

Colorado Springs Philharmonic  
Board Meeting – May 21, 2024, 3:00pm  
Meeting Minutes

**Directors Present:** Pamela Shockley-Zalabak, Nathan Newbrough, Ron Brasch, Ken Montera, Wanda Anderson, Al Buettner, Anthony Carlson, Michael Hanson, Lance Miller, Sally Sharpe, David Siegel, Lynn Stone (On Phone), David Kunstle, Deb Mahan, Herman Tiemens Jeremy Van Hoy,

**Directors Absent:** Cathy Holaday, John Street, Bill Cosper, Chris Jenkins, Margaret Sabin, Dolly Wong

**Staff and Guests:** Cathy Toscano, Mario Rede

Pamela Shockley-Zalabak called the meeting to order at 3:05pm.

**Consent Agenda:** Pamela Shockley Zalabak asked for a motion for consent of the agenda and financials. Ron Brasch made the motion, and it was seconded by Wanda Anderson and passed unanimously.

**Governance and Nominating Committee:** David Kunstle reviewed the proposed Charter created by the Governance and Nominating Committee explaining the purpose, the membership, and the responsibilities. A discussion followed and the following motion was made.

***Shall the Colorado Springs Philharmonic Governance and Nomination Committee Charter be amended to add that all members are required to serve a minimum of a one-year term.***

Lance Miller made the motion and it was seconded by Ken Montera and passed unanimously. David then presented the job description setting expectations for the board and its members. A discussion followed.

**Update Strategic Planning Group Meeting:** Pamela Shockley-Zalabak reported that she is excited about the final data analysis from Anthony Carlson from our NEXTGEN surveys. She is looking for a small group of stakeholders to get together during the summer months to have a framework for a plan by Fall. Ron Brasch presented the CEO and the self-assessment evaluations reflecting all the approved changes that were discussed at the last board meeting. A discussion followed.

**Update Former Board Chair Meetings:** Pamela Shockley-Zalabak met with former chairs Herman Tiemens, Al Buettner, and John Street to evaluate how to better utilize their expertise to have active involvement with the Philharmonic with bigger specific duties for example grants. Bob Allen Street and Phil Kendall are also interested in being a part of these discussions.

**Musicians' Report:** Michael Hanson reported that he and the other musicians were so encouraged by the positive climate during negotiations and congratulated Nathan and the team. He advised that auditions for new musicians will begin the first week in June. All musicians are excited for the new amphitheater. Thank you to Pam and all for the strategic planning and the passion for the music and the musicians.

**CEO Report:** Nathan Newbrough asked for questions on his Philharmonic Update. He thanked Sally Sharpe, Emily Burst, Lynn Holladay, and the musicians for their time and dedication for the negotiations. The contract has been signed for the Side-by-Side Concert on April 26, 2025, with our Conductor Laureate, Josep Caballe-Domenech.

**Executive Committee:** Musicians were excused from the board meeting. Nathan Newbrough shared a powerpoint presentation regarding the new CBA Contract and asked the executive committee for a motion to approve the following:

***The Board of Directors has reviewed the tentatively agreed Collective Bargaining Agreement with Pikes Peak Musicians' Association, Local #154 American Federation of Musicians (the "Union"), for the years 2024-2029 and hereby ratifies the agreement and empowers the Philharmonic CEO to make minor necessary modifications and sign the final agreement, pending ratification of the Union bargaining unit and signature of the authorized Union representative.***

The motion passed unanimously.

Meeting was adjourned at 4:40pm

Respectfully Submitted,

*Ron Brasch*

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Ron Brasch, Secretary/Treasurer

Date: 07/24/24