

MINUTES
BELLINGHAM SYMPHONY ORCHESTRA (BSO)
BOARD OF DIRECTORS MEETING
MONDAY, DECEMBER 12, 2022
ONLINE VIDEO CONFERENCE / IN PERSON MBT ENCORE ROOM

<u>Present:</u>		<u>Excused:</u>	<u>Absent:</u>	<u>Guest:</u>
Kathy Gustafson, <i>President</i>	Ken Bronstein, <i>Past President</i>	Marcela Berg, <i>Director</i>		
Corey Welch, <i>Vice President</i>		Donald Clausen, <i>Director</i>		
Debbie Arthur, <i>Secretary</i>	Kristi Kilgore, <i>Director</i>	Trisha Norman, <i>Director</i>		
Gena Mikkelsen, <i>Treasurer</i>	Barry Meyers, <i>Director</i>			
Thom Mayes, <i>Interim Exec Director</i>				
Yaniv Attar, <i>Music Director</i>	James Ray, <i>Director</i>			
	Donny Rose, <i>Director</i>			
Charli Daniels, <i>Director</i>	Barbara Ryan, <i>Director</i>			

REPORTS REFERRED TO BELOW ARE POSTED TO THE SHARED DRIVE FOR REVIEW PRIOR TO MEETING.

TOPIC	DISCUSSION
CALL TO ORDER:	Kathy Gustafson, BSO Board President, called the meeting to order at 5:36pm. Kristi Kilgore read the Land Acknowledgement.
SECRETARY'S REPORT: Debbie Arthur	The BSO Board reviewed the draft minutes for the October 24th, 2022, BOD meeting. ACTION: James Ray moved, and Ken Bronstein seconded, and the board approved the minutes with a correction to move Donny Rose to excused from the October meeting.
TREASURER'S REPORT: Gena Mikkelsen	See report and note the following: 1. WECU-Finance Committee recommends that the BSO hold a \$10K CD for 24 months at 3.25% and keep the checking account open with the minimum amount allowed. ACTION: Barbara Ryan moved, and Charli Daniels seconded, and the board approved this action. 2. Waycross- The finance committee recommends the remaining \$157,509 held at WECU be moved to Waycross to be invested in Money Markets or Treasuries, whichever has the higher return, maturing on or before Feb 28, 2023. ACTION: Barbara Ryan moved, and Charli Daniels seconded, and the board approved this action.
EXECUTIVE DIRECTOR'S REPORT: Thom Mayes	See report and note the following: <ul style="list-style-type: none"> • Staff duties are being covered very well by the staff • Strong attendance for the Holiday concert • Looking ways to expand social media marketing. Focus on increasing single ticket sales. • End of year mailing went out. Donors will also receive a thank you card. • \$39K state of commerce grant received which was a nice surprise for this FY.

STANDING COMMITTEE REPORTS: A) Executive (K. Gustafson) B) Governance (C. Welch) C) Nominating (C. Welch) D) Strategic Planning (D. Arthur) E) Finance (G. Mikkelsen) F) Development (TBD) G) Youth and Community Engagement (C. Daniels) H) Artistic Planning (Y. Attar and Kathy Gustafson) I) Players (BSPA Chairperson) J) AEDI (TBD)	See report and note the following: A) B) There a few changes need to be reviewed one more time and an updated version of the policy and procedures will be presented at the next meeting. C) If you have any potential candidates, let Corey know. D) Update on Infrastructure and Development will be done at a later meeting. E) No further update F) Kathy is taking over the Development Meeting. Meeting will happen in the New Year G) Halloween kazoo were a great success! H) No update I) Hoping to have a mid-year election to ratify Mark as the chair of the Players Committee. J) No update. Need a chair
OLD BUSINESS:	<p>Executive Search Committee Update (Barbara Ryan) Last Wed 12/7 Stephanie Weaver visited from California. She did a great job answering questions and conversing. She was very well received.</p> <ul style="list-style-type: none"> • The process and venue worked very well. • On Wed 12/14 Eileen Brownell will be visiting from Nevada. Everyone is welcome to join the meet and greet session at 7pm at the Synagogue • Next Monday the search committee will meet on Monday December 19th, 2022, to make a recommendation to make an offer to one of the candidates. • An offer will be developed based on the individual qualifications and needs of the candidate. • Should we have a pre-set \$ cap for identified negotiations? • Kathy will offer between the agreed salary range of the position.(\$72-82K) <p>Discussion followed about setting a cap that would be allowed for negotiations.</p> <p>ACTION: Barbara Ryan made a motion to authorize Kathy to offer up to \$10K in one-time payments (moving or other) to secure the candidate and Barry Meyers seconded and the motion passed with seven yay and one nay.</p> <p>ACTION: Barbara Ryan made a motion to offer the candidate basic health insurance coverage to the new Executive Director Candidate as part of their employment and James Ray seconded and the motion passed with unanimously.</p> <p>Masking update – we will table this. More communication will follow.</p> <p>ACTION: Kristi Kilgore made a motion to approve 2022 bonuses as directed by the Executive Committee and Gena Mikkelsen seconded. The motion was approved unanimously.</p>
NEW BUSINESS:	<ul style="list-style-type: none"> • .
SEASON EVENTS AND ANNOUNCEMENTS:	<p>Upcoming Concerts:</p> <ul style="list-style-type: none"> • January 15, 2023 (Vivaldi Reimagined) • February 24, 2023 (Educational Concert) • February 26,2023 (Harmony from Discord Meets Mozart’s Requiem • March 18, 2023 (Spring into Spring)

	<ul style="list-style-type: none">• April 23, 2023 (Romance)• June 4, 2023 (Transported)
CLOSING ADJOURNMENT:	Kathy Gustafson, BSO Board President, adjourned the meeting at 7:08 pm
NEXT MEETING:	BSO Board Meeting, Wednesday, January 4th, 2023
MINUTES APPROVAL:	Debbie Arthur, BSO Board of Directors, Secretary attest these minutes are approved.