



MINUTES FROM:

EXECUTIVE BOARD MEETING

DATE: 20 May 2021

TIME; 7;30 P.M.

Location: Online, vla Zoom

As the current recording secretary as not present, Steve asked Paula-Ann, who agreed, to take minutes. And acknowledging that 6 out of 10 Executive members were present, Steve stated that the meeting can proceed.

Call to Order

- i. Steve called the meeting to order at 7:35 p.m.
- ii. *Present:* Steve, Jeff, Jane, Dan, Paula-Ann, Gordon, Sherrie, Joanne
- iii. *Regrets:* Lisa, Renata, Laura, Kamara *Absent:* Marie

1. Adoption of Agenda

- a. Posted on 19 May 2022 in Forum
 - i. No issues were raised
- b. Amendments
 - i. None suggested
 - ii.

MOTION TO ACCEPT AGENDA AS PRESENTED

1ST: Gord 2ND: Sherrie

Carried

2. April 22, 2021 Executive Meeting

a. Adoption of Minutes - April 22 2021

- i. After reviewing, no issues were raised

MOTION TO ACCEPT THE MINUTES FROM THE APRIL 22, 2021 AS PRESENTED

1ST: Jeff 2ND: Jane

Carried

b. Business arising from the minutes -April 22, 2021

- i. None Raised

3. Reports

a. Treasurer

Treasurer's Report for May 20, 2021 Jane V. Clifton

Jane has posted the proposed budget on the forum. Steve screen shared the budget on Zoom. As it stands, BCB has a deficit and Jane is not sure about the joint Christmas Concert with DVO. She has made the following assumptions: 1) The band will return to full in-person practices in September, and 2) the band will be performing only two concerts. Joanne's honorarium has been prorated for a September start. Jane stated that if there is a deficit, it will not be detrimental to the band, and added that there can always be a request for donations from the membership in leu of the membership fee. She added that this will not be conducted until we are back at the Music Centre. Sherrie asked about the possibility of receiving donations to off-set the deficit. Steve asked the process of receiving the donations, to which Jane stated that "Canada Helps" is the best method over e-transfers. Funds would be deposited straight into the band's account and easier even with the caveat of them taking 4% off the top. Jane stated she assumed less revenue for the band in light of the current situation. Steve thanked Jane for preparing a Budget with so many unknowns currently, and remarked that many of the items will not be required until the Band returns back to full practice.

Gordon apologized for not giving Jane the information about "Consonant Contact" expense to her.

Steve recommended that the discussion about Joanne's honorarium at the end of the meeting after Joanne has left. Joanne stated that she does not expect a full payment while we are not rehearsing in full and in person. Jane asked if half would be okay, to which Joanne replied no more than half at this time.

Motion to Accept the Budget To be Presented at the AGM Pending the Outcome of the Discussion Regarding Honorariums and the Addition of "Consonant Contact".

1st: Gordon 2nd: Jeff

Carried

4. New Business / Other Business (as per Forum Discussion)

a. 2021 AGM - Monday, June 7, 8:00 p.m.

The information about the Annual General Meeting has been posted on the forum and emailed out. Steve noted that after consultation with Gordon, there must be 25% of the band present at the AGM, which is 15 band members.

i. Any nominations, for exec or program committee?

It was stated that no person has stepped forward yet (except for yours truly to take over the Secretary position). Sherrie asked about the procedure to nominate. Gord clarified the process for her. Any interested candidate has until the 23rd May to forward their name.

Sherrie also asked about our process of voting to which Steve said that he will take care of it.

Finally, Steve stated that if there are new members that would be great, but if not, the Executive will pick up the slack as we always done.

Joanne asked for clarification as to her role at the AGM. As Ex-officio and a non-voting member, she is kindly requested to submit a report as the Director of Music at the AGM.

b. Virtual rehearsals - bi-weekly schedule

Steve noted that BCB has held two rehearsals so far. Joanne commented that she cannot hear everyone's playing so she's in a tough spot to make any decisions. The feedback that she has been getting is that people have been enjoying the rehearsals and suggestions of which some she can make happen and others not so much. Joanne wondered about the numbers, knowing that some people have restrictions to their playing. However, she stated that if it kept people playing then it is worthwhile, Joanne remarked that a lot of us have lost their chops over this past year from not playing. Jeff noticed that there is a lot of general chatter after each piece is played. He wondered if there was a way to mute everyone in order to control this. He suggested that any concerns could be posted in the chat function area. Joanne commented that she does not read the chats until the end, but she could refer to them after each piece. She asked if there was a way to save the file, and was instructed on how to accomplish it. Gordon remarked that maybe an Executive member be the designated speaker. Steve remarked that he as the host and Joanne as co-host, can permanently mute everyone, so they cannot unmute themselves. If there is a relevant question that shows up in the chat, then he can unmute that one person so that they can speak. Sherrie asked about the social aspects of the meetings, to which Steve stated that the Zoom portal is open at 7:30 p.m. for people to socialize and the rehearsal starting at 8:00 p.m. Sherrie asked that this information be shared with the membership. Steve also stated that he can keep the room open to 9:15/9:30 for more socializing if needed. He remarked that there is hardly any banter during live rehearsals so it should be the same for the virtual rehearsals. Gordon further commented that during the zoom rehearsals, that the chatter could disturb someone preparing their music or asking a question. Gordon thanked Joanne to sticking to the hour practice, to which Joanne stated that she must respect people's time. She feels with allowing a social time after practice, that there will probably be less talking in between pieces during rehearsal. She welcomes the feedback from members to help her in the technical aspects of

the rehearsal. Steve proposed that he opens the video conference at 7:30 p.m. to allow for members to join and have a social time if they wish. At 8 p.m. he will place everyone on mute and the band will practice for 25 minutes. Then there would be a mini break for 5 minutes where he could unmute everyone so that they could ask music related questions. After this, Steve would once again mute everyone until 9, where there would be a social debrief time. If there are questions in between the pieces, then the members can put it in the chat, which Steve can forward as needed. Joanne liked this idea. Furthermore, Steve stated that he is willing to enable other Executive members to host the rehearsals if they so desired. Sherrie was inquiring about receiving the rehearsal order in a timely fashion, to which Gordon apologized as he had issues in getting it sent out. Joanne stated that she has the order ready for next week, she just has to send it to Gordon. As well, she has found another public domain site, and a march for the band to rehearse. Finally, there was talk about Audacity and the link for it will be placed in Notations. Joanne will prepare the mp3 files to be forwarded to Gordon for addition to Notations.

c. Practice at the music center - safe return to inside rehearsals discussion

Steve remarked on the Provincial Covid-19 Reopening plans, which are unfortunately vague and confusing. He surmised that the earliest date for in person rehearsals might be in August, which will allow enough people to gather for indoor practices. Furthermore, there is further restrictions that the City of Burlington might require. Steve stated, although he has not talked to Rob Bennett, he believes that the earliest the city might reopen the Music Centre will be in September. This is an assumption, as Steve did mention that this is all unconfirmed at this time. Jane commented that we might wish to consider cancelling the virtual practices' attendance if the numbers drop below 15 members. As well, if the Music Centre does not open in September, Jane suggests that the repertoire switch over to Christmas music. Joanne brought up the problem of how to get the music as currently we are locked out of the building. Sherrie stated that she wanted to talk about this issue as she was involved with Health and Safety previously. She realized that the city has their requirements and the Music Centre is mainly focused around the BTTB firstly, and the courses that go on there. Sherrie wanted to have a discussion about what are BCB requirements about returning to in person rehearsals. Does the Executive have a hard expectation versus a soft expectation in regards to the Health and Safety of the members knowing that the pandemic is hopefully coming to an end. Sherrie reminded that she did vote against a previous motion in regards to letting small ensembles being allowed to practice in the Music Centre. The motion did pass, which she accepts, but there were no members who wished to rehearse anyway. Her concern is if a member caught COVID-19 from attending practices would we, because of a decision we made as an Executive or as a band, be responsible. A situation which we would like to avoid. Sherrie knows of other bands, who are having conversations currently about this dilemma. She would like us to discuss whether we should hard sell or strongly encourage, as a Health and Safety measure, the membership having their first COVID-19 shot before they are allowed to come back to rehearsal. As well, Sherrie expressed her concern about certain players who still come to practice even though they are sick. She remarked that until everything is really back to normal, that we do not allow people to come to the Music Centre, and that we communicate this to the membership. Finally, Sherrie suggested that a motion could be considered to address her concerns at the next meeting. Steve asked about what such a motion would encompass, to which Sherrie answered that we expect or strongly encourage people to get the vaccination before being allowed back. Jane suggested, if the membership are required to wear masks, that we should consider not returning until the entire band is allowed to rehearse all at once – without social distancing. Jane stated that people will not really know who has been vaccinated or not, and some people would be willing to take their chances or not. We do not know if people will be honest whether they are vaccinated or not. Until the Government allows 60 people to be together and play together, Jane said only after maybe then we can go back. Dan remarked that it is his assumption that when the band is allowed to resume again, he expects the Government will have some expectation about some kind of plan or regulations about how we can operate. As a business owner, he is currently undergoing this process, he has to have it right now which most of it is dictated by the Government. There are very explicit rules and policy processes which he has to follow, which the band may have to be in the same boat. So, most of this may be taken care for us by the

City of Burlington or the Province. In regards to in requiring vaccination, Dan remarked that the Government has been discussing that province-wide, and a lot of Human Right issues have come been raised because of it. Dan stated that it is a can of worms that he really doesn't want to be anywhere near. Steve commented that the city's policies are most likely to be the most restrictive. Even with the Ford's Colour-coded system and his government's weekly decisions, the city made their own decisions about who was allowed to be in and how many people as well as what protocols were required at the Music Centre, I.e., masks, instrument bags, the plastic barriers, and so on. He expects the city, and the music program specifically, to take a hard and very cautious approach to resuming any type of practice and BCB will have to follow what they do. In regards to the vaccination passports, Steve remarked that the current trend which people are talking about, that we must be careful. One of the reasons that BCB enjoys so many perks with the city and the Music Centre is because we are completely open and completely accessible and non-discriminatory. So, if BCB requires a vaccination passport, it may reflect on us poorly. However, if the city that no one can use the facilities unless they have proof of vaccination, then that takes the decision out of our hands and we can blame the government. Paula-Ann remarked that her employer at Mohawk College (Compass Groups Canada) requires the cafeteria staff to have both jabs in order to be allowed to work, and has provided an app to record getting the vaccine. Joanne asked if there is anything that the band can put in place that can supersede the government to which Jeff responded no. Joanne stated that government decisions are going what BCB will be dictating the band's own welcome back party. Sherrie commented that the band will lose membership whatever route we follow. Some people will stay away until they feel it is safe enough to return. She asked if the Executive communicate and strongly encourage people to get their vaccine, to ask please to not to attend in person if they are not feeling well. Sherrie feels that this will show that the Executive has done their due diligence, even if the government is looking after us. The band is trying to help the government look after everyone, it is that extra little layer. Gordon agreed that communication is key and to for the first little while to tell people "Hey, if you are sick, don't come in" would be a good thing. He stated that right now, we may not be able to mandate a vaccine passport, but maybe later the rules change and we can. Maybe the city will require it, but we don't know. There are a lot of unknowns here, as Gordon remarked, but reminded everyone that the thoughts the executive have had in any of the discussions in this matter has been "we are not going to rehearse until it is safe to do so", and that going to keep going forward regardless of what we do. If we as an Executive, if tomorrow the Government says you can go back to inside rehearsals, Gord stated that he was doubtful that anyone would approve of it. Furthermore, he commented that he would not want to go back to the band room for two weeks, just to have it shut down again due to an epidemic in the band. He does not want to either catch this horrible disease or worse yet, give it to someone, just in order to play again. Gordon stated that caution is the watchword, because that the very earliest we might be back is September, which he remarked that September is being too optimistic personally, and that this is not something that the executive will have to worry too much about over the next little while, but it will need to be addressed. In closing, Joanne reminded everyone that people are aware of their own conditions and will make the best decisions for what is going on in their life. She commented about a statement from one of the bands she is involved in "we tell people to please be selfish. Keep your germs to yourself, take them home and we'll see you when you have no more germs to share" This works well for that band, and is in a light hearted way which does not offend anyone. The message is if you are not well, stay home.

Steve ended the discussion by stating that the band will have to wait until we hear something from the city. Once he does, Steve will share the information with the Executive and then we can have a further discussion about timelines for us.

d. Assistant conductor

Steve noted that this has been on the agenda for while. Jane remarked that she was responsible for this item. Steve comment that he believes the assistant conductor gets paid for taking over from the Director of Music when they are on vacation, is sick or similar circumstances. As well, that the wages for the Assistant Conductor comes out of the Director of Music's honorarium, to which Jane added only after a certain part is paid from the band. Jane asked if the current candidate is the Assistant Conductor in perpetuity, or is it like the programming committee where new people are taken in. Jane suggested that BCB might get more applicants for the position if there was a yearly stipend with conditions that they attend all the practices. Joanne commented in her experience of being an Assistant Conductor, she felt that it was her responsibility to be at every practice and

internalize what the Conductor was doing, just in case she had to step up to the podium. She remarked that it the Assistant Director cannot change and put their own spin if they have to put on a show. The band has to be constantly doing what the Conductor wanted or otherwise it will fall apart if there is a change. Joanne stated that she did have a contract most of the times which stressed the importance of the position. Gordon conveyed the Bylaws which stated that there was no term for the position and was appointed by the Executive with consultation with the Director of Music. Furthermore, the position does not assume succession to the Director of Music. The Assistant Conductor shall be required to assist the DOM as required and in particular shall: a) assume the role of the DOM in the latter's absence. Except in the case of sudden illness, the Director of Music will provide the Assistant Conductor a minimum of one week's notice to conduct an entire rehearsal or concert; b) rehearse at least one selection at each rehearsal of his/her choice; c) conduct at least one piece of his/her choice at each concert; d) tune the Band BCB at each rehearsal and concert; e) other duties as assigned by the Director of Music or Executive. After a discussion about the duties, Steve asked in light of the nine months that Julien took over as intern Director of Music, he has been the Assistant Director for several years. In thinking about what he has done for the band and with what Gordon has read from the Bylaws, Steve asked if the position of the Assistant Conductor of the Burlington Concert Band is worthy of an honorarium, be it \$100, be it \$500, be it \$1000. The amount could be discussed later, is it worth it? Joanne remarked that if there is an honorarium attached to the position, then the person takes it more seriously to be there on time, all the time. Joanne relayed her experiences and commented that with an honorarium that there is more ownership with the position. Gordon reminded everyone that if the Executive wished to have an honorarium for the position, then that would require a Bylaw change as it currently reads that the Assistant Conductor shall be paid an agreed upon stipend for each full rehearsal and each full concert conducted. Furthermore, Gordon said the amount was historically based on the Director of Music's contract and that the Director of Music shall be allowed two absences, other than illness, before being responsible for the Assistant Conductor's stipend. Again, he reminded that it will require a Bylaw change to accomplish this. Steve stated that the next time that the Bylaws will be reviewed and open for amendments will be at the 2022 AGM. It will be the earliest that this can be done. Dan felt that the actual issue is if the position required a contract, and if so, usually you need some kind of enumeration not only to make it legally binding, but also binding the person to the position. If there is to be a contract, the Dan stated that there should be a sub-committee formed to determine the particulars. With the Bylaw, Dan feels one of the requirements should be to do whatever the Director of Music says, and that the Director of Music should have input into the Assistant Conductor's contract. Jane wondered if there should be a term placed on the position, a two-year term where the Assistant Conductor's performance can be reviewed or possibility of a set term so encourage new blood. Gordon added that currently, that there is procedure in the Bylaws to remove a Director of Music or an Executive member, but there is nothing in place to remove an Assistant Director. To which Steve commented, that we do by dissolving the band. Dan remarked that the benefit of a contract is once it is expired, the contract can be changed.

i. Stipend

To be determined by committee at a later time in regards to revisions to the Bylaw.

ii. Contract

To be determined by committee at a later time in regards to revisions to the Bylaw.

iii. Term

To be determined by committee at a later time in regards to revisions to the Bylaw.

Dan stated the Executive should inform Julien about the above. It was noted that Lisa, would have abstain from any discussions in this matter, due to a conflict of interest and will be reminded of this.

e. Name of band/logo

Steve asked Gordon if the request has gone out in Notations for submissions. Gordon stated that it has several times and that nothing has been submitted to him. Gordon then turned it over to Jeff as he was responsible for the Logo Redesign.

Jeff remarked that he is unaware why it was suggested that he wanted to change the name of the band, because he never wanted that and has no interest in changing it. He apologized for any confusion this might have caused. Jeff also stated that he had no submissions as well for a logo change.

Steve commented that the only submission he has received was two rough hand drawings from Teresa via Facebook. He questioned if there was a deadline set for submissions. Jane commented that there was one given in Notations, to which Gordon affirmed as being July 1st. Stev remarked that he can point out the request for submissions for a Logo design.

Jane pointed out the comment from Lisa in the forum about the name of the band, moreover that we need all the recognition we can get and that now is not the time for a name change anyway. Jane remarked that the topic should be dropped. Both Gordon and Sherrie suggested a motion.

Motion to Cease Consideration of Changing the Name of the Band, officially known as the Burlington Concert Band and Pops Orchestra, more commonly known as the Burlington Concert Band.1st: Gordon2nd: Sherrie***Carried*****f. Summer shirts**

Steve commented that he believes that no one has been working on this as they are currently not needed this year. This topic will be ongoing for now.

g. New Business

Jane informed the Executive that she is required to submit a Tax Return for the Band in June. Noting that Steve had moved, Jane requested that she be given the current information (address, email, telephone numbers, etc.) for the Executive.

5. 2020/2021 Season**I) Summer 2021- cancelled****II) Fall 2021??****III) Christmas 2021 with DVO - Sunday December 5 2021**

Steve noted that nothing has changed yet summer is still cancelled. As for the Fall Concert, this is usually our free concert given for either children or Seniors. Before the pandemic hit, the Executive was suggesting a Hallowe'en Theme for what would have occurred last fall. The question asked by him was should we, as an Executive, even consider planning a Fall Concert for this year. Joanne expressed the concern of preparedness for such an event, given that there may be only 6 weeks to come up to strength for playing. She suggested that we proceed carefully and instead, prepare for a Christmas Concert, and a possible second concert for Seniors, so that we can get double use from our literature.

Steve stated, with everything being back to normal, the DVO (Dundas Valley Orchestra) is excited to do a Christmas Concert with DVO us. It being penciled in for Sunday December 5th. Steve remarked that he was copied on some of the emails, to which Jeff could attest to and add more information in case Steve missed anything. The DVO needs to get grant funding, and are requesting about booking a venue for the December 5th concert. Steve asked if that is something the Executive would want to do now or is it still premature to be looking at this now, with seven months in advance of this concert. Gordon replied with we should consider whether or not we can a venue where we could "Covid Cancel" and get our money back. If the band can do so, then let's book now, to which Jeff also agreed to. Jane asked whether the Catholic Church, St. Thomas the Apostle, in Waterdown be the preferred venue. She commented that it is large, but somewhat expensive. Steve replied that it was the planned site before the COVID-19 shutdown. He stated that he is unaware whether their office is open or not, and surmised that hopefully that they are checking their emails, mail, and other correspondence at least. Steve asked whether he should make an inquiry and talk to Father Francis about our wish to book the church for the Christmas Concert, what their cancellation policy is and to determine what is available. Jane asked about how much DVO is organizing of this joint venture, to which Jeff replied that we are trying to make it as much as a partnership as possible since BCB has been there before but not DVO. Steve explained that the intention was that the concert was going to be officially our concert with the guest being DVO. He added that if we wanted to go ahead with the same set up, Steve can dig up his notes and move forward, with the provision that all participants and spectators show up with their vaccine passport. Sherrie asked about the concert venue as this would possible be the first concert that BCB will have. She wondered about the location, could it not be in Burlington as the band is from Burlington and that the repertoire be the most popular Christmas music to celebrated that the band is back after the pandemic. Should the band have a joint concert as the very first concert we undertake? She feels that the concert be held in Burlington. Jane reminded her that we had a pre-existing contract with DVO, to which Gordon added that the venue has to be in Hamilton, due to the grants that DVO was receiving. Jeff confirmed that due to the process they use to get their operation funding, that DVO concerts must be in the greater Hamilton area. Sherrie further question if this concert has to be the first one back. Jeff stated no, but the agreement was always that this venture would be a Christmas concert. He added honestly, that he thinks that it really doesn't matter where the concert is or what the band is going to play. People will want to come to hear us play, because they will want to get out after being stuck their houses forever. Paula-Ann informed Steve that due to Center Street construction, no one is in the Parish Office, so he should email Father Francis. Joanne requested that since she was not part of the initial plans for the concert with DVO, could she get any notes so that she could get in the loop. She would appreciate the chance to ascertain how much we will be playing, versus the time allotment for DVO. Would it be fair to bring their group out if they are only going to play two pieces? Joanne would like some guidance as to what they will expect and what we will want to make this venture work. She would like to do something together, that would be an amazing thing, she runs into the problem of getting a piece of music that can be played together. Christmas Festival is written for both but in different key signatures, and Joanne doubted that anyone would want to transpose an entire ensemble's worth of music. Steve replied that there are people who do transposition, and he will dig out what he has and forward it to her. He added, just in terms to Joanne's comment about who will be playing, it is just a matter of red tape, in terms of someone having to be the host and the other one to be the guest. Steve informed her that the plan was to have equal share of playing time with two shared pieces...one for each conductor. Beyond the obvious Christmas Festival, Steve stated that they didn't get very far. Joanne remarked that Laura probably has something up her sleeve, and that Laura is great to work with. Joanne asked at what point should she make contact with Laura, to which Jeff responded at any time. Joanne stated that the sooner the better it is for planning. Furthermore, she asked what time the concert would begin, to which Steve and Jeff both said it was being planned as a

late afternoon concert. Jane added that DVO only plays afternoon concerts, so Joanne queried the time frame of between 2 to 4 p.m. with a possible 20-minute intermission. Jeff replied that he believes the planning process is pretty open right now. Steve brought up the inquiry by Jane to the possibility of having a concert without the DVO. He remarked that the band could, however it would not be at BPAC to which Jane countered with the suggestion of holding the concert at St. Christopher's, Wellington Square or similar venue. That way Sherrie's objection about the concert venue, and her desire for a Burlington venue is met. Jeff asked if there was any reason for not having two separate concerts, to which Joanne responded that it would require practicing more pieces for our lone concert, with the possibility of filling the repertoire with "fluff". Gordon suggested that he could help by talking mor and he doesn't mind to do so. Jeff remarked that there is Christmas marches that could be utilized. Joanne pointed out about a Christmas March from Top Hats. Jeff did ask Joanne if she had Laura's contact information, which she replied that she does not. Jeff will email this information to Joanne. In closing, Steve said that he will make a pre-emptive moving forward by contacting St. Christopher to find out about holding a concert there, Joanne can contact Laura, and Steve will dig out any notes to forward to Joanne. Finally, he suggested that they can start some preliminary planning. Joanne remarked in regards to the calendar, even with the possibility of cancellation due to COVID-19, that the band does not want to leave everything to two months before. Either we are not going to get a venue, or people will have other things booked up. In her case, Joanne stated that she is going to be busier than busy, once things start to open up, with obligations with her other bands. She is aware of the dates with the Haldimand Band, and know that there is nothing happening on a Sunday. Joanne commented that if we are going to hold Sunday or even a Saturday night concert, which she is okay with. But she is aware that other bands will be booking stuff, so please let her know so that it can be block off the time in her calendar.

Steve finally said beyond Christmas that he is hesitant to talk about the 2022 yet. He recommends that we wait and see how it goes for the next month or so, and then we can talk about going beyond. Paula-Ann suggested that we revisit this topic with the new Board, if we get any new members.

6. Next meeting

Steve asked if there is a meeting in June, to which Jane confirm that we do – it is only July that there are normally no Executive meetings. Steve commented that the next date should be June 17, 2020 at 7:30 via Zoom. Gordon said this date is after the AGM, so it will be beneficial to meet.

Jane reminded everyone that it was time to say goodbye to Joanne so that we can finish the conversation about her honorarium. Joanne said her goodbyes with confirming that Jeff will send Laura's contact information. After she had left the zoom meeting, the executive continued on.

7. A Continuation of the Conversation in regards to Joanne's Honorarium

Steve thanked Jane for reminding him about this topic. Steve facilitated another screen share of the proposed budget. Steve pointed out that in Jane's budget, the Director of Music's honorarium is set at \$5250 annually per the contract. At his point, he remarked about Jane's entries. Jane explained that the band's financial year goes from June 1st to May 31st, so she made a separate item for this May as it should have been dealt with before May 31st, but unfortunately it will not going to be. Jane continued to explain that the honorarium is in the Expenses section, with an addendum detailing the reasoning behind the entry. Steve commented that in her budget, Jane proposed that for the month of May Joanne receive \$218.75, which she explained is the honorarium divided by 12 and then further divided

by 2. Steve also remarked the proposal at least of another 3 months at this half rate. He wondered whether the consideration should be to continue just on a monthly basis, in case the band is unable to rehearse in person. Jane suggested that Joanne is paid asap for the practices she has done up to this point, then receive her next payment on August 31st, and continue paying her in 3 months installments until the band is back to full rehearsals at the Music Centre. Furthermore, Jane commented that it is currently hard to get cheques signed in a timely manner, so she prefers not to pay Joanne monthly. Sherrie asked for clarification over the amount set out in the budget, which Jane commented that the amount is an honorarium and not for a per service contract. Jane remarked that honestly, this is a monthly salary, it's really not, but it has to be called something. Jane suggested that Gordon may have a better terminology for this instead of a pro-rated payment. Sherrie question how Joanne was paid, is by month or by season? Jane explained that the Director of Music receives two payments usually, Half of the honorarium is paid out on December 31st to cover the period from June 1st to December 31st, and the other half is paid out May 31st to cover the period from January 1st to May 31st. This how the Director of Music has historically been paid and Jane stated that she just desires to make sure they are paid. Gordon added that the contract is on a yearly basis, and not a monthly or per service basis. He agrees that this seems fair to proceed in this manner, and made the observation that the current contract is up at the end of the month. Sherrie further questioned the amount being paid out, to which Jane countered with since Joanne has been very good natured and showing lots of good will towards the band by not asking for any money at all. Jane said it is only fair to pay her in good faith. Sherrie wondered if it was the will of the Executive to overpay Joanne. Steve remarked that there seems to be an argument about the wording here and whatever the formula is, but went on to state that Jane has presented a couple of numbers and a schedule in reimbursing Joanne for the work that she has done so far for the band, in doing the virtual rehearsals, etc. Steve remarked that he is sure that we are all in agreement about how Jane came about to those numbers and asked Sherrie if we are arguing over what those numbers are. Sherrie replied that the Executive is paying her at 100% for doing half the work. Jane countered with Joanne stated that she would accept half pay or less during this time, and that is what the Executive will be doing. Jane went on to question Sherrie's comments by stating should we be paying Joanne less because the rehearsals are only an hour long, because Joanne does not have to drive into Burlington, and because she doesn't have to listen to us during the virtual rehearsal? Sherrie countered by saying Joanne agree to be paid less, to which Steve ask her what she would suggest. Is she suggesting that she get paid half of the half payment already suggested? Sherrie stated that mathematics is wrong and does everyone understand that. Gordon remarked that he understands her comment, but went on to state that it is the consensus of the Executive Board that 50% is 50% of the total amount of the honorarium. Dan added that we should argue the amount, especially with the consideration to the technical and logistical challenges make up for any lack of musical feedback. He stated that he is more interested in the contract being up at the end of the month. He wondered if we should renew it, or add a trapdoor clause for any future difficulties we have due to the pandemic. While we are paying Joanne for the time that she has put in for this month and going forward, Dan question what will happen if the band is forced to stop its activities. Will the Executive continue to pay her or will we stop? Steve asked Gordon about the contract as he thought it was a two plus one scenario, to which Gordon replied that the contract can be extended with the agreement to both parties. So, if the Executive agrees and Joanne agrees, the contract can be continued on the same terms. Gordon added that she would be paid for the next year at \$5250 total honorarium. Steve stated that this is something that the Executive consider, so that we can extend the contract. For Dan's point of being shut down again, Steve remarked that when he talked to Joanne last year about shutting down, she was very open and amicable about not being paid for doing no work. Steve stated if there is a fourth wave, which is even worse and we are all sick in the hospital, we will not be able that discussion. He added that in his conversation with her, she is very much open to it being

fluid as the circumstances dictates. Dan clarified his statement in regards to the short term in light to band apathy, if there is only 10 people showing up for the virtual practices and we are forced to stop. Jane replied that we would discuss the situation with Joanne and she suggested that there be an additional clause for the adjustment of the Contract due to the pandemic, shut down or a lack of interest, etc. Dan commented that the band is lucky that we are dealing with Joanne.

Motion to Accept the Treasurer's Recommendation to Pay the Director of Music for the work in May

1ST: Jane 2ND: Jeff

Carried

Steve remarked that he will coordinate with Jane to get some cheques and distribute as needed.

Steve then moved on to the next part of Jane's recommendation for paying Joanne in a three month block (June July and August). Gordon commented that this recommendation fits well in the consideration of the Budget, and that the Executive should explain to the band, with Joanne's agreement, the idea of if we are only rehearsing virtually every other week, up to the time that we stop due to a lack of interest or the band has returned to the Music Centre, it will essentially be a bi-week payment, based on a twelve month contract.

Motion to Approve this Portion of the Budget Regarding Joanne's Honorarium to be Presented at the AGM.

1ST: Gordon 2ND: Jeff

Carried

Motion for the President enter into Negotiations with Joanne to extend the existing Director of Music Contract for another year, as per the contract, with the Understanding of the Impact of COVID-19.

1ST: Gordon 2ND: Jane

Carried

8. Motion to Adjourn

The meeting was adjourned at 9:35 p.m. Steve thanked everyone for coming and commented that we will see everyone in a week and a half for the next virtual practice.

1ST: Jane 2ND: Gordon

Carried