Abstract
This study provides information and insight about volunteer leadership experiences in the American Music Therapy Association (AMTA) through data gathered from 35 music therapists across the country. Using Appreciative Inquiry (AI), an approach that focuses on what is working well, we discover:

- Meaningful and impactful experiences of volunteer leaders
- Practices to increase and sustain the volunteer leadership pipeline
- Increasing positive outcomes for AMTA and the field of music therapy

Opportunity
- How do we increase the AMTA volunteer leadership pipeline?

Framework
Appreciative Inquiry, an approach to change management, posits that in any system there are almost always instances of things working well. Identifying and expanding those moments are one of the most powerful ways to create system-wide, self-reinforcing positive change.

First Experiences and The Self
Over two-thirds of VLs were asked to serve by another VL
“Describe what you value most about yourself”
- Listening
- Hearing all sides
- Awareness
- Confidence
Two-thirds of VLs felt professionally affirmed in service when recognized by others

Wishes for the Future
Increase Membership
Increase Engagement
Diversity in Leadership
Diversity in Different Voices
Prompting New Leadership
Consistent Method for Future Leadership
Reduce Intimidation

References