

2006 Post-Conference Governing Board Meeting

Saturday, August 19, 2006

Bruce Ridge, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Steve Lester, Meredith Snow, James Nickel, Len Leibowitz, Jan Gippo, Nancy Stutsman

Bruce Ridge thanked Jan Gippo and Nancy Stutsman for their work and leadership.

Assistant conference coordinator Robert Levine recommended and the board approved donating the printer and purchasing a new one next summer. He left the meeting.

- Lew Waldeck article request – the board will reserve its decision until more information is gathered on the website requesting the article.
- MAL luncheon reports – Each reported topics and ideas of interest:
 - Can Legal Counsel's report reduced to bullet points (a table of contents or directions to subject topics with brief explanations)
 - Request for bullet points in the minutes
 - Suggestions for additional ways to promote ICSOM during the year
 - Requests for additional databases to include benefits, tours, scheduling
 - Include hard news from the minutes, and topical issues in *Senza Sordino* (more issues)
 - PowerPoint presentations should be available immediately
 - More face time with delegates, including ICSOM's officers
 - A presentation on health care, perhaps bring in a health insurance broker
 - Coordinated MAL conference calls about various topics, structure of orchestra committees & other committees and merits of artistic committees
 - Breakouts by budget groups, do more than one breakout group during the conference
 - The pit orchestras need more breakout time and could include symphonies that also do opera and ballet

Gippo suggested negotiating orchestras come ½ day early (possibly with AFM assistance as ROPA has done in the past) with committee chairs. This led to discussion about scheduling negotiating sessions, and concern about the role delegates play in their orchestras and whether they should be on committees. Ridge expressed interest in the extra conference calls with delegates.

There was a request that board minutes be pasted into a posting on delegate-l as further encouragement to make sure delegates know what we are talking about.

There was discussion about a possible Unity conference. While it was agreed it would be a good idea in the future, we're still trying to reach out to our own members. It would also be better to hold a Unity conference the year before an AFM Convention. St. Paul and Minnesota will be in negotiations next summer and ICSOM's presence in Minneapolis will be important. We are still hopeful that the orchestras in San Francisco will consider tendering an offer to host the 2008 conference.

We need to coordinate our convention activities earlier with the other Player Conferences. Laura Ross expressed a desire to identify voting delegates from all conferences and to communicate with them much earlier. Stutsman agreed to continue as chair of the Legislative Committee chair for 2006-07 and asked that we solicit more members to serve on the committee. Laura Ross, Meredith Snow (as the ICSOM AFM delegate) and Robert Levine will serve as committee members.

There was a brief discussion about the media negotiations in St. Paul.

- South Florida – the recent postings about the Cleveland hall tunings in Miami have caused a new flurry of activity on Orchestra-L.

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- Communication with the board: agendas will be provided in advance, any reports that may require additional explanation should also be provided in advance so that questions about items can be asked prior to the call to allow for shorter calls. Bruce Ridge promised to notify the board in advance (whenever possible) of any meetings he schedules so he can gather information and opinions before talking to others. The board expressed their trust that Ridge would represent us well, even if he can not notify us in advance.
Ridge reported on his breakfast with Bob Wagner, Robert Levine and Laura Brownell. There was a wide ranging conversation about the relationship between ICSOM and the ASOL and how that relationship might continue to be developed. Laura Brownell is very involved in the publicity aspect, and he and Brownell may try to schedule a meeting with the ASOL public relations person. We must convince managers to change their attitude but it's a question of how to do it. Steve Lester agreed ICSOM must have its own messages, but we cannot attack the managers outright. Accentuate the positive to cancel out the negative.
- ICSOM/Major Managers liaison committee – this was a pre-existing committee that stopped meeting a while ago but was responsible for the Audition Code of Ethics. According to Counsel, the group met regularly, with some innocuous discussions but at other times good things came from them. The managers spoke only to the governing board members.
 - Internet Agreement – The new recording agreement also covers digital downloads which are also covered by the Internet agreement. The Internet agreement also has streaming, on demand streaming and digital downloads. The committee's concerns have also been directed at radio issues regarding syndicated radio rates, NPR, and streaming.
- Finances – dues will come to \$177K next year. There is about \$20-30K available for discretionary activities, site visits, etc. Ridge will reach out try and move the OSR process further. There was a question about what has happened with the financial database - very little.
- Crafting ICSOM's message – Steve Lester suggested we might want to work with a publicist, perhaps bring someone in to mid-winter. What we asked for regarding public relations assistance from the AFM hasn't materialized. We need to find a way to elevate our industry and ICSOM's profile. It would be good to have our message in place when we visit orchestras. There are many

reasons for site visits, not just visiting orchestras in crisis. We have to make orchestras feel the excitement of ICSOM. We need to collect names of all local media contacts so we can compile a database. Arts editors of each newspaper should be sent to Laura, Brian and Bruce. It was also suggested we could craft our message and get Barbara Haig help us polish it up. We might also look for funding sources at the AFL-CIO and foundations.

Lester will be in New York on tour and would be happy to speak with the Met Orchestra and their orchestra committee but he wants something to present - bullet points and a message of what we hope to accomplish: "Here's what we're trying to do and this is what we need from you." We should be able to utilize all our officers, including our MALs. When they are on tour they can reach out to other orchestras.

- Richard Levine expressed interest in re-invigorating the ethics discussion.
- **Mid-winter dates** - January – 21-22 or 28-29, for perhaps 1.5 or 2 days of meetings. Where will be decided later.
- Brian recommended that each topic of discussion be revisited at the end of our meetings to decide who will follow up and report. Internal communications of the governing board should not be sent without board approval. If something is forwarded, it should be sent separately so there is no "bleed through" in responses.
- Possible website offerings in a password protected area: phone lists, Counsel's reports, and the delegate handbook.
- American Violist Society request for e-mail mailing list of ICSOM violists – It was noted that the person making the request is a member of an ICSOM orchestra and, as such, already has access to the e-mail addresses listed in the ICSOM Directory. ICSOM's policy has always been not to provide our list to anyone. With the board's approval, Richard Levine agreed to send their message under their own address this one time. The recipients may be asked to provide their own e-mail addresses to the American Violist Society if they so choose. ICSOM's policy about not sharing Directory information, which is confidential, should be reinforced.
- Pension Reform – Counsel believes some of the new pension legislation could make in-house pension fund negotiations more difficult with the requirement that funding levels move from 90-100% over 7 years. [There are 19 private plans in ICSOM].
- **ICSOM POLICY REGARDING ICSOM CREDIT/DEBIT CARDS, REIMBURSEMENTS and NOTIFICATION**
 1. ICSOM provides officers bank debit cards for the convenience of those officers when conducting ICSOM business. It is the policy of ICSOM that such cards shall be used expressly and exclusively for that purpose. No personal expenses nor expenses that have been or will be reimbursed by ICSOM or any third party can be charged against any ICSOM card.
 2. It is understood that certain expenses, such as parking, laundry service if on an extended ICSOM business trip, etc. are acceptable ICSOM expenses. Others, such as entertainment, in room movies, etc. as outlined in the previous ICSOM Travel Policy are not considered ICSOM expenses.

3. Notification of the Treasurer of incurred expenses-

It is the duty of each officer to notify the Treasurer as soon as practical of all checks and charges made against the ICSOM accounts (this should also be done in advance if an anticipated large amount is involved.) This is to ensure that there are adequate balances in each sub-account for said expenditures. Additionally, as soon as practical, or once a month (if there is activity) supporting paperwork (hotel bills, etc.) should be sent via U.S. mail, fax or email to the Treasurer. This is to ensure a paper trail in the event of an audit.

- Website – The committee met with Bruce Christensen to discuss the planned site redesign. He will begin working on it. To save costs, the site will be moved to a new host. The site will need to be kept current, with new information. One question posed was where the information and contributions will come from.

The web committee consists of Bruce Ridge (chair), Richard Levine, Michael Moore, Bruce Christensen, Robert Levine, Jeff Weisner and Henry Peyrebrune. Peyrebrune and Weisner were not in attendance. Michael Moore pointed out that the Orchestra Facts domain name has been paid up for another year and suggested it might be incorporated into the ICSOM site. Richard Levine pointed out that a separate site makes it appear less union driven. It was suggested that Henry Peyrebrune update the figures at Ridge's request.

The rapid response team is not really necessary anymore. Bruce Ridge can write his own letters and send them out to Counsel and others for approval. Board members are asked to respond immediately but if Counsel approves and one or two others do as well, the letters will be deemed ready to go. Counsel suggested he write a short report about the conference and new board.

Items suggested for upcoming issues of *Senza Sordino* were to ask Meredith Snow to expand upon her election speech and to reach out to Houston Symphony ICSOM Delegate Eric Arbiter to write about his ICSOM experience. Levine reported that feedback is positive regarding MAL reports. Officer reports are not always necessary unless there is something they'd like to say. The diversity of the board was also a potential topic and Counsel said he would prepare an article addressing the role of ICSOM delegates on their orchestra committees.

- Conference evaluations – There needs to be more dialogue between the delegates and we must find speakers who will stimulate conversation. Labor issue presentations, especially applying real cases, are helpful - start with a case and grow the presentation from there. We need to cut down on big presentations. We need more PR and outreach discussion and need to change the setup, without talking heads, and instead engaging the delegates to talk about their situations and how they relate to others. Delegates will need to be prepared with information, and should also bring season brochures. Perhaps a presenter could evaluate the merits of the brochures and suggest improvements. Negotiation and breakout session scheduling must also be addressed.

Our goal this year is to move the delegates and our industry forward.