



We believe in the profound ability of music to heal and bring people together

Robert Cinnante, Executive Director

Kim Welch, Board Chair

www.waterburysymphony.org

The following information is intended to provide prospective Board members with an overview of the WSO and its work. In addition, the roles and responsibilities of the Board are described herein, please go on-line at <https://www.waterburysymphony.org/about-wso>. All current offerings of the symphony can be found online.

HISTORY OF THE WSO

Founded in May 1938 under the direction of Maestro Mario DiCecco, the Waterbury Symphony Orchestra (WSO) has spent the past several decades promoting the understanding, appreciation and enjoyment of symphonic and orchestral music. Originally incorporated as the Waterbury Civic Orchestra (1940), the Symphony and its mission have grown in both vision and artistic merit, expanding from a community orchestra to the Waterbury Symphony Orchestra (1956). The 2019-2020 season celebrates Maestro Leif Bjaland's 25th Anniversary as Music Director & Conductor with the WSO.

Our Mission

To improve the quality of life for the people of Northwest Connecticut through high quality orchestral performances and experiential music education programs.

Our Vision

All people who attend a performance of the orchestra or participate in one of our educational programs will be positively and emotionally impacted by their experience.

The community feels engaged in the work of the organization and the organization is viewed as improving the quality of people's lives. We will be known for being innovative in the presentation of our performances and artistically brilliant.

We will help break down the perceived barriers between Waterbury and surrounding communities by acting as a convener to bring communities together.

We will expand the number of orchestral performances and expand our educational programming.

We will offer our performances and educational programs in a number of communities in Northwest Connecticut.

We will be financially sustainable and thriving, with sufficient resources to ensure the orchestra's future.

We will have a committed group of professional musicians who view the Waterbury Symphony Orchestra as their "orchestra of choice".

Our professional staff will grow to accommodate the growth of the organization's programs and relationship building efforts.



WSO Conductor and Music Director Leif Bjaland shows a violin to young students.

Our Values



Accessibility

We believe all people have the right to experience live music and we will work to remove barriers that may prevent access to music in the communities we serve.

Individual Experience

We believe in the uniqueness of each individual's experience when listening to music and participating in the creation of music.

Live Performance

We believe in the preservation and promotion of live performance as well as protecting and cultivating the process of creation.

Integrity

We hold ourselves to the highest standards of both artistic expression and organizational management.

Orchestral Music

We believe in promoting and preserving orchestral music both in its traditional form and contemporary interpretations.

Respect

We believe in music as a tool to develop respect for others and others' contributions to the collective experience of performance.



Standing Committees of the Waterbury Symphony Orchestra

The WSO consists of a Board of Directors, an Executive Director and administrative staff. Board members are asked to serve on one or more standing committees to carry out the work of the WSO. These committees are:

Education Committee

The Education Committee provides overall conceptual guidance, advice and assistance to produce educational programs that are of value to program participants, our production partners, and the greater Waterbury community. This commitment is rooted in the belief that the study of musical instruments and participation in musical performance is an essential part of every child's education, every citizen's contribution to society, and every person's spiritual totality. Educational experiences should impact multiple age groups including pre-school children through senior adults. Programs embrace the following mission: To help the WSO achieve its goals; inspire a passion for music; identify, recommend, and evaluate educational programs; and to promote community engagement.

Governance Committee

The Governance Committee is responsible for the promotion and maintenance of good governance practices by the Board of the WSO. It shall establish and monitor the performance of individual Board members and Committees of the Board. The Governance Committee is responsible for recruiting and enlisting individuals who qualify for membership on the Board of Directors and for officer positions and for recommending replacements for any vacancies within the year.

Finance Committee

The Finance Committee is responsible for the administration of the financial assets of the WSO and for advising the Board on current and projected financial positions and funding requirements. The Finance Committee, with the approval of the Board, shall establish the financial policy of the WSO.

Development - Marketing Committee.

The Development- Marketing Committee is responsible for ensuring adequate contributed support for the current and future financial needs of the WSO. In addition, it is responsible for advising and assisting the Board and staff in maximizing community participation and exposure, increasing receipts for all revenue- producing activities, promoting the reputation of the WSO.

Responsibilities of Members of the Waterbury Symphony Orchestra Board

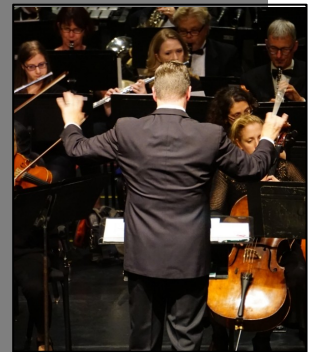
In fulfilling their governance role, the Board members have eight general responsibilities:

- To establish and clarify the Symphony Orchestra's Mission
- To ensure effective long-range planning
- To ensure the availability of adequate financial resources to perform the mission of the Symphony.
- To ensure sound financial management
- To select, support and review the performance of the Executive Director and the Music Director
- To assist the Music Director in setting artistic goals and in monitoring the effectiveness of the artistic product
- To serve as advocates of the Symphony in the community and beyond
- To maintain an effective Board of Directors and regularly engage in board education and self-evaluation



Specific duties and responsibilities shall include, without limitation:

- Employing, evaluating, approving compensation, and designating the duties of Professional Personnel, including without limitation the Music Director, the Executive Director, and such other personnel as it shall from time to time determine;
- Creating standing and special committees to carry out the goals of the WSO and to review committee reports;
- Evaluating organizational effectiveness;
- Planning and reviewing programs and budgets;
- Monitoring short- and long-term investment policies and strategies; and
- Presenting and representing the WSO to the public.



Responsibilities, Expectations and Requirements of a Board Member

- Attendance at Board Meetings; the full Board meets approximately six to ten times per year.
- Actively serve on one committee.
- Support the work of the Symphony through the recommended Board Member contribution.
- Purchase a series subscription and attend Symphony performances.
- Make suggestions to the Nominating Committee for new Board members.
- Participate in all aspects of fund-raising activities recommended by the Board; Attend fund-raising events and solicit/facilitate contributions.
- Be an informed and enthusiastic advocate for the Symphony in the community.
- Invite others to attend concerts and events.
- Carry out delegated assignments promptly including the reading of meeting minutes and support materials prior to Board meetings.
- Support decisions of the Board once made.
- Avoid conflicts of interest.
- Maintain a focus on governance, general policy oversight, planning and direction. It is not the duty of the general Board to manage the organization or the staff.

