



2021-2022 Season – April 23, 2022

12:06 pm - Call to Order

- Board members present:
 - Michael Ramirez – President
 - Laura McNulty – Vice President
 - Angela Aldridge - Secretary
 - Carolyn Knittle – Treasurer and Grants
 - Hoang Bui – Board member At-Large with a specialty in Social
 - Rich Gordley - Board member At-Large with duties to be assigned
- Carl Johnson (Music Director) was also present.
- Krista Baskerville - Board member At-Large with a specialty in Membership Oversight was not present.

Opening Remarks of the President

Michael Ramirez, President, noted that there have been highs and lows this past week. The concert Tuesday, April 19 went very well despite the challenges with acoustics/being able to hear other players on the stage. The internet connection for the livestreaming was also an issue. It was difficult to hear Carl during the sound check, there was a bright light over Carl’s head that made it difficult for some to see, and there was not lighting towards the back of the stage wings. Overall, this was a good event and the students seemed to enjoy playing with DMCO. The concept of this concert is good (collaborating with high school students). We may want to consider other venues if we do another collaboration in the future; however, we need to be mindful of the needs of the students participating, and their family/friends who would typically attend their concerts.

We received news last week that Angela Aldridge (oboist) has been diagnosed with a brain tumor that is significantly affecting her vision. Angela will not be participating in the May 2022 concert resulting from the vision issues and the uncertainty of the next steps in her treatment plan.

Minutes of Prior Board Meeting

The last Board meeting occurred on March 1, 2022. Minutes from that meeting were distributed via email and uploaded to the DMCO website. There were no objections, and the minutes were accepted into official record.

Treasurer’s and Grants Report: CAROLYN

From the February 2022 Winter concert, we are still missing the Drake invoices for the venue and the student helpers, otherwise everything else is in.

We have received in donations \$1000 from Noel Liechty, \$1650 from Bravo Greater Des Moines, and concert donations that came in late. Ann Detlefsen also sponsors the first flutist chair plus extra funds.

Regarding the Bravo grant, this is the Grant Cycle 2022 Arts and Culture Program Grant to support our 2022 Concert Schedule. This is a one-time award for the January 1 – December 31, 2022 grant period.

Carl Johnson made a substantial donation that goes into his DMCO Director's fund.

The videographer who we hired for our concert at Roosevelt High School was not able to keep the concert livestream going because of the internet issues at the high school and he is having issues uploading a video of the concert. Mike plans to negotiate his fee. Mike is working on hiring a videographer for the May 2022 and June 2022 concerts. Carolyn noted that we should be obtaining W-9's for the videographers in case we need to issue 1099's. This would also apply to our soloists.

For the Williams piece in the May 2022 concert, we have offered one of the members of the trio \$50 for participating in the trio. Stacey Ramirez is also part of this trio, and Mike Ramirez noted that we should also consider compensating Stacey \$50 for participating in this trio. Mike Ramirez and Carl Johnson cannot move this forward as an item or vote. Rich Gordley moved, Hoang Bui seconded, all were in favor, no one opposed, and the item was so moved. Mike Ramirez abstained.

Carolyn Knittle sent a \$50 donation on behalf of DMCO to the Iowa Food Bank in Laura McNulty's mother's memory.

There were no objections, and the Treasurer's report along with the financials as of 4/22/2022 provided in email to the Board prior to the meeting were accepted into official record.

Membership Oversight Report: KRISTA

Krista was not in attendance.

Set date for next Board meeting

The next Board meeting would be our DMCO annual meeting. During the March 1, 2022, Board meeting it was mentioned that for this concert season, we are performing a concert later than normal (June 19th). This could affect the timing of the annual meeting which typically occurs in May after our May concert (which is typically the last concert of the season). As such, it was motioned to suspend Article II, Section 1 and Article 3, Section 6 of the by-laws regarding specified timing of annual meetings. This was approved and accepted by the Board. It was noted that during the April 2022 DMCO Board meeting it will be decided if the annual meeting will be held in May or June.

It was noted that we need to ensure there is a quorum. We base the quorum calculation on the number of people who participated in the concert prior to the meeting. Mike Ramirez mentioned the Doodle survey tool, will figure out how to set up one, and we will use this to analyze what works for the majority of the membership for the annual meeting. We are currently aiming for the third week in May. We are tabling setting the date for the next Board meeting temporarily as we plan to send out a Doodle survey to poll the membership.

New Business

Changes and Amendments to By-Laws

Mike Ramirez noted that an individual told Mike they appreciated the information provided regarding the changes and amendments to the by-laws. No one has heard negative feedback.

Soloist Pay and Additional Concert Costs—Tabled to First New Meeting of New Board

It was noted during the March 1, 2022, Board meeting that many of our upcoming concerts will include soloists and may incur additional concert costs. Currently, a DMCO policy does not exist regarding soloist pay and concert costs. The Board discussed these items. It was mentioned that some soloists have contracts for what they charge. Carl Johnson mentioned that at times he has funded soloist pay and additional concert costs out of the Director fund that Carl has funded himself. It was mentioned that we could offer soloists a fee and could also offer instead a tax deduction in the amount of the fee. During the March 1, 2022, Board meeting Mike Ramirez motioned that for the remainder of this concert year, any fees need to be finalized two weeks before the start of the rehearsal set, and further discussion on this matter will be tabled until the Board meeting in July 2022. This motion was not opposed.

Update to Concert Dress Code—Angela was to update

During the March 1, 2022, Board meeting it was discussed that it was noted by a member of the DMCO membership that our concert dress code may be outdated. The Board discussed removing verbiage around requirements specific to gender, and updating verbiage around hose, sleeves, and black ties (specifying long black ties). Angela Aldridge will update the concert dress code language and provide the updates to the Board for review and vote.

DMCO's current concert attire:

Unless otherwise specified, please use the following guidelines:

Men – Wear a black suit (or pants and sport coat), a white shirt, a black tie, and black shoes and socks.

Women – Wear black pants and top, or appropriately long dress, or skirt and top, along with black hose and shoes. Women's sleeves should be long if possible.

Proposed DMCO concert attire:

Unless otherwise specified, wear black concert dress for performances:

Option 1 - A black suit (or pants and sport coat), a white shirt, a long black tie, and black dress shoes and socks.

Option 2 - Black pants and top, or appropriately long dress, or long skirt and top, and black dress shoes. Sleeves should be long if possible.

Mike Ramirez motioned that we accept the above proposed verbiage of the dress code, Rich Gordley seconded, all were in favor, no one opposed, and the motion passed. The DMCO website will need to be updated with this information.

PO Box--Tabled to First New Meeting of New Board

DMCO PO box: The cost of our DMCO post office box keeps increasing and the box is located downtown which is out of the way for most people. The Board discussed any changes we should make regarding the post office box. It was discussed to potentially have mail sent directly to a Board member's home, but if Board members change, we would not want a mail address that continues to change. The post office box renewal is in June 2022 and the Board will then revisit if we want to renew.

Review Covid Protocols

The Board decided with no opposition that the DMCO mask policy will continue to align with our venues and CDC recommendations, and the current testing/vaccination policy will continue through the May 2022 concert segment. This will be revisited segment by segment.

Personnel/Compliance Officer--Tabled to First New Meeting of New Board

During the March 1, 2022, Board meeting it was discussed that a personnel and compliance officer is needed for DMCO (could be one or two positions). Mike Ramirez has been acting as compliance officer regarding all of the administration around the Covid protocols. One duty of a personnel officer would be to ensure we have the correct instrumentation for each concert, which Carl Johnson is currently performing. This was tabled and will be discussed during the July 2022 Board meeting.

Board Member Continuations

Board member continuations: The terms for four Board members will expire after this season:

- Michael Ramirez – would like to continue
- Angela Aldridge – would like to continue
- Hoang Bui – would like to continue
- Rich Gordley – would like to continue

The full Board slate is continuing.

During Mike Ramirez's surgery and recovery time (beginning of May 2022), if Mike is unavailable and if there are any presidential needs, it was discussed that Carolyn Knittle will take over. Laura McNulty is taking over secretarial duties if needed if Angela Aldridge is unavailable.

Thoughts from Carl on New Season

Carl Johnson met with our contact at Drake last Thursday and solidified the dates for our 2022-2023 concert season:

- 10/30/2022 Fall concert: Hopefully we will be back to the collaboration with Iowa PBS and Abby Brown. This date was chosen because it is close to Halloween. A thought for this concert is a Disney theme but it is hard to get Disney music (and it is expensive). Thought about "DMCO Gets Animated" as a theme, to be more generic. We are still open on this. We could do Frozen again, and/or Harry Potter.
- 12/4/2022 Messiah: Carl asked the new director of Des Moines Gay Chorus to conduct us and he was excited about it. Carl needs to confirm that he can do that date. Carolyn Knittle will double check and ensure this date is on Grace's calendar.
- 2/12/2023 Winter concert: The son of a student Carl had when he first started teaching high school is a concert violinist in New York. He would love to perform something with us. Carl is trying to work out details with him.
- 5/21/2023 Spring concert: This date is the week after Drake's graduation. Carl does not have plans for this concert yet.
- Between February and May, we are not sure what will happen. We could perhaps do another collaboration with high school students. Carl has spoken with Jennifer Luft about perhaps combining East and Roosevelt High School students in a collaboration concert. Serkan is putting together a new group and is trying to get a performance together. He is still working this out. Carl will let the Board know if Serkan is able to work something out that would include DMCO.

Part of the feedback from Bravo included the following: “Removing financial barrier is good but not enough to draw new audiences or be truly inclusive, especially with concert schedule that centers traditional Eurocentric music.” The Board has started to discuss this feedback and has noted this is not something that we can “fix” right away. It will be a journey and take time to do this the right way. Perhaps a start is finding more pieces to embed in our performances that do not center around European composers.

Unfinished Business

For our May 2022 concert, the soloist is coming from California and staying with Carl’s family. We are compensating her \$1000 (playing fee and travel). Our next concert (June 2022) will also have soloist fees. Carl noted that these fees could be paid out of the Director’s fund now, or we can analyze the financials after the May 2022 concert and then take funds out of the Director’s fund if needed.

Mike Ramirez supported taking at least a portion of these fees from the Director’s fund, at least the \$1000 for the May 2022 soloist fee. It was then discussed that for the May 2022 concert, the fees for the harpist and the rest of the trio would come out of orchestra funds. The fees for the three soloists in the May/June 2022 concerts would come out of Carl’s Director fund. This is what was decided to do with no opposition.

Adjournment

The meeting adjourned at 1:41 pm.