

# DEARBORN ORCHESTRAL SOCIETY Annual Meeting

July 20, 2020

## AGENDA

Welcome & President's Report ..... Sandra Butler, President  
Minutes of Annual Meeting 6/24/19 ..... Linda Freitag, Secretary  
Treasurer's Report ..... Brenda Lemecha, Treasurer  
Proposed Budget 2020-2021 ..... Brenda Lemecha, Treasurer  
Music Director Report ..... Steven Jarvi  
Personnel Manager Report ..... Kathy Zuchniewicz  
Librarian ..... Faith Demorest  
Marketing ..... Wendy Baggett  
Long-range Planning..... Wendy Baggett  
Friends of Dearborn Symphony Annual Report ..... Yasmin Eloian, President  
Nominations ..... Linda Freitag  
Election of Board Members  
Adjournment of DOS Meeting

## DEARBORN ORCHESTRAL SOCIETY ENDOWMENT FUND (DOSEF)

President's Report ..... Brenda Lemecha, President  
Financial Report ..... Ben Bachrach, Treasurer  
Adjournment



*Have a great summer!  
Stay safe!  
Stay well!  
We hope to see you soon  
for our 59th Season!*



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<b>BOARD OF DIRECTORS</b>		term expires
<b>2019/2020</b>		
Sandra Butler .....	President	(22)
Wendy Baggett .....	Vice President	(20)
John Matthews .....	Vice President	(20)
Linda Freitag .....	Secretary	(22)
Brenda Lemecha .....	Treasurer	(20)
Brigitte Anouti.....	Director	(20)
Ben Bachrach.....	Director	(20)
Anne Bakalyar.....	Director	(21)
Mary Bugeia.....	Director	(22)
Yasmin Eloian (President of Friends of the Dearborn Symphony).....	Director	(21)
Al Holmes .....	Director	(21)
Jan Huang .....	Director	(21)
Kimberly Ismail .....	Director	(21)
Mary Kosch .....	Director	(22)
Donald Mack.....	Director	(22)
Patti Mack.....	Director	(22)
Michael Nealon.....	Director	(22)
Cynthia Pepper.....	Director	(22)
Alice Putrus .....	Director	(20)
Francene Sanak .....	Director	(20)
Margaret Schaefer .....	Director	(22)
Jennie Somers .....	Director	(21)
EmmaJean Woodyard .....	Director	(22)

Anne Bakalyar, Scholarship Committee Chair  
 Brenda Lemecha, Finance Committee Chair  
 Michael Nealon, Artistic Committee Chair

Wendy Baggett, Marketing Committee Chairs  
 Wendy Baggett, Strategic Planning Chair  
 Gloria Nycek, Event Planning Chair  
 Margaret Schaefer, Outreach Chair

Kathy Zuchniewicz, Orchestra Personnel Manager  
 Faith Demorest, Music Librarian  
 Seth Larson, Stage Manager  
 Alice Wu, Office Manager

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## PRESIDENT'S ANNUAL REPORT

Welcome patrons to our 2020 annual meetings of the Dearborn Orchestral Society and Dearborn Orchestral Society Endowment Fund. The DOSEF meeting will follow immediately after the DOS meeting. It is my pleasure to welcome everyone who is joining us virtually over the internet for this meeting. A virtual-only meeting is a first for the Dearborn Symphony and is just one example of how COVID-19 has impacted our world.

We launched our 58th season with a bang that began with two pre-season fundraisers where we introduced our new music director, Steven Jarvi. We held our annual dinner dance, called “The Gala,” on June 7, 2019 at the Dearborn Country Club. Because this was just after the start of this fiscal year, most income was realized last fiscal year while most of the expenses were realized this fiscal year. The second party, “Up Close & Personal,” on September 12, 2019, was an intimate and exclusive evening with dinner, catered by Park Place, wine and pianist Rich Ridenour — all on stage at the Ford Community & Performing Arts Center (FCPAC). Both parties provided a great opportunity for Steven, his wife Joanne, and our patrons to mingle and get to know each other.

Recognized for excellence, the Dearborn Symphony has been named “The Outstanding Community Orchestra” by Detroit Music Awards five times, and is hailed as “the cultural cornerstone of Dearborn.” The mission of the Dearborn Symphony is to inspire, uplift, and enrich its audiences and musicians by presenting high caliber and engaging orchestral performances and educational programs. The Dearborn Symphony is recognized as the premier community orchestra and is known for high-quality, engaging performances that regularly stage 60–70 musicians and features world class soloists.

To that end, we had planned eleven events — five subscription concerts, including four classical and one pops, and two children’s concerts at the FCPAC, in addition to several fundraisers. We held seven of the events — three concerts, our two pre-season fundraisers, our annual season kick-off on opening night and our annual Holiday Party/fundraiser at a beautiful private home — before COVID-19 forced us to cancel our 17th annual daytime children’s concerts and our last two concerts of the season.

Opening night on October 11 began with our traditional pre-concert party — “Bravissimo!” Planned as a “friend” raiser, tickets for the party were priced to cover costs and a combined party/concert ticket was priced to encourage party goers to attend the concert. The party in Studio A was Italian themed — decor, food, catered by Cariera’s and entertainment by a strolling accordionist. Attendees also met our new conductor, Steven Jarvi, in an informal setting before the concert. In his debut performance as our conductor, Jarvi led the orchestra in an array of musical favorites and encores, including Berlioz’ Roman Carnival Overture, Brahms Hungarian Dances, Beethoven’s Symphony No. 6, Mvt. 1, music from *The Sound of Music*, *Star Wars* and music from composers Boyer and Strauss. The season was billed as “New Beginnings” and this concert set the stage for performing classical, semi-classical and pops music, as well as a single movement from a Symphony in one concert. Jarvi also displayed his style by giving short descriptions and/or tidbits about the music to the audience, which were well received and appreciated.

The November 22 concert, “American Masters,” was a celebration of American music, including selections from Bernstein’s *West Side Story*, music by Copland, Walker and Gershwin and featured baritone Jonathan Lasch. Maestro Jarvi also debuted his “Inside the Music” series with a guided musical tour of Gershwin’s symphonic masterpiece, “American in Paris.”

The February 14 concert, “For the Love of Beethoven” featured our concertmaster, Debra Terry performing Beethoven’s *Romance in F major*. The program climaxed with the Dearborn Youth Symphony in a side-by-side performance of Tchaikovsky’s *March Slave*, reminiscent of the more famous *1812 Overture*. The side-by-side concert, moved up from May, gave more students from the DYS the opportunity to perform when they wouldn’t be consumed with proms and other end of year school programs.

Shortly before our 17th annual children’s concerts on March 19, COVID-19 shut down the state. We thank our patrons, Kiwanis Club of Dearborn, and Beaumont Health for supporting these concerts. We are grateful to the City/Mayor O’Reilly who had agreed, once again, to donate the venue and the schools/Superintendent Malyeko for agreeing to bus the students. This was an unfortunate loss for the more than 1,900 students who would have attended, as Steven Jarvi had planned to narrate as well as conduct the program. His extensive experience with students and wit would have made for an instructional and very enjoyable program. Steven worked with Lisa Meyer, Dearborn Schools music resource teacher, in February to provide 13 separate classroom assemblies to 4th graders over several days to get students excited about our concert and to set some groundwork.

As the pandemic continued, we, regrettably, had to cancel our pops concert with Rich Ridenour in April and our season finale in May, where we planned to feature the winners of our Youth Artists Solo Competition (YASC). The competition, to be held at the end of March at HFC, was also cancelled. We plan to perform the concert with Rich in



April 2021 and Steven has programmed elements of our cancelled May concert in a program next season.

The Dearborn Symphony scholarship program remains unrivaled among community orchestras. Funded by private donors—AAUW-Dearborn Branch, Exchange Club of Dearborn, Fairlane Sunrise Rotary, Dearborn Heights Rotary, Kiwanis Club of Dearborn, Kiwanis Club of Dearborn Outer Drive, Friends of the Dearborn Symphony, the Frank & Mary Padzieski Trust of the DOSEF and several individuals—this year we awarded music scholarships to 13 students ranging from \$150-\$500 for a total of \$5,300. Scholarship applications declined for the second year. We've been told it's because students are consumed with home chores after school and have no way to get to auditions or private music lessons. To ameliorate this loss for students, the Scholarship Committee hired two of our musicians to provide lessons in the schools. Scholarship auditions and allocations for next season are delayed due to many unknowns re children returning to school, etc.

We continue to pursue outreach events and visibility in the community. Once again, Symphony representatives attended the ACCESS annual banquet in early March. While we always have a booth at the Chamber of Commerce Business Recognition Luncheon and attend the Teacher Recognition Awards, both were cancelled due to COVID-19. We had also planned to support a brass quintet outreach performance in a Downriver park this summer, which, of course, was cancelled.

August 31, 2020 marks the end of our 3-year contract with the American Federation of Musicians. Due to COVID-19, the Union suggested our current contract be extended for one year, with the caveat that pension contributions increase by 10% resulting in pension payments of 11% vs. 10% last season. We researched the requirement and learned that we have no choice as the AFM pension fund is being overseen by the Federal Pension Guarantee Fund, which requires the increase.

Now to our financial status. The direct concert expenses incurred for our subscription concerts drive our budget, and each year we build our budget based on the artistic programs planned for the season. Each concert typically runs up to \$35,000 for musicians, conductor, soloists, personnel manager, librarian, stage hands, music rental/purchase, music license fees for ASCAP and BMI, hall fees, etc. The budget trends show increasing costs for musicians, which is driven primarily by the union contract. Other direct concert costs have increased slightly, but because we are a fee-for-service orchestra and regularly stage 60-70 musicians who attend three to four rehearsals per concert, the sheer quantity of services over the year make up the largest expense line item in our budget.

While the cancellation of the Children's Concerts was a force majeure, the board chose to pay the musicians contracted for the concerts. We, additionally, set-up a \$10,000 Musicians Relief Fund for our 53 regular musicians. Twenty-six musicians gratefully chose to participate and received checks of \$384.61. Declining musicians thanked us for the offer but said they were not experiencing financial hardship and wanted their portion to go to those who were more critically impacted by the loss of work.

The significant challenge is to raise the operating funds required to meet concert costs. Our administrative costs are at the bare minimum while still enabling us to accomplish the business of the orchestra, which is managed by unpaid professionals and one part-time office manager.

Because ticket sales account for only about 17% of our revenue, we depend upon the generosity of donors, support from advertisers and sponsors including service organizations, grants from funders including the Kresge Foundation, Michigan Council for Arts and Cultural Affairs, National Endowment for the Arts and fundraising events. Had we been able to finish the season, we believe ticket sales would have accounted for a greater percentage. Our annual concert with Rich Ridenour is always our biggest seller and we would have realized many of next season's subscriptions at our last concert of the season.

We are a volunteer-driven organization. Our dedicated, highly skilled, unpaid professionals are capable and knowledgeable about financial management and record-keeping, web development, publication design, mass distribution of email and database management, social media, to name just some of the jobs accomplished.

The Dearborn Symphony is extremely fortunate and grateful that people care so much about the Symphony as a community gem that they are each willing to donate hundreds of hours annually. We are also fortunate to have the support of an independent 501(c)(3) all-volunteer fundraising organization, Friends of the Dearborn Symphony, dedicated to promoting and sustaining the Symphony. This year Friends' major fundraiser, the Symphony Home Tour, was cancelled due to COVID-19. However, they donated \$5,000 to the Symphony, more than all 2019-20 FY fundraising. We also benefit from exceptional support from Henry Ford College (HFC). For years, we've held two regular rehearsals for each concert at the College, free of charge. Their VP of Academic Affairs, Michael Nealon, serves on our board and provides outstanding leadership for our Artistic Committee.

We are also grateful to the Mayor and City of Dearborn and staff at the Ford Community and Performing Arts

Center for supporting our efforts with money, ideas, interest, and cross-promotion of events.

We employ one part-time person in the symphony office and are grateful for the dedication and genuine concern for the Symphony by our office manager Alice Wu. With ever vigilant attention to finances, our administrative expenses are approximately 10% of expenditures. If we paid for our skilled labor, our expenses would conservatively increase well over an additional \$200,000.

The Dearborn Symphony is blessed with generous donors. While we enjoy an excellent advertiser base, there are many businesses that would benefit from the visibility we can provide if they advertised in the program; we need more help identifying them and securing their participation. Everyone is encouraged to identify businesses with which they have dealings and elicit their participation. We are grateful to have retained our two major sponsors: Don & Mary Kosch, owners of Dearborn Sausage Co. and Ford Land.

For several years, we have said that to secure our financial stability, we must increase ticket sales and achieve attendance of 700-800 per concert, grow our endowment, and expand donor giving. Attendance was up for our three concerts this season and we are confident that our new Music Director, Steven Jarvi, will help us achieve our goals. Even with a shortened season, we began to immerse him in the culture of our community and introduced him to community leaders to increase the awareness of the Dearborn Symphony as a community gem and to form more collaborations.

As we increase our concert attendance, our ads will become more valuable. Our "Dinner and a Concert" promotion continues to be a wonderful value-added benefit for our patrons and an excellent value for the participating restaurants who pay for an ad in the Symphony program and offer a 20% dinner discount to our patrons on concert nights. In exchange, we promote them heavily in our newsletters/postcards and press releases.

We continue to expand, revise and update our marketing efforts. For the fourth year, we used every door direct mail (EDDM) for select mail carrier routes in Dearborn, Allen Park, Dearborn Heights, and Livonia, sending out up to 15,000 postcards at \$.07 each. The rate is so low because we distribute the cards to the post offices, in crates ready for the mail carriers. We've had especially good response from Allen Park

We continue our releases in Press & Guide and Times-Herald newspapers and the Times Herald prints our 4x10 flier. Other program releases include radio WHFR (89.3 FM), both the Symphony and Friends websites, posters and fliers and e-news distributed to about 1,500 on the Symphony list and also to Friends members. The radio and newspaper releases were gratis, in exchange for an ad in our season program. The FCPAC marquee also listed our concerts the weeks of the performances. The marketing committee continues to promote our concerts in numerous non-local papers and websites, including the Detroit Free Press week-end section. Wendy Baggett posted on the Symphony Facebook page and Patti Mack manages the Friends Facebook page. The board of directors and patrons continue to place professionally printed lawn signs in strategic locations about town one week before the concerts.

We continue to pay for additional advertising with announcements two weeks before each concert on WRCJ (90.9 FM). The weeks of the concerts, they do ticket giveaways. We also trade ads with the Players Guild of Dearborn, the FCPAC, and Motor City Brass Band. While the FCPAC always lists our concerts in their brochure, distributed to all Dearborn residents, this year, Steven Jarvi was shown prominently. Board member EmmaJean Woodyard helped establish a cooperative program with Dearborn's CDTV to market the Symphony with a series of 5-7 minute interviews, on stage, about each concert. The first program of "Symphony Notes" was hosted by EmmaJean, where she introduced Steven, who gave an overview of the season with more details about the first concert. Steven hosted the following three programs. He interviewed baritone Jonathan Lasch for November and Debra Terry for February. Steven and I appeared together to promote our April concert with Rich. The interviews began airing on cable TV several weeks before each concert and we emailed YouTube links to our patrons and Symphony friends. Word of mouth and our post cards remain the most successful manner of increasing attendance.

In light of so many cancelled events due to COVID-19, Detroit Public TV and WRCJ 90.9 FM offered their advertisers an opportunity to remind people about the healing power of the arts. Steven Jarvi and Sandy Butler were interviewed by Christy McDonald of One Detroit, Detroit Public TV. The complete interview was posted on our website, FB and Detroit Public TV website. An abbreviated version of the interview aired 4/27/20, at 7:30 P.M. on Detroit Public TV, One Detroit.

For five years, we have employed a grant writer and received substantial grants from the Kresge Foundation and the Michigan Council for the Arts and Cultural Affairs (MCACA). A portion of money from MCACA comes from the NEA. Every year treasurer Brenda Lemecha and I work about 40 hours updating DataArts. We compile, analyze and input extensive, detailed information about the Dearborn Symphony as a requirement to continue to receive grants already awarded and to allow further grant requests. Donna Crabtree, one of our subscribers, contacted us last

year to volunteer her services to seek additional grants. She submitted several grant queries this season.

MCACA offered its grantees an opportunity to receive emergency relief funds. Brenda and I submitted the grant application and received notice in May that we were awarded \$3,000, the maximum amount.

Kresge notified its grantees that it would advance Year 2 payments for all Kresge arts grantees — pulling up this year's payment from September to April, to be received no later than May. Additionally, in April, Brenda, Sandy and Donna submitted a grant application for CultureSource COVID-19 Arts and Creative Community Assistance Fund (ACCA Relief and Resiliency Grant Program). All of Kresge's grantees who applied were awarded an increase of 10% for a total of \$5,500 for DOS.

Ben Bachrach continues to manage our website [www.dearbornsymphony.org](http://www.dearbornsymphony.org) efficiently and expediently. He depends upon notifications and information from committees to keep it up to date.

While I develop and design the promotional materials, programs, etc. I depend upon John Matthews for special artwork. A designer at Chrysler, John is an artist and works with me when we need something more creative and original, like the art in our season brochures. This year, we also worked with a graphic designer student to create a couple of our promotional postcards.

We are grateful to community service organizations for their substantial financial support and promotional opportunities — Kiwanis Club of Dearborn, Dearborn Outer Drive Kiwanis, the Exchange Club of Dearborn, the Dearborn Rotary, Dearborn Heights Rotary, Fairlane Sunrise Rotary, Dearborn Optimist Club and the Dearborn Chapter of AAUW. We are indebted to Friends of the Dearborn Symphony for their steadfast assistance and financial support.

Steven Jarvi had planned an exciting concert series for the 2020-21 season. Regrettably, due to COVID-19, we've had to make a number of adjustments. After querying patrons, discussions with the Union President, other orchestras, and Martin Zbosnik, FCPAC Theater Manager, we decided to forego our two concerts in October and November 2020 and begin our season with our February concert to be followed by concerts in April and May. The issues were numerous, including how many people would attend, but the major challenge was how to socially distance the musicians. We are intent on doing it right, to protect the health of our patrons and musicians.

An orchestra of talented and skilled musicians and Music Director, acclaimed soloists, and a magnificent performance hall come with significant cost. As I noted previously, direct concert costs average up to \$35,000 per concert. We depend upon our advertisers and sponsors and are seeking greater ways to promote them to make their contributions more valuable to them. We are looking for other partners to sponsor concerts and/or soloists. All board members and symphony supporters are urged to solicit sponsors and advertisers and are expected to attend concerts, bring friends, and make financial donations to their ability.

After ten years at our office in the Fairlane Office Centre, we are thankful that Ford Land has renewed our contract for another year. We proudly boast that the Dearborn Symphony office is located in the Fairlane Office Centre and we enjoy our office with its grand reception / committee room, conference room, library, storage room, and refreshment area.

For ten years now, we have held two regular rehearsals without cost at Henry Ford College. HFC continues to welcome us. The space is excellent and HFC Choral Director Kevin Dewey and Band Director Rick Goward have been more than welcoming and accommodating.

Despite the challenges of the unknown, we look forward to an exciting 59th season and beyond.

It is a pleasure to work with office manager Alice Wu. She has excellent customer service and computer skills, and very good judgment. Some of our subscribers have actually told us that they purchased a subscription because of Alice! Out of the office beginning mid-March, Alice accessed and responded to phone and email messages remotely. She returned to the office on Monday, June 8. I want to thank Linda Freitag, the most efficient board secretary who is always willing and able to lend a hand. I also want to thank Wendy Baggett for her leadership on the Marketing and Long-term Planning Committees. Thanks also to Brenda Lemecha, with whom I work side-by-side. I would not do this without her.

Many thanks to all of our board members, who give freely of their time, talents, and expertise.

Special thanks to orchestra personnel and production manager Kathy Zuchniewicz, librarian Faith Demorest, and stage manager Seth Larson.

Heartfelt thanks to all of you for helping to keep the music alive. You are the reason we do what we do!

With warmest regards,



Sandra C. Butler, President  
Dearborn Orchestral Society

Dearborn Orchestral Society  
**MINUTES**  
Annual Meeting - June 24, 2019

**The meeting was called to Order:** By President Sandra Butler at 6:05 P.M. in Suite 550, Fairlane Office Centre. Sandra welcomed everyone and proceeded to read the President's Report on Pages 2-5 of the Annual Meeting Report.

**Attendance:** Wendy Baggett, Mary Bugeia, Carolyn Blackmore, Paul Butler, Sandra Butler, Linda Freitag, Kathleen Gapa, Carmen Gudan, Al Holmes, Jan Huang, Peter Johnston, Brenda Lemecha, Don Mack, Patti Mack, John Matthews, Peter Paolini, Cynthia Pepper, Francene Sanak, Margaret Schaefer, EmmaJean Woodyard and Kathy Zuchniewicz.

**Approval of the June 27, 2018 Annual Meeting Minutes Approved:** Motion by Al Holmes and second by Francene Sanak as reported on Page 6 of the Annual Meeting Report.

**Treasurer's Report:** Brenda Lemecha addressed the balance sheet and financial report on Page 9. Balance sheet noted Assets totaling \$84,713.33. Motion by Wendy Baggett and second by Patti Mack to accept the report for audit was approved. The Proposed Budget for 2019-2020, as reported on Page 10 of the Annual Meeting Report, indicates income and expenses of \$247,950.00. Motion by Wendy Baggett and second by Patti Mack to adopt the budget as proposed was approved.

**Committee Reports:**

- Wendy Baggett highlighted the Music Director Search Task Force as indicated on Page 11 of the Annual Report. Carolyn Blackmore inquired as to who participated on this team. The participants were:
  - Board Members Wendy Baggett, Sandra Butler, Yasmin Eloian, Michael Nealon and EmmaJean Woodyard;
  - Musicians Doug Blackwell, Dennis Carter, Debra Terry and Kathy Zuchniewicz;
  - Community Leaders – Marty Heger and Martin Zbosnik
- Peter Paolini highlighted the Artistic Committee report as indicated on Page 11. The committee chose to simply select broad titles for the 2019-2020 concerts to enable the new music director to put his mark on the season with the music selections. Committee members included: Michael Nealon, chair, Wendy Baggett, Jon Boyd, Yasmin Eloian, Peter Paolini and Francene Sanak.
- Kathy Zuchniewicz highlighted the Personnel Manager Report as indicated on Page 12.
- Margaret Schaefer highlighted the Scholarship Committee report as indicated on Page 14. Margaret informed everyone that the YASC auditions were tabled this year due to complications of finding a suitable venue. The committee is pursuing Eastern Michigan University for a late August competition date. Winners would perform at the February concert.
- Patti Mack highlighted the Marketing Committee report as indicated on Page 15.
- Linda Freitag highlighted the Friends of Dearborn Symphony report as indicated on Page 16.

**Nominations to Board of Directors for a Three-Year Term Ending 2022:** Linda Freitag presented the nominations as indicated on Page 17 of the Annual Meeting Report. Incumbents: Mary Bugeia, Sandra Butler, Linda Freitag, Mary Kosch, Donald Mack, Michael Nealon, Margaret Schaefer and EmmaJean Woodyard. Non-Incumbents: Patti Mack and Cynthia Pepper. Motion by Al Holmes and second by Wendy Baggett to approve the slate of nominations by unanimous affirmative vote was approved.

Remaining on the Board until 2020 are: Brigitte Anouti, Ben Bachrach, Wendy Baggett, Brenda Lemecha, John Matthews, Alice Putrus and Francene Sanak.

Remaining on the Board until 2021 are: Anne Bakalyar, Yasmin Eloian, Al Holmes, Jan Huang, Kimberly Ismail and Jennie Somers.

Remaining on the Board until 2022 are: Mary Bugeia, Sandra Butler, Linda Freitag, Mary Kosch, Donald Mack, Patti Mack, Michael Nealon, Cynthia Pepper, Margaret Schaefer and EmmaJean Woodyard.

**Adjournment:** Motion to adjourn at 7:10 P.M. by Margaret Schaefer and second by Linda Freitag.

Respectfully Submitted,  
Linda Freitag, Secretary



Dearborn Orchestral Society  
MOTIONS  
from Board of Directors Meetings June 24, 2019 through June 8, 2020

Annual Meeting – June 24, 2019

MOTION by Al Holmes and second by Francene Sanak as reported on Page 6 of the Annual Meeting Report to approve minutes of the June 27, 2018 Annual meeting.

MOTION by Wendy Baggett and second by Patti Mack to accept the Treasurer's Report for audit as reported on Page 9 of the Annual Meeting report as proposed was approved.

MOTION by Wendy Baggett and second by Patti Mack to adopt the 2019-2020 budget on Page 10 of the Annual Meeting Report as proposed was approved.

MOTION by Al Holmes and second by Wendy Baggett to approve the slate of nominations by unanimous affirmative vote was approved.

MOTION by Margaret Schaefer and second by Linda Freitag to adjourn the meeting at 7:10 P.M. Passed.

Board Meeting – August 5, 2019

MOTION by Mary Bugeia and second by Brenda Lemecha to approve minutes of the June 3, 2019 Board meeting.

MOTION by Wendy Baggett and second by Mary Bugeia the 2019-2020 election of officers – Sandy Butler – President, John Matthews – Vice President, Wendy Baggett – Vice President, Linda Freitag – Secretary and Brenda Lemecha – Treasurer, passed.

MOTION by John Matthews and second by Don Mack to accept the Treasurer's Report to file for audit was approved.

MOTION by Wendy Baggett and second by Don Mack to accept the 2019-2020 concert as presented by Steven Jarvi, passed.

MOTION by Mary Bugeia and second by Linda Freitag to adjourn the meeting at 7:35 P.M. Passed.

Board Meeting – September 9, 2019

MOTION by Mary Bugeia and second by Patti Mack to approve minutes of the August 5, 2019 Board meeting.

MOTION by Cynthia Pepper and second by Alice Putrus to accept the Treasurer's Report to file for audit was approved.

MOTION by John Matthews and second by Michael Nealon to submit IRS Form 990, passed.

MOTION by Wendy Baggett and second by Don Mack to renew membership in The League of American Orchestras, passed.

MOTION by Linda Freitag and second by Alice Putrus to adjourn the meeting at 7:25 P.M. Passed.

Board Meeting – October 7, 2019

MOTION by Cynthia Pepper and second by Mary Bugeia to approve minutes of the September 9, 2019 Board meeting.

MOTION by Patti Mack, second by EmmaJean Woodyard to accept the Treasurer's Report to file for audit approved.

MOTION by Cynthia Pepper and second by Al Holmes to approve an active program of submission of grant proposals to obtain grants for Program Support and Development for the Dearborn Symphony, passed unanimously.

MOTION by Mary Bugeia and second by Linda Freitag to adjourn the meeting at 7:10 P.M. Passed.

Board Meeting – November 4, 2019

MOTION by Cynthia Pepper and second by Patti Mack to approve minutes of the October 7, 2019 Board Meeting.

MOTION by Don Mack and second by Cynthia Pepper to purchase Roland RP500 Digital Piano Bundle from Costco for \$1,200, passed.

MOTION by Anne Bakalyar and second by Yasmin Eloian to accept the Treasurer's Report to file for audit was approved.

MOTION by Linda Freitag and second by Patti Mack to adjourn the meeting at 7:00 P.M. Passed.

Board Meeting – January 6, 2020

MOTION by Margaret Schaefer and second by Mary Bugeia to approve minutes of the November 4, 2019 Board meeting.

MOTION by Mary Bugeia and second by Patti Mack to accept the Treasurer's Report to file for audit was approved.

MOTION by Al Holmes and second by Patti Mack that we institute a 20% discount program for City of Dearborn employees, passed.

MOTION by Wendy Baggett to adjourn the meeting at 7:00 P.M.

Board Meeting – February 3, 2020

MOTION by Mary Bugeia and second by John Matthews to approve minutes of the January 6, 2020 Board meeting.

MOTION by Linda Freitag and second by Michael Nealon to accept the Treasurer's Report to file for audit was approved.

MOTION to approve grant submission (MCACA and requests made by Donna Crabtree) by Brenda Lemecha and second by EmmaJean Woodyard, application duty approved by the governing board.

MOTION by Linda Freitag and second by Al Holmes to adjourn the meeting at 7:05 P.M.

Board Meeting – March 2, 2020

MOTION by Mary Bugeia and second by Fran Sanak to approve minutes of the February 3, 2020 Board meeting.

MOTION by Yasmin Eloian and second by Linda Freitag to accept the Treasurer's Report to file for audit was approved.

MOTION by Linda Freitag and second by Yasmin Eloian to adjourn the meeting at 6:58 P.M.

Special Board Meeting – April 16, 2020

MOTION by Brenda Lemecha and second by Linda Freitag to approve agenda.

MOTION by John Matthews and second by Patti Mack to accept the projected EOY report, passed.

MOTION by Mary Bugeia and second by Alice Putrus to accept the prepared budget for approval at the annual meeting, passed.

MOTION by Wendy Baggett and second by Cynthia Pepper to create a \$10,000 relief fund for Dearborn Symphony REGULAR musicians (about 50) to be funded from the operations budget, passed.

MOTION by Wendy Baggett and second by Cynthia Pepper to adjourn the meeting at 5:36 P.M.

Board Meeting – June 8, 2020

MOTION by Margaret Schaefer and second by EmmaJean Woodyard to approve minutes of the March 2, 2020 Board meeting.

MOTION by Brenda Lemecha and second by John Matthews to approve minutes of the April 16, 2020 Special Meeting.

MOTION by Don Mack and second by Patti Mack to accept the Treasurer's Report to file for audit was approved.

MOTION by Al Holmes and second by Linda Freitag to adjourn the meeting at 6:38 P.M.

Respectfully Submitted,  
Linda Freitag, Secretary

**Dearborn Symphony**  
**Balance Sheet**  
 Previous Year Comparison for 2020 Annual Meeting  
 Fiscal Year June 1, 2019 - May 31, 2020

	<b>May 31, 2020</b>	<b>May 31, 2019</b>
<b>ASSETS</b>		
<b>Current Assets</b>		
<b>Checking/Savings</b>		
checking/DOS-Comerica	37,404.63	62,787.00
Ford Money Market	17,660.77	1,824.06
checking/scholarship - Dbn Fed	12,896.43	11,349.54
<b>Total Checking/Savings</b>	<b>67,961.83</b>	<b>75,960.60</b>
<b>Other Current Assets</b>		
Undeposited Funds	0.00	140.00
tdAmeritrade	13,807.78	7,872.11
bulk mail - pre pd	1,872.03	949.01
petty cash	15.51	15.51
<b>Total Other Current Assets</b>	<b>15,695.32</b>	<b>8,976.63</b>
<b>Total Current Assets</b>	<b>83,657.15</b>	<b>84,937.23</b>
<b>TOTAL ASSETS</b>	<b>83,657.15</b>	<b>84,937.23</b>
<b>LIABILITIES &amp; EQUITY</b>		
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Other Current Liabilities</b>		
Current Liabilities	839.72	577.20
<b>Total Other Current Liabilities</b>	<b>839.72</b>	<b>577.20</b>
<b>Total Current Liabilities</b>	<b>839.72</b>	<b>577.20</b>
<b>Total Liabilities</b>	<b>839.72</b>	<b>577.20</b>
<b>Equity</b>		
Retained Earnings	84,360.03	39,911.36
Net Income	-1,542.60	44,448.67
<b>Total Equity</b>	<b>82,817.43</b>	<b>84,360.03</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>83,657.15</b>	<b>84,937.23</b>

## Dearborn Orchestral Society

### Income and Expenses for Prior Years 2015-20 and Proposed Budget for 2020-2021

Fiscal Year:	2014 - 15	2015 - 16	2016 - 2017	2017 - 18	2018 - 19	2019 - 20	2020 - 21
Season:	53	54	55	56	57	58	59
Budget:	Actual	Actual	Actual	Actual	Actual	Actual	Proposed
	Jun - May 15	Jun - May 16	Jun - May 17	Jun - May 18	Jun - May 19	Jun - May 20	Jun - May 21
<b>Income</b>							
Admissions	\$29,598	\$43,511	\$38,976	\$35,884	\$55,721	\$32,615	\$46,900
Cabaret	\$6,175	\$15,195	\$29,195	\$26,595	\$18,900	\$7,735	\$14,500
Children's Concert	\$3,830	\$3,775	\$4,500	\$3,800	\$4,910	\$3,450	\$6,000
Contracted Services	\$4,335	\$26,148	\$0	\$750	\$3,100	\$0	\$0
Corporate Support	\$16,193	\$22,051	\$22,755	\$24,335	\$20,291	\$18,015	\$18,000
Foundations	\$4,250	\$3,000	\$2,000	\$2,000	\$2,210	\$0	\$2,000
Grants	\$0	\$0	\$12,500	\$16,000	\$16,800	\$28,450	\$15,000
DOSEF	\$39,880	\$20,500	\$32,590	\$45,012	\$36,200	\$19,500	\$40,000
Donations	\$29,060	\$35,667	\$32,916	\$18,638	\$44,459	\$43,769	\$39,000
Friends of the DS (WADOS)	\$20,500	\$19,000	\$19,500	\$20,500	\$20,500	\$0	\$20,500
Interest Income	\$626	\$110	\$16	\$19	\$38	\$3,259	\$950
Scholarship Donations/Fees	\$12,434	\$10,903	\$12,464	\$11,460	\$8,856	\$5,457	\$9,000
Fundraisers (other)	\$19,710	\$13,783	\$13,171	\$6,704	\$9,478	\$26,797	\$7,200
Music on the Meadow		\$30,570					\$0
<b>Total Income</b>	<b>\$186,591</b>	<b>\$244,213</b>	<b>\$220,583</b>	<b>\$211,696</b>	<b>\$241,463</b>	<b>\$189,046</b>	<b>\$219,050</b>
<b>Expense</b>							
Administrative Expenses	\$20,352	\$20,394	\$18,644	\$22,425	\$19,228	\$18,551	\$22,915
Grant Writer		\$1,725	\$1,200	\$750	\$1,280	\$648	\$1,000
Direct Concert Expenses	\$179,592	\$136,493	\$155,409	\$161,184	\$146,497	\$133,970	\$172,255
Marketing		\$6,796	\$4,088	\$5,287	\$5,466	\$4,397	\$12,360
Contract Service Costs	\$3,592	\$24,574	\$0	\$700	\$550	\$0	\$0
Cabaret (non-music)	\$6	\$5,896	\$14,446	\$3,723	\$190	\$7,047	\$8,500
Other fundraisers	\$15,376	\$4,702	\$3,889	\$2,711	\$3,048	\$12,765	\$3,300
Music on the Meadow		\$29,589					\$0
Insurance	\$2,754	\$2,814	\$2,814	\$2,772	\$2,827	\$2,696	\$2,850
Newsletter	\$5,102	\$4,399	\$7,172	\$7,580	\$9,438	\$5,965	\$10,000
Outreach	\$0	\$500	\$0	\$797	\$0	\$0	\$0
Misc. Oper. & Progr. Expenses	\$113	\$60	\$100	\$445	\$765	\$500	\$300
Scholarship reimburse/expenses	\$12,033	\$10,652	\$10,492	\$8,185	\$7,950	\$4,050	\$9,000
<b>Total Expense</b>	<b>\$238,920</b>	<b>\$248,593</b>	<b>\$218,254</b>	<b>\$216,558</b>	<b>\$197,238</b>	<b>\$190,589</b>	<b>\$242,480</b>



## MUSIC DIRECTOR

Year End Report 2019-20 Steven Jarvi

I am happy to report on my first season with both great enthusiasm and the sadness that comes with not being able to finish as we expected due to the COVID 10 crisis. We were off to a wonderful start with the opening concert of some favorite tunes and an incredibly successful dive into American music with the help of baritone, Jonathan Lasch, and our fabulous musicians. The Dearborn Symphony musicians are to be commended on their fine playing and good attitude throughout the season, but the orchestra presented itself at the highest level with An American in Paris while we also learned that audience likes some talking and musical guidance from the stage.

2020's first concert was also a success with a breakdown of Beethoven's musical world. This concert was a great guide to classical style and form but was probably a little too much talk from me so I will aim for a goldilocks amount of explaining in the future. Some musical signposts are helpful, but I would never want things to fall into the realm of a lecture.

The ensemble, as a whole, is faring well with the typical individual struggles (be them playing issues, preparedness or attendance), not being anywhere near a large number. I am pleased with people's playing, though I would like to have more focus and preparation from players earlier in the process. We were getting to know each other well while still growing and learning from our previous experiences. The orchestra also did a very nice job talking to kids and teaching during our Side by Side which makes all the difference for everyone involved.

I want to thank Sandy so very much for her leadership along with the rest of our Board, Friends of the Symphony and volunteers. Also, thanks to our office manager Alice Wu, personnel manager, Kathy Zuchniewicz and librarian, Faith Demorest for their extremely dedicated hard work. The board's bold action to pay musicians immediately following the cancelation of our education concert and other financial support is greatly appreciated!

Along with our interesting concert formats and Side by Side success, I think we made good community connections via school visits, even though we were unable to perform the Education Concert. This will also be rescheduled. I visited 13 separate classrooms over several days to get them excited about our concert and it was not only very rewarding but educated me a great deal and set some very nice groundwork.

Shortcomings for the year from my perspective would involve not taking full advantage of the moment with a new look for the Symphony logo and modern update to the website along with more professional press releases. These thoughts were enthusiastically embraced by most when discussed and was even put into large scale committee discussion, yet nothing has been done. This was a lost opportunity, but I am glad that I have been able to do some successful press and the good word is beginning to spread. The Symphony Notes TV show was well received and will continue as well.

It is hard to discuss next season's plans with any kind of certainty, but at this point, I think we will have a series of online or distanced events in the fall and plan three concerts for 2021:

February 5, 2021: Fairytales and Friends - Ravel and Elgar

April 16, 2021: Pops with Rich - Stage and Screen

May 14, 2021: Mussorgsky's Pictures at an Exhibition

Virtual concert hall events could include anything from a pre-taped solo recital piece to chamber ensembles playing together in a socially distanced way. I think we could also attempt an online video of us performing a socially distanced Four Season's from our stage in the fall, virus willing. We are also working to put together a "Lawn Performance" with musicians playing at doors on both my front lawn and Sandy's in late August or early September.

Thank you all for your hard work and thank you to our outstanding players for a short but sweet season. More to come!

Sincerely and with hope for the future,  
Steven Jarvi  
Music Director

## MARKETING COMMITTEE

Year End Report 2019-20 - Wendy Baggett

This committee develops the marketing strategy used to promote the DOS mission and causes. It handles

- Public relations
- Communications
- Advancement of the DOS

In 2019-2020 the committee put together a written Marketing Communication Plan that consisted of the following sections:

1. Overview
2. Branding
3. Public Relations
4. Guidelines
5. Event Marketing

The plan was created to effectively market and brand the Symphony along with its concerts and events, utilizing the communications practices and methods as identified within this policy. The goals of this Plan are as follows:

- To provide guidance in developing and implementing marketing communications strategies for all programs, events and activities of the Dearborn Symphony
- To establish guidelines for media relations for the DSO

The committee worked toward having consistent messaging for all types of platforms in our marketing efforts including graphics, words, logo etc.

The committee also looked at new website designs but did not reach a conclusion for one. Instead the current one has been updated.

Thanks to the committee for the time and efforts contributed.

### **2019-2020 Committee:**

Wendy Baggett, Chair

Sandra Butler, President

Steven Jarvi, Music Director and Conductor

Yasmin Eloian

Kim Ismail

Margaret Schaefer

EmmaJean Woodyard

Leslie Herrick

Joanne Jarvi

## LONG-RANGE PLANNING

Year End Report 2019-20 - Wendy Baggett

Long-Range Planning – The duties of this Committee shall be to project needs and directions of the DOS and present recommendations to the Board for future actions.

- Provide an annual update to the Board related to the Symphony's community context and make recommendations for continued growth, vitality and relevance.
- Offer feedback and recommendations to the Board related to priorities.
- Recommend policies, processes and practices that further the work and mission of the DOS.
- Meet a minimum of two times during the year to review plans, share findings and create reports.

Each year Dearborn Symphony committees, operational units, and staff should review progress on the Goals and Initiatives, and report on progress to the Board for approval. The Initiatives may be adjusted after each annual review of the Work Plan to reflect progress toward long-term strategic goals. As each milestone is achieved, new initiatives should be added based on a three-year rolling Period of Focus (PoF).

In 2019-2020 it was decided that this committee should not take any specific action in the way of updates or plans but to use the year to get to know the new music director and for him to know the organization so that, in the next year, we could incorporate some of his suggestions and ideas into our strategic plan going forward.

Wendy Baggett

Strategic Planning Committee Chair

## PERSONNEL MANAGER

Year End Report 2019-20 - Kathy Zuchniewicz

Greetings to all! During this unprecedented period of quarantining and social distancing, I hope you've all stayed COVID-free. I, along with our other musicians, really miss seeing all of you!

As you are aware, this season welcomed our new Music Director/Conductor, Steven Jarvi. There was definitely a palpable feeling of anticipation and enthusiasm from the musicians, and Maestro Steven did not disappoint. We all enjoyed a half season of wonderful music, but it wasn't enough!

In early September we held auditions for Principal Clarinet & Principal Horn. Steven Jarvi presided, in consultation with Concertmaster Debra Terry, Principal Bass Andy Monefeldt, Principal Flute Dennis Carter, Principal Bassoon Jon Boyd, Principal Trumpet Mike McGowan, and Principal Trombone Dave Pydyn. (All Principal chairs were invited to participate but not all could attend). Nickolas Hamblin was chosen as Principal Clarinet and Georg Hranov as Principal Horn. We were also able to fill the 2nd and 4th horn positions. Auditions are not going to be scheduled for the coming season until we know more about available facilities and dates.

Our talented musicians are eager to return to the stage to what they do best. Sadly, many of them were hit hard financially by the COVID shutdowns, not being able to teach or perform. Musicians involved in the Children's Concert were very thankful to receive their checks when the COVID restrictions abruptly cancelled that concert. And, not long after that, the Musician Relief Fund provided by the Dearborn Symphony was welcomed and very much appreciated by the half of our regular musicians who accepted it. Though all of our regular musicians were offered relief checks, half of them deferred their checks, opting to offer their portions to their peers who might need it more. Heartfelt thank-you's go out to the Dearborn Symphony board for their generous and thoughtful donation.

The Local 5 Community Orchestra Agreement has been extended through the 2020-21 season. We remain in good standing with the American Federation of Musicians Local 5 and Dennis Carter remains our Union Steward.

At this point, since we don't know what will be happening next season, we are not sending out any rehearsal schedules or letters of intent. This has certainly been a challenging and unforgettable experience. May you all stay safe and well. I look forward to when we can see you all in person at a live Dearborn Symphony concert - hopefully in the near future!!!

Respectfully submitted,  
Kathy Zuchniewicz, Personnel Manager

**LIBRARIAN REPORT**

Year End Report 2019-20

Greetings,

This has been an unprecedented year in the life of Dearborn Symphony. I started off the summer, 2019, working with our new Music Director/ Conductor, Steven Jarvi. I needed to make sure that I understood which pieces of music Conductor Jarvi wanted to perform. Each concert brought challenges as I learned to make sure I had the correct edition, key signature, arranger, number of instruments, and year the piece was written.

Each concert had several pieces. The budget could not bear all of the music we needed to rent or purchase. The second part of this predicament is that the rental houses raised their fees substantially. The repertoire was exciting enough to put on my thinking cap and begin to search sources beyond the rental companies. Fortunately, I dug deep and saved several thousands of dollars.

Our season so far was a huge success. Then, covid-19 struck us down. We had two remaining concerts, plus a children's concert to play and they were halted with the governors' orders. This was a crushing blow to all the musicians. Instruments now lay quiet as we wait to be able to perform again.

The musicians have learned a great deal through the last years. Concert music is picked up promptly and learned. Thanks to Debra Terry, our concertmaster, bowings are turned in early enough for them to be copied in to the music. Several musicians help distribute music to the musicians living in their area, including Andy Monefeldt who lives west near Ann Arbor, Kathy Zuchniewicz, who lives north and travels with the Novi area music, and Ray Riggs and Steve McKenzie make sure all the percussion music is picked up, Donna Olkowski takes folders towards Dearborn and Dennis Carter II takes folders to fellow players he is performing with at that time. These players are my 'village leaders' and I am so thankful for their help.

Musicians, you are awesome. Thank you for all of you that help me haul fifty to seventy pounds of music in and out of the building. And finally, to Seth Larsen, for going behind me looking for music. I am eternally grateful Seth!

Until we play again,

Best Wishes,

Faith Demorest, Librarian



## SCHOLARSHIP COMMITTEE

Year End Report 2019-20

The Scholarship Committee of the Dearborn Orchestral Society continued its work during the 2019-20 season. Scholarships with a total value of \$5,400 were awarded to 13 local students at the November, 2019 concert. Auditions for the upcoming 2020-21 academic year have not yet been held due to COVID shelter-in-place restrictions. We hope to schedule them later in the summer. As noted in last year's annual report, none of the Dearborn or Dearborn Heights middle schools were represented in our scholarship audition applicants. The committee met with middle school music instructors to assess their students' needs and implemented a program to provide strings, percussion and woodwind to students. After schools closed for COVID, string and percussion instruction continued through the end of the school year by Zoom/Skype computer programs. The realities of obtaining in-person private instruction have really changed over the past several months and our Committee is exploring alternatives for fall.

Plans were underway to resume the Youth Artists Solo Competition this year. However, this past spring, when we normally would have conducted this competition, COVID arrived. We are hopeful that we can make new plans for a competition in the coming year.

As always, I am appreciative of the hard work of my Committee members—Margaret Schaefer, Carolyn Carr and Zane Hatahet.

Respectfully submitted,  
Anne F. Bakalyar

## FRIENDS OF THE DEARBORN SYMPHONY

Founded 1962 – Incorporated 1983

### Annual Report 2020

#### Board of Directors 2019-2020

President, Yasmin Eloian

V.P. Administration, Anne Witkowski

V.P. Education & Community Outreach, Jane Mykytenko

V.P. Fundraising, Linda Freitag

V.P. Membership Development, Chris Mathews

Membership Secretary, Shirley Hill

Treasurer, Brenda Lemecha

Recording Secretary, Suzanne Singleton

Parliamentarian, Patti Mack

Allegro Editor & Parliamentarian, Patti Mack

Website Administrator, Don Mack

The 2019 – 2020 fiscal year for the Friends of the Dearborn Symphony started off with a bang and hit a very bumpy road in March of 2020 with COVID-19. I am fortunate to have such a wonderful board of directors who worked through uncertain times to keep things going in case we came back up and running. Their dedication and hard work really went above and beyond this year, to have had multiple charity events planned and then to have them canceled due to COVID-19.

We hosted / coordinated the following fundraisers:

- Octoberfest
- Stella & Dot Party
- 1 Music Medley

We are currently working to identify unique fundraising opportunities for the 2020 – 2021 year, if COVID continues into next year. These ideas include things that do not require gathering in crowds or outdoors. We need everyone's support now more than ever to continue our fundraising for scholarships and supporting the Dearborn Symphony. Even though we were unable to host our largest fundraiser of the year, the Annual Symphony Home Tour, we still provided a \$5,000.00 donation to the Dearborn Symphony. We were also able to donate \$500.00 for student scholarships and \$500.00 for Dearborn Symphony French Horn Chair Sponsorship.

We hosted two Member Appreciation Cocktail Hours before three of our concerts and were able to sign up five new members to Friends.

We also hosted three rehearsal refreshments for the Symphony's dress rehearsals.

We look forward to our next fiscal year and all the challenges mainly due to COVID that will come along with it. We also look forward to the support of our membership, the Dearborn Symphony and the community for us to have a successful next year.

Respectfully Submitted,

Yasmin Eloian, President

Friends of the Dearborn Symphony

Dearborn Orchestral Society  
**NOMINEES FOR THE BOARD OF DIRECTORS**  
 2020 Annual Meeting

Slate recommended by the nominations committee — all candidates are proposed for a 3-year term.

**Incumbents:**

Brigitte Anouti  
 Ben Bachrach  
 Wendy Baggett  
 Brenda Lemecha  
 John Matthews  
 Alice Putrus  
 Francene Sanak

Composition of the board with above nominees.

**Term end 2021**

Anne Bakalyar  
 Yasmin Eloian  
 Al Holmes  
 Jan Huang  
 Kimberly Ismail  
 Jennie Somers

**Term end 2022**

Mary Bugeia  
 Sandra Butler  
 Linda Freitag  
 Mary Kosch  
 Donald Mack  
 Patti Mack  
 Michael Nealon  
 Cynthia Pepper  
 Margaret Schaefer  
 Emma Jean Woodyard

**Term end 2023**

Brigitte Anouti  
 Ben Bachrach  
 Wendy Baggett  
 Brenda Lemecha  
 John Matthews  
 Alice Putrus  
 Francene Sanak

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# DEARBORN ORCHESTRAL SOCIETY ENDOWMENT FUND

## Annual Meeting July 20, 2020

The Dearborn Orchestral Society Endowment Fund (DOSEF) was established in 1992 to achieve a perpetual base of support for the Dearborn Symphony Orchestra and ensure its artistic and financial stability. This was done with the foresight and urging of Patricia Daoust, then President of the Women's Association for the Dearborn Orchestral Society (WADOS – now known as Friends of the Dearborn Symphony). WADOS gave the DOS board a promissory note on 3/4/92 for \$10,000 to be paid when the DOSEF was securely in place (paid 9/1/92).

The bylaws of the DOSEF stipulate that 75% of income may be distributed to the DOS and 25% must be reinvested in the Fund. Since that first donation, many have donated yearly and several have set up funds in the DOSEF from estate trust funds, donations of cash or stocks - Frank and Mary Padzieski; Mary and Leonard Zudick; Virginia Boase/Friends; Ben and Anina Bachrach; Wes and Helen Pelling Trust and Paul and Sandra Butler.

The Maestro's Fund for Youth Music Development established in 2017-18 season is a fund earmarked for youth music development other than scholarships. The fund abides by the same rules for distribution and retention as the DOSEF.

This Fund is invested carefully to preserve its principal. Most of the interest income is used to support the annual operating expenses of the Dearborn Symphony, while some of the interest income funds youth music development, including music scholarships. As our endowment grows, it will provide an ever-expanding source of stable funding to keep the Dearborn Symphony creative and strong. Gifts to the Endowment Fund ensure that the music will be enjoyed by generations to come.

**DEARBORN ORCHESTRAL SOCIETY ENDOWMENT FUND, INC.****Annual Meeting Minutes June 24, 2019**

The annual DOSEF members' meeting was called to order at 7:25 PM by President Brenda Lemecha following the annual meeting of the Dearborn Orchestral Society at 6 Parklane Boulevard, Dearborn, MI. DOSEF trustees present Brenda Lemecha – President, Sandy Butler - Vice President and Secretary, and trustee Paul Butler; Ben Bachrach, Treasurer, attended via skype conference call. Others present included Wendy Baggett, Carolyn Blackmore, Linda Freitag, Peter Johnston, Don Mack, Patti Mack, John Matthews, Francene Sanak, Margaret Schaefer, EmmaJean Woodyard and Kathy Zuchniewicz.

The minutes of the 2018 annual meeting of the DOSEF held on June 27, 2018 were unanimously approved as submitted following a motion by Paul Butler, second by Ben Bachrach.

Brenda Lemecha read the annual report for the DOSEF into the record. She further explained the Maestro's Fund for Youth Music Development. She noted that the DOSEF bod meets monthly to manage the portfolio that is allocated between stocks and ETFs. In response to Margaret Schaefer's question as to how money is distributed to the DOS, Brenda explained that the DOSEF bylaws stipulate that up to 75% of annual income may be dispersed to the DOS and 25% must be retained for growth. The Frank and Mary Padzieski portion stipulates that 50% be allocated for youth music development, 25% be disbursed to DOS operating and 25% be retained in the DOSEF for growth.

Treasurer Ben Bachrach, who was present via skype, asked that Paul Butler read the DOSEF annual financial report for the fiscal year June 1, 2018 to May 31, 2019 into the record as submitted. The report showed total equity beginning the period 6/1/2018 — \$1,319,922. Equity on 5/31/2019 — \$ 1,265,650. Dividends for the year were \$45,893; expenditures \$39,220 which included \$35,000 to DOS operating; \$3,000 for scholarships fund; \$700 for Youth Artists Solo Competition; \$500 for the Children's Concert from the Virginia Boase fund, and \$20 for fees, resulting in net operating income gain of \$6,673.

The DOSEF portfolio continues to include a mix of 50% ETFs and 50% individual stocks with an emphasis on dividends to fund yearly distributions to the DOS. Board members continue to manage the individual equities.

During the year, we analyzed/compared our ETFs and found that several had large holding of the FAANG's (FB, Apple, Amazon, Netflix, Google). To be less vulnerable to market fluctuations over the next few years, we sold some of the funds and bought other top quality ETFs, using the Morningstar grid to ensure diversification.

Donations amounted to \$320 for the year. There was \$89,483 of realized capital gains from the sale of securities and unrealized loss of \$150,747. At the end of the fiscal year the value of the endowment fund was \$1,265,650.

The Treasurer's report was accepted for filing upon a motion by Brenda Lemecha, second by Sandy Butler.

There being no other business, the meeting adjourned at 7:41 PM, motion by Ben Bachrach, second by Paul Butler.

Respectfully submitted,  
Sandy Butler, Secretary

**Annual Report Fiscal Year 2019-20**  
**Board of Directors**

Brenda Lemecha, Chairman  
Sandra Butler, Vice-Chair & Secretary

Ben Bachrach, Treasurer  
Anina Bachrach, Trustee

Paul Butler, Trustee  
Alice Putrus, Trustee

The DOSEF Board of Directors met regularly and responsibly on a monthly basis. The task for this group is to evaluate the investments and dispose of or add to them when such action is deemed appropriate. Service is voluntary on this board and it is rewarding to recognize the expertise, interest, sincerity and devotion of each member.

Currently, the DOSEF portfolio has a mix of individual stocks and ETFs to protect the principal and maintain the income for yearly distributions to the Dearborn Symphony. The Board members continue to manage the individual equities.

In April 2020, DOSEF distributed \$20,000 to DOS from 2018-19 FY DOSEF income. The Michigan Governor's executive directive to close all non-essential businesses after March 12, 2020 to reduce the spread of COVID-19 closed all large concert venues and DOS concerts were cancelled for the remainder of the season. This prompted the Board of Directors to determine funds required for essential DOS operating costs for FY2019-20 and a musician relief fund to support the DOS Board's directive. Ben Bachrach will discuss the DOSEF financial report and distributions to DOS.

We are dedicated to a successful and financially secure future for the Dearborn Symphony and look forward to a concert season in the near future.

Brenda Lemecha, President DOSEF

**Dearborn Orchestral Society Endowment Fund**

Annual Financial Report

Fiscal Year June 1, 2019 through May 31, 2020

Start of Period

## FUNDS

Unrestricted		\$ 1,072,662.17	
Padzieski Trust		129,822.18	
Bachrach Trust		10,069.33	
Boase/Friends Trust		10,106.85	
Butler Trust		33,508.48	
Maestro Youth Devel. Fund		9,481.30	
<b>Total Equity</b>	<b>6/1/2019</b>	<u>\$ 1,265,650.30</u>	

## ASSETS

tdAmeritrade Insured Dep Acct		\$ 53,946.02	
Marketable Securities		1,211,704.28	
<b>Total Assets start of year</b>	<b>6/1/2019</b>	<u>\$ 1,265,650.30</u>	\$ 1,265,650.30

## Annual Activity

<b>Investment Income</b>	5/31/2020	\$ 47,814.36	
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## Charitable Distributions

Children's Concert		\$ 500	
Operating Fund		19,500.00	
Scholarship Fund			
Youth Solo Artist Competition			
<b>Total Charitable Distributions</b>	for year	<u>\$ 20,000.00</u>	

Michigan Corporation Fee		\$ 20.00	
<b>Operating Expenses</b>		<u>20.00</u>	
<b>Net Operating Income</b>	for year	<u>\$27,794.36</u>	

## Investments

Realized Capital Gains		\$ 44,692.36	
Unrealized Gains		(165,431.77)	
<b>Net Market Changes</b>	for year	<u>(120,739.12)</u>	

## Donations

Paul and Sandra Butler		\$6,251.92	
Annual Fund Raising		\$230.00	
Bequests		0.00	
<b>Total Donations</b>	for year	<u>\$6,481.92</u>	

Net Income			(86,462.84)
<b>Net Worth</b>	5/31/2020		<u>\$ 1,179,187.46</u>

End of Period

## ASSETS

tdAmeritrade Insured Dep Acct		\$ 63,641.03	
Marketable Securities		1,115,546.43	
<b>Total Assets</b>	<b>5/31/2020</b>	<u>\$ 1,179,187.46</u>	