President, a President-Elect and Immediate Past President. The President-Elect shall be elected by the membership in odd-numbered years, and shall hold office for a term of two years. Terms commence on January 1 following election. The President-Elect shall then subsequently hold the office of President for a term of two years and Immediate Past President for a term of two years. Any individual nominated or elected as an officer or member of the Board of Directors of the Corporation shall be an active member in good standing of this Association for at least three consecutive years immediately preceding the standing for election. If any active member, officer, board member or committee member of this Association shall cease to be a member of the Association, his/her rights to act as such officer, board member or committee member of the Association shall, by reason of that fact, terminate. The election of officers may be held at the annual meeting of members or by electronic vote.

## **ARTICLE 5. Officers**

### Section 5.01. Election and Qualifications;

Term of Office. The Officers of the Corporation shall be a President, a President-Elect and Immediate Past President. The President-Elect shall be elected by the membership in odd-numbered years, and shall hold office for a term of two years. Terms commence on January 1 following election. The President-Elect shall then subsequently hold the office of President for a term of two years and Immediate Past President for a term of two years. Any individual nominated or elected as an officer or member of the Board of Directors of the Corporation shall be an active member in good standing of this Association for at least three consecutive years immediately preceding the standing for election. If any active member, officer, board member or committee member of this Association shall cease to be a member of the Association, his/her rights to act as such officer, board member or committee member of the Association shall, by reason of that fact, terminate. The election of officers may be held at the annual meeting of members or by electronic vote.

The three year term of service for directors would include: Year 1, Elected director serves as a non-voting apprentice whose role it is to observe. Year 2, Director serves alone. Year 3, Director trains the next elected apprentice.

Section 5.09. Removal. Any Officer may be removed from office at any time, with or without cause, by a vote of a majority of the remainder of the Board then in office at any meeting of the Board.

Section 5.09. Removal. Any Officer may be removed from office at any time, with ~~or~~ ~~without~~ cause, by a vote of a majority of the remainder of the Board then in office at any meeting of the Board.

## **ARTICLE 6. Committees.**

### Section 6.01. Standing Committees.

The President, as soon as practical after taking office, shall appoint a member of the Board of Directors as Chair of each standing committee, with the exception of Nominating Committee and Past Presidents Council. The Chair shall preside at all committee meetings and shall regularly advise the full Board of Directors of all committee developments.

- Bylaws and Governance Committee
- Conference Committee
- Membership Committee
- Nominating Committee
- Past Presidents Council

## **ARTICLE 6. Committees.**

### Section 6.01. Standing Committees.

The President, as soon as practical after taking office, shall appoint a member of the Board of Directors as Chair of each standing committee, with the exception of Nominating Committee and Past Presidents Council. The Chair shall preside at all committee meetings and shall regularly advise the full Board of Directors of all committee developments.

- Executive Committee (to include the three presidents, treasurer (or executive director as per 5.06) and one other board member)
- Bylaws and Governance Committee (current president, one board member, two current NMEA members)
- Conference Committee (President elect and select members)
- Membership Committee (Membership chair and select members)
- Nominating Committee (Past President and select members)
- Past Presidents Council (Past President and select members)
- DEIA Committee (Advocacy Director and select NMEA members)

Section 6.02. Composition of Committees. The Chair of each committee shall be a member of the Board of Directors. The Chair shall name as many members in good standing of this Association to his/her respective committee as deemed necessary to properly fulfill the purposes and objectives of the committee excepting, however, committees in which the members are set out in part or in whole in the committee description. The Chair shall submit said names of committee members to the full Board of Directors.

Section 6.05. Meetings. A meeting, via electronic or in person, of each full committee shall be held as many times throughout the year as deemed necessary by the Chair.

Section 6.06. Minutes of Meetings. It shall be the duty of each Chair to appoint a member of said Committee to take notes at each meeting and, within thirty (30) days following the meeting, send written minutes of the meeting to the committee members and Board of Directors.

Section 6.07. Reports. The Chair of each committee shall present a report for each meeting of the Board of Directors and shall present an annual written report at the annual membership meeting.

Section 6.02. Composition of Committees. ~~The Chair of each committee shall be a member of the Board of Directors. The Chair shall name as many members in good standing of this Association to his/her respective committee as deemed necessary to properly fulfill the purposes and objectives of the committee excepting, however, committees in which the members are set out in part or in whole in the committee description. The Chair shall submit said names of committee members to the full Board of Directors.~~

Section 6.05. Meetings. ~~A meeting, via electronic or in person, of each full committee shall be held as many times throughout the year as deemed necessary by the Chair.~~

Section 6.06. Minutes of Meetings. ~~It shall be the duty of each Chair to appoint a member of said Committee to take notes at each meeting and, within thirty (30) days following the meeting, send written minutes of the meeting to the committee members and Board of Directors.~~

Section 6.07. Reports. ~~The Chair of each committee shall present a report for each meeting of the Board of Directors and shall present an annual written report at the annual membership meeting.~~

Section 6.09. Permanent Record. The Chair shall be responsible for keeping a permanent record of his/her committee development, together with all reports and minutes, which permanent record shall be passed to his/her successor in order to maintain continuity within the various committees. The purpose and objective of the permanent record is to give the successor Chair the advantage of learning from the experience of prior Chairs and shall be a basis on which to build and improve each year.

Section 6.10. General Purposes and Objective of the Standing Committees

~~Section 6.09. Permanent Record. The Chair shall be responsible for keeping a permanent record of his/her committee development, together with all reports and minutes, which permanent record shall be passed to his/her successor in order to maintain continuity within the various committees. The purpose and objective of the permanent record is to give the successor Chair the advantage of learning from the experience of prior Chairs and shall be a basis on which to build and improve each year.~~

Section 6.10. General Purposes and Objective of the Standing Committees

**G. DEIA Committee.** The purpose of the Diversity, Equity, Inclusion, Access (DEIA) Committee seeks to advance the NMEA mission and Diversity Statement by providing guidance and recommendations for actions to achieve the diversity, equity, inclusion and access goals and needs of our organization members and students.

# Nebraska Music Education Association

## Balance Sheet Comparison

As of November 16, 2021

	TOTAL	
	AS OF NOV 16, 2021	AS OF NOV 16, 2020 (PY)
<b>ASSETS</b>		
Current Assets		
Bank Accounts		
1000 Great Western Bank	0.00	0.00
1001 Cattle NB Checking	87,200.72	26,031.25
1002 Cattle NB Savings	12,861.77	22,861.77
1008 PayPal	117.74	99.31
1010 CD 2659 0 001	0.00	0.00
1020 CD 3144 4 001	0.00	0.00
1030 CD 5248 8 001	0.00	0.00
1040 CD 7036 4 001	0.00	0.00
1050 CD 8973 4 001	0.00	0.00
1060 CD & Savings	143,660.26	142,313.07
1071 Bill.com Money In Clearing	0.00	0.00
1072 Bill.com Money Out Clearing	0.00	0.00
3000 Scholarship Savings	0.00	0.00
<b>Total Bank Accounts</b>	<b>\$243,840.49</b>	<b>\$191,305.40</b>
Accounts Receivable		
1100 Accounts Receivable	0.00	0.00
<b>Total Accounts Receivable</b>	<b>\$0.00</b>	<b>\$0.00</b>
Other Current Assets		
Undeposited Funds	0.00	0.00
<b>Total Other Current Assets</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total Current Assets</b>	<b>\$243,840.49</b>	<b>\$191,305.40</b>
<b>TOTAL ASSETS</b>	<b>\$243,840.49</b>	<b>\$191,305.40</b>
<b>LIABILITIES AND EQUITY</b>		
Liabilities		
Current Liabilities		
Accounts Payable		
Accounts Payable (A/P)	0.00	0.00
<b>Total Accounts Payable</b>	<b>\$0.00</b>	<b>\$0.00</b>
Other Current Liabilities		
Nebraska Department of Revenue Payable	0.00	
<b>Total Other Current Liabilities</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total Current Liabilities</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Total Liabilities</b>	<b>\$0.00</b>	<b>\$0.00</b>
Equity		
2900 Retained Earnings	74,254.64	120,129.22
Opening Balance Equity	108,914.57	108,914.57
Net Income	60,671.28	-37,738.39
<b>Total Equity</b>	<b>\$243,840.49</b>	<b>\$191,305.40</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$243,840.49</b>	<b>\$191,305.40</b>

# Nebraska Music Education Association

## Profit and Loss Comparison

January 1 - November 16, 2021

	TOTAL	
	JAN 1 - NOV 16, 2021	JAN 1 - NOV 16, 2020 (PY)
<b>Income</b>		
3200 Donations/Contributions	1,874.77	124.80
4000 Member Dues	19,249.00	10,597.00
4005 Active Member Dues		64.00
4007 Retired Member Dues		80.00
<b>Total 4000 Member Dues</b>	<b>19,249.00</b>	<b>10,741.00</b>
4100 Interest Income	954.22	2,190.74
4200 Royalties	67.90	1,152.80
<b>4300 Conference Clinic Income</b>		
4301 Registration Fees	37,139.50	-40.00
4302 Banquet Ticket Sales	4,970.00	
4305 Childrens Choir fees	2,050.00	
4306 Childrens Choir Shirts	7,161.25	
<b>Total 4305 Childrens Choir fees</b>	<b>9,211.25</b>	
4307 Collegiate Conference	3,325.00	
4308 Tri M Conference	300.00	
4350 Exhibitor Fees	17,012.50	2,200.00
<b>Total 4300 Conference Clinic Income</b>	<b>71,958.25</b>	<b>2,160.00</b>
<b>4400 All-State Ensemble</b>		
4401 All-State Audition Fees	33,985.99	
4410 Sale of Rehearsal Materials	9,355.00	
4420 Concert Ticket Sales		75,580.42
<b>Total 4400 All-State Ensemble</b>	<b>43,340.99</b>	<b>75,580.42</b>
<b>4500 Magazine Income</b>		
4510 Advertising Income	13,781.50	12,325.01
4520 Subscriptions	20.00	40.00
<b>Total 4500 Magazine Income</b>	<b>13,801.50</b>	<b>12,365.01</b>
4600 Sponsorship	20,000.00	18,250.00
4700 Professional Dev Workshops	330.00	
4850 List Sales	200.00	
Unapplied Cash Payment Income	-1,887.00	0.00
<b>Total Income</b>	<b>\$169,889.63</b>	<b>\$122,564.77</b>
<b>GROSS PROFIT</b>	<b>\$169,889.63</b>	<b>\$122,564.77</b>
<b>Expenses</b>		
5050 Grant Expense		3,613.56

# Nebraska Music Education Association

## Profit and Loss Comparison

January 1 - November 16, 2021

	TOTAL	
	JAN 1 - NOV 16, 2021	JAN 1 - NOV 16, 2020 (PY)
5300 Conference/Clinic Expenses	193.63	160.87
5301 Registration supplies	1,313.26	
5305 Children's Choir		4,564.47
5311 Performing Groups	811.20	294.94
5330 Awards	2,279.06	
5340 Conference clinicians Exp		600.00
5350 Exhibitor		3,500.00
5390 Conference Facility Usage	3,250.00	42,235.32
<b>Total 5300 Conference/Clinic Expenses</b>	<b>7,847.15</b>	<b>51,355.60</b>
5400 All-State Ensemble Exp	5,450.00	5,250.00
5402 Auditions -Honorariums & Travel		3,544.00
5403 Auditions - Music	500.00	811.22
5410 Rehearsal Materials Exp	244.44	4,500.00
5411 Music for All-State ensemb	653.59	880.88
5412 All State Band	2,261.00	580.50
5413 All State Jazz	847.09	262.00
5416 All-State Chorus	1,500.00	313.56
5430 All-State student awards	800.00	1,424.71
5440 All-State Honorariums		367.00
<b>Total 5400 All-State Ensemble Exp</b>	<b>12,256.12</b>	<b>17,933.87</b>
5500 Printing Nebraska Music Ed	7,944.64	13,257.90
5510 Advertising Exp	200.00	
5515 Magazine Mailing	497.42	609.72
5520 Editor Exp	2,500.00	2,500.00
<b>Total 5500 Printing Nebraska Music Ed</b>	<b>11,142.06</b>	<b>16,367.62</b>
5700 Professional Dev Workshop Exp		
5710 Honorariums	800.00	
<b>Total 5700 Professional Dev Workshop Exp</b>	<b>800.00</b>	
6000 Professional Fees		
6010 Accounting fees	8,820.00	9,220.00
6020 Legal Exp	523.00	
6030 Contract Exp	40,180.00	38,440.00
<b>Total 6000 Professional Fees</b>	<b>49,523.00</b>	<b>47,660.00</b>
6100 Board Expenses	581.39	132.21
6130 Board member Travel	1,757.04	576.64
6150 Board Meetings	2,968.08	1,380.61
<b>Total 6100 Board Expenses</b>	<b>5,306.51</b>	<b>2,089.46</b>

# Nebraska Music Education Association

## Profit and Loss Comparison

January 1 - November 16, 2021

	TOTAL	
	JAN 1 - NOV 16, 2021	JAN 1 - NOV 16, 2020 (PY)
6200 Office & Operations		
6220 Insurance Expense	600.00	
6221 Directors & Officers insurance	1,359.00	1,295.00
6223 Liability Insurance		600.00
<b>Total 6220 Insurance Expense</b>	<b>1,959.00</b>	<b>1,895.00</b>
6230 Memorials	138.02	94.75
6240 Postage & Shipping	237.30	35.17
6260 Dues & Subscriptions	2,629.03	2,414.56
6270 Office Supplies	163.96	58.98
6275 Telephone	156.65	128.16
<b>Total 6200 Office &amp; Operations</b>	<b>5,283.96</b>	<b>4,626.62</b>
6300 Website & Technology	14,032.02	15,042.45
6400 Bank and Service Charges	19.95	2.50
6405 Credit Card Fees	3,002.72	916.08
<b>Total 6400 Bank and Service Charges</b>	<b>3,022.67</b>	<b>918.58</b>
6700 Taxes		
6730 Sales Tax	4.86	695.40
<b>Total 6700 Taxes</b>	<b>4.86</b>	<b>695.40</b>
Unapplied Cash Bill Payment Expense	0.00	
<b>Total Expenses</b>	<b>\$109,218.35</b>	<b>\$160,303.16</b>
NET OPERATING INCOME	<b>\$60,671.28</b>	<b>\$ -37,738.39</b>
NET INCOME	<b>\$60,671.28</b>	<b>\$ -37,738.39</b>