ASSOCIATION OF SOCIAL WORK BOARDS
ANNUAL MEETING MINUTES

Friday, November 7, 2025
Indianapolis, IN
9:00 a.m. EST

Board of Directors Present:
Brian Philson, President
Kenya Anderson, President-Elect
D. Endsley Real, Secretary
Geraldine Poirier Baiani, Treasurer
Sonia Andhi Bilkhu, Director at Large
Brian Brumley, Director at Large
Brenda Dennis, Director at Large
Adrienne Ekas, Director at Large
Vikki Erickson, Director at Large
D. Scott Stephens, Director at Large
Stephan Viehweg, Director at Large

Call to Order & Welcome:
ASWB President Brian Philson called the meeting to order at 9:01 a.m., welcomed attendees to the meeting, and acknowledged the Indiana Health and Human Services Board and members of the Indiana NASW. Stephan Viehweg (IN) welcomed attendees to Indianapolis and introduced NASW Indiana Executive Director Beryl Cohen and Senator Michael Crider to share a few words with the attendees.

Introduction:
ASWB President Brian Philson acknowledged the lands of the Hyatt Regency and Indianapolis, Indiana, and the meeting paused for reflection.

ASWB President Brian Philson shared an attendee safety overview, identified new attendees, made housekeeping announcements, clarified Parliamentary Rules and meeting expectations, and introduced the Board of Directors, committee and task force chairs, and consultants.

Member Roll Call:
ASWB Secretary Endsley Real requested introductions from member boards represented in-person as the roll was called.

The following member boards were in attendance: Alabama, Alberta, Arizona, Arkansas, British Columbia, California, Delaware, District of Columbia, Florida, Georgia, Guam, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Manitoba, Maryland, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Brunswick, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Ontario, Oregon, Prince Edward Island, Rhode Island, Saskatchewan, South Carolina, South Dakota, Tennessee, Texas, Utah, Virgin Islands, Virginia, Wisconsin, and Wyoming

The following member boards were not in attendance:

Alaska, Colorado, Connecticut, Hawaii, Maine, Massachusetts, New Hampshire, New Jersey, Newfoundland and Labrador, Northern Mariana Islands, Nova Scotia, Pennsylvania, Quebec, Vermont, Washington and West Virginia.

ASWB President Brian Philson announced there were 48 jurisdictions present and 32 are needed for a 2/3 majority and 25 for simple majority.

Agenda Approval:
ASWB President Brian Philson asked for approval of the agenda.

Approved: A motion by Hank Cecil (KY) and a second by Lynn Melton (SC) to approve the agenda for the 2025 Annual Meeting of the ASWB Delegate Assembly.

The motion carried unanimously by voice vote.

Association Leadership Report
ASWB Chief Executive Officer Stacey Hardy-Chandler presented the Association Leadership Report.

Nomination Committee Introductions:
ASWB President Brian Philson introduced members of the 2025 Nominating Committee: Ebon Freeman-James (NC), Whitney Cassity-Caywood (KY), Elizabeth Crone (AR), Frank Franklin (DE) and Alverta Muhammad (OH).

Nominating Committee Chair Ebon Freeman-James (NC) explained the Nominating Committee's charge and the necessary qualifications needed by members to be eligible for positions.

Presentation of the Slate of Candidates and Nominations from the Floor:
ASWB President Brian Philson announced the following candidates for elected positions with ASWB:

For Treasurer, Geraldine Poirier Baiani (NB). There were no nominations from the floor.

For Director at Large, licensed social worker, Sonia Bilkhu (BC) and Claudia Vicencio (FL). There were no nominations from the floor.

For Director at Large, public member, Brenda Dennis (AZ) and Kimberly Jackson (VA). There were no nominations from the floor.

For Director at Large, open, Brian Brumley (TX), Jared Ferguson (UT) and Barbara Whitenect (NB). There were no nominations from the floor.

For two open positions for the Nominating Committee, Susan Coppage (MD), Yvette Gosline (NC), and Veronica Knowles (MS). There were no nominations from the floor.

Recess:
ASWB President Brian Philson recessed the Delegate Assembly for a break at 10:29 a.m.

Call to Order:
ASWB President Brian Philson called the Delegate Assembly to order at 10:47 a.m.

Financial Report:
ASWB Treasurer, Géraldine Poirier Baiani, presented the ASWB Finance Committee report, the ASWB financial report and the budget timeline. The Consolidated Financial Report was included in the meeting materials.

Committee Reports
ASWB President Brian Philson invited the facilitators of yesterday's Board Member Exchange, Claudia Vicencio (FL) and Esther Langston (NV), and Administrators Forum, Brian Carnahan (OH) to present their reports.

ASWB President Brian Philson invited the following committee chairs to present on their work.

Diversity, Equity, Inclusion, and Justice (DEI&J) Committee
Sanjay Govindaraj (ON), reported on behalf of Chair Sandra Mullings (GA), the work of the DEI&J committee.

Regulatory Research Committee
Chair Amy Ashton-Williams (OR) reported on the work of the Regulatory Research committee.

Regulation and Standards (RAS) Committee
Chair Barb Temmerman (MB) reported on the work of the RAS committee.

Bylaws and Resolutions Committee
Chair Claudia Vicencio (FL) reported on the work of the Bylaws and Resolutions committee.

Regulatory Education and Leadership (REAL) Committee
Chair Kai Mumpfield (AL) reported on the work of the REAL committee.

Recess:
ASWB President Brian Philson recessed the Delegate Assembly for lunch at 11:38 a.m.

Call to Order:
ASWB President Brian Philson called the Delegate Assembly to order at 1:01 p.m.

Introduction of Candidates and Speeches:
Nominating Committee Chair Ebon Freeman James introduced and called on candidates for speeches. The following candidates presented brief campaign speeches to the delegates:

For Treasurer, Geraldine Poirier Baiani (NB).

For Director at Large, licensed social worker, Sonia Bilkhu (BC) and Claudia Vicencio (FL).

For Director at Large, public member, Brenda Dennis (AZ) and Kimberly Jackson (VA).

For Director at Large, open, Brian Brumley (TX), Jared Ferguson (UT) and Barbara Whitenect (NB).

For two open positions on the Nominating Committee, Susan Coppage (MD), Yvette Gosline (NC), and Veronica Knowles (MS).

Recess:
ASWB President Brian Philson recessed the Delegate Assembly for a break at 1:42 p.m.

Call to Order:
ASWB President Brian Philson called the Delegate Assembly to order at 2:15 p.m.

Examination Program Reports
Carl Hokanson, ASWB Director of Examination Development, kicked off the Examination Program report.

Nikki Barfield (FL), Examination Co-Chair - Bachelors, shared information about the Exam Development process, including the Exam Committee and Form Review teams.

Felicia Dennison, ASWB Director of Examination Administration, shared an Examination Administration update including ASWBCentral, testing experience enhancements and nonstandard testing arrangements.

Executive Session
ASWB President Brian Philson explained that the next portion of the agenda will require a closed session and is limited to only those individuals who have signed the confidentiality agreement and who are:

- Delegates, alternates, staff, and board members of member boards
- Former regulators and ASWB committee members
- ASWB Board of Directors
- ASWB staff
- Attorney from The Atkinson Firm
- Psychometrician from HumRRO

ASWB President Brian Philson turned the meeting over to Lavina Harless, Senior Director of Examination Services and Soner Dumani, Ph.D. from HumRRO, for presentation of the Exam technical report and the 2026 Social Work Licensing Exam.

ASWB President Brian Philson asked for a motion to enter executive session.

A motion by Hank Cecil (KY) and a second by Jared Ferguson (UT) to go into executive session at 2:39 p.m.

A motion by Carole Gallant (NB) and a second by K.C. McLaughlin (MT) to exit executive session at 3:56 p.m.

Recess
ASWB President Brian Philson announced the Delegate Assembly will reconvene on Saturday, November 8, 2025, at 9:00 a.m., and the Meet the Candidates reception will take place immediately following today's recess. Attendees were encouraged to attend for an opportunity to speak with candidates slated for ASWB elections.

ASWB President Brian Philson recessed the Delegate Assembly at 3:57 p.m.

ASSOCIATION OF SOCIAL WORK BOARDS
MINUTES
ANNUAL MEETING
Saturday, November 8, 2025
Indianapolis, Indiana
9:00 a.m. EST

Call to Order
ASWB President Brian Philson called the meeting to order at 9:00 a.m., welcomed attendees, and made announcements.

ASWB President Brian Philson introduced the tellers for today's election, Cathy Ada (PEI), Jolene Engelking (MN) and Carlos Gomez (WY). Dale Atkinson, ASWB legal counsel, will assist.

Member Roll Call:
ASWB Secretary Endsley Real requested introductions from member boards represented in-person as the roll was called.

The following member boards were in attendance: Alabama, Alberta, Arizona, Arkansas, British Columbia, California, Delaware, District of Columbia, Florida, Georgia, Guam, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Manitoba, Maryland, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Brunswick, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Ontario, Oregon, Prince Edward Island, Rhode Island, Saskatchewan, South Carolina, South Dakota, Tennessee, Texas, Utah, Virgin Islands, Virginia, Wisconsin, and Wyoming

The following member boards were not in attendance:
Alaska, Colorado, Connecticut, Hawaii, Maine, Massachusetts, New Hampshire, New Jersey, Newfoundland and Labrador, Northern Mariana Islands, Nova Scotia, Pennsylvania, Quebec, Vermont, Washington and West Virginia

ASWB President Brian Philson announced there were 48 jurisdictions present and 32 are needed for a 2/3 majority and 25 for simple majority.

President's Report
ASWB President Brian Philson presented the President's Report.

2024 Delegate Assembly Minutes:
ASWB President Brian Philson announced the minutes from the 2024 Annual Meeting of the ASWB Delegate Assembly have been approved by the ASWB Board of Directors.

Parliamentary Rules and Electronic Voting Practices
ASWB President Brian Philson referred attendees to the rules for parliamentary procedure found in the packets on the tables and in the electronic meeting materials. Curry Smith, ASWB Director of Public Relations and Communication Strategy, led the electronic voting practice.

Election
Delegates cast their votes for:

Treasurer
Director at Large, licensed social worker
Director at Large, public member
Director at Large, open
Nominating Committee (two seats)

Election Results
ASWB President Brian Philson announced the results of the Board of Directors' elections:
Treasurer: Geraldine Poirier Baiani (NB)
Director at Large, licensed social worker: Sonia Bilkhu (BC)
Director at Large, public member: Kimberly Jackson (VA)
Director at Large, open: Jared Ferguson (UT)

ASWB President Brian Philson announced the results of the Nominating Committee election:
Nominating Committee: Veronica Knowles (MS)
Nominating Committee: Yvette Gosline (NC)

Recess:
ASWB President Brian Philson recessed the Delegate Assembly for a break at 10:04 a.m.

Call to Order:
ASWB President Brian Philson called the Delegate Assembly to order at 10:20 a.m.

Bylaws Vote
Following directions from ASWB President Brian Philson, delegates cast their bylaws votes on amendments and resolutions outlined in the Bylaws and Resolutions Committee Report found in the meeting materials.

The 2025 Bylaws and Resolutions Committee proposes the following amendment to the ASWB Bylaws, Article VII.

Delegates reviewed and discussed the proposed amendment.

> Article VII. Board of Directors and Officers
> Section 1. Composition
> Section 7. Terms

Delegates cast their votes. The motion did not pass.

The 2025 Regulation and Standards Committee proposes the following amendment to the ASWB Model Social Work Practice Act.

> Amendment #1: Strive for inclusive language across all jurisdictions
> Section 213. Powers and Responsibilities
> Section 401. Grounds, Penalties, and Reinstatement
> Section 204: Appointment

Delegates cast their votes. The motion passed by 2/3 vote of the quorum.

> Amendment #2: Promote board/council authority over emergency rule making and address

inclusivity of language
Section 212. Rules
Section 212. Rules

Delegates cast their votes. The motion passed by 2/3 vote of the quorum.

Amendment #3: Administering jurisprudence and competence examinations
Section 307. Examinations

Delegates cast their votes. The motion passed by 2/3 vote of the quorum.

Amendment #4: Add a requirement for competence examination for licensure by endorsement applicants
Section 308. Qualifications for Licensure by Endorsement

Delegates cast their votes. The motion passed by 2/3 vote of the quorum.

Amendment #5: Promote board / council authority to fill vacancies if left unfilled
Section 206. Vacancies

Delegates cast their votes. The motion passed by 2/3 vote of the quorum.

Annual Awards Presentation

Glenda McDonald Board Administrator Award for Outstanding Commitment to Social Work Regulatory Board Service
ASWB President Brian Philson gave an overview of the Glenda McDonald Board Administrator Award. He invited Amanda Knieval of the Saskatchewan Association of Social Workers to present the 2025 Glenda McDonald Award to Karen Wasylenka (SK).

Sunny Andrews Award for Outstanding Commitment to Social Work Regulatory Board Service
ASWB President Brian Philson gave an overview of the Sunny Andrews Award.
He invited Sonia Bilkhu of the British Columbia College of Social Workers to present the 2025 Sunny Andrews Award to Jason Lam (BC).

Recognition of Volunteers
ASWB President Brian Philson recognized volunteers who have completed service on the 2025 committees and task forces. This includes the Nominating Committee and Board of Director members who are ending their terms.

ASWB Chief Executive Officer Stacey Hardy-Chandler recognized ASWB President Brian Philson for his service as President.

Recess:
ASWB President Brian Philson recessed the Delegate Assembly for lunch at 11:40 a.m.

Call to Order:
ASWB President Brian Philson called the Delegate Assembly to order at 1:00 p.m.

Top Recent Regulatory Cases
Dale Atkinson, ASWB legal counsel, presented the top recent regulatory cases.

Recess:
ASWB President Brian Philson recessed the Delegate Assembly for a break at 2:15 p.m.

Call to Order:
ASWB President Brian Philson called the Delegate Assembly to order at 2:30 p.m.

Public Relations and Communications Strategy
Curry Smith, ASWB Director of Public Relations and Communications Strategy, presented the ASWB Rebrand.

Early Registration Prize
ASWB President Brian Philson announced Jesse Baleto as the winner of the 2025 Delegate Assembly early registration prize.

Invitation to 2026 Annual Meeting of the Delegate Assembly in Salt Lake City
Jared Ferguson cordially invited everyone to attend the 2026 Annual Meeting of the Delegate Assembly to be held in Salt Lake City, UT on November 6-7, 2026.

Passing of the Gavel
ASWB President Brian Philson handed over the presidency of the Association of Social Work Boards to Kenya Anderson (TN).

Oath of Office
Dale Atkinson, ASWB legal counsel, conducted an oath of office for the Board of Directors.

Announcements
President Kenya Anderson reminded everyone the Delegate Assembly evaluation form will be emailed to attendees following adjournment. Evaluation submissions will be accepted online until November 21, 2025.

Adjournment:
ASWB President Kenya Anderson asked for a motion to adjourn the meeting at 3:19 p.m.

Approved: A motion by Hank Cecil (KY) and a second by K.C. McLaughlan (MT) to adjourn the 2025 Annual Meeting of the ASWB Delegate Assembly.

Respectfully submitted,

D. Endsley Real, Secretary