

MINUTES
BELLINGHAM SYMPHONY ORCHESTRA (BSO)
BOARD OF DIRECTORS MEETING
WEDNESDAY, FEBRUARY 19, 2025
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>	✓ Ken Harrison, <i>Director</i>	
✓ Mark Tomko, <i>Secretary</i>	✓ Sandra Payton, <i>Players' Committee Chair</i>	
	✓ Jim Quist, <i>Player Representative</i>	
	✓ James Ray, <i>Director</i>	
	✓ Garland Richmond, <i>Director</i>	
	✓ Toni Sandler, <i>Director</i>	
	✓ Ted Schuman, <i>Director</i>	

Guests: Isabelle Kepner

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

TOPIC	DISCUSSION
CALL TO ORDER:	Corey Welch called the meeting to order at 5:32 and read the land acknowledgement.
BOARD DEVELOPMENT:	<p>CRM options (Isabelle Kepner):</p> <ul style="list-style-type: none"> Existing tools are a combination of a CRM, an email management system, and a variety of spreadsheets Modern CRM would integrate these and save staff time and enable new campaigns and better data discovery Isabelle recommends we consider DonorPerfect <p>ACTION: Ted Schuman moved to approve the purchase of DonorPerfect for use by the symphony. Ken Harrison seconded the motion. The motion passed by unanimous voice vote.</p> <p>League Webinar (Gail Ridenour): Some board members attended a webinar and shared thoughts and reflections on the session:</p> <ul style="list-style-type: none"> "I wish I'd had this 6 years ago" The League expressed commitment to maintaining diversity in spite of the current cultural/political climate

	<p>The executive director's report has links to the webinar, and the League has books and advice for orchestra board members. Another webinar is coming up on February 25th.</p>
<p>SECRETARY'S REPORT: Mark Tomko</p>	<p>The BSO Board reviewed the draft minutes for the January 15th 2025 BOD meeting.</p> <p>ACTION: Carol Comeau moved to approve the minutes. Garland Richmond seconded the motion. The motion passed by unanimous voice vote.</p>
<p>TREASURER'S REPORT: Gena Mikkelsen</p>	<p>See attached reports for details.</p> <p>Highlights:</p> <ul style="list-style-type: none"> • Ticketing beat projections in the budget • In general, despite losses in the past month, we are generally doing better than budgeted
<p>EXECUTIVE REPORT: Gail Ridenour</p>	<p>See attached report for details.</p> <p>Highlights:</p> <ul style="list-style-type: none"> • All soloists confirmed for 2025-2026 • Odessa is no longer an interim employee and will need a debit card • Staff continuing to focus on donor and patron experience • Anonymous donor has offered to provide funds for at least 2 years to allow the orchestra to raise existing player stipends • Board members get comp tickets, please use them! • Educational concert moved to February 27th due to weather, still sold out • Almost 40 students in BYCP for the spring session • Classical Kids is growing, now up to over 330 kids • Southside Living Magazine is working with us on a feature and giving us a substantial discount, this will help promote the 50th • Monday, March 31st - Good Neighbor Night at Stone's Throw Brewery with 10% of profits to the BSO • Tuesday, April 29th - Dinner at Lombardi's with 10% of profits to the BSO • Tuesday, May 6th - Sirena Gelato will give 20% of profits to the BSO <p>ACTION: Mark Tomko moved to authorize Peoples Bank to issue a debit card for the BSO accounts to Odessa Rhodes, effective immediately. Toni Sandler seconded the motion. The motion passed by unanimous voice vote.</p>

STANDING COMMITTEE REPORTS:	<p>Players Committee (Sandra Payton): Players' Committee meeting last Tuesday and discussed:</p> <ul style="list-style-type: none"> • Player engagement and events • Potential donation to cover raising existing player stipends • Some concerns were raised over the fact that section strings are still not given stipends, and the donation can't cover that • Players' committee approved the existing donation • Players committee is still engaged with the question of general player compensation • Next steps are to find ways to gather meaningful feedback from players on a number of issues such as orchestra identity and pay/professionalism <p>ACTION: Sandra Payton moved to accept the donation and adjust the compensation as outlined in the Executive Director's report. Carol Comeau seconded the motion. Discussion followed providing historical perspective. Several board members highlighted the need to find ways to sustain this increase for stipends in the event that the donor does not continue contributing after the initial commitment. Further discussion reiterated that the orchestra identity and pay questions remain key issues to be addressed in advance of strategic planning. After discussion, the motion passed by unanimous vote.</p>
CLOSING ADJOURNMENT:	<p>The meeting adjourned at 6:39 p.m.</p>
NEXT MEETINGS AND CONCERTS:	<p>Concert V: <i>Making Waves</i> - March 23, 2025 Education Concert: <i>Peter and the Wolf</i> - February 27, 2025 Next board meeting: March 19, 2025</p>
MINUTES APPROVAL:	<p>Mark Tomko, BSO Board of Directors, Secretary attests and approves these minutes.</p>