



1. Call to Order & Greeting

- Land acknowledgement: We gather today on the ancestral homelands of the Coast Salish peoples

2. Board Development

- Elevator pitch
- New member checklist
- Marketing

Kathy Bell/Toni Sandler
Stacee Sledge

3. Consent Agenda

Any items may be pulled for further discussion at the request of any Director.

For Approval

- Minutes - Board Meeting, November 19, 2025

For Information & Oversight

- a. Treasurer's Report
- b. Executive Report

Gena Mikkelsen
Gail Ridenour

4. Standing Committees

- Finance Committee
- Governance Committee
- Executive Committee

Gena Mikkelsen
Carol Comeau
Charli Daniels/Gail Ridenour

5. 25-26 Upcoming Events

- *Hot Notes* 1/23/2026 @ 6:00 p.m. - Stemma West
- *Salon BRAVISSIMO!* - Smitten 1/31/2026 @ 4:00 p.m. - Amendment 21 @ Hotel Leo
- *Concert IV Smitten*: 2/1/2026 @ 3:00 p.m. - MBT
- *Pasta & Puccini* 2/1/2026 @ 5:00pm - Lombardi's
- *Trailblazers Galentines* 2/13/2026 @ 7:00 p.m. @ WinkWink Event Space
- BSO Board Meeting 3/18/2026 @ 5:30 @ BSO Office

6. Closing & Adjournment



Bellingham Symphony Orchestra - Board of Directors

- Charli Daniels, President
- Carol Comeau, Vice President
- Mark Tomko, Secretary
- Gena Mikkelsen, Treasurer
- Corey Welch, Past President
- Deborah Arthur
- Kathy Bell
- Charles Halka
- Ken Harrison
- Garland Richmond
- Sandra Payton
- Toni Sandler
- Ted Schuman
- Lucas Senger
- Adrienne Stewart
- Phil Thomas, Players' Committee Chair
- Yaniv Attar, Music Director - Ex Officio
- Gail Ridenour, Executive Director - Ex Officio

MINUTES
BELLINGHAM SYMPHONY ORCHESTRA (BSO)
BOARD OF DIRECTORS MEETING
WEDNESDAY, NOVEMBER 19, 2025
BSO OFFICE

<input checked="" type="checkbox"/> Charli Daniels, <i>President</i>	<input checked="" type="checkbox"/> Deborah Arthur, <i>Director</i>	Lucas Senger, <i>Director</i>
<input checked="" type="checkbox"/> Carol Comeau, <i>Vice President</i>	<input checked="" type="checkbox"/> Kathy Bell, <i>Director</i>	<input checked="" type="checkbox"/> Adrienne Stewart, <i>Director</i>
<input checked="" type="checkbox"/> Corey Welch, <i>Past President</i>	<input checked="" type="checkbox"/> Charles Halka, <i>Director</i>	<input checked="" type="checkbox"/> Philip Thomas, <i>Director</i>
Gena Mikkelsen, <i>Treasurer</i>	Ken Harrison, <i>Director</i>	<input checked="" type="checkbox"/> Gail Ridenour, <i>Executive Director</i>
<input checked="" type="checkbox"/> Mark Tomko, <i>Secretary</i>	<input checked="" type="checkbox"/> Sandra Payton, <i>Orchestra Representative</i>	<input checked="" type="checkbox"/> Yaniv Attar, <i>Music Director</i>
	<input checked="" type="checkbox"/> Garland Richmond, <i>Director</i>	
	<input checked="" type="checkbox"/> 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:	Charli Daniels called the meeting to order at 5:31 p.m.
BOARD DEVELOPMENT	<p>Board Buddies - Intentions and Goal Setting - Gail Ridenour</p> <p>Board Sign-ups & Using Google Calendar - Isabelle Kepner</p>
SECRETARY'S REPORT: Mark Tomko	<p>The BSO Board reviewed the draft minutes for the October 15th, 2025 BOD meeting.</p> <p>ACTION: Carol Comeau moved to approve the minutes from October. Garland Richmond seconded the motion. The motion passed by unanimous voice vote.</p>
TREASURER'S REPORT: Gena Mikkelsen	<p>See attached reports for details.</p> <p>Highlights:</p> <ul style="list-style-type: none"> Impressive results for this last month!

EXECUTIVE REPORT: Gail Ridenour	<p>See attached report for details.</p> <p>Highlights:</p> <ul style="list-style-type: none"> • Gail just returned from a League of American Orchestras Inclusive Stages workshop (expenses partially covered by the league) • Highlighted sponsors for the Planets and Holiday Magic! • Board is encouraged to attend pre-concert dinners • Got a great note from a teacher at Oak Harbor Elementary School about the educational concert and more notes since • November 23rd is the first BYCP Concert • See the direct mail campaign letters and first-time seat cards
STANDING COMMITTEE REPORTS:	<p>Governance Committee - Carol Comeau</p> <ul style="list-style-type: none"> • See attached report. Players' Committee Feedback requested on new harassment policy and updated player dismissal policy
OLD BUSINESS:	<p>Meeting updates with bylaws & committee meeting schedule</p> <p>ACTION: Toni Sandler moved to approve a proposal to amend Article 6 section 1 of the bylaws to implement the new bimonthly meeting schedule proposed at the October board retreat. Carol Comeau seconded the motion. The motion passed by a unanimous voice vote.</p>
NEW BUSINESS:	<p>Youth Symphony Partnership Exploration</p> <p>Please refer to the proposal shared during the meeting (and that will be sent to the board following the meeting).</p> <p>ACTION: Mark Tomko moved to create a working group of 4 people or fewer nominated by Gail to prepare a preliminary report to the board in January on the possibility of a collaboration or merger with the North Sound Youth Symphony. Charlie Halka seconded the motion. The motion passed by a unanimous voice vote.</p>
CLOSING ADJOURNMENT:	The meeting adjourned at 7:07 P.M.
NEXT MEETINGS AND CONCERTS:	<p>Next board meeting: January 14, 2026</p> <ul style="list-style-type: none"> • Holiday Magic! - 3:00 P.M. December 7, 2025 @ MBT • The Nutcracker - Starting December 20, 2025 @ MBT
MINUTES APPROVAL (PENDING):	Mark Tomko, BSO Board of Directors, Secretary attests and approves these minutes.

Bellingham Symphony Orchestra (“BSO”)
Treasurer’s Report

November FY26 Review

Cash Management:

Month	Cash Balance	Change
July	\$279,097	\$(7,306)
August	\$249,597	\$(29,500)
September	\$222,349	\$(27,248)
October	\$286,006	\$63,657
November	\$255,524	\$(30,482)
December		
January		
February		
March		
April		
May		
June		

The organization’s total cash decreased by \$30,482 from October 2025.

Current Investments Breakdown:

WAVY CROSS					
Bonds	Invested	% Earnings	Maturity	Estimated Return	FY
	\$ 37,000	4.04%	2/05/2026	\$ 5,460	FY26
	\$ 40,000	4.00%	3/01/2026	\$ 1,600	FY26
WAVY CROSS as of 2/01/25					
Money Market	Invested	% Earnings	Maturity	YTD Return	FY
	\$ 125,408	4.07%	Continuous	\$3,888.00	FY26
WECU					
CDs	Invested	% Earnings	Maturity	Estimated Return	FY
	\$ 50,700	3.94%	3/10/2027	\$ 695.93	FY26
WAVY CROSS					
Endowment - Cash Holding	Invested	% Earnings	Maturity	YE Estimated Return	FY
	\$ 29,000	4.00%	Continuous	\$1,205.72	FY26
WAVY CROSS					
Endowment - Invested	Invested	ROI - 12 month	Maturity	YE Estimated Return	FY
	\$ 102,034	7.00%	Continuous	\$7,105.40	FY26
Total FY26 Return				\$ 14,684	ONLY FY26 included

Finance Committee:

Meeting January 9th at 12 pm for a mid-year review.

Revenue:

Recorded net income of **\$(36,606)**

Breakdown of operating and other income of **\$104,178**

Category	Amount	Number of Contributors
Individual Giving	\$38,035	61
Sponsorships	\$500	13
Special Events	\$1,723	13
Grants	\$2,000	1
Youth Engagement	\$7,793	11
Ticketing	\$51,437	-
In-Kind Donation	\$1,090	3
Other earned income (CDs/Music Rental)	\$1,126	-
Interest Income (Market – People's)	\$0.22	-
Waycross Money Market interest	\$474	-
WECU CD Interest	-	-
Endowment	-	-

Expenses

The organization incurred total expenses of **\$(140,784)**

Sources of expenses:

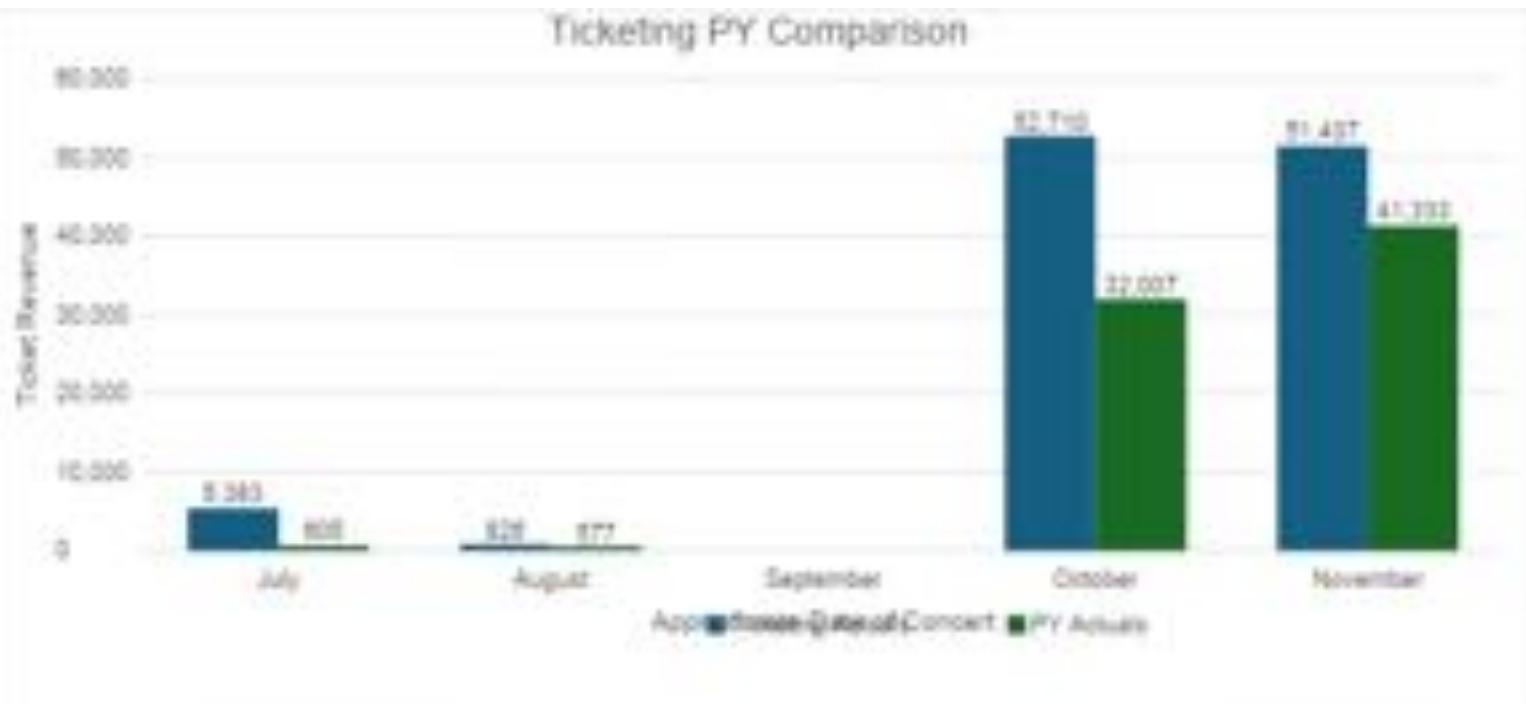
Category	Budgeted	Actuals
Payroll	\$23,945	\$25,677
Artistic Expenses	\$38,890	\$39,411
Production Exp	\$23,386	\$27,831
Youth Engagement	\$14,610	\$27,119
Marketing	\$2,340	\$2,447
Development	\$4,100	\$1,724
Other Income Costs	\$2,000	\$8,251
In-Kind	-	\$1,090
Office Operations	\$5,362	\$7,234

Budget to Actuals:

November was budgeted to come in at \$(26,336), and we ended the month in the red at \$(36,606) due to our table at the Chamber Award, Planet Ed Scholarships, merchandise purchase, which will be reimbursed over time, and travel expenses for the AEDI conference. A lot of this is due to timing as well.

Year-to-Date Review:

By the end of November, we were estimated to be around \$6,334 in the black. We are currently sitting \$35,825 ahead of our budget.



Net Income PY Comparison



Development Budget Vs Actuals



Bellingham Symphony Orchestra

Balance Sheet

As of November 30, 2025

			TOTAL		
	AS OF NOV 30, 2025	AS OF NOV 30, 2024 (PY)	CHANGE	% CHANGE	
ASSETS					
Current Assets					
Bank Accounts					
1000 Petty Cash	100.08	100.08	0.00	0.00 %	
1001 Merchandise Cash Box	100.00	100.00	0.00	0.00 %	
1100 Peoples Disbursement Checking	67,449.75	92,001.98	-24,552.23	-26.69 %	
1113 Peoples Money Market Savings (*0628)	1,425.55	1,542.52	-116.97	-7.58 %	
1120 Schwab (*5843) - Endowment	0.00	0.00	0.00	0.00 %	
1121 Schwab Money Market (*1550) - Working Capital Reserve	175,447.72	250,505.66	-75,057.94	-29.96 %	
1200 Reserves-CD Accts	11,001.30	10,685.09	316.21	2.96 %	
Total Bank Accounts	\$255,524.40	\$354,935.33	\$ - 99,410.93	-28.01 %	
Accounts Receivable					
1400 Accounts Receivable	5,725.59	5,000.00	725.59	14.51 %	
Total Accounts Receivable	\$5,725.59	\$5,000.00	\$725.59	14.51 %	
Other Current Assets					
12000 Undeposited Funds	0.00	0.00	0.00	0.00 %	
1300 Prepaid Expenses	5,365.32	3,124.71	2,240.61	71.71 %	
1460 Deposits	850.00	850.00	0.00	0.00 %	
Payroll Corrections	-0.04	-0.04	0.00	0.00 %	
Payroll Refunds	0.02	0.02	0.00	0.00 %	
Total Other Current Assets	\$6,215.30	\$3,974.69	\$2,240.61	56.37 %	
Total Current Assets	\$267,465.29	\$363,910.02	\$ - 96,444.73	-26.50 %	
Fixed Assets					
1620 Furniture & Fixtures	12,966.42	17,260.18	-4,293.76	-24.88 %	
1630 Leasehold Improvements	0.01	0.01	0.00	0.00 %	
1640 Musical Instruments	64,260.68	15,174.95	49,085.73	323.47 %	
Total Fixed Assets	\$77,227.11	\$32,435.14	\$44,791.97	138.10 %	
Other Assets					
1900 Board Directed Endowment	124,557.79	115,175.98	9,381.81	8.15 %	
Total Other Assets	\$124,557.79	\$115,175.98	\$9,381.81	8.15 %	
TOTAL ASSETS	\$469,250.19	\$511,521.14	\$ - 42,270.95	-8.26 %	

Bellingham Symphony Orchestra

Balance Sheet

As of November 30, 2025

			TOTAL	
	AS OF NOV 30, 2025	AS OF NOV 30, 2024 (PY)	CHANGE	% CHANGE
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
20000 Accounts Payable	4,150.42	5,549.79	-1,399.37	-25.21 %
Total Accounts Payable	\$4,150.42	\$5,549.79	\$ -1,399.37	-25.21 %
Other Current Liabilities				
2100 Payroll Liabilities	7,963.08	3,583.02	4,380.06	122.24 %
2500 Deferred Revenue	0.00	0.00	0.00	0.00
2610 Sales Tax Collected	88.09	100.74	-12.65	-12.56 %
2700 PPP Loan	0.00	0.00	0.00	0.00
Clearing Account	0.00	0.00	0.00	0.00
Direct Deposit Payable	0.00	0.00	0.00	0.00
Total Other Current Liabilities	\$8,051.17	\$3,683.76	\$4,367.41	118.56 %
Total Current Liabilities	\$12,201.59	\$9,233.55	\$2,968.04	32.14 %
Long-Term Liabilities				
2800 BYCP Liability	0.00	0.00	0.00	0.00
Total Long-Term Liabilities	\$0.00	\$0.00	\$0.00	0.00%
Total Liabilities	\$12,201.59	\$9,233.55	\$2,968.04	32.14 %
Equity				
3001 Opening Balance Equity	0.00	0.00	0.00	0.00
3150 Temp Restricted Net Assets	0.00	0.00	0.00	0.00
3200 Unrestricted Net Assets	234,522.77	234,522.77	0.00	0.00 %
32000 Retained Earnings	186,700.96	194,314.85	-7,613.89	-3.92 %
Net Income	35,824.87	73,449.97	-37,625.10	-51.23 %
Total Equity	\$457,048.60	\$502,287.59	\$ -45,238.99	-9.01 %
TOTAL LIABILITIES AND EQUITY	\$469,250.19	\$511,521.14	\$ -42,270.95	-8.26 %

Bellingham Symphony Orchestra

Profit and Loss

November 2025

		TOTAL		
	NOV 2025	NOV 2024 (PY)	CHANGE	% CHANGE
Income				
4200 Development	50,050.32	38,031.40	12,018.92	31.60 %
5200 Ticketing	51,437.17	41,333.16	10,104.01	24.45 %
6800 Other Earned Income	1,600.22	2,146.40	-546.18	-25.45 %
6990 In-Kind Income	1,090.00	795.00	295.00	37.11 %
Total Income	\$104,177.71	\$82,305.96	\$21,871.75	26.57 %
GROSS PROFIT	\$104,177.71	\$82,305.96	\$21,871.75	26.57 %
Expenses				
7200 Staff	25,677.13	21,367.89	4,309.24	20.17 %
7300 Artistic Expenses	39,410.51	17,332.94	22,077.57	127.37 %
7400 Production Expenses	27,830.96	20,970.36	6,860.60	32.72 %
7600 Youth & Community Engagement Programs	27,119.33	2,215.96	24,903.37	1,123.82 %
8300 Marketing/PR	2,447.03	7,022.57	-4,575.54	-65.15 %
8400 Development Exp.	1,724.29	1,687.84	36.45	2.16 %
8810 Other Income Costs	8,250.59		8,250.59	
8990 In Kind Expenses	1,090.00	795.00	295.00	37.11 %
9000 Office Operations	7,234.03	3,219.96	4,014.07	124.66 %
Total Expenses	\$140,783.87	\$74,612.52	\$66,171.35	88.69 %
NET OPERATING INCOME	\$ -36,606.16	\$ 7,693.44	\$ -44,299.60	-575.81 %
NET INCOME	\$ -36,606.16	\$ 7,693.44	\$ -44,299.60	-575.81 %

Bellingham Symphony Orchestra

Budget vs. Actuals: Budget_FY25/26_P&L - FY26 P&L

November 2025

		TOTAL
	ACTUAL	BUDGET
Income		
4200 Development	50,050.32	48,050.00
5200 Ticketing	51,437.17	37,822.00
6800 Other Earned Income	1,600.22	2,425.00
6990 In-Kind Income	1,090.00	
Total Income	\$104,177.71	\$88,297.00
GROSS PROFIT	\$104,177.71	\$88,297.00
Expenses		
7200 Staff	25,677.13	23,945.51
7300 Artistic Expenses	39,410.51	38,890.00
7400 Production Expenses	27,830.96	23,386.00
7600 Youth & Community Engagement Programs	27,119.33	14,610.00
8300 Marketing/PR	2,447.03	2,340.00
8400 Development Exp.	1,724.29	4,100.00
8810 Other Income Costs	8,250.59	2,000.00
8990 In Kind Expenses	1,090.00	
9000 Office Operations	7,234.03	5,361.95
Total Expenses	\$140,783.87	\$114,633.46
NET OPERATING INCOME	\$ -36,606.16	\$ -26,336.46
NET INCOME	\$ -36,606.16	\$ -26,336.46

Bellingham Symphony Orchestra

Budget vs. Actuals: Budget_FY25/26_P&L - FY26 P&L

July - November, 2025

		TOTAL
	ACTUAL	BUDGET
Income		
4200 Development	313,560.58	275,623.61
5200 Ticketing	110,356.19	81,827.77
6800 Other Earned Income	4,920.34	7,584.24
6990 In-Kind Income	1,570.00	
Total Income	\$430,407.11	\$365,035.62
GROSS PROFIT	\$430,407.11	\$365,035.62
Expenses		
7200 Staff	124,065.94	119,775.97
7300 Artistic Expenses	70,624.52	67,140.00
7400 Production Expenses	54,819.90	47,272.00
7600 Youth & Community Engagement Programs	47,058.73	43,955.00
8300 Marketing/PR	37,018.87	32,034.65
8400 Development Exp.	13,798.89	17,293.84
8810 Other Income Costs	10,588.29	4,000.00
8990 In Kind Expenses	5,390.00	
9000 Office Operations	30,904.93	27,229.76
Total Expenses	\$394,270.07	\$358,701.22
NET OPERATING INCOME	\$36,137.04	\$6,334.40
Other Income		
11000 Board-Controlled Endowment	-312.17	
Total Other Income	\$ -312.17	\$0.00
NET OTHER INCOME	\$ -312.17	\$0.00
NET INCOME	\$35,824.87	\$6,334.40

Bellingham Symphony Orchestra (“BSO”)
Treasurer’s Report

December FY26 Review (Not Finalized)

Cash Management:

Month	Cash Balance	Change
July	\$279,097	\$(7,306)
August	\$249,597	\$(29,500)
September	\$222,349	\$(27,248)
October	\$286,006	\$63,657
November	\$255,524	\$(30,482)
December	\$261,520	\$5,996
January		
February		
March		
April		
May		
June		

The organization’s total cash decreased by \$5,996 from November 2025.

Current Investments Breakdown:

WAYCROSS					
Bonds	Invested	% earning	Maturity	Estimated Return	FY
	\$ 37,000	4.84%	2/15/2028	\$ 5,460	FY28
	\$ 40,000	4.00%	3/31/2026	\$ 1,600	FY26
WAYCROSS as of 2/01/25					
Money Market	Invested	% earning	Maturity	Yearly Return	FY
	\$ 175,408	4.07%	Continuous	\$3,866.00	FY26
WECU					
CDs	Invested	% earning	Maturity	Estimated Return	FY
	\$ 10,700	3.94%	3/10/2027	\$ 885.93	FY26
WAYCROSS					
Endowment - Cash Holding	Invested	% earning	Maturity	YE Estimated Return	FY
	\$ 29,898	4.00%	Continuous	\$1,205.72	FY26
WAYCROSS					
Endowment - Invested	Invested	ROI - 12 month Maturity	YE Estimated Return		FY
	\$ 102,034	7.00%	Continuous	\$7,106.40	FY26
Total FY26 Return				\$ 14,664	ONLY FY26 Included

Finance Committee:

Met on January 9th and reviewed the 6-month review.

March will be when the finance committee reviews the FY27 budget.

Revenue:

Recorded net income of \$11,709

Breakdown of operating and other income of \$134,437

Category	Amount	Number of Contributors
Individual Giving	\$55,721	60
Sponsorships	\$10,000	1
Special Events	\$672	10
Grants	\$24,910	1
Youth Engagement	\$814	4
Ticketing	\$39,658	
In-Kind Donation		
Other earned income (CDs/Music Rental)	\$2,427	
Interest Income (Market – People's)	\$0.25	
Waycross Money Market interest	\$451	
WECU CD Interest	\$109	-
Endowment	\$(326)	-

Expenses

The organization incurred total expenses of \$(122,728)

Sources of expenses:

Category	Budgeted	Actuals
Payroll	\$23,996	\$28,806
Artistic Expenses	\$51,095	\$51,850
Production Exp	\$25,361	\$27,589
Youth Engagement	\$250	\$5,448
Marketing	\$1,100	\$3,835
Development	\$100	\$724
Other Income Costs		\$106
In-Kind		
Office Operations	\$4,072	\$4,370

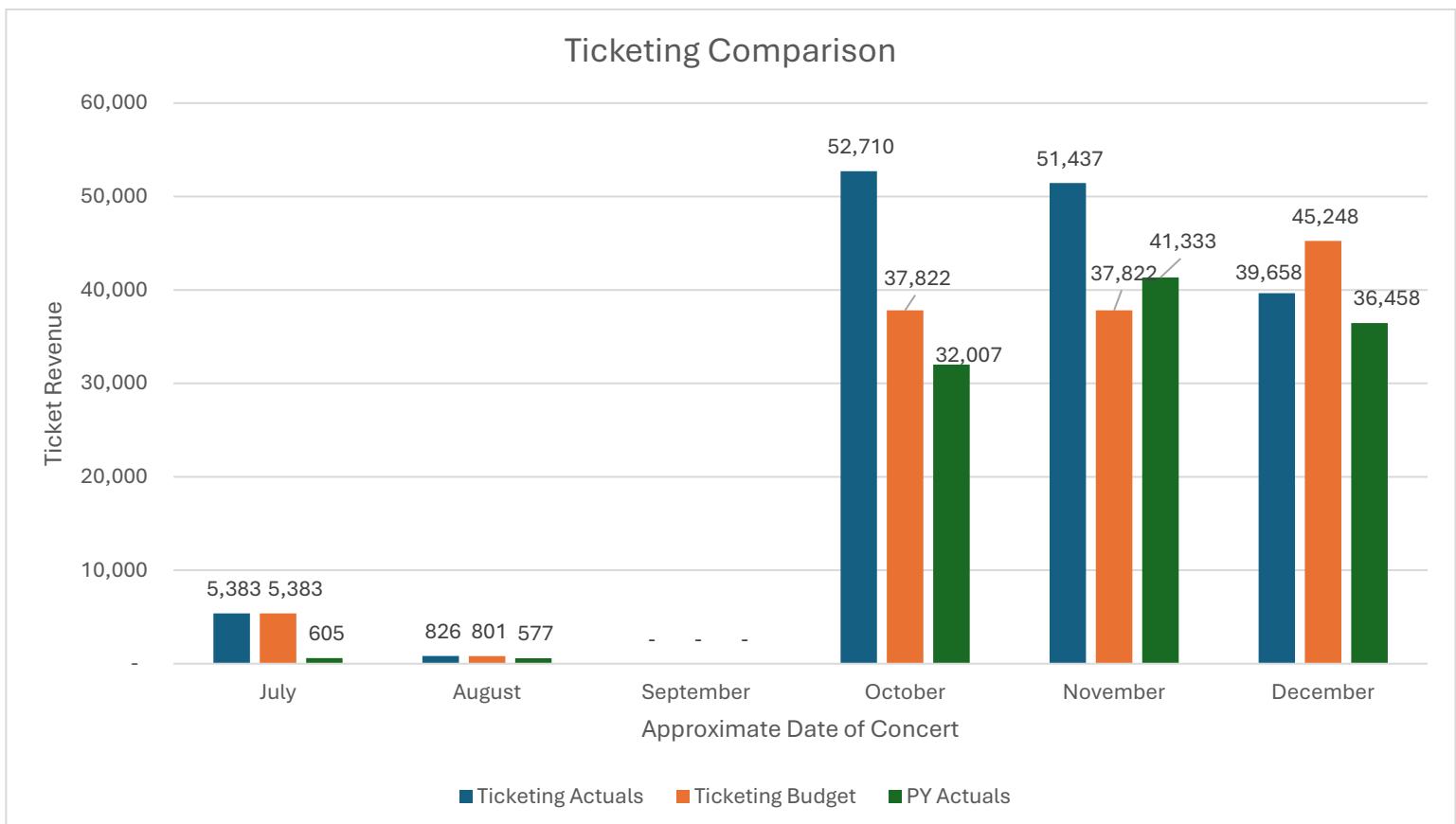
Budget to Actuals:

December was budgeted to come in at \$37,614 and we ended the month at \$11,709.

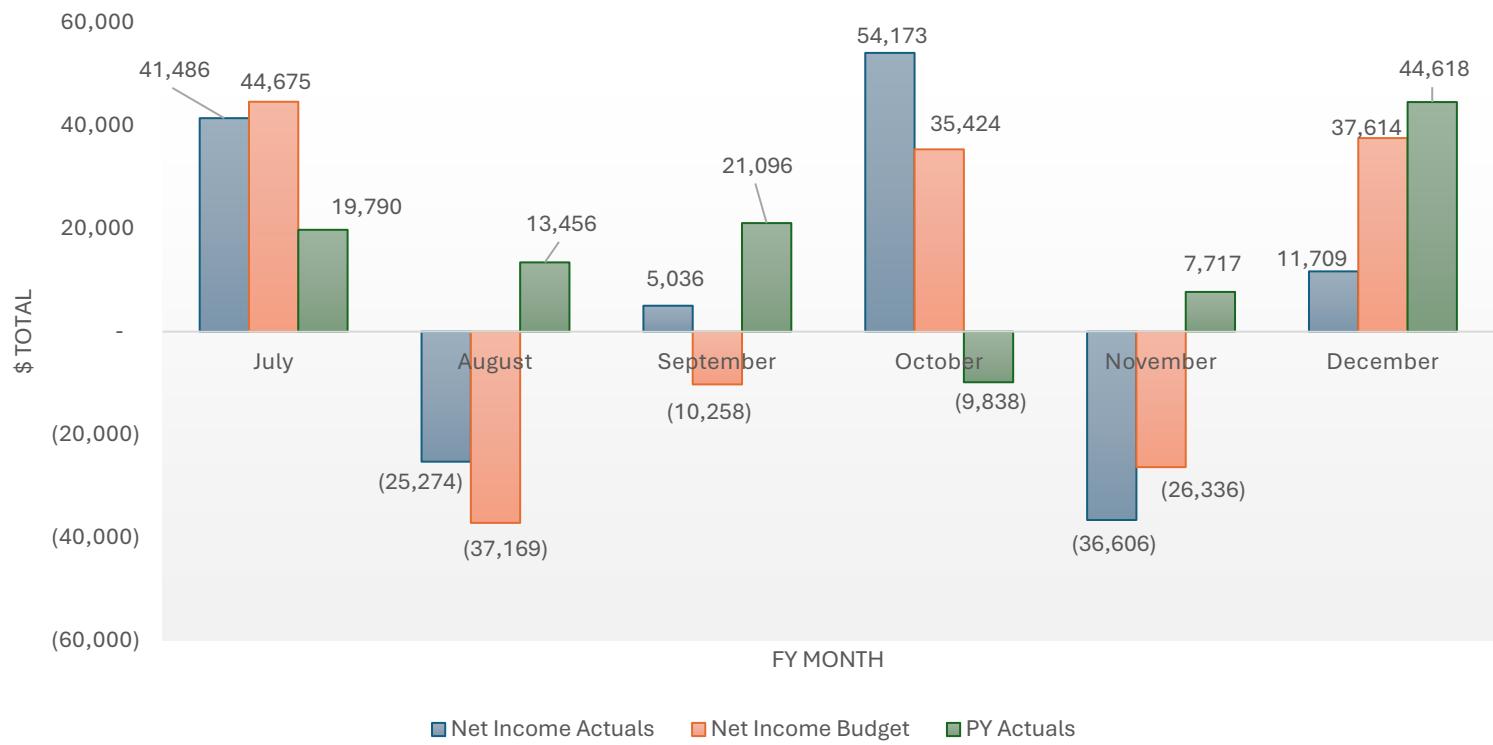
Holiday raises for the staff, timing of ticket sales for Nutcracker and higher Youth and engagement costs like food insecurity, payroll, and scholarships from the education concert.

Year-to-Date Review:

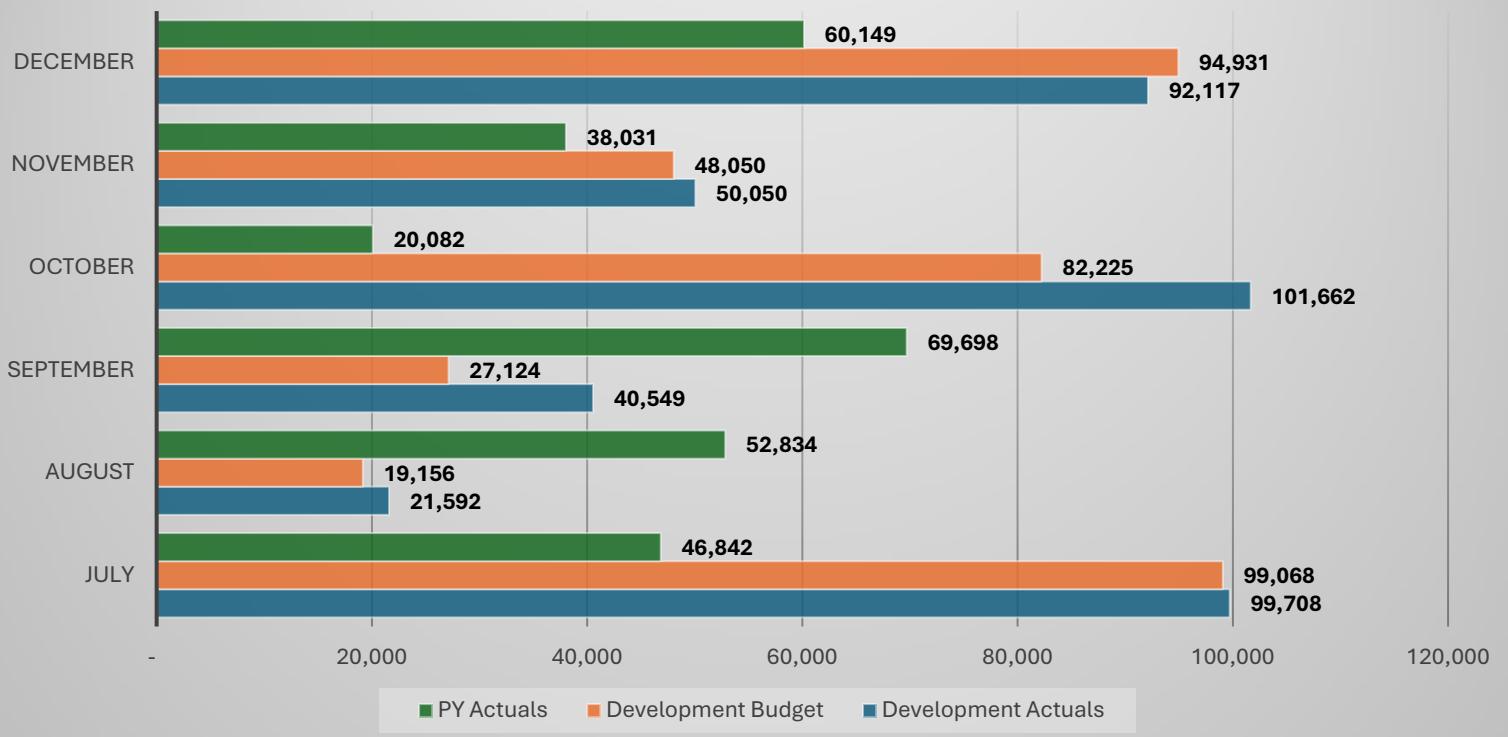
By the end of December, we were estimated to be around \$43,949 in the black. We are currently sitting \$47,534 ahead of our budget.



Net Income PY Comparison



Development Budget Vs Actuals



Bellingham Symphony Orchestra

Balance Sheet

As of December 31, 2025

	TOTAL			
	AS OF DEC 31, 2025	AS OF DEC 31, 2024 (PY)	CHANGE	% CHANGE
ASSETS				
Current Assets				
Bank Accounts				
1000 Petty Cash	100.08	100.08	0.00	0.00 %
1001 Merchandise Cash Box	100.00	100.00	0.00	0.00 %
1100 Peoples Disbursement Checking	72,895.19	130,468.39	-57,573.20	-44.13 %
1113 Peoples Money Market Savings (*0628)	1,415.80	1,532.85	-117.05	-7.64 %
1120 Schwab (*5843) - Endowment	0.00	0.00	0.00	
1121 Schwab Money Market (*1550) - Working Capital Reserve	175,899.03	252,100.53	-76,201.50	-30.23 %
1200 Reserves-CD Accts	11,110.01	10,755.79	354.22	3.29 %
Total Bank Accounts	\$261,520.11	\$395,057.64	\$ -	-33.80 %
			133,537.53	
Accounts Receivable				
1400 Accounts Receivable	15,000.00	5,000.00	10,000.00	200.00 %
Total Accounts Receivable	\$15,000.00	\$5,000.00	\$10,000.00	200.00 %
Other Current Assets				
12000 Undeposited Funds	0.00	0.00	0.00	
1300 Prepaid Expenses	4,489.38	2,603.92	1,885.46	72.41 %
1460 Deposits	850.00	850.00	0.00	0.00 %
Payroll Corrections	-0.04	-0.04	0.00	0.00 %
Payroll Refunds	0.02	0.02	0.00	0.00 %
Total Other Current Assets	\$5,339.36	\$3,453.90	\$1,885.46	54.59 %
Total Current Assets	\$281,859.47	\$403,511.54	\$ -	-30.15 %
			121,652.07	
Fixed Assets				
1620 Furniture & Fixtures	12,966.42	17,260.18	-4,293.76	-24.88 %
1630 Leasehold Improvements	0.01	0.01	0.00	0.00 %
1640 Musical Instruments	64,260.68	15,174.95	49,085.73	323.47 %
Total Fixed Assets	\$77,227.11	\$32,435.14	\$44,791.97	138.10 %
Other Assets				
1900 Board Directed Endowment	124,231.96	114,872.81	9,359.15	8.15 %
Total Other Assets	\$124,231.96	\$114,872.81	\$9,359.15	8.15 %
TOTAL ASSETS	\$483,318.54	\$550,819.49	\$ -67,500.95	-12.25 %

Bellingham Symphony Orchestra

Balance Sheet

As of December 31, 2025

			TOTAL	
	AS OF DEC 31, 2025	AS OF DEC 31, 2024 (PY)	CHANGE	% CHANGE
LIABILITIES AND EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
20000 Accounts Payable	4,557.45	-540.42	5,097.87	943.32 %
Total Accounts Payable	\$4,557.45	\$ -540.42	\$5,097.87	943.32 %
Other Current Liabilities				
2100 Payroll Liabilities	9,915.49	4,536.48	5,379.01	118.57 %
2500 Deferred Revenue	0.00	0.00	0.00	
2610 Sales Tax Collected	88.09	100.74	-12.65	-12.56 %
2700 PPP Loan	0.00	0.00	0.00	
Clearing Account	0.00	0.00	0.00	
Direct Deposit Payable	0.00	0.00	0.00	
Total Other Current Liabilities	\$10,003.58	\$4,637.22	\$5,366.36	115.72 %
Total Current Liabilities	\$14,561.03	\$4,096.80	\$10,464.23	255.42 %
Long-Term Liabilities				
2800 BYCP Liability	0.00	0.00	0.00	
Total Long-Term Liabilities	\$0.00	\$0.00	\$0.00	0.00%
Total Liabilities	\$14,561.03	\$4,096.80	\$10,464.23	255.42 %
Equity				
3001 Opening Balance Equity	0.00	0.00	0.00	
3150 Temp Restricted Net Assets	0.00	0.00	0.00	
3200 Unrestricted Net Assets	234,522.77	234,522.77	0.00	0.00 %
32000 Retained Earnings	186,700.96	194,314.85	-7,613.89	-3.92 %
Net Income	47,533.78	117,885.07	-70,351.29	-59.68 %
Total Equity	\$468,757.51	\$546,722.69	\$ -77,965.18	-14.26 %
TOTAL LIABILITIES AND EQUITY	\$483,318.54	\$550,819.49	\$ -67,500.95	-12.25 %

Bellingham Symphony Orchestra

Profit and Loss

December 2025

	TOTAL			
	DEC 2025	DEC 2024 (PY)	CHANGE	% CHANGE
Income				
4200 Development	92,117.23	60,149.21	31,968.02	53.15 %
5200 Ticketing	39,657.82	36,458.36	3,199.46	8.78 %
6800 Other Earned Income	2,987.53	2,199.85	787.68	35.81 %
6990 In-Kind Income		410.00	-410.00	-100.00 %
Total Income	\$134,762.58	\$99,217.42	\$35,545.16	35.83 %
GROSS PROFIT	\$134,762.58	\$99,217.42	\$35,545.16	35.83 %
Expenses				
7200 Staff	27,805.60	21,984.61	5,820.99	26.48 %
7219 Staff	1,000.00		1,000.00	
7300 Artistic Expenses	51,849.85	10,099.35	41,750.50	413.40 %
7400 Production Expenses	27,588.53	14,485.67	13,102.86	90.45 %
7600 Youth & Community Engagement Programs	5,448.39	182.00	5,266.39	2,893.62 %
8300 Marketing/PR	3,835.14	406.79	3,428.35	842.78 %
8400 Development Exp.	723.75	46.50	677.25	1,456.45 %
8810 Other Income Costs	106.42	555.89	-449.47	-80.86 %
8990 In Kind Expenses		410.00	-410.00	-100.00 %
9000 Office Operations	4,370.16	6,611.51	-2,241.35	-33.90 %
Total Expenses	\$122,727.84	\$54,782.32	\$67,945.52	124.03 %
NET OPERATING INCOME	\$12,034.74	\$44,435.10	\$ -32,400.36	-72.92 %
Other Income				
11000 Board-Controlled Endowment	-325.83		-325.83	
Total Other Income	\$ -325.83	\$0.00	\$ -325.83	0.00%
NET OTHER INCOME	\$ -325.83	\$0.00	\$ -325.83	0.00%
NET INCOME	\$11,708.91	\$44,435.10	\$ -32,726.19	-73.65 %

Bellingham Symphony Orchestra

Profit and Loss

December 2025

	TOTAL			
	DEC 2025	DEC 2024 (PY)	CHANGE	% CHANGE
Income				
4200 Development	92,117.23	60,149.21	31,968.02	53.15 %
5200 Ticketing	39,657.82	36,458.36	3,199.46	8.78 %
6800 Other Earned Income	2,987.53	2,199.85	787.68	35.81 %
6990 In-Kind Income		410.00	-410.00	-100.00 %
Total Income	\$134,762.58	\$99,217.42	\$35,545.16	35.83 %
GROSS PROFIT	\$134,762.58	\$99,217.42	\$35,545.16	35.83 %
Expenses				
7200 Staff	27,805.60	21,984.61	5,820.99	26.48 %
7219 Staff	1,000.00		1,000.00	
7300 Artistic Expenses	51,849.85	10,099.35	41,750.50	413.40 %
7400 Production Expenses	27,588.53	14,485.67	13,102.86	90.45 %
7600 Youth & Community Engagement Programs	5,448.39	182.00	5,266.39	2,893.62 %
8300 Marketing/PR	3,835.14	406.79	3,428.35	842.78 %
8400 Development Exp.	723.75	46.50	677.25	1,456.45 %
8810 Other Income Costs	106.42	555.89	-449.47	-80.86 %
8990 In Kind Expenses		410.00	-410.00	-100.00 %
9000 Office Operations	4,370.16	6,611.51	-2,241.35	-33.90 %
Total Expenses	\$122,727.84	\$54,782.32	\$67,945.52	124.03 %
NET OPERATING INCOME	\$12,034.74	\$44,435.10	\$ -32,400.36	-72.92 %
Other Income				
11000 Board-Controlled Endowment	-325.83		-325.83	
Total Other Income	\$ -325.83	\$0.00	\$ -325.83	0.00%
NET OTHER INCOME	\$ -325.83	\$0.00	\$ -325.83	0.00%
NET INCOME	\$11,708.91	\$44,435.10	\$ -32,726.19	-73.65 %

Bellingham Symphony Orchestra

Budget vs. Actuals: Budget_FY25/26_P&L - FY26 P&L

December 2025

	TOTAL	
	ACTUAL	BUDGET
Income		
4200 Development	92,117.23	94,931.21
5200 Ticketing	39,657.82	45,248.00
6800 Other Earned Income	2,987.53	3,408.51
Total Income	\$134,762.58	\$143,587.72
GROSS PROFIT	\$134,762.58	\$143,587.72
Expenses		
7200 Staff	27,805.60	23,995.51
7219 Staff	1,000.00	
7300 Artistic Expenses	51,849.85	51,095.00
7400 Production Expenses	27,588.53	25,361.00
7600 Youth & Community Engagement Programs	5,448.39	250.00
8300 Marketing/PR	3,835.14	1,100.00
8400 Development Exp.	723.75	100.00
8810 Other Income Costs	106.42	0.00
9000 Office Operations	4,370.16	4,072.01
Total Expenses	\$122,727.84	\$105,973.52
NET OPERATING INCOME	\$12,034.74	\$37,614.20
Other Income		
11000 Board-Controlled Endowment	-325.83	
Total Other Income	\$ -325.83	\$0.00
NET OTHER INCOME	\$ -325.83	\$0.00
NET INCOME	\$11,708.91	\$37,614.20

Bellingham Symphony Orchestra

Budget vs. Actuals: Budget_FY25/26_P&L - FY26 P&L

July - December, 2025

	TOTAL	
	ACTUAL	BUDGET
Income		
4200 Development	405,677.81	370,554.82
5200 Ticketing	150,014.01	127,075.77
6800 Other Earned Income	7,907.87	10,992.75
6990 In-Kind Income	1,570.00	
Total Income	\$565,169.69	\$508,623.34
GROSS PROFIT	\$565,169.69	\$508,623.34
Expenses		
7200 Staff	151,871.54	143,771.48
7219 Staff	1,000.00	
7300 Artistic Expenses	122,474.37	118,235.00
7400 Production Expenses	82,408.43	72,633.00
7600 Youth & Community Engagement Programs	52,507.12	44,205.00
8300 Marketing/PR	40,854.01	33,134.65
8400 Development Exp.	14,522.64	17,393.84
8810 Other Income Costs	10,694.71	4,000.00
8990 In Kind Expenses	5,390.00	
9000 Office Operations	35,275.09	31,301.77
Total Expenses	\$516,997.91	\$464,674.74
NET OPERATING INCOME	\$48,171.78	\$43,948.60
Other Income		
11000 Board-Controlled Endowment	-638.00	
Total Other Income	\$ -638.00	\$0.00
NET OTHER INCOME	\$ -638.00	\$0.00
NET INCOME	\$47,533.78	\$43,948.60



Executive Director's Report

Submitted by Gail Ridenour - January 14, 2026 Board Meeting

Administration/General:

- 51st season planning is underway. Mount Baker Theatre (MBT) is getting new seats installed over the summer. At the time of this report, the exact seat number is not confirmed but expected to stay the same at 1,517. I am working with MBT development staff and their executive director on their seating rollout for our season subscribers, many of whom might be interested in having their seats named with a plaque. The new seats will allow for notes and fliers to more easily be placed, have cup holders, and are more comfortable.

If the seating capacity changes, this will involve a multi-month process for MBT ticketing staff with Tessitura (their ticketing, CRM, and website system) and would delay our season ticket sales. Currently, it looks like things will be able to proceed as planned and retain the current seating. The budget for the 51st season will be presented at the March meeting with a vote at the May meeting as scheduled.

BSO has asked for season tickets to go on-sale March 16th (50th anniversary of first BSO concert) with single tickets going on-sale on May 31st with our season finale concert. This might not be possible depending on MBT ticket staff capacity and their 100th anniversary season logistics.

- This is a contract negotiation year with MBT. As they are in an executive director search, they have asked to do a one year extension instead of a multi-year contract.
- MBT is celebrating 100 years next season. As such, they have asked for a delay in confirming our May concert dates because of the potential for a big broadway show.
- Guest artists are confirmed for all concerts except for the May concert since we don't know that date yet. Contracts and letters of commitment will be signed in January.
 - October - Dawn Posey, violin and Shoe String Circus
 - November - [Angel Stanislav Wang](#), piano (new piano concert)
 - December - Holiday Magic with BSO Chorus and Guest Conductor Ryan Dudenbostel featuring Richard Hodges as narrator and baritone for The Grinch Stole Christmas
 - February - [Gil Shaham](#) and [Adele Anthony](#), violins (fundraising concert)
 - March - [Amit Peled](#), cello (commission piece by [Andrea Casarrubios](#))
 - May - Carmina Burana

- BSO staff Isabelle, Stacee, and Gail met with Audrey for 51st season design and concept planning.
- Office/staff:
 - Elsa Jonson is our Assistant Librarian and doing the bowings. Elsa is a senior in high school, part of our BYCP program, a member of the BSO violin section, and has placed multiple years in our Young Artist Competition. She hopes to pursue a career in orchestra librarian work. Dee Dee, Odessa, and Gail are working with her to give her an overview of orchestra librarian work. This shifts the bowing work from Odessa to Elsa, which was met with excitement by all involved. After Elsa graduates in June and goes to college, we will open the Assistant Librarian bowing work position to members of the BSO string section and juniors/seniors in our BYCP program.
 - BMI and ASCAP reports and payments have been submitted. These are for music performance licensing and required.
 - The Washington Secretary of State annual charities filing and payment was completed by Patty.
 - Quarterly taxes as well as year-end tax forms are being prepared by Patty and will go out by the end of the month as required. This includes tax paperwork for our independent contractors and staff.
 - The annual summary tax receipt letters are being prepared by Isabelle and will be reviewed by Gail prior to distribution. With our switch in CRMS from Arts People to Donor Perfect, we are doing an additional layer of checking to ensure everything is correct before mailing those letters to donors. This will happen before the end of January as required.

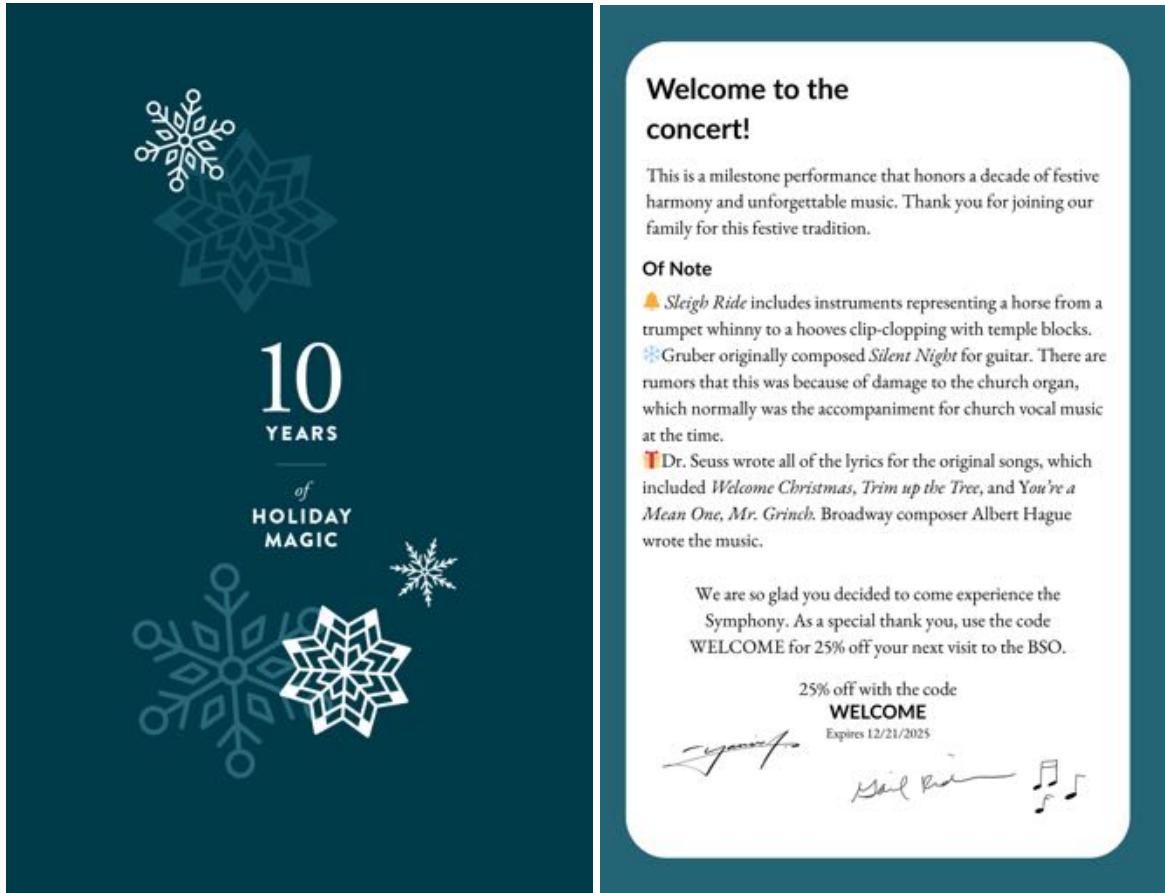
- Professional development:
 - Corey and Gail are registered to attend the annual League of American Orchestra conference from June 1-3, 2026 in Baltimore (leaving on a red-eye flight after the season end musician BBQ. Other staff are not attending this year because of the proximity to our season end concert on May 31, 2026.
 - Inclusive Stages: There are a number of online workshops for Inclusive Stages occurring in February.
 - The League of American Orchestras A New Board Member's Guide to the Landscape of American Orchestras is available for you to view:

https://americanorchestras.org/a-new-board-members-guide-to-the-landscape-of-american-orchestras/?utm_source=MagnetMail&utm_medium=email&utm_term=executive%40bellinghamsymphony%2Eorg&utm_content=12%2E10%2E25%20Board%20Webinar%20Followup&utm_campaign=Your%20Recording%20of%20%22A%20New%20Board%20Member%E2%80%99s%20Guide%20to%20the%20Landscape%20of%20American%20Orchestras%22

Development:

- Direct Mail year end appeal funds are currently at \$11,050 (budget of \$7,500). We typically see a few mailers in the first couple of weeks in January.

- Seat cards were placed for first time ticket buyers for Holiday Magic. Isabelle is creating these in Canva. We updated our seat cards following our professional development team trip to the Seattle Opera where we met with their BRAVO! staff and had a behind the scenes tour before the opera. The new look (first implemented for The Planets) has had a lot of positive feedback from patrons.



- Legacy Society: We are up to fourteen in our Legacy Society. Our goal is to get our Legacy Society up to 50 for our 50th season. Let me know if you have anyone you think I should talk to about joining this.
- Donor events are planned for the dress rehearsals for Smitten and Fireworks.
 - Smitten donors will be able to sit in the audience, on the stage, and will have a special reception with a 51st season preview.
 - Fireworks donors will be able to sit in the audience and have a special reception.
- 25/26 season fundraising dinners and events are on sale with tickets selling. We encourage board members to attend dinners when able. Here is the schedule:
 - February 1, 2026 [Pasta & Puccini featuring Ibibunni Ojikutu & Jay Rozendaal](#)
 - April 26, 2026 [VIP Reception](#) (at cost tickets for just the reception available to board members and musicians)
 - May 30, 2026 [At Home Dinner with Jill featuring Joshua Roman & Simone Porter](#)

Youth & Community Engagement:

- BSO Youth Chamber Players (BYCP) fall session starts in February with a recital on March 22nd at WWU in room 16. This spring session will include a masterclass with the Trio Azura and BYCP will get to attend the masterclass with the Junction Trio brought in by the Sanford-Hill Piano Series at WWU.
- Trailblazers with the BSO String Quartet has multiple performances at schools during February and March. Performances include Custer, Everson, Lowell, and Oak Harbor.
- Blaine School District Foundation reached out to ask about a performance opportunity there. Their elementary music school programs were eliminated this school year with state budget cuts. Luke and I are working with them to try and get our Trailblazers and Soloists in the Schools programs to their schools. Blaine SD was able to send multiple classes of all ages to our Planets Ed Concerts and were very thankful for the scholarship and transportation funding which made it possible.
- Play It Forward with the Bellingham Festival of Music and Colburn Conservatory is planned for March 7-14, 2026 with Trio Azura, a piano trio. Mary Passmore from the BSO is scheduling the school performances and masterclasses. Karen Berry from the Festival will house the students from Colburn. Karen, Mary, and Gail will drive the students and go to the school visits together.

- Meet and Greet: Sunday, March 8, 2026 • 3:00pm
Christ The Servant Lutheran
2600 Lakeway Dr
Bellingham, WA 98229
Open to the public | Free
- Concert: Friday, March 13, 2026 • 7:00pm
Sehome High School
2700 Bill McDonald Parkway
Bellingham, WA 98225
\$15 suggested donation, students free



- Classical Kids had a very successful session at Holiday Magic dress rehearsal. The students got to meet the flute, piccolo, and alto flute with Gena, aka “Fluty Lou Who.” The musicians on the stage dressed up in fun holiday outfits to make the dress rehearsal feel special to kids in attendance.
 - Classical Kids = 501 kids (285 families)
- Musicians for Meet A Musician for Classical Kids and the FIG are lined up for the 25-26 season.
 - Gena shared the flute/piccolo/alto flute in December
- BSO Book Club is on Wednesday, January 21st at 6pm at Village Books. Seifert & Jones Wine Merchants thoughtfully selects two wines for you to purchase for your own book club — and for us to enjoy at our BSO Book Club gatherings. Purchase online and use the discount code BOOKCLUB10 to receive a 10% BSO Book Club member discount. Mention the book group and receive 15% off recommended reads at Village Books. The books are available for free through the public libraries in print and online.



- Hot Notes in collaboration with Funky's Hot Sauce, Stemma West, and local social media influencer Hunter Ka'imi is on January 23rd at 6pm. This Hot Ones inspired interview will feature Ryan Dudenbotsel (Director of Orchestral Studies at WWU), Dawn Posey (BSO Concertmaster), and Gail in the hot seat.
- Salon BRAVISSIMO! is on January 31st at 4pm at Amendment 21 at the Hotel Leo with Dr. McKenna Milici.
- Meet Us At The Movies is on Saturday, February 7th at 1:30pm with Pride & Prejudice. Our last few shows with The Pickford have sold out so get your tickets early. BSO concert-goers receive a \$1 ticket discount by entering the promo code SYMPHONY50.
- Classical Around Town meets BRAVISSIMO! With our Trailblazers' Galentines string quartet concert on Friday, February 13th at 7pm at WinkWink Event Space. This evening of story telling and music making celebrates SHEroes from music and other fields from our past going into the future. This event is for adult audiences and a great date night.



Ticketing/Marketing:

- Stacee started a TikTok account for BSO in November - <https://www.tiktok.com/@bellinghamsymphony>. BSO already has social media accounts with Instagram and Facebook. We used to use Twitter but phased that out.
- BSO's video of behind the scenes gingersnap practice with Opus for The Nutcracker did very well on social media (created by Stacee). The TikTok video has almost 220,000 views! <https://www.tiktok.com/@bellinghamsymphony/video/7581974853612309815>
- Articles of note:
 - Seattle Times feature about collaboration with Whatcom Museum for photo archive exhibit - <https://www.seattletimes.com/sponsored/one-womans-baton-set-bellinghams-musical-future-in-motion/> (this article is a paid one that is funded by LTAC grant dollars)
 - Whatcom Talk article by Holly Redell-Witte on clapping at concert - <https://www.whatcomtalk.com/2025/12/09/modern-changes-in-symphony-etiquette-with-audience-education-and-development/>
- 25/26 Ticketing as of 1.10.25 at 7am:
 - Holiday Magic concert SOLD OUT
 - Ticketed dress =
 - 411 (269 sold and 142 comp)
 - 2 BOGO tickets
 - Orchestra for All = 58
 - \$4,035.00
 - Concert =

- \$35,607.82 (budget \$35,748)
- 1,517 (245 comp)
- Orchestra for All = 57
- Musician Upgrades = 0
- Student Rush = 2
- TOTAL BOTH =
 - \$39,657.82 (budget = \$35,748)
 - 1,928 tickets (387 comps)
 - Beethoven was 2,026 (426 comps)
 - Planets was 2,506 tickets (428 comps)
 - Sponsorships = \$5,000 (not including season or orchestra for all)
 - Expenses = \$35,437.79
 - Total MBT Charges = \$22,602.79 (57% of gross ticketing revenue)
 - Venue Rental = \$8,570.00
 - Administrative Fee = \$400.00
 - CC Processing = \$1,418.63
 - Building Restoration Fee = \$5,574 (\$3 per ticket excluding 20 comps)
 - Stage Labor = \$3,232.07
 - House Labor/Security = \$3,408.09*
 - *House and security labor were initially distributed with MBT as they were higher than anticipated with MBT running their four Walton Magic shows concurrently with our dress and concert. Front of house and security staff were working both shows at the same time.
 - Artistic (Musicians & Guest Artist) = \$12,835.00
 - Musicians (includes new stipends for principals/assistant principals) = \$6,685 (budget \$8,500.00)
 - Player Travel = \$300 (budget \$450 - to regular musicians in BSO)
 - Guest Artist fees (plus transportation) = \$5,850
 - Lecture/Program Notes = NA for Holiday
 - Note - expenses do not include music purchase/rental fees, music director, staff, archival recording
 - **Net = \$9,220.03**

10 year Holiday Magic charges analysis:

Year	Ticketed Dress?	Gross	MBT Venue Rental and Ticketing Fees	MBT Stage Labor	MBT House/Security Labor	MBT Total	% of Revenue
Dec 2015	No	\$30,691.00	\$4,927.36	\$733.43	\$88.51	\$5,749.30	19%
Dec 2016	No	\$37,611.15	\$5,733.96	\$1,030.31	\$146.96	\$6,911.23	18%
Dec 2017	Yes	\$35,305.70	\$5,691.17	\$1,210.94	\$126.10	\$7,028.21	20%
Dec 2018	Yes	\$34,394.95	\$6,155.52	\$1,265.48	\$266.92	\$7,687.92	22%
Dec 2019	Yes	\$41,201.00	\$9,814.57	\$1,302.25	\$209.10	\$11,325.92	27%
Dec 2020		NA Covid - Online Season					
Dec 2021	Two concerts	\$18,153.00	\$9,798.64	\$1,777.86	\$932.40	\$12,508.90	69%
Dec 2022	No	\$25,273.72	\$11,170.30	\$1,097.94	\$441.97	\$12,710.21	50%
Dec 2023	No	\$33,462.15	\$11,387.11	\$2,031.54	\$1,188.21	\$14,606.86	44%
Dec 2024	No	\$36,458.36	\$11,493.46	\$1,546.59	\$1,268.66	\$14,308.71	39%
Dec 2025	Yes	\$39,657.82	\$15,962.63	\$3,232.07	\$3,408.09	\$22,602.79	57%

- Nutcracker finals are being reconciled with Opus in January and will be shared at the next board meeting. As this was an Opus show with BSO as a co-presentor, all ticketing proceeds and MBT reconciliations initially went to Opus. BSO artistic expenses of \$32,940 plus printed programs will be covered by these funds.
- Smitten has limited availability with only 30 seats left and is expected to sell out prior to the concert. We do not plan on a ticketed dress rehearsal for this as there is a donor event at the dress rehearsal and no chorus involved.
- Fireworks has limited availability with only 138 seats left and is expected to sell out prior to the concert. We do not plan on a ticketed dress rehearsal for this as there is a donor event at the dress rehearsal and no chorus involved.

Operations:

- The BSO is looking for a celesta (instrument) to be donated to our orchestra. It is used in The Nutcracker, annually in the Holiday Magic concert, and typically in at least one other concert each season. While WWU has allowed BSO to use it in the past, they are updating how they allow their equipment to be used off-campus.
- Rehearsals for Smitten started on Tuesday, January 13th at WWU with a string sectional. This is our last rehearsal at WWU this season. All remaining rehearsals are scheduled for MBT. Full orchestra will be for the condensed two weeks only.
- Music for Yo-Yo Ma (concert 5) is being bowed and will be ready for distribution at the Smitten dress rehearsal.



To BSO Board of Directors

From: Carol Comeau, VP\Governance Committee Chair

The Governance Committee met on December 11, 2025 at the BSO Office. All members were present except Kathy (in Paris 😊), along with ED Gail Ridenour.

The following items were discussed:

1. Board Development (Toni and Kathy)

A comprehensive plan for Board Development has been developed by Toni, Kathy and Gail with input from the whole committee. The following are highlights: January 29 at 4:30, a backstage tour of the MBT. Board Buddies, Board Development with a topic/focus at the beginning of each Board meeting:

- January: Elevator pitch (samples included); Marketing with Stacee
- March: League of American Orchestra website (bring computer and/or tablet); Chorus info with Dr. Mabalot and some chorus members
- May: Board Self Evals; Youth and Community Engagement (Judy, Luke)

2. Other items discussed;

-Board Member terms and Nominating process for new Board members

-Advisory Council (for February)

-ByLaws and Policies Updates (For February; Players Committee is reviewing)

3. Our next meeting is Thursday, February 12 at the BSO Office at 8:30 am.



Board Buddies of the BSO (Existing members)

Board Buddy: _____

Email: _____

Phone: _____

Address: _____

We are hoping that this opportunity will provide the following benefits for Board members:

- o Fostering communication to enhance skills and knowledge
- o Enhancing prep for board leadership roles
- o Contributing to building orchestra/board culture and
- o Sharing institutional knowledge and expertise among members
- o Developing individual annual goals and improving goal attainment

The Board will benefit from improved retention of members and more cohesion and productive meetings. We hope it will also be an enjoyable way to bond socially, spark new ideas, and strengthen the board.

We have provided a checklist to help you and your buddy start this new relationship. New members have received their own orientation checklist which should take about six months. If you have questions or comments, please contact the Board Governance Committee. We hope you enjoy this process.

Board Buddy Suggested Activities	Dates
Meet for coffee with your Board Buddy & review Board member handbook and the BSO website.	
Take the opportunity to review the latest news and resources from our national partner, League of American Orchestras at homepage – americanorchestras.org (Tons of resources!)	

Get Connected & Explore New Horizons	Dates
Review your “Elevator Pitch” & update as needed.	
Think about establishing 1-2 goals for the coming year.	

Keeping in Touch	Dates
Make a schedule to check in with each other (quarterly, twice a year?) – by phone, Facetime/Zoom, in person?	
While updating personally, discuss “state of the goals”.	



Board Buddies of the BSO (New members)

Board Buddy: _____

Email: _____

Phone: _____

Address: _____

We are hoping that this opportunity will provide the following benefits for Board members

- o Fostering communication to enhance skills and knowledge
- o Enhancing prep for board leadership roles
- o Contributing to building orchestra/board culture and
- o Sharing institutional knowledge and expertise among members
- o Developing individual annual goals and improving goal attainment

This program is essentially a mentorship to acquaint our new members with the workings of the Bellingham Symphony Orchestra and Board. New members benefit by having an immediate connection to the board and a confidence booster. The Board will benefit from improved retention of members and more cohesion and productive meetings. We hope it will also be an enjoyable way to bond socially, spark new ideas, and strengthen the board.

We have provided a checklist to help you and your buddy start this new relationship. If you have questions or comments, please contact the Board Governance Committee. We hope you enjoy this process.

Board Buddy Suggested Activities	Dates
Meet for coffee with your new Board Buddy & review Board member handbook and the BSO website.	
Meet our national partner, League of American Orchestras at homepage – americanorchestras.org (Tons of resources!)	

Get Connected & Explore New Horizons	Dates
Review your buddy's "Elevator Pitch" & work together to create one for you	
Think about establishing 1-2 goals for the coming year.	

Keeping in Touch	Dates
Make a schedule to check in with each other (quarterly, twice a year?) – by phone, Facetime/Zoom, in person?	
While updating personally, discuss "state of the goals".	



Executive Committee & Youth Symphony Task Force Report

The BSO Executive Committee (1/7) and Youth Symphony Task Force (1/5) met in January to discuss the possible collaboration and merger between the organizations. Items discussed included:

- Introductions
- North Sound Youth Symphony overview
- BSO overview
- Shared vision exercise
- Task force goals, NDA, community input, and timeline
- Next steps include researching other models, consulting Kirsten Barron for an NDA and legal considerations, NSYS financial overview, etc.

The Youth Symphony Task Force will meet again on January 23rd. The Executive Committee will meet in February as scheduled. An update will be provided to the BSO Board at the next meeting.



New Member Checklist

Welcome to the Board of Directors of the Bellingham Symphony Orchestra. We are so pleased that you have decided to use your time and effort to support us. In an effort to make your new role both pleasurable and beneficial, we are providing this checklist below to help you in your new role. Most of these items are easily accomplished in your first six months. Should you have any questions, your Board Buddy is here to help you.

Orientation	✓ When completed
Meet with Executive Director and Board President	
Review Board member handbook	
Review organizational bylaws and policies	
Meet with Treasurer and ED to go over financial reports and budget strategies	
Access the Board portal and check out the website	

Get Connected	
Bring snacks to musicians at rehearsal (stay for fun if you've never been at rehearsal and chat up the musicians)	
Attend first full board meeting	
Meet for coffee with your Board Buddy	

Exploring New Horizons	
Mount Baker backstage tour	
Tour the BSO office (check out that music library!)	
Personalize your "elevator pitch" with your Board Buddy	
Attend a rehearsal, a school presentation, an educational concert, and/or a BYCP rehearsal/concert	
Identify a new person to bring to concerts with comp tickets	

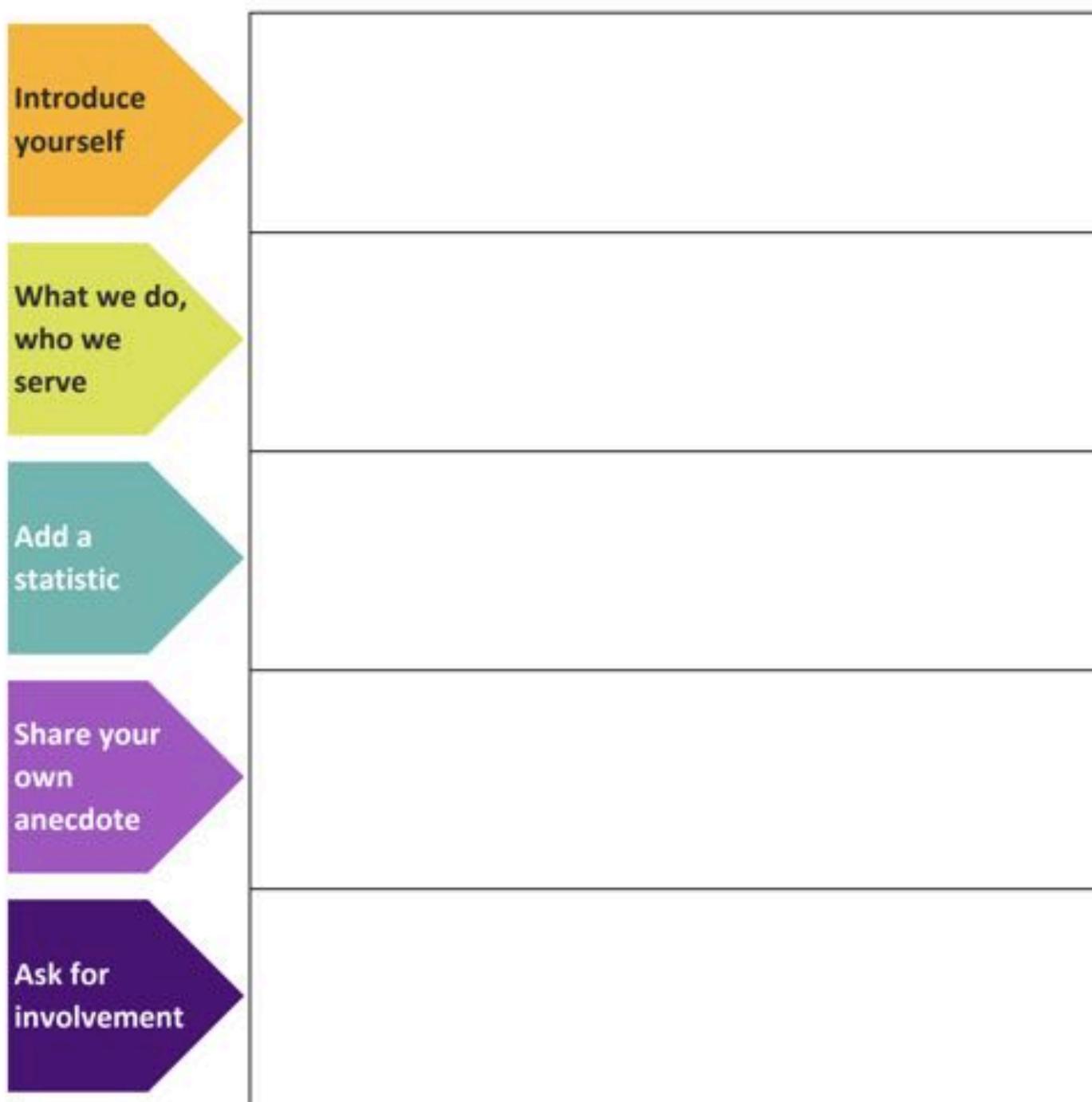
There's a Big World Out There...	
Meet our national partner, League of American Orchestras at Homepage - americanorchestras.org (Tons of resources)	
Watch on-demand webinar The Landscape of American Orchestras: A Guide for New Board Members - americanorchestras.org	
If you can, consider attending the annual conference 2026 Baltimore, June 1-3	



Elevator Pitch/Values Statement Guidelines

As a member of a board of directors, one of your primary responsibilities is to serve as an ambassador for your organization. How can you make new friends for your organization? How can you engage people in a limited amount of time and in a way that captures their attention and leaves them wanting to know more? Try to frame your message in a way that is concise, clear and compelling, here are some tips:

- Introduce yourself and your role in the organization. “Hi, I’m Jane Smith, Board Member of the Bellingham Symphony Orchestra.”
- Keep it simple. Convey what your organization does and who it serves.
- Throw in just one statistic. Include a quantitative result, e.g. “BSO gives performances throughout Whatcom County. Just last year we had over 30 school performances reaching over 7,500 students.”
- Find your own anecdote about the organization that illustrates its impact. People love stories. Have a story that you can tell.
- Invite involvement in the organization. Let whoever you’re talking to know that they can get involved in a variety of ways: volunteer, be a donor/sponsor, come to concerts, etc.
- Customize your pitch. It might be different for recruiting a new investor than it will be for attracting a potential board member, or for encouraging a business to reach out for assistance.
- Offer to provide additional information.
- Use the worksheet on the reverse side to create your pitch – and then practice it with your peers!





Example Bellingham Symphony Orchestra Elevator Pitch/Values Statement

Hi, I'm _____, a Board Member for the Bellingham Symphony Orchestra in Bellingham, Washington state.

We are a community-based orchestra with over 80 members that supports the rich cultural life of our city with inspiring traditional and contemporary classical music. We are primarily an organization of highly qualified volunteers – over 70% of our musicians have degrees in music! Our guest performers are internationally renowned.

We have 5-6 concerts a year at the historic Mount Baker Theater, led by our Music Director and Conductor, Yaniv Attar. We sponsor _____ educational events for kids, including the BSO Youth Chamber Symphony Orchestra. We connect with other cultural icons such as the MBT and the Pickford Theaters. We are part of the community, performing in all sorts of venues (silent movies, breweries, festivals, and adjoining communities).

"Tell your own anecdote about impact".

We are a community organization. We run on volunteers...are you a musician? Any skills to help run an organization? Can you help us reach out to the community in any way? Can you invest in our orchestra?

I'd love to take you to a performance/ can I send out some more info?/check out our website.