

# RICHMOND SYMPHONY

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## Nominating & Governance

### Meeting Notes

**Location:** Via Zoom

**Date & Time:** 01/24/22 @ 4PM

**Attendees:** Cheryl Goddard, Lacey Huszcza, Elizabeth Cabell Jennings, Brennen Keene, Katherine Whitney, Mark Wickersham, Elisabeth Wollan (Chair)

**Other Attendees:** Ryan Scott, Frances Sterling,

**Regrets:** Rebecca Horner, Christopher Lindbloom

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## Agenda Items:

### I. Discussion of Board Survey

- **Action:** Ryan to send out a copy of last year's survey to the committee for their review.
- Use last year's survey as a starting point for discussion, deciding whether that format is how we want to continue with this year.
- **Action:** Committee members to review last year's survey and provide feedback on what they believe needs to be adjusted, included, or removed for this year's version.

### II. Board Member Roles & Responsibilities

- Review of current Board Job Description document and Board Roles Responsibilities document used by Lacey for a previous organization.
  - The Roles & Responsibilities document is formatted in such a way that even when skimmed by a current or prospective Board member, it is easy to understand expectations.
  - It was generally agreed that the shorter R&R version was preferable to the longer document used in previous years
  - the feeling of having Board members sign the document is still appreciated to demonstrate a commitment, but recommended that it not be treated as a contract.
  - Discussion of the understanding that it is expected for Board members to subscribe/purchase tickets, but more importantly actually attend the event and participate beyond the scope of just purchasing tickets.
  - It is important to include a prospective Board member document that sells the Symphony and organization in a way that helps to recruit.

- o Discussion of financial commitments and expectations of Board members
  - o There have been times where Board members have seemed surprised by the \$5,000 average gift when actually asked to give and recommended that if not included in a document, that it certainly be a part of the discussion when recruiting members.
  - o The committee had a discussion around the question of whether philanthropic giving is what we are primarily seeking in new Board members. Or is connection, prominence and advocacy equally important? Making financial expectations clear is very important.
  - o **Action:** It was decided to create two one-page documents. The first is the roles and responsibilities of Board members and the second is a document for prospective members that helps to promote the organization.

### III. Board Member Recruitment

- **Current Board Members:**

- o Update: Sandra Chase has resigned from the board, and John Bock is on leave for the remainder of the year
- o 34 total Board members currently
- o 62% male and 32% female
- o Only three members of Board that identify as POC
- o Goochland, Powhatan and Chesterfield not well represented on the Board
- o Still seeking expertise in DEI, Digital Platforms & Information Technology, Human Resources and Public Health
- o After Dr. Crutcher's departure, the Board has fewer members with professional musical background beyond Lacey and Valentina

- **Prospective Board Members:**

- o Update on Bernie Niemier, Mark Flynn and George Ruzek
- o Discussion of Board size:
  - o After discussion, the Committee decided that the Board has at times been too large; any reduction in size should, however, be done over time.
  - o Consideration of using term limits in helping to create a system of feedback and engagement for current Board members.

### IV. Wrap Up

- **Action:** Ryan S. and Lacey H. to provide list of names of Board members that have expiring terms to Committee

- **Action:** Committee members to speak with Board members whose terms are up this season to find if anyone is going to roll off at the end of this season.
- **Action:** Committee should prepare to have a list of three or four people prior to the next meeting that will be brought up for serious consideration and discussion of joining the Board.