

Colorado Springs Philharmonic
Board Meeting - July 24, 2024, 3:00pm
Meeting Minutes

Directors Present: Pamela Shockley-Zalabak, Nathan Newbrough, Ron Brasch, Wanda Anderson, Al Buettner, Anthony Carlson, Michael Hanson, Lance Miller, Sally Sharpe, David Siegel, Lynn Stone, David Kunstle, Herman Tiemens, Jeremy Van Hoy, Cathy Holaday, Dolly Wong, Chris Jenkins, Bill Cosper

Directors Absent: John Street, Margaret Sabin, Ken Montera, Deb Mahan, Robin Goldberg

Staff and Guests: Alexandra Belone, Mario Rede

Pamela Shockley-Zalabak called the meeting to order at 3:02pm.

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

Update Governance and Nominating Committee: David Kunstle provided an update on the progress of committee members who are working on a shortlist of Music Director candidates and officer candidates. The final selections will be made by the executive committee in the fall. Herman Tiemens proposed the creation of a new board called The Board Chairs Council. This board would include the current board chair, the CEO of the Philharmonic, past board chairs, and other members who can uniquely contribute. The primary focus of this council would be to assist staff in increasing sponsors and donors through various initiatives. A discussion followed

PROPOSAL:

Shall the Board of Directors establish "The Board Chairs Council," an informal body, to consider and provide guidance to the Philharmonic at the request of the Board Chair and CEO of the Philharmonic Members shall comprise current Board Chair of the Philharmonic, the CEO of the Philharmonic, Past Board Chairs of the Philharmonic, and potentially other members if they can uniquely contribute to the work of the Council. The Council shall appoint a leader from within the group - not to include the current Board Chair or CEO of the Philharmonic - to chair meetings. Meetings will be convened by the chair of the Council or at the request of the current Board Chair. Honorary Directors shall be removed from the organization's bylaws and from continued meeting attendance.

David Kunstle made the motion and it was seconded by Cathy Holaday and passed unanimously.

Financial Report: Ron Brasch provided a handout detailing financial metrics over the last three years. The goal is to improve and expand patron-derived revenue, focusing on philanthropy, ticket sales, and season subscriptions. A discussion followed about the report.

Update Strategic Planning: Pamela Shockley-Zalabak reported that now the musician's contract has been signed, an analysis of patron data can begin with the help of Anthony Carlson. Focus groups, including outside consultants and musicians, will be scheduled to analyze this data and be brought to the board, leading to a new strategic plan and improvements to the bylaws in the fall. Pamela also reported that new performance appraisals for the CEO and board members will be created. A discussion followed.

Musicians' Report: Jeremy Van Hoy reported much to celebrate, including the 5-year contract, successful auditions, and filling all open positions, including concertmaster. The musicians are excited about a potential future partnership with Ford Amphitheater. Jeremy congratulated Lynn on her promotion and new addition to her family. Michael Hanson expressed his excitement moving forward and appreciated the unique challenge of navigating auditions without a music director, commending the efforts of musicians and staff for maintaining high-quality auditions. A discussion followed.

Guild Report: Herman Tiemens reported on exciting changes within the guild, including offering more programs, increasing involvement with musicians, and enhancing the guild's relationship with the Colorado Springs Philharmonic. Sally Sharpe and Catherine Creppon will join the guild to lead these efforts. Herman expressed confidence in Natalie Gowan, the current guild president, and her leadership, noting more involvement in future board meetings. A discussion followed

CEO Report: Nathan Newbrough credited Emily and Lynn for their work on the audition process. He detailed Lynn's new position and mentioned four new administrative staff positions being offered. He also reported a conversation with the artistic advisory group about the number of guest conductors per season after a music director is chosen. Nathan reported a busy summer gathering content in preparation for the season start. He highlighted the success of the Star Spangled Symphony, noting 125 new donors and the success of Fast Pass tickets.

Last Remarks: Pamela Shockley-Zalabak reported a meeting with PBS producers about a show on Kathy Lee Bates, which will feature the 250th anniversary of "America the Beautiful." She proposed that the Philharmonic should be included in the program as it would provide a valuable opportunity for national coverage. This would also coincide with the Philharmonic's 100th anniversary. Pam also informed of a special event honoring important contributors of the philharmonic after the first concert of the season

Meeting was adjourned at 4:50pm
Respectfully Submitted,



09/20/24

Ron Brasch, Secretary/Treasurer

Date: