

Colorado Springs Philharmonic
Board Meeting – March 22, 2024, 3:00pm
Meeting Minutes

Directors Present: Pamela Shockley-Zalabak, Nathan Newbrough, Ron Brasch, Wanda Anderson, Al Buettner, Anthony Carlson, Michael Hanson, Cathy Holaday, Lance Miller, Sally Sharpe, David Siegel, Lynn Stone, John Street, Herman Tiemens via Phone, Jeremy Van Hoy,

Directors Absent: Bill Cosper, Robin Goldberg, Chris Jenkins, David Kunstle, Ken Montera Deb Mahan, Margaret Sabin, Dolly Wong

Staff and Guests: Cathy Toscano, Lynn Holladay, Mario Rede

Pamela Shockley-Zalabak called the meeting to order at 3:05pm. She announced that the negotiations were going well but there was not enough time in this board meeting to get into a discussion.

Nathan Newbrough introduced Mario Rede, the Philharmonic's new CFO. Mario shared some personal information and stated he was glad to be a member of the team.

Consent Agenda: Pamela Shockley Zalabak asked for a motion for consent of the agenda and financials. David Siegel made the motion, and it was seconded by Lynn Stone and passed unanimously.

Musicians' Report: Jeremy Van Hoy read his report and announced that there is a gap in performances through the summer months that affects the wages of the musicians. He stated that he is excited about the new Sunset Amphitheater. A discussion followed.

CEO Report: Nathan Newbrough asked for questions or concerns regarding the report he sent out prior to the meeting. He thanked Sally Sharpe, Lynn Holladay, Emily Burst, and the musicians for their time in negotiations and reported that negotiations have been relatively successful.

Board Retreat Workplan Report Out: Pamela Shockley-Zalabak handed out the Balanced Scorecard and the Governance and Nominating Committee Key Responsibilities for review. A discussion followed. Ron Brasch shared Sample copies of a CEO Evaluation and a Board of Directors Annual self-assessment. A discussion followed.

Pamela Shockley-Zalabak asked ex-Board Chairs Herman Tiemens, John Street, and Al Buettner to meet with her on how to utilize people's expertise, the best use of honorary directors, etc. She thanked everyone for their hard work in their retreat committees.

Meeting was adjourned at 4:40pm.



Respectfully Submitted,

Ron Brasch, Secretary/Treasurer

Date: 05/30/2024