

## BOARD OF DIRECTORS' MEETING

July 25, 2013

### Querney's Office Plus

Present: V. Jacobs, K. Young, G. Haddad, M. Dorreen, D. Petryna, G. MacAusland, J. Querney, D. Cattapan, C. Leonard

Regrets: J. Arrowsmith, G. Babij, J. Rodriguez

#### 1. Call to order

Meeting was called to order by D. Petryna at 4:36 p.m.

#### 2. Approval of Agenda

**Motion:** To approve Agenda of July 25, 2013 Board Meeting.

Moved by: G. Haddad

Seconded by: K. Young

Carried

#### 3. Treasurer's Report

D. Cattapan presented the Treasurer's Report, dated June 30, 2013, on behalf of the Treasurer. Year to year, we are showing an improvement despite declining revenues; this is due to a decrease in expenses. Discussion in respect of SSO reserve; ideally, should represent at least half a season's expenses.

Profit and loss are close to targets and previous years. Fundraising continues to be down significantly.

**Motion:** To approve Treasurer's Report of the July 25, 2013 Board Meeting.

Moved by: G. Haddad

Seconded by: K. Young

Carried

#### 4. Compensation Policy

A proposed Compensation Policy was presented by D. Cattapan, C. Leonard and V. Jacobs. The policy introduces new requirements for recruitment, classification and payment. Most of the policy is regarded as non-contentious, and introduces definition where required.

Some controversy relates to section 5.1.1., defining those volunteer musicians who will receive payment for services. It is possible that certain musicians will no longer receive payment. V. Jacobs sees the orchestra as primarily volunteer, and costs will need to be reduced. Some revised language was proposed for section 5.1.1., stating that “only individuals who are self employed professional musicians (receive the majority of their income through music” will be eligible for payment. Definition may require further review.

The policy will not be publicly introduced until affected musicians have been spoken to.

**Motion:** To approve the new Musician Compensation Policy as presented at the July 25, 2013 Board Meeting.

Moved by: G. Haddad

Seconded by: K. Young

Carried

#### 5. In camera

**Motion:** That the start of the In Camera session of the July 25, 2013 Board Meeting at 5:52 p.m. be approved

Moved by: G. Haddad

Seconded by: K. Young

**Motion:** That the conclusion of the In Camera session of the July 25, 2013 Board Meeting at 5:55 p.m. be approved

Moved by: G. Haddad

Seconded by: K. Young

Carried

#### 6. Next Meeting – September 12, 2013

#### 7. Adjournment.

**Motion:** That the Adjournment of the Board Meeting of July 25, 2013 at 5:56 p.m. be approved.

Moved by: G. Haddad

Seconded by: K. Young

Carried