

WATERBURY SYMPHONY ORCHESTRA

EXECUTIVE SPECIAL
COMMITTEE MEETING

SEPTEMBER 8, 2021

Members present: Don Fiftal, Jay Chittum, Isobel Moore, Kim Welch, Anne Dranginis

Staff present: Heidi Stubner

The meeting was called to order at 6:04pm.

Heidi and Cathy Cirisi put together a job description of the BRAVO Waterbury Program Director. It was disseminated to the EC and was reviewed. Jay justified the increase in salary (will be increased from \$44,000/yr to \$55,000/yr – retroactive to July 1) due to increase in responsibility. Both Program Director and Lead Teacher obligations are combined. There are currently 31 students enrolled and rebuilding the program is a key goal. Motion to approve the appointment of Cathy Cirisi and compensation for the Program Director made by Jay Chittum and seconded by Kim Welch. Unanimously approved.

There is news about BRAVO. A violin/viola teacher and cello teacher were hired. They are a part of the Callisto Quartet.

Tom Clark updated the EC on Governance. Candidate for the Board, Matthew Krumholtz has been vetted by the Governance Committee and recommended to the EC by the Governance Board. Governance did discuss a possible conflict of interest due to Matt's association with Sharon Danosky. He is a contractor but not an employee of Danosky, and he assured that he would recuse himself from any vote that would affect a contract between WSO and Danosky. Discussion ensued. A motion was made to have the Board Chair and Governance Committee Chair communicate confidentially to the full Board Matthew Krumholtz's interest in joining the Board by Don Fiftal and seconded by Jay Chittum. Motion passed unanimously.

Heidi reported about the transition after Andrea's being hired by the Palace Theatre. Her role may have to be filled by two part time employees. PR/Marketing person who is local and can manage the box office and a separate design person who would be hired as a consultant for an "as needed" basis. A discussion ensued regarding that recommendation. This will be finalized at the 9/20 meeting.

Health benefits plan was updated by Heidi and she is waiting for a call back from Julie, who we use for booking these benefits. HRA's are being discussed. This will be on the next agenda because there is

Musicians' Town Hall on Monday, September 13, at 7pm. Don will report on the issues discussed.

The EC discussed a personnel issue after Heidi departed the meeting.

The meeting was adjourned at 7:28pm.

Respectfully submitted,

Anne C. Dranginis, Recording Secretary