

ICSOM Governing Board Call 3/8/06

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

Laura recommended and the board agreed that ICSOM donate \$100 in honor of Nathan Kahn's mother who died this morning.

Jan reported that the AFM is scheduling an upcoming local officers training program on May 8 & 9 (in Chicago?) that will focus on negotiations and the symphony orchestra. There will be panels, etc., and Jan has expressed interest in participating on a panel to discuss how to deal with local/orchestra member disagreements during negotiations. He asked if other board members might be available to attend. Len has also been asked to participate. We'd like to know who is being invited.

1. **Senza Sordino** – Richard reported on articles he anticipates, requested an MAL report from Meredith for the next issue, and asked for other topics. Steve will write a report regarding the MAL/delegate surveys from the 2005 conference and Len will also write something.

He reported that *The Directory* should be at the printer on the 20th and will go out UPS. There was a brief discussion regarding the possibility of putting *The Directory* on the web. Richard said this will be a topic for the web committee, which must deal with various issues like control and privacy issues as well as how much information should be made available (perhaps something along the lines of the AFM website membership directory access.) Richard would prefer the web committee come to the conference with recommendations. Meredith asked if, as a cost savings, *Senza Sordino* could be sent via e-mail and a few additional hardcopies could be mailed. Len said it was one of the most powerful things we produced, so for now, we'll continue to mail them and review this procedure again in the future.

2. **Louisville** – Len, Laura and Nancy reported on conversations they have had with orchestra musicians today regarding a 5-hour meeting the orchestra held with board president Joe Pusateri. The meeting was very positive and the orchestra hopes it had some effect. Executive director Scott Provancher notified the press today that he will be leaving soon.

Jan said he believes Baltimore is getting ready for some major problems as well. Mary has been in contact with Laura and Bruce and is talking to Trevor Johnson from the Louisville orchestra. Len suggested she should also talk to the bankruptcy attorney at Bredhoff & Kaiser. Bruce will be getting in touch with the orchestra committee chair.

Richard recommended that Jan, Bruce and their MALS should all be in contact with the delegates and committee chairs in Honolulu, Baltimore and Louisville. Richard asked what knowledge Laura Brownell had concerning the situations in these orchestras. Bruce has had some discussion with her.

Steve asked about Barbara Haig, the Public Relations person retained by SSD and suggested they make some use of her services in regard to these situations. Louisville has someone in place (William Thompson) and we've heard Baltimore has just hired someone. Jan will suggest that Laura Brownell contact both Baltimore and Honolulu to identify a way they might be of assistance.

3. **Conference planning** – Regarding the title for the conference, Len will work with ideas regarding orchestras reaching out to communities, investing in our communities and investing in our orchestras.

Topics:

- bankruptcy – what is it? Strategies, what to look out for, orchestras that have survived, etc. Len suggested we might ask the bankruptcy attorney from Bredhoff to lead a panel on this topic.
- Len and Peggy will do some preparation in the AM and the will hold sessions of mock mediations in the afternoon.
- Reports from St. Louis (Brad Buckley), Louisville (Daryl Johnson), and Honolulu (Steve Flanter?) – 30 minutes each
- Legislative issues will hopefully include a recommendation to amend current AFM bylaws regarding the Orchestra Services Program (OSP)
- Public relations presentation and possible workshop(?) with either Barbara Haig or William Thompson
- Panel discussion regarding the legal ramifications of new conflict of interest legislation for orchestra members serving on boards (attorneys and Brad Buckley)
- Break-out sessions – Jan and Laura will talk and report back

Jan ask what we can do to make orchestra managers and boards more accountable to the musicians and the public? Richard suggested this is another topic for Barbara Haig. Len believes the problem is deeper problem than managers screwing up; it's about whether the community wants an orchestra. Steve asked if Mary could provide us with a fact sheet that would allow us to speak intelligently about the orchestra though we do agree Baltimore's deficit is not due to inflated orchestra salaries. When we address ICSOM orchestra issues, we need to make sure they're involved and want our help.

4. Puerto Rico trip – Jan spoke briefly about his trip this weekend, which will include negotiations and a press conference. Since this is the beginning of the Casals Festival, members of the Philadelphia Orchestra will attend the press conference. Len regrets he's unable to attend (though he'll be on the phone during negotiations) and hopes to be able to get there in the future.

Laura expressed concern that the orchestra is under the impression they are hosting the 2008 ICSOM conference. Jan promised to explain that the orchestra must apply as well as concerns about travel costs and that the conference is scheduled during the middle of hurricane season.

5. St. Louis report – Bruce gave a brief report on what has been occurring recently. While it is not completely worked out yet, the orchestra believes it is heading in the right direction. He'll report more as he becomes aware of it. Jan spoke about the lack of official communication with ICSOM on this issue and Bruce commended Brad Buckley for his hard work and his patience with us in working this all out.

6. Audition concerns from Laura Brownell and Nathan Kahn – Bruce had previously forwarded their communication and Laura explained what occurred during the last Minnesota Orchestra audition as she understood the situation. Since she will be in Minneapolis in a few weeks, she will investigate and report back to the board for further discussion.

7. Work dues report – there is nothing further to report at this time.

**Next call:
April 18 – 4PM EDT/3PM CDT/1PM PDT**