

Colorado Springs Philharmonic
Board Meeting – July 20, 2023 3:00pm
Meeting Minutes

Directors Present: Pamela Shockley-Zalabak, Ken Montera, Martha Barton, Nathan Newbrough, Al Buettner, Anthony Carlson, Mike Edmonds, Cathy Holaday, David Kunstle, Deb Mahan, Lance Miller, David Siegel, John Street, Herman Tiemens, Jeremy Van Hoy

Directors Absent: Ron Brasch, Josep Caballé-Domenech, Bill Cosper, Wanda Anderson, Robin Goldberg, Michael Hanson, Chris Jenkins, Margaret Sabin, Sally Sharpe, Dolly Wong,

Staff and Guests: Cathy Toscano

Pamela Shockley-Zalabak called the meeting to order at 3:06pm.

Consent Agenda and Finance Report: The May 19th minutes were approved with an amendment as follows:

Lance Miller expressed grave concerns about the music director search timeline and not having a music director in place for the 24-25 season.

With a discussion, the minutes were updated and the motion to approve was made by Ken Montera and seconded by Martha Barton. It passed unanimously.

Annual Update and 2023-24 Budget Review: Nathan Newbrough reported on the budget proposal included in the board meeting packet and asked for questions/concerns. A discussion followed and a motion was requested.

Shall the Colorado Springs Philharmonic Board of Directors approve the annual update and 2023-24 budget review as presented.

Lance Miller made the motion to approve, and it was seconded by David Kunstle. Motion passed unanimously.

Nathan thanked Lynn Holladay and the production team and panel musicians for their achievements and success of the new musician auditions. Eight out of ten open positions were filled. A change in the administrative staff structure under an Advancement Team will be led by Catherine Creppon, an independent contractor. Two new positions are presently open for a Controller and a Learning and Impact Director.

Fall Campaign and Strategy: Nathan Newbrough shared a fall campaign and strategy handout with the board. He addressed preparing for change to keep up with our community in our projects and programs. There will be a new fundraising challenge introduced and we will open the position of Director of Learning and Impact as discussed earlier. Pamela Shockley-Zalabak added that we need to look at our core expectations and generate thinking to support the kind of excellence we want to bring to the community.

CEO Goals and Performance: Pamela Shockley-Zalabak reported that she would be requesting input from board members regarding a board CEO evaluation.

Governance Committee Report: Ken Montera reported that the Executive Committee is still discussing a new slate of officers and nominations for board members. Overall, the Executive Committee intends changes to the board structure as a result of the board retreat discussions. He and Pam will stay on until the new structure is in place. The board will vote in September, but members will have information in advance of the September vote.

Music Director's Report: None

Philharmonic Guild Report: None

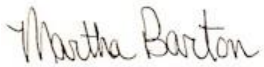
Musicians' Report: Jeremy Van Hoy reminded the board that not only is the 100th anniversary of the Symphony coming up, but this is the 20th year anniversary for the Colorado Springs Philharmonic. He then read a report from the musicians and gave mention of Susan Townsend's comments about Josep's wonderful celebration.

CEO Report: Nathan Newbrough asked if there were any questions/concerns with the CEO Report in the packet. He mentioned subscription numbers and the ticket buyer changes taking place with more of the Compose Your Own packages. A discussion followed.

Music Director Search Update: Nathan Newbrough reported that we originally received 254 applications that were narrowed down to 80 and the committee is now looking at 31. He was very impressed with the consensus-driven approach of the committee. The question was asked if the committee would provide a pro-con analysis of the candidates and report back to the board. Pamela Shockley-Zalabak responded that we had made a previous decision to discuss this in further detail at the retreat. There was also a discussion regarding the reporting relationship of the music director. It was discussed in detail and acknowledged that the position description is clear on this point. The topic will be discussed further in the board retreat.

Meeting was adjourned at 4:40pm

Respectfully submitted,



Martha Barton, Secretary

Date: 09/22/2023