

MINUTES
BELLINGHAM SYMPHONY ORCHESTRA (BSO)
BOARD OF DIRECTORS MEETING
WEDNESDAY, JANURARY 4, 2022
ONLINE VIDEO CONFERENCE -ZOOM

<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>	Barbara Ryan, <i>Director</i>		
Debbie Arthur, <i>Secretary</i>	Kristi Kilgore, <i>Director</i>	Donny Rose, <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>			
Charli Daniels, <i>Director</i>	Trisha Norman, <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 5:30pm. Trisha Norman read the Land Acknowledgement.
SECRETARY'S REPORT: Debbie Arthur	The BSO Board reviewed the draft minutes for the December 12, 2022, BOD meeting. ACTION: Charli Daniels moved, and Corey Welch seconded, and the board approved the minutes.
TREASURER'S REPORT: Gena Mikkelsen	See report and note the following: <ol style="list-style-type: none"> 1. WECU CD was established for 24 months 2. \$157,509 was moved to Waycross' Money Market Account and invested into a US Treasury. 3. Working Washington Grant was received, \$39,000 which added positively (unexpected) to the bottom line.
EXECUTIVE DIRECTOR'S REPORT: Thom Mayes	See report and note the following: <ul style="list-style-type: none"> • Will be extending Thom's contract during the new ED transition. • Staff is continuing to step up and take on additional challenges • Sam Sinai will be taking maternity leave • Holiday ticket sales were way above expectation • Hoping for additional single ticket sales for the remainder of the season
STANDING COMMITTEE REPORTS: A) Executive (K. Gustafson) B) Governance (C. Welch) C) Nominating (C. Welch) D) Strategic Planning (D. Arthur) E) Finance (G. Mikkelsen)	See report and note the following: A) B) Clarifying executive committee roles. Gathering data about other organizations C) Will convene later in the year. D) Will provide an update at the next meeting. E) Meeting at the end of the month F) Kathy will be calling a meeting soon.

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)	G) Nia did an excellent job for the pre-concert kid's event H) Working to secure dates for concerts and rehearsals for 23-24 season. We have two firm date holds with MBT. Once we get holds in place, we will work to secure the artists. I) J)
OLD BUSINESS:	<p>Executive Search Committee Update (Kathy Gustafson)</p> <p>The Executive Committee received a recommendation to make an offer to one candidate. This candidate will be visiting Bellingham January 18th- 21st. This candidate asked great questions (budgets). The candidate will be meeting with Kathy and Barbara, and with realtor Ken Harrison during their visit. We would like to arrange a meeting with WWU music faculty. We need to get a draft contract in place for the candidate to review. We have asked for a commitment by January 23rd.</p> <p>We have offered \$82K and a basic benefit package (\$500/month) to the candidate and reimbursement for moving expenses (\$5-6K). The candidate has asked if in the transition if they can work remotely. This candidate must provide 3 months' notice for her current position.</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) <i>*Please come help welcome patrons in the lobby before the concert!*</i> • February 24, 2023 (Educational Concert) • February 26, 2023 (Harmony from Discord Meets Mozart's Requiem) • March 18, 2023 (Spring into Spring) • April 23, 2023 (Romance) • June 4, 2023 (Transported)
CLOSING ADJOURNMENT:	Kathy Gustafson, BSO Board President, adjourned the meeting at 6:11 pm
NEXT MEETING:	BSO Board Meeting, Wednesday, February 1st, 2023
MINUTES APPROVAL:	Debbie Arthur, BSO Board of Directors, Secretary attest these minutes are approved.