


MINUTES
BELLINGHAM SYMPHONY ORCHESTRA (BSO)
BOARD OF DIRECTORS MEETING
MONDAY, DECEMBER 13, 2021
5:30PM
ONLINE VIDEO CONFERENCE

<u>Present:</u>		<u>Excused:</u>	<u>Absent:</u>	<u>Guest:</u>
Ken Bronstein, <i>President</i>	Deborah Arthur, <i>Director</i>	Marcela Berg, <i>Director</i>		
Kathy Gustafson, <i>Vice President</i>	Carol Comeau, <i>Director</i>	Ryan Dudenbostel, <i>Director</i>		
Patrick Roulet, <i>Secretary</i>	Charli Daniels, <i>Director</i>			
Gena Mikkelsen, <i>Treasurer</i>	Becky Elmendorf, <i>Director</i>			
Barbara Ryan, <i>Past President</i>	Kristi Kilgore, <i>Director</i>			
Gail Ridenour, <i>Executive Director</i>	Michael Neville, <i>BSPA Orchestra Representative</i>			
Yaniv Attar, <i>Music Director</i>	Trisha Norman, <i>Director</i>			
Steve Adelstein, <i>Director</i>	Corey Welch, <i>BSPA President</i>			

TOPIC	DISCUSSION
Call to Order:	The meeting was called to order at 5:31PM by Ken Bronstein, President.
Secretary's Report: Patrick Roulet	The draft minutes for the November 22, 2021 board meeting were reviewed. Action: Barbara Ryan moved and Charli Daniels seconded and the board approved the November 22, 2021 minutes without corrections.
Treasurer's Report: Gena Mikkelsen	See report and note the following: <ul style="list-style-type: none"> • Our cash balance is doing well with nearly \$85,000 in net income last month. We received \$37,000 from the Tucker foundation in November. • We recorded several in-kind donations from players who donate their stipends back to the symphony. • \$45,000 in expenses with about \$20k in artistic expenses for players and soloists. • Our 990 draft is back for the finance committee to review in January. There will not be a finance committee meeting in December.

Executive Director's Report: Gail Ridenour	<p>See report and note the following:</p> <ul style="list-style-type: none"> • We are looking towards hiring a marketing assistant to focus on social media. This new position fits into the budget and will allow Ramona to keep to 20 hours per week. • Our Operations manager, Rebekah has resigned. There has been a lot of turnover in this position in the past few years. At 30 hours per week, often people incorrectly consider it as a side job. If we do advertise the position again, we should be thinking of this as a full-time, 35-hour per week position. At \$21/hour we will need to increase the budget by \$2,100. At a slightly higher rate, we would need to increase the budget even more. With the staff savings from the summer, we have some flexibility with the staff budget. Currently, the Operations Manager salary is \$33k annually for this salaried position; with the increase, it would be \$38k annually. • There were excellent candidates who interviewed in August that we may be able to consider without opening up another search. • Our intern, Schahaff Zahavy-Mittelman is available to fill in for Tuesday rehearsals through January. The schedule for February and March will allow the orchestra to take time to select the right person for the position. The Executive Committee will meet in the first part of January to discuss this search. • We are waiting to hear on the employee retention credit, the NEA grant, and another grant through Washington Cares. • Staff will be taking vacation and working reduced hours over the next few weeks during this holiday period. • The SVOG forms to update our budget will be sent out to the orchestra in January. • November concert numbers: We did not break even but this is to be expected given the circumstances. We had fantastic numbers for our online views for the Alex Klein concert. For December, we are also in the red. We had 638 tickets sold with 117 comps. Our ticketing revenue was \$18,153. With the venue rental at \$8k, building restoration fee at \$1,194, credit card fees at \$604.64, and labor at \$2,710.26 for a total of \$12,508.90 in expenses from Mount Baler Theater. Our artistic expenses were \$6,900. Our net total after expenses was -\$1,255.90. We are not breaking even, but it is not as bad as it could be.
Community and Youth Engagement: Charli Daniels	<ul style="list-style-type: none"> • We are fortunate to have board members on the committee with an inside perspective into the area's schools. We were hoping to get our programs up and running but we are limited with COVID restrictions and guests into the schools. We may be able to do something in May or June, but it is still up in the air.
ADJOURNMENT:	<ul style="list-style-type: none"> • With there being no further business, the meeting was adjourned by Ken Bronstein at 6:16 pm
NEXT MEETING:	Monday, January 24, 2022, 5:30pm
MINUTES APPROVAL:	 <i>Attest secretary</i>