

MINUTES
BELLINGHAM SYMPHONY ORCHESTRA (BSO)
BOARD OF DIRECTORS MEETING
THURSDAY, JANUARY 3, 2024
BSO OFFICE

✓ Corey Welch, <i>President</i>	✓ Deborah Arthur, <i>Director</i>	✓ Gail Ridenour, <i>Executive Director</i>
✓ Charli Daniels, <i>Vice President</i>	✓ Kathy Bell, <i>Director</i>	✓ Yaniv Attar, <i>Music Director</i>
✓ Carol Comeau, <i>Past President</i>	✓ Charles Halka, <i>Director</i>	
✓ Gena Mikkelsen, <i>Treasurer</i>	✓ Sandra Payton, <i>Player Representative</i>	
✓ Mark Tomko, <i>Secretary</i>	✓ Jim Quist, <i>Player Representative</i>	
	✓ James Ray, <i>Director</i>	
	✓ Garland Richmond, <i>Director</i>	
	✓ Barbara Ryan, <i>Director</i>	
	✓ Ted Schuman, <i>Director</i>	

No guests were present at this meeting.

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

TOPIC	DISCUSSION
CALL TO ORDER:	The meeting was called to order at 5:30 by Corey Welch.
SECRETARY'S REPORT: Mark Tomko	The BSO Board reviewed the draft minutes for the December 6th 2023 BOD meeting. ACTION: Minutes were approved by unanimous voice vote.
TREASURER'S REPORT: Gena Mikkelsen	ACTION: Charli Daniels moved to approve the IRS form 990 presented by Gena Mikkelsen. Ted Schuman seconded. The motion passed by unanimous voice vote.
EXECUTIVE REPORT: Gail Ridenour	Highlights: <ul style="list-style-type: none"> Chocolate Necessities went above and beyond in their sponsorship of the holiday concert this year Kathryn Ray Sheldon will sponsor the January concert and Leslie Beaslie will be the guest artist sponsor. A post-concert reception is planned, and donors will be on stage during the dress. Ticket sales have been good and package sales have also been strong. Ramona is continuing to work with the Seattle Times for promotional articles, which are a big aid in tourism grants

<p>STANDING COMMITTEE REPORTS:</p> <ul style="list-style-type: none"> A) Executive (C. Welch) B) Governance (C. Welch) C) Nominating (C. Daniels) D) Strategic Planning (C. Comeau) E) Finance (G. Mikkelsen) F) Development (Ted Schuman) G) Youth and Community Engagement (C. Daniels) H) Artistic Planning (Y. Attar) I) Players (BSPA Chairperson) J) AEDI (TBD) 	<p>G) Lots of toddlers at the Holiday Magic rehearsal, possibly the most kids we've had. Kids were cute and fun. Hopefully reaching young families and encouraging them to engage with the symphony.</p>
<p>NEW BUSINESS: Gail Ridenour</p>	<p>The board discussed offering health insurance to employees, which is an important issue for staff retention. Quoted rates for an individual average \$350-450/mo, employee would pay a part. Board to decide:</p> <ol style="list-style-type: none"> 1. At what point in hours do we start offering health insurance (20 hrs is the minimum) 2. What do we want the waiting period to be for staff to get insurance? (30, 60, 90 days, ideally starting on the 1st of the month) 3. Is it for all staff, or for managerial/director staff? 4. What is the employer contribution rate (commonly 70-80%) <p>These decisions can be reviewed annually.</p> <p>ACTION: Barbara Ryan moved that we offer health insurance for full-time employees only (not families), with a 75% contribution from the BSO, starting on the first of the month after 30 days of employment. Ted Schuman seconded the motion. The motion passed by unanimous voice vote.</p> <p>ACTION: Mark Tomko moved that we propose a change to the policies and procedures defining full time as 30 hours per week. Charlie Daniels seconded. The motion passed by unanimous voice vote.</p>
<p>NEW BUSINESS: Corey Welch</p>	<p>Corey presented a proposal regarding reorganization of standing committees. The proposal will be sent to the board for review, including committee assignments.</p>
<p>NEW BUSINESS: Gail Ridenour</p>	<p>Audience Development: The Long Haul Model (Gail Ridenour) We will have further discussion in January, and delay January's article to February.</p>
<p>CLOSING ADJOURNMENT:</p>	<p>The meeting adjourned at 6:38 p.m.</p>

NEXT MEETINGS AND CONCERTS:	Upcoming concert: Sunday, January 25th at 3:00 p.m. at MBT Next board meeting: Wednesday, February 7th 5:30 p.m. at the BSO office
MINUTES APPROVAL:	Mark Tomko, BSO Board of Directors, Secretary attests and approves these minutes.