



**STATE of OREGON
BOARD of LICENSED SOCIAL WORKERS**

Board Meeting

Friday, December 5, 2025

Via Microsoft Teams

3218 Pringle Road SE, Salem, OR 97302

Board Members Present: Amy Ashton-Williams, *LCSW, Board Chair*
Paddy Farr, *LCSW*
Troy Costales, *Public Member*
Nicole Pantley, *Public Member*
Olivia Bormann, *CSWA*
Mollie Janssen, *LCSW, Vice Chair*

Board Counsel Present: Kyle Martin, *AAG, Oregon Dept. of Justice*

Staff Members Present: Ray Miller, *Executive Director*
Kim Coleman, *Legislative and Licensing Analyst*
Mindy Tucker, *Sr. Compliance Specialist*
Abe Dedek, *Investigator*
Noelle Johnson, *Licensing Compliance Specialist*
Cassie Kanaeholo, *Licensing Assistant*

Public Present: Will Anderson, *Member of Public*
Cody Corcelius, *ASWB*
Brittany, *Member of Public*
JeaLinda Patton, *DAS Financial Analyst*
Robert Josh Lydon, *Member of Public*

1. CALL TO ORDER:

Chair Ashton-Williams called the Board Meeting to order at **11:31 am**.

Roll call taken as follows: Amy Ashton-Williams, LCSW Member, Board Chair: Present, Paddy Farr, LCSW Member: Present, Troy Costales, Public Member: Present, Kyle Martin, Assistant Attorney General: Present, Nicole Pantley, Public Member: Present, Olivia Bormann, CSWA Member: Present, Mollie Janssen, LCSW Member: Present, Kim Coleman, Legislative Analyst: Present, Noelle Johnson, Licensing Compliance Specialist: Present, Abe Dedek, Investigator: Present.

2. NEW BOARD MEMBER INTRODUCTION:

Chair Ashton-Williams introduced new Public Board Member, Troy Costales. Troy Costales provided brief background of work and public service history.

3. REVIEW AND APPROVAL OF AGENDA:

- i. Vice Chair Janssen moved to approve and adopt the agenda.

- ii. Bormann seconded the motion.
- iii. Roll call taken as follows: Ashton-Williams: Aye, Farr: Aye, Costales: Aye, Pantley: Aye, Bormann: Aye, Janssen: Aye.
- iv. **Motion passed 6 - 0, 0 abstention(s)**

4. MINUTES:

Chair Ashton-Williams asked if the Board members had an opportunity to review the minutes for the 3 previous board meetings: June 27, 2025, September 19, 2025, and October 4, 2025.

- i. Vice Chair Janssen moved to approve all June 27, 2025, Board Minutes.
- ii. Farr seconded the motion.
- iii. Roll call taken as follows: Ashton-Williams: Aye, Farr: Aye, Costales: Abstain, Pantley: Aye, Bormann: Aye, Janssen: Aye.
- iv. **Motion passed 5 - 0, 1 abstention(s).**

- v. Vice Chair Janssen moved to approve all September 19, 2025, with the revisions, Board Minutes.
- vi. Bormann seconded the motion.
- vii. Roll call taken as follows: Ashton-Williams: Aye, Farr: Aye, Costales: Abstain, Pantley: Aye, Bormann: Aye, Janssen: Aye.
- viii. **Motion passed 5 - 0, 1 abstention(s).**

- ix. Farr moved to approve all October 4, 2025, Board Minutes.
- x. Bormann seconded the motion.
- xi. Roll call taken as follows: Ashton-Williams: Aye, Farr: Aye, Costales: Abstain, Pantley: Aye, Bormann: Aye, Janssen: Aye.
- xii. **Motion passed 5 - 0, 1 abstention(s).**

5. PUBLIC COMMENT:

Cody Corcelius, ASWB, stated thank you to the Board for allowing them to observe Board meeting.

6. 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 11:43 am**. Chair Ashton-Williams moved the Board **out of Executive Session at 12:10 pm**.

7. EXECUTIVE DIRECTOR REPORTS:

Executive Director Miller provided a legislative update. ED Miller shared that there is no current legislation that will affect the Board this session. ED Miller stated that the National Compact may come back in 2026 and Board staff are currently monitoring the legislature to see if any other bills that may affect the Board.

Executive Director Miller provided a Thentia update. ED Miller shared that the Oregon BLSW licensing system, Thentia, is a Canadian company, and they are currently completing a receivership. ED Miller shared that a receivership in Canada is equivalent to bankruptcy in the United States. ED Miller shared that he is continuing to explore other licensing system solutions, including looking into a rule change to increase licensing fees.

Executive Director Miller provided a Board Member update. ED Miller welcomed newest Public Board Member, Troy Costales. ED Miller shared that the board now has six out of seven board members and the Board still has one public member spot remaining. ED Miller shared that he has sent two names to the Governor’s Office for the remaining Public Member position.

Executive Director Miller provided a staffing update. ED Miller shared that Oregon BLSW has an open Investigator 2 position and that Oregon BLSW is currently hiring for the position. ED Miller requested recommendations and suggestions for the Investigator 2 position. ED Miller stated that the application for the position will be open until the end of December 2025. ED Miller also shared that Oregon BLSW will be hiring a temporary Office Specialist 2 position for a six-to-twelve-month period. ED Miller shared that the temporary position would assist both the compliance staff and licensing staff.

Executive Director Miller reviewed licensing statistics. ED Miller shared that Oregon BLSW has approximately 9,800 licensees.

Executive Director Miller reviewed applicant statistics. ED Miller shared that the need to prioritize Clinical Social Worker Associate (CSWA) applications is no longer needed due to improved application processing times.

Chair Ashton-Williams called for a ten-minute break at **12:27 pm**. **Board returned** from the ten-minute break at **12:37 pm**.

8. COMMITTEE REPORTS

Chair Ashton-Williams presented the Consumer Protection Committee report.

In the matter of case 2019-39:

- i. Vice Chair Janssen moved to close the case.
- ii. Ashton-Williams seconded the motion.
- iii. Roll call taken as follows: Farr: aye, Costales: aye, Pantley: aye, Bormann: aye, Ashton-Williams: aye, Janssen: aye.
- iv. **Motion passed 6 – 0; 0 abstention(s).**

In the matter of case 2021-03:

- i. Vice Chair Janssen moved to close the case.
- ii. Ashton-Williams seconded the motion.
- iii. Roll call taken as follows: Farr: aye, Costales: aye, Pantley: aye, Bormann: aye, Ashton-Williams: aye, Janssen: aye.
- iv. **Motion passed 6 – 0; 0 abstention(s).**

In the matter of case 2024-01:

- i. Vice Chair Janssen moved to close the case.
- ii. Ashton-Williams seconded the motion.
- iii. Roll call taken as follows: Farr: aye, Costales: aye, Pantley: aye, Bormann: aye, Ashton-Williams: aye, Janssen: aye.
- iv. **Motion passed 6 – 0; 0 abstention(s).**

In the matter of case 2025-07:

- i. Vice Chair Janssen moved to dismiss the case.
- ii. Farr seconded the motion.
- iii. Roll call taken as follows: Ashton-Williams: aye, Farr: aye, Costales: aye, Pantley: aye, Bormann: aye, Janssen: aye.
- iv. **Motion passed 6 – 0; 0 abstention(s).**

In the matter of case 2018-33:

- i. Vice Chair Janssen moved to ratify the stipulated final order.
- ii. Ashton-Williams seconded the motion.
- iii. Roll call taken as follows: Farr: aye, Costales: abstain, Pantley: aye, Bormann: aye, Ashton-Williams: aye, Janssen: aye.
- iv. **Motion passed 5 – 0; 1 abstention(s).**

Licensing and Examination Committee Report:

Farr announced that the committee approved a Semi-Retired Request for: Laurie Forbes. Licensing and Examination Committee asked the Board about the twenty-year requirement that a licensed clinical social worker must meet prior to being able to place their license on semi-retired status.

The Licensing and Examination Committee approved Previous Hours Requests for the following licensed clinical social worker (LCSW) Applicants: Sarah Hires, Samantha Keiser, Jessica Gefre, Micaela Leavell, Morgan Neary, Christina Floyd, Kit O’Boyle, Ryann Kretschmer, and Alpha Miller.

Board requested clarification from the Licensing and Examination committee about how previous hours are reviewed and approved by the committee. Board shared concerns about approved hours not meeting minimum Oregon BLSW requirements. Legislative and Licensing Analyst Coleman provided additional information on application process and the Oregon Administrative Rules that determine minimum post-MSW hour requirements. The Legislative and Examination Committee shared that the committee checks for whether an applicant has met the licensing requirements in another state, before approving.

The Licensing and Examination Committee approved the six-month report for: Ann Trevizo. The Legislative and Examination Committee shared concerns around new Clinical Social Worker Associate (CSWA) Evaluation Report form and the amount of time it will take Oregon BLSW staff to review each form. The Legislative and Examination Committee suggested having two different reports, one for hours and one for a narrative report. The Board stated that intention and expectation for the new evaluation report form is that Board staff do not need to review every question. The Board shared that the expectation is that Board staff review question thirteen specifically. ED Miller emphasized that Board staff falls under the direction of the executive director and that the Board can discuss directly with ED Miller any concerns about how staffing resources are allocated.

The Licensing and Examination Committee also discussed independent contractors and if they qualify as an employee under OAR 877-001-0006(1) Agency Definition. ED Miller shared that the Board does not regulate agencies, the Board only regulated licensed social workers in Oregon. The Board requested that Board staff include information about independent contractors and OAR 877-001-0006(1) Agency Definition, be included in the Oregon BLSW Newsletter.

Continuing Education Committee Report:

The Continuing Education Committee announced that the committee approved ten continuing education requests from the following licensed clinical social workers (LCSWs): Dena Schreiner, Guy Burstein, John Caster, Kirsten Brown, Melanie Berry, Phillip Squibb, Rachel Becerra, Kathrine Lowry Woods, and Kathleen Goldberg.

The Continuing Education Committee also shared that they did not approve the continuing education request for Leleng Lu due to the continuing education presented to the committee qualifying as an “in-agency sponsored” training. The Board requested that Board staff include “In-agency sponsored training” information in the next Oregon BLSW newsletter.

9. SPECIAL REVIEWS:

[No Special Reviews completed]

10. PUBLIC COMMENT:

Brittany, Member of Public, provided public comment regarding pulling addresses for data.

11. NEW BUSINESS:

Board Committee Appointments:

Board Chair Williams appointed Olivia Borman (CSWA), Paddy Farr (LCSW) and Troy Costales (Public Member) to the **Licensing and Examination Committee**. Board Chair Williams appointed Olivia Borman (CSWA), Paddy Farr (LCSW) and Troy Costales (Public Member) to the **Continuing Education Committee**. Board Chair Williams appointed Nicole Pantley (Public Member), Vice Chair Mollie Janssen (LCSW), and Board Chair Amy Ashton-Williams (LCSW) to the **Consumer Protection Committee**.

The Board discussed the need to have the Rules Advisory Committee convene and the need for the Board to appoint individuals to the Rules Advisory Committee. Board Chair Ashton-Williams proposed the Board delegate power to Board Chair that would allow the Board Chair to appoint members to the Rules Advisory Committee on behalf of the Board. AAG Kyle Martin shared that the Rules Advisory Committee is necessary for making rule changes by providing recommendations on the proposed rule changes and the updated requirements for a Rule Advisory Committee.

Bormann motioned to delegating to the Board Chair the authority to appoint the members of Rules Advisory Committee as needed.

Farr seconded the motion.

Roll call taken as follows: Farr: Aye, Costales: Aye, Pantley: Aye, Bormann: Aye, Janssen: Aye, Ashton-Williams: Aye.

Motion passed 6-0; 0 abstentions.

12. OLD BUSINESS:

Alternative Pathways

Board discussed Alternative Pathways to Licensure Committee findings. Board Chair Ashton-Williams requested to hear from new Board members.

The Board discussed possible Alternative Pathway options. Board mentioned possible using Jurisprudence Exam as alternative to National Social Worker Exam. ED Miller reminded Board that current Oregon BLSW laws require an applicant take and pass National Social Worker Exam to be

licensed in Oregon as a social worker. ED Miller also reminded Board that resources are not currently available for Board staff to administer state examination for licensure.

The Board emphasized mission statement: “Protecting the citizens of Oregon through the licensing and regulation of Social Workers” and asked what alternative pathway solutions are there that would uphold the Boards mission. The Board also asked if licensees and members of the public have been provided with a poll to request their input on abolishing the National Social Worker Exam requirement. Additionally, the Board asked how abolishing the National Social Workers Exam requirement would affect licensees and members of the public over time.

The Board had additional questions about what the Association of Social Work Boards (ASWB) has done to correct the pass rates of people of color. The Board asked what extra work will be sent in the Oregon BLSWs direction should the Board decide to abolish the National Social Worker Exam requirement. The Board shared that balance is important when making such decisions and emphasized concerns for how it will affect both out-of-state applicants as well as Oregon residents trying to apply to other states or jurisdictions.

Board discussed importance of having additional data, specifically from licensees and members of the public, to help the Board determine interest in Alternative Pathways to Licensure.

Board decided that they would like additional data from licensees and members of the public to determine interest in the Board providing an Alternative Pathway to Licensure. Board Chair Ashton-Williams and CSWA member, Bormann, volunteered to create a survey to send out to the public. Board decided to review data from survey during February 20, 2026, Board meeting.

Vice Chair Janssen shared concerns that the 21-page Alternative Pathways Committee Report was shared publicly and published to researchgate.com without the Boards notification or approval, which the public could assume is a Board approved document. The Board never approved the 21-page report, and the Board did not accept it for the purpose of developing an alternative path to licensure. Vice Chair Janssen shared that the release of the 21-page Alternative Pathways Committee Report has eroded trust and caused feelings of disrespect due to lack of transparency and communication.

Six Month Report Form

ED Miller shared that the six-month report has been completed and will be distributed.

13. APPROVAL OF THE CONSENT AGENDA:

- i. Pantley moved to approve the Consent Agenda as presented.
- ii. Vice Chair Janssen seconded the motion.
- iii. Roll call taken as follows: Ashton-Williams: Aye, Farr: Aye, Costales: Aye, Pantley: Aye, Bormann: Aye, Janssen: Aye.
- iv. **Motion passed 6 - 0, 0 abstention(s).**

14. CORRESPONDENCE:

[No correspondence, moved to Announcements]

15. ANNOUNCEMENTS:

NASW update – no current updates from NASW representatives, moved to ASWB update.

ASWB update – Board agreed to move ASWB update to the next Board meeting on February 20, 2026.

16. TRAINING:

DAS – CHRO – 2025 Preventing Discrimination and Harassment – Board completed together during meeting.

17. ADJOURNMENT:

Chair Ashton-Williams adjourned the Board meeting at 3:09 pm.

Respectfully submitted,



Noelle Johnson, *Licensing Compliance Specialist*