



**State of Oregon  
Board of Licensed Social Workers  
Full Board Meeting**

Friday, February 20, 2026

Via Microsoft Teams

3218 Pringle Road SE, Salem, OR 97302

**Board Members Present:** Amy Ashton-Williams, *LCSW Member, Board Chair*

Mollie Janssen, *LCSW Member, Vice Board Chair*

Nicole Pantley, *Public Member*

Olivia Bormann, *CSWA Member*

Troy Costales, *Public Member*

**Board Counsel Present:** Kyle Martin, *Assistant Attorney General, Oregon Department of Justice*

**Staff Members Present:** Ray Miller, *Executive Director*  
Kimberly Coleman, *Legislative and Licensing Analyst*

Noelle Johnson, *Licensing Compliance Specialist*

Mindy Tucker, *Senior Licensing Compliance Specialist*

Abraham Dedek, *Investigator*

Wende Thatcher, *Investigator*

Cassie Kanaeholo, *Licensing Assistant*

**Public Present:** Amanda Terry, *LCSW, Member of Public*  
Nick Norman, *Mindful Therapy Group, Member of Public*

Kathy Outland, *LCSW, Member of Public*

James, *Member of Public*

Amy Baker, *Behavioral Health Initiative Director, Governor's Office*

April Roman, *Behavioral Health Advisor,  
Governor's Office*  
Kenneth "KC" Ledell, *Senior Behavioral Health  
Advisor, Governor's Office*  
James Teems, *Mindful Therapy Group, Member  
of Public*

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**1. CALL TO ORDER:**

**Chair Ashton-Williams** called the Board Meeting to order at **11:11 AM**. Roll call taken as follows: Troy Costales, Public Member: Present, Mollie Janssen, LCSW Member, Vice Board Chair: Present, Amy Ashton-Williams, LCSW Member, Board Chair: Present, Olivia Bormann, CSWA Member: Present, Nicole Pantley, Public Member: Present, Kyle Martin, Assistant Attorney General: Present, Ray Miller, Executive Director: Present, Kimberly Coleman, Legislative and Licensing Analyst: Present, Noelle Johnson, Licensing Compliance Specialist: Present, Abe Dedek, Investigator: Present, Mindy Tucker, Senior Compliance Specialist: Present, Cassie Kanaeholo, Licensing Assistant: Present, Wende Thatcher, Investigator: Present.

**2. REVIEW AND APPROVAL OF AGENDA:**

- i. Vice Chair Janssen motion to approve Agenda with amendments to add topic: "Social Workers who are not employees" to the Special Review section and move the Governor's Office Update to before Executive Session.
- ii. CSWA Member Bormann seconded the motion.
- iii. Roll call taken as follows: Ashton-Williams: Aye, Costales: Aye, Janssen: Aye, Pantley: Aye, Bormann: Aye.
- iv. **Motion passed 5 - 0, 0 abstention(s).**

**3. REVIEW AND APPROVAL OF BOARD MINUTES:**

- i. Board Member Costales motioned to approve **December 5, 2025, Board Minutes**.
- ii. CSWA Member Bormann seconded the motion.
- iii. Roll call taken as follows: Ashton-Williams: Aye, Costales: Aye, Janssen: Aye, Pantley: Aye, Bormann: Aye.
- iv. **Motion passed 5 - 0, 0 abstention(s).**
- v. Board Member Costales motioned to approve **January 7, 2026, Board Minutes** with amendment to date of the minutes.
- vi. Board Member Bormann seconded the motion.
- vii. Roll call taken as follows: Ashton-Williams: Aye, Costales: Aye, Janssen: Aye, Pantley: Aye, Bormann: Aye.
- viii. **Motion passed 5 - 0, 0 abstention(s).**

- ix. Board Member Costales motioned to approve **January 26, 2026, Board Minutes** with amendment to add the following statement to the public comment section stating: "Public comment received via meeting chat, in person comments and virtual comments."
- x. CSWA Member Bormann seconded the motion.
- xi. Roll call taken as follows: Ashton-Williams: Aye, Costales: Aye, Janssen: Aye, Pantley: Aye, Bormann: Aye.
- xii. **Motion passed 5 - 0, 0 abstention(s).**

**4. PUBLIC COMMENT:**

**Kathy Outland, Member of the Public**, thanked Board for the opportunities for public comment to be in multiple formats. Outland shared that they are present to listen to the Governor's Office Update.

**5. EXECUTIVE DIRECTOR REPORTS:**

**Executive Director Miller provided a legislative update.** ED Miller shared that there are no updates at this time and staff continue to monitor the legislature for bills that will affect the Oregon Board of Licensed Social Workers (BLSW).

**Executive Director Miller provided a Board Member update.** ED Miller shared that the Oregon BLSW currently has one public member opening and one Licensed Clinical Social Worker (LCSW) member opening. ED Miller shared that he will be working with the Executive Appointments Office to fill both openings.

**Executive Director Miller provided a staffing update.** ED Miller shared that there is no staffing update at this time.

**Executive Director Miller reviewed licensing statistics.** ED Miller shared that Oregon BLSW has a total of 9,907 licensees, including 7,605 LCSW licensees, 1,907 Clinical Social Worker Associate (CSWA) licensees, 360 Licensed Master Social Worker (LMSW) licensees, 35 Registered Baccalaureate Social Worker (RBSW) licensees.

**Executive Director Miller reviewed applicant statistics.** ED Miller shared that as of February 19, 2026, there are 28 applications waiting for staff review with the oldest application waiting to be reviewed is 16 days. Chair Ashton-Williams commented that the application process has become more efficient.

**6. COMMITTEE REPORTS:**

**Continuing Education Committee Report:**

The Continuing Education Committee announced that the committee approved the following continuing education requests: Gina Silva: 10 general CE, Lisa Cordova: 3 general CE.

Vice Chair Janssen asked about intention of continuing education and its applicability to an LCSWs clinical role. Legislative and Licensing Analyst (LLA), Kim Coleman, stated that the Continuing Education Committee discussed OAR 877-025-0006(1)(a) "Addresses subjects related to the regulated social worker's work practice." Vice Chair Janssen stated that language is broad to encompass the LMSW which is a non-clinical license. Board requested to review OAR 877-025-0006(1)(a) and adjust language to clarify and specify the intention of the rule and provide transparency for regulated social workers.

The Continuing Education Committee announced that the committee approved the following study group request for: Susan Rosen with a reminder to maintain the requirement of no more than ten mental health professionals participating in each session and that each study group sign-in sheet provides specific details about the session and the topics that were discussed.

The Continuing Education Committee reviewed OAR 877-025-0006(6) and observed that there is no end date for Board approval of a study group. The Board has requested that the OAR 877-025-0006(6) be revisited and an addition of an approval end date be added to the rule.

## 7. GOVERNOR'S OFFICE UPDATE

**The Governor's Office provided an update about the status of HB 4083 and the final Talent Council Report.** Amy Baker, Behavioral Health Initiative Director, "KC" Ledell, Policy Advisor, and April Rohman, Policy Advisor introduced themselves to the Board, staff and members of the public.

**The Governor's Office shared the following changes and provisions in HB 4083:**

- 1) Removal of language to merge Oregon BLSW and the Oregon Mental Health Regulatory Agency (MHRA) due to conversations with Oregon BLSW, members of the public, regulated social workers and the Governor's Office.
- 2) Addition of technical fixes for the Oregon Health Authority (OHA) centralized credentialing system.
- 3) Addition that will require OHA to reduce the administrative burden for providers and eliminate duplicate processes and requirements.
- 4) Clarifying language for cross-supervision requirements for the Oregon BLSW and the Oregon Board of Licensed Professional Counselors and Therapists (BLPCT) and Oregon Board of Licensed Psychologists (BLP). The Governor's Office stated that the rule making process will be left up to each Board.

**The Governor's Office stated that the Behavioral Health Talent Council (BHTC) Report will be published by the end of the day, February 20, 2026.** The Governor's Office shared that the BHTC study was on the behavioral health workforce and how to expand the behavioral health workforce in Oregon. The Governor's Office stated that the BHTC report will provide seventeen action plans and 74 unique strategies to expand and help the behavioral health

workforce in Oregon. The Governor's Office shared that agency directors will have the opportunity to review and provide feedback about possible challenges and benefits from implementation of the suggested BHTC strategies. The Governor's Office shared that they are looking forward to feedback from agencies and opportunities for implementation and planning work.

During the Governor's Office presentation, the Board suggested asking OHA to report out to affected boards in addition to reporting the Governor's Office regarding information and updates about the centralized credentialing system and reduction of administrative burden. The Governor's Office shared that their goal is to have clear communication about these changes to all parties that are affected by the changes to reduce administrative burden.

Kathy Outland, member of the public asked how the clinical standards will be upheld when adding other licenses, such as Licensed Professional Counselors (LPC), to cross-licenses supervision. The Board asked if the language in HB 4083 states that cross-license supervision requires an individual to hold a master's degree and be licensed. The Governor's Office clarified that the language in HB 4083 states that an individual must hold a master's degree and be licensed to provide cross-license supervision.

The Board shared that they are looking forward to reviewing the report and sharing their feedback and suggestions. ED Miller asked if initiatives will be presented to a larger population and if there is a negative response, will that be taken into consideration before implementation of the initiative? The Governor's Office confirmed that there will be room for feedback from as much of the workforce as possible and adjustments will be made as the feedback is received to represent as much of the workforce as possible.

Kathy Outland, member of the public, asked if input from private and public sector social workers will be taken into consideration. The Governor's Office will take multiple factors into consideration when considering implementation of the recommended BHTC strategies.

CSWA Member Bormann shared that the BHTC report has been posted publicly. The Governor's Office urged anyone interested in reading the report to review the appendices in addition to recommended strategies and collected information. The Board asked if the BHTC report is easily accessible for the public and are there clear instructions for how to provide feedback on the report. The Governor's Office stated that they are working on feedback for public and recognized the work that has already been done by the BHTC and its members. ED Miller asked if Oregon BLSW can share the report and the Governor's Office encouraged the report to be shared and stated that the Governor's Office will be making a public statement today, February 20, 2026, to share the BHTC report.

The Board asked when feedback will need to be submitted by and what type of feedback the Governor's Office is hoping to receive from the Board. The Governor's Office shared the feedback process and shared that the expectation is for all affected agencies to participate. The Governor's Office also stated that they do not have an exact deadline at this time. The

Governor's Office stated that by the end of March 2026, Governor Kotek should have a general idea of when BLSW feedback will need to be provided to the Governor's Office. The Board stated that they may consider calling an additional board meeting before the April 2026 Board Meeting to discuss their feedback. The Governor's Office stated that they will provide information and a timeline to the BLSW once they the plans have been solidified. And the Governor's Office stated that they will communicate directly with ED Miller and Board Chair Ashton-Williams to ensure enough time for the Board to schedule additional meetings.

The Board asked when the administrative burden conversation began since it is referenced frequently throughout the BHTC Report. The Governor's Office shared that discussion around administrative burden started to reach peak level during the Covid-19 Pandemic due to extreme distress and keeping up with paperwork requirements. The Governor's Office shared that over time, new requirements for behavioral health have added to administrative burden for behavioral health workers, and data has shown that it is one the driving factors that behavioral health workers leave the field.

## **8. COMMITTEE REPORTS:**

### **Licensing and Examination Committee Report:**

The Licensing and Examination Committee (LEC) announced the approval of the following Clinical Social Work Associate extensions: Charles Smith, Sara Burt, and Jessica Harlem-Siegel. The LEC approved the following previous hours requests: Megan Conedy, Veronica Argyle, Lisa Knisely, Anne Boardwright, Amancay Ledezma. The LEC requested additional information for the following previous hours requests: Tana Bentely, Ayla Perez, and Brittney Chandler. The LEC did not approve the following Previous Hours request: Brittany Thompson.

The LEC approved the following Reduced Supervision requests: Christina De Benedetti and Natalie (Rene) Tago. The LEC committee approved the following Semi-Retired Requests for: Athena Dorey, Deborah Litberg, and Edna Collins. The LEC also approved the following Supervision Plan Requests for: Amy Williams, Damian Cusumano, and Nia McFerrin.

The Board stated that previous hour's requests need to be reviewed carefully due to multiple states lowering supervision hour requirements for licensed clinical social workers. The Board requested staff to look at lower requirements in surrounding states and to add it as an agenda item for the Board to discuss during the next full board meeting.

**Board took a ten-minute break from 12:30 to 12:40 pm.**

## **9. EXECUTIVE SESSION:**

Chair Ashton-Williams announced that the Board would now enter the Executive Session to conduct Board business, pursuant to ORS 162.660(2)(b)(f)(h)(i)(l). The Board **entered the Executive Session at 12:43 pm**. Chair Ashton-Williams moved the Board **out of Executive Session at 1:04 pm**.

**10. COMMITTEE REPORTS:**

Vice Chair Janssen presented the **Consumer Protection Committee Report.**

**In the matter of case 2021-15:**

- i. Vice Chair Janssen moved to approve and adopt the stipulated order as presented.
- i. Board Chair Ashton-Williams seconded the motion.
- ii. Roll call taken as follows: Ashton-Williams: Aye, Janssen: Aye, Pantley: Aye, Bormann: Aye, Costales: Aye.
- iii. **Motion passed 5 – 0; 0 abstention(s).**

**In the matter of case 2024-27:**

- ii. Vice Chair Janssen moved to approve and adopt the stipulated order as presented.
- iii. Public Member Pantley seconded the motion.
- iv. Roll call taken as follows: Ashton-Williams: Aye, Janssen: Aye, Pantley: Aye, Bormann: Aye, Costales: Aye.
- v. **Motion passed 5 – 0; 0 abstention(s).**

**In the matter of case 2024-44:**

- i. Vice Chair Janssen moved to close the case.
- ii. Board Chair Ashton-Williams seconded the motion.
- iii. Roll call taken as follows: Ashton-Williams: Aye, Janssen: Aye, Pantley: Aye, Bormann: Aye, Costales: Aye.
- iv. **Motion passed 5 – 0; 0 abstention(s).**

**In the matter of case 2024-62:**

- i. Vice Chair Janssen moved to close the case.
- ii. Public Member Pantley seconded the motion.
- iii. Roll call taken as follows: Ashton-Williams: Aye, Janssen: Aye, Pantley: Aye, Bormann: Aye, Costales: Aye.
- iv. **Motion passed 5 – 0; 0 abstention(s).**

**11. SPECIAL REVIEWS:**

Board staff asked for the Boards clarification regarding OAR 877-001-0006(1) Agency definition and CSWA plans of supervision. Board staff also requested guidance for a timeline to request a CSWA submit a new plan of supervision that meets OAR 877-001-0006(1) Agency definition.

The Board reviewed OAR 877-001-0006(1). AAG Martin stated that current Oregon BLSW rules require a person to stop practicing completely if their plan of supervision does not meet the Oregon BLSW requirements. The Board clarified that Oregon BLSW rules do not clearly define “employee” or “agency” enough for Board staff to ask if an individual is an employee with an agency.

The Board has requested that OAR 877-001-0006(1) be taken to the Rules Advisory Committee for review and suggestions on how to clarify the Boards expectations and requirements.

**Board Chair Ashton-Williams appointed Board Member, Troy Costales, to the Rules Committee.**

**12. PUBLIC COMMENT:**

**James Teems, Mindful Therapy Group, member of the public,** commented on collaboration with BLSW and the on-agency definition. Teems, provided a recommendation to the Board to redefine the structure of environment that a CSWA is working and receiving their supervision in.

**Amanda Terry, LCSW Mindful Therapy Group, member of the public,** commented on contributions to supervision and Mindful Therapy Group supervision requirements. Terry asked the Board, “Why is Board not requiring CSWAs to do CEs?” Terry stated that collaboration would be helpful to set CSWAs to be confident and competent professionals.

**Nick Norman, Clinical Program Manager, Mindful Therapy Group, member of the public,** suggested strengthening the definition of what supervision needs to look like for CSWAs to gain practical, clinical skills.

**Kathy Outland, LCSW, member of the public,** shared that a CSWA should be transparent that they are a CSWA when advertising and providing virtual therapy services. Outland stated that supervisor also has responsibility to ensure that a CSWA is completing the requirements of their certification. Outland requested the Board to update minutes in a timely manner on the Oregon BLSW website.

**13. OLD BUSINESS:**

**Alternative Pathways to Licensure Survey**

Board Chair Ashton-Williams and CSWA Member Bormann will be reviewing and gathering data from 3,500 responses for the Board to review. Board Chair Ashton-Williams stated that one of the recommendations from the BHTC report is alternative pathways to licensure for all licensure boards. Board Member Borman stated that there are also written comments that CSWA Member Bormann will be reviewing as well.

**14. NEW BUSINESS:**

**Board Member Trainings**

Board Chair Ashton-Williams reminded the Board to review the Board Member Handbook. Board Chair Ashton-Williams shared that there is Legislative Engagement training for Board members to complete. Board Member Costales shared that legislative engagement policies change frequently and suggested that the Board keep track of legislative engagement policies regularly.

**Board Meeting Dates**

The Board approved the following Board meeting date changes:

- April 17, 2026, changed to April 24, 2026
- June 19, 2026, changed to June 12, 2026
- December 4, 2026, changed to December 11, 2026

**15. CONSENT AGENDA:**

- i. Public Member Costales moved to approve the Consent Agenda as presented.
- ii. CSWA Member Bormann seconded the motion.
- ii. Roll call taken as follows: Ashton-Williams: Aye, Costales: Aye, Janssen: Aye, Pantley: Aye, Bormann: Aye.
- iv. **Motion passed 5 - 0, 0 abstention(s).**

**16. CORRESPONDENCE:**

Board read correspondence sent in from members of the public.

The Board requested ED Miller respond to a written correspondence using the legislative engagement one-pager to share Boards responsibility and jurisdiction.

**17. ANNOUNCEMENTS:**

**NASW Update**

**Board Chair Ashton-Williams shared** that NASW has hired leadership for NASW chapter a of February 2026.

**ASWB Update**

**Board Chair Ashton-Williams shared** that the New Board member training is coming up in March 2026 and that the ASWB Education Meeting will be occurring in April 2026. Board Chair Ashton-Williams shared that the main topic of the ASWB Education Meeting will be about the importance of supervision.

ED Miller reminded the Board that the Oregon BLSW regulates social workers, not agencies.

The Board approved the Winter 2025-2026 Newsletter.

**18. ADJOURNMENT:**

**Chair Ashton-Williams adjourned** the Board meeting at **2:10 PM**.

Respectfully submitted,



Noelle Johnson, *Licensing Assistant*