GA Meeting Minutes
Tuesday 22.7.25

Attendees In Person:

Attendees Online:

Apologies:

Minutes:

Introduction:
The president of the Medical school welcomed the GA to Hamburg. Anne-Marie explained how the pre-conference is working. Everyone thanked the organising the team.

Elide welcomed CRs and Board Members to the meeting. The team began with a song.

1. **President's report: Activities 2022-2025,**
   Main activities 2024

- Welcome to new CRs

Ieva - Belgium, Jana - Latvia, Asa - Iceland

- Core Board Review

Shared information on hours completed for meetings (see presentation), communication and conference planning.

Cost Action Team, Membership, Bylaws and Ethical Code still present themes in the Board's work. The Board will 'put some stones in place' and the general team can take this forward.

Music Therapy Day 2024 - Research was presented through the EU Health Policy Platform on mental health and music therapy. 353 participants registered, and 166 attended online. 83% of participants gained knowledge from the webinar. 97% of participants would recommend MT as an intervention for mental health. The webinar is still available **ADD LINK**

EU Arts Therapies Summit - EMTC was represented by Gerben, Netherlands. This was another information 'stone' as it added to the recognition of music therapy in wider psychological areas. The information from this summit and to maintain the connection with Ecarte will be passed on to the next Core Board.

Ethical Code - Three years of work in support of music therapists and for the future of an ethical commission. This document is thorough and the Core Board have worked continuously on this. The document is important and helpful, however, countries should refer to their own associations.

Beginnings of current Core Board - the team wanted to think about Connection, Accessibility, Identity, Growth and have worked well towards achieving this. Together, the team have renewed statutes, written ethical code, improved communication, financial support…. (see presentation).

Goals Ongoing - Raising public institutional recognition.

Conclusion - More research initiatives, harmonisation of music therapy training courses, professional recognition throughout europe.

Teamwork makes the dream work!

2. **Treasurer's Report 2024 and Proposed Budget 2026**

Nele led the financial report.
Balance: +1014 euro. This is more than 2000 euros than previous year.

Largest expenses are travel costs for Core Board, legal costs for advice
5000 euros each year goes towards support and last year this went to the GA in Slovenia.
Katie Roth is still running the website and charges 60 euro per hour, which is very good.
All members nearly voted for the excess budget to be spent on supporting CRs from lower economic backgrounds to attend the conferences. This is important for all.
There will be EMTC tshirts - Rita will share these tomorrow.

There is excess budget and the team are encouraged to think about how this money can be used to support others. GAs are usually supported with money but this year, Hamburg had support.

There has been a slight increase in membership fees and this process was much smoother this year.
It is recommended that Katie continues to host and manage the website. All CRs can send in articles or events of interest and Katie will post them.

It is important to keep using the music we have as when we get to 25000 in the budget, we will have to pay different taxes!

Questions:
Katerina - acknowledged balancing security and spending. Asked about confirmation on when we can vote on to spend the 5000 euros.
Nele confirmed that this can happen every year and explained how the money was used for the support of GAs and now it is being used to support CRs, too. This need to be balanced.

3. Vote for Approval

President Report - All voted for approval
Treasurers report - All voted for approval.

4. **Tuning in I: Reflections of the Board about the work from 2022 - Core Board and Board Members**

Middle: Elisabeth - this has been a time of reflection and change. We faced a number of professional conflicts and it has not been easy. Some have been resolved and some are unfolding. Gustavo stepped down and Hannah stepped up. The board has shown dedicated and strong commitment communication. Elisabeth thanked everyone for their support.

South: Catherine - The south region has met every two months with positive feelings. There has been a clear purpose for meetings. Catherine set out to complete a project on identity but this changed. The meetings have been to support each other in their day to day lives. Colleague support has been transformative.

North: Hannah - only started the position in February and there has been a lot of support from CRs and the Core Board. Hannah thanked the Core Board for their work - their work has been characterised by care. This helps music therapists to take care of themselves and each other. Hannah acknowledged the efforts and time the Core Board has undertaken to build a network within the EU.

Nele gave the Regional Coordinators a gift.

Rita thanked the Regional Coordinator for the energy and acknowledged Gustavo's contribution too.

5. **Practicalities**

Rita asked everyone to check their addresses and details on a form, which was passed around the table during the day.
Rita will share out tshirts.
Another list will be circulated where CRs can offer their time to support the EMTC stand at the conference.

6. **Tuning in II: Reports from the Countries**

North Region:

A common interest of employment was found in the northern region. Hannah and Katie Fitzpatrick compiled a report to describe how music therapists are engaged in work. See Presentation for more details. Ireland has a list of recommended costs for salaries, sessions, lectures and workshops. This is very helpful for everyone. The team put in a lot of time and work and recommended that this project be continued throughout Europe as this will provide support and evidence for all. Presentation is

saved in Drive.

Country Reports:

Iceland - Nothing to add to written report. Nordic MT conference 2027 will be in Iceland - 16 MTs will be organising!

Poland - Most important topic is supervision - balancing regulation. Thanked Elisabeth for the support in Middle Region.

Serbia - Now has the first PhD holder who will also hold the role of leader of the professional association. Building networks with other professional careers and creating stable music therapy courses. A lot of progress already.

Croatia - waiting for the standards of education so that courses can be stabilised. Still working towards recognition. There was a symposium this year for music therapists with Barbara Wheeler.

Cyprus - New music therapy association! 29 members. Promoting music therapy awareness by working with the Deputy Minister of Culture in Cyprus. A new programme called Music and Health will begin in September, 2025.

Spain - In Catalunia, a meeting was held between the professional association and politicians. This is the beginning of regulation, hopefully. New CR will be Anna Menen.

Austria - New CR will be Eva Phan-Qoc. A new connection between professional association and politicians has been made and now MTs will have a voice in parliament.

Switzerland - Music therapy works within the creative arts therapies for the past five years, which led to recognition. Training programmes have been split between a MA and a vocational course. The MA is not doing well and this is affecting potential research.

Greece - Professional association decided not to join the creative arts therapies. This is because of the different educational requirements. There is a new post at the University of Thassonaliki which will be advertised soon. This is will add up to four MT lectures. Still not recognised!

Latvia - Things are good. Music in Health is competing with Music therapy and this is causing confusion around identity. There is no agreement around assessment and how to do this.

Lithuania - The new minister of health is a well respected music therapist. New CR is Katrina. Thanked everyone for their energy. Will invite CRs to lead workshops in Lithunia.

Bulgaria - A conference will take place in October, 25. This is challenging as they are a new board. A new training programme has begun in the university. This is difficult as it is only for two semesters and it is not following regulations. Rita confirmed that curriculum guidelines will be shared after the conference.

Hungary - Mostly positive. New training programme has been accredited. The professional association is building communication with universities and potential employers. Asked for support on supervision from countries who have established supervision programmes. Also, support on recognition and regulation process.

Czech Republic - looking at new foundation theories for music therapy training and not just psychotherapy. Working on legal requirements for professional association. Held their first conference in June which was very positive.

Netherlands - Nothing to add.

Ireland - Creative arts association is now a company. They can hire a CEO to be employed rather than voluntary. There will be modality groups within this. There will be a review of payscales for MTs within the healthcare system, which will hopefully lead to recognition. There are more new posts in a variety of settings now.

Germany - The association has been very occupied with the conference and not so much on political forums. The conference is being used for marketing and press to boost the profile of MT. Working on different themes - music and health, both nationally and internationally.

France - Working hard on networking and boosting the profile of MT. There has been a financial shift and taxes are higher for freelance MTs now. However, this has brought the MTs together and the associations are working together to change this.

Slovakia - Have been working on setting standards for professionals. New university text book on the fundamentals of music therapy.

Slovenia - successful singing groups for people with dementia, including training MTs. Collaborating with other associations to support promotion of MT. Bid to host the next conference in 2028.

Ukraine - 20 members of the association. Three colleagues are presenting at the conference. A new manual and two books on MT, written in Ukranian, have now been published. Conference will take place in September, 2025. Acknowledged the impact of the war.

Denmark - Hannah Mette Ridder received a royal award of the Cross of the Knight. This is wonderful!

Norway - Conference is August, 2025. Professional association had an employment issue which has been resolved. New leader of the association has been elected. A strategic group was held with different professionals and networks are being established. Looking in to creating a specialist training on top of the MA to support post qualified therapists.

Romania - New CR will be Prof. ?? MT has been affiliated in to Complimentary medicine now and are waiting for responses. There are also confusions around Music and Health and MT. More new members. 51 active MTs in Romania.

Luxembourg - Small, voluntary association. An open letter was written and sent to politicians to bring awareness. Health ministry is interested in MT, which is positive. Still moving towards regulation.

Portugal - Still working towards recognition and working through the proportionality tests. Association is mindful of the needs of the MTs in Portugal. There are some guidelines for the families and clients who are interested in employing an MT.

UK - NQ mentoring scheme, Curriculum Guidelines, British Journal now online, APPG for AHPs,Lots of peer groups and networks ongoing

Turkey - 200 hour certificate in MT training. To be a MT in Turkey you have to be a PhD and this is making things difficult.

Estonia - Celebrating 35 years of professional association and arranging a conference on 15th November, 2025. Other professionals will be included to bring everyone together. Established a female choir of MTs and they are participating in festivals and performances.

Sweden - many Swedish participants coming to the conference. This will be interesting to introduce new ideas of MTs. Generation gap - older MTs are retiring and new people coming from bachelor degrees starting with no people in the middle.

Finland - Number of clients in rehabilitation and healthcare is decreasing. Discussion is happening about how and why and what everyone needs. First NICU training happened earlier this year. The country also needs more permanent MT positions to raise the status of the profession. Still working towards recognition.

WFMT - Mitsi update.

Team are working out what the benefits of being a member of WF are. A questionnaire has been sent out so please everyone, reply. The team are also working out the vision, mission and values to being cohesion. They are also working on Bylaws and Ethics. Next year, the congress will be in Bologna. Bids are open until October for 2029.

Regional Group Meetings

Hanna Hakomkai (Finland) elected as North Region Coordinator

- The North region group will continue to work on gathering data on employment and intend to extend the survey to all the other EMTC countries
- The intention is to eventually hand the questions over to the national associations as something they could collect from members annually with the CR reporting back to EMTC

Gerben Roefs (The Netherlands) elected as Middle Region Coordinator

Angelica Postu (Romania) elected as South Region Coordinator

Action Team Meetings

EMTC New Core Board Presentation (Elisabth, Catherine and Rachel)

Community, Cohesion & Clarity (see presentation slides for further detail)

Elisabthe is going for the role of president with focus on coordination connection and collaboration. Brings many years of involvement in EMTC

Catherine (Spain) is hoping to work in the team. Bringing knowledge and experience gathering as a CR and in the South region coordinator role. Bridging to other regions through varied cultural differences

Rachel brings UK experience, energy and enthusiasm. Raising the profile of EMTC, who we are and what we do.

Quality over quantity: Making sure that the work is focussed on producing efficiently and as a team. Working out what's necessary and useful in order to preserve everybody's energy.

Keep it simple: Cultural shift for EMTC from working more, lots of meetings, new action teams etc. Recognising that everyone has many responsibilities and keeping things more simple and focussed. Not less but what matters, together and with energy.

S-I-M-P-L-E

- Simple. Straightforward.
- Integrating everyone's abilities and talents.
- Messages meaningful, honest and clear.

- Shared power rooted in trust.
- Leadership. Supporting each other.
- Efficiency. What have we already have and how can we use it? Let's not reinvent the wheel.

EMTC Early Years Themes

- Combining that we are working on a common theme every year. Action teams will be guided by the following themes.
- Year 1: Cost Action theme. Each action group working on mental healthcare in music therapy. E.g. CPD AT produce a training on mental health.
- Year 2: communication and visibility. Raising the profile.
- Year 3: Progress
- Continuing support for recognition and regulation throughout.

Clear communication and clarity. Working with shared vision. Keeping a quality focus with end products that can be easily pointed to.

"Leadership is not only about making plans; it is about building trust for action."

Q&A

- Confirmed that action teams will still be in operation but themes will guide the work.
- Bylaws need to maybe be reviewed. It is the second time a CR with only two years experience in the EMTC is going for core board. Written as "strongly recommended". PhD bylaw for core board has been flexible in the past. Bylaws are not legal statutes but it is still important to review if needed.

Bid for the 14th EMTC Conference (4th-9th of July 2028)

Slovenia bid by Maruša Juvanc. See slides for further information. Confidential for now but will be announced in closing ceremony.

Ljubljana is suitable as a capital city suitable for a conference. Easily accessible from most parts of Europe.

Theme is Voices in Harmony. Polyphony not only in music.

Cankarjev dom Cultural and Congress Centre located in the heart of the city centre. 25 mins from the airport with good accessibility and parking. Various halls, theatres, rooms and exhibition space available. Gala dinner in Grand Hotel. Green space very nearby for breaks and concerts.

Academic and social programme.Festival Ljubljana (summer festival) will take place at the

same time in the city. Venues very close by. Various day and half day trips will be suggested by organisers.

Accommodation options are diverse, reasonably priced and within walking distance.

The General Assembly will take place in the University of Ljubljana Academy of Music, renovated in 2023. Delegates will be accommodated in a B&B 8 minutes walk away.

EMTC Award 2025 Nominees

Prof Jos De Backer nominated by Belgium and Slovakia. Founded bachelor and masters programme in Belgium and contributed to the foundation of the association in Belgium. 170 papers and 3 books. Instrumental in shaping EMTC's vision and mission as both vice president and president. This year he is officially retired though he remains active and influential in music therapy.

Prof Hans-Helmut Decker-Voigt from Germany and nominated by Austria. Founded a training programme in Hamburg and established a journal on music and health. Countless contributions to development of music therapy on an international level through publications and doctoral research support.

Mirdza Paipare nominated by Latvia. She has also established and managed the Music Therapy Foundation and the Latvian Music TherapyAssociation. Music educator and driving force establishing music therapy in Latvia. Founded course in Liepja in Latvia and shaped the profession. Completed her PhD last year at 75 and is retiring this year.

Dr Monika Nocker-Ribaupierre nominated by Germany. Pioneer of music therapy in neonatology writing books and publications on this. Taught at the University of Munich and head of private training programmes. Served on the board of the German Music Therapy Association and was the first CR for Germany in the EMTC and served as secretary from 2001-2010. Was in the World Federation and on several boards of various journals. Now retired but still an active member of the music therapy community.

Dr Martina de Witte nominated by the Dutch Association of Music Therapy. She sadly passed away last March but contributed so much to the field as an experienced clinician, and leading post doctoral researcher. 31 publications to her name with innovative research that has had a profound impact nationally and internationally. Publishing influential studies on the mechanisms of change in creative arts therapies. Teaching, public outreach and interdisciplinary collaboration.

EMTC awards to recognise extraordinary achievements!

Elide, Rita, Nele, Catherine, Hanna, Gustavo and Elisabeth recognised for their wonderful work.

Wednesday 23.7.25

Minutes

All delegates attending the conference are entitled to free public transport with their conference badges. This is part of the conference's sustainability plan. The food is provided by a social company run to support people with learning disabilities to gain life skills.

1. **Vote for Core Board**

Participants are asked to vote on paper - yes, no, abstain - confidentiality.

Elisabeth, Rachel and Catherine were voted in 34 yes votes to 1 no vote.

2. Action Team reports

COST Working Group - Elisabeth, Josephine, Mitzi, Gerben, Aleksandra, Catherine. The group have met 9 times to discuss the issues. To build a researchers and stakeholders network to look at specific area of the profession. The aim is to build the network so that research funding can be applied for. The group met in Zurich to discuss how best to work on the project. SEE DIAGRAM. The team used the metaphor of the community garden.

Seed: music therapy in mental health.

Soil: Education and health policies

Microbiomes: Music therapists, researchers, institutions

Fertilizer: Training

Water: Researchers

Plant: Evidence based practice

Community Garden: Music therapy in Europe

Wind: COST Action as enabling force

The Team asked participants to use a QR code to complete some clarifying questions. Participants were encouraged to think outside of their network so that links could be made with active researchers. Next the team will write a Technical Annex with many references before October, 2025.

Denmark asked for the definition of mental health - the team discussed this and decided to keep the definition open so that it becomes more exclusive to all countries.

Supervision - Katerina. A questionnaire was completed which has been useful in creating guidelines. The group will now be closed. The UK was not included in the questionnaire due to the change over of CRs at the time. Rachel is contactable if anyone has questions. *SEE DOCUMENT GUIDELINES FOR SUPERVISION*. The document describes why supervision is important, discusses attitudes towards supervision. On the EMTC website, Katie has added the powerpoint for information. https://emtc-eu.com/action-teams/#supervision NEW BOOK: Music Therapy Supervision also available on webpage. Elisabeth acknowledged the effectiveness of the team. The team have ideas for their next project.

CPD - Rachel. It has been hard to meet together and the responses have been low. The first session will be in September and participants are encouraged to offer their services. We will link with Katie and the PR team to promote the trainings. Questions were around what CPD is and how to build this. The team are going to take a small step towards organising and holding one training session, and then evaluate.

Research - Tali. There has been a lot of reviewing of research, the database has been updated. There are a lot of requests that Tali is monitoring through email. Presenting a creative workshop on Thursday at 9:30 - BRIDGE. The scoping review that Gustavo began is ongoing within the team - the team needed to find a new leader for this, either Filipo or Josephine.

Recognition - Angelica. The team are preparing for the Roundtable which will be held on Thursday. The team are proposing information on how countries can be supported in recognition. The team have found that countries need different types of support and recommended a toolkit to be provided. The team has prepared flyers with 'tips and tricks' for countries and this will be in the folders when participants register. Roundtable will be Thursday, 1:15 in S3.

PR - The team created some tshirts for publicity, which are successful. Katie is still running the website. The group proposed some vlogging and social media but felt it would be too much work presently. It feels unrealistic to keep up the social media presence. There were questions about Facebook and who is running this. Asked for participants to share information on training and conferences so that social media posts can be made (send to Katie publicrelations@emtc-eu.com. The history of the EMTC has now been moved from the original website to the EMTC website. The team would like to link with the North group to use their data on employment in MT. Katerina suggested that a new action team be created on employment, everyone agreed.

Greece asked what the continuing goal for the PR team would be and if it should remain open. Rachel shared that as this is evolving, someone/people need to be present and pushing the agenda. Most agreed that this team needs to remain. Cyprus is part of this team and is enthusiastic about the team. Cyprus has access to Facebook although it has not been used just yet. France shared their experience of promoting their association. France suggested each country having one day per month where they share information - this can be very small. Turkey suggested using AI to give ideas and create timelines. The team will need to elect a leader for the team - they are encouraged autonomy in this.

3. EMTC Awards - Vote

Jos de Backer - 5

Hans Helmut - 2

Mirdza P - 3

Nocker-Ribapierre - 15. Josephine will contact her and share the news.

Martine de Witte - 7

Estonia asked if the information of previous winners could be added to website.

4. EMTC Conference in 2028 - Vote

All votes for yes to the conference being held in Ljubana. Online participants voted through the chat mechanism. Slovenia thanked everyone and reminded people to keep the venue secret!

Romania asked if the next GA could be organised at the same time as the WFMT. Italy said that this would not be possible as the organisation would be too much.

5. Ethical Code & Job Description - Vote

The Ethical code is a flexible document and it has been updated in line with the issues that are present in the current time. However, this will change and the new Core Board will need to remain open to the changing issues and change the document as needed. 34 for yes. 1 for abstain. 0 for no.

The job description - 25 votes for yes. 7 for abstain. 0 for no.

The assembly has voted to approve the ethical code and job description.

6. Short Minutes inc. Voting outcomes.

These will be passed around now for signature. They will need to be returned to the Secretary. rachel.swanick@emtc-eu.com

7. Summary and Conclusions

Catherine invited everyone to share their thoughts and reflections on the GA, with plans for future.

Romania - would like to know about the concept of working towards a common goal. Is this in action and regional groups? How do we bring this together practically? Elisabeth shared that this would be important for all groups and to begin conversations. The board will not dictate the exact nature of regional groups as they are useful as peer support. As the first

theme is mental health, we also need to include ourselves and look after ourselves. Each group can focus on their main theme and Core Board will be the anchors and bring everything together. The Core Board will be available for support. Catherine emphasised that the COST team needs to create a document to support the application - and this could be the focus initially. Germany - the survey shared on the QR code will add to this and encouraged everyone to complete this. Sweden - did not understand the urgency of the COST and asked for further guidance.

The team need the inside view of mental health research in each country. The proposal is for funding to create a network for the research. The funding will be around 500-600,000 euros over three years. It will be for researchers who want to meet, or run a training for research, or to pay for conference attendance - NOT actual research. It will be for young researchers in targeted countries such as Eastern Europe and Portugal.

The information is needed very soon. Rita will send the survey again. Deadline for the questionnaire - 3rd August, 2025.

There is a lot of support for the action teams working towards a common goal

Lithuania - Awards. Could we have a second award that recognises other achievements? Elisabeth - this is something that we will be reviewed.

Portugal - what is the concept of mental health for the COST questionnaire? Josephine - it is about how mental health is perceived for your country.

Hungary - what if I do not know the answers accurately for the COST questionnaire? Josephine - answer with what you know and then do some extra research to ask about this.

Finland - a short time ago, a survey was sent out about funding and this was successful. The project is ongoing and this is a good example of EMTC work. Josephine is very interested in this kind of work for the COST. Hannah will share information.

Israel - The situation in Israel is difficult and Tali has been writing protocols that relate to the war and the survivors. Reiterated that the values of the EMTC are around openness and inclusion - Tali has felt safe and heard in this GA. The previous core board has really supported Israel in these difficulties. The new board reiterated that they are there to support.

Elide - Information has been shared that EMTC has been contacted to contribute to an Arts and Wellbeing project. This information will be shared with the new Core Board, and assessed by them.

Germany - Who will be the CR for the UK? Rachel will resign on Monday and then the role will be advertised. Josephine then asked about the student contact for the conference as she took over from Gustavo. Gerben/Netherlands offered to take the role and Latvia and Lithuania offered to support. Gerben shared his enthusiasm and interest in this area.

Denmark - asked about the student group. How can CRs help to support students? Gerben affirmed that they will discuss this and ask for support.

Where is the next GA? The core board shared that there is no venue yet. Once the work begins again after the conference, we will ask for applications.

What is the procedure for starting a new action team? Denmark was encouraged to go for it! Sweden - thinking about the political activism of younger/new music therapists and how to promote accessibility. Ireland - there was a team doing this but it did not work out. Katie can share how the accessibility worked. Denmark thanked Katie for this.

Turkey - Added to Katie's words.

Ireland - Survey Monkey - this is a useful tool for surveys. Asked for some funds to be used towards this. Everyone agreed.

Closing remarks - Both Core Boards shared their feelings and reflections about the process. It was emotional and also lovely.