The Role of Trustees in Artistic Decisions: Is there a role?

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Today’s Presentation

Quick Poll: Role of Trustees in Artistic Matters

A Framework for Considering the Board’s Role

Group Discussion

Feedback and Take-Aways
Join Poll

- Text: 22333
- Message: kjristinelun912
- www.PollEv.com/kjristinelun912
Five True- False Questions

• 1. Is your orchestra budget is over $1 million?
• 2. Does the your board have a role in artistic decisions?
• 3. Have you conducted a music director search in last 5 years?
• 4. Does your board has a role evaluating the music director?
• 5. Community engagement and artistic excellence are mutually exclusive?
Decision-Points for Orchestra Boards

- Mission Statement
- Organizational Culture & Values
- Hiring & Evaluation: Executive and Music Director
- Planning: Strategic, Campaign, Budget
Mission Statement/Institutional Vision

- **Who:** Orchestra, Board, Staff, Community
- **What:** Artistic Excellence, Public Value
- **Where:** Geographic Scope
- **How:** Concerts, Education, Recordings
Organizational Culture

- Collaboration
- Musicians are heard
- Sharing ideas
- Community values
- Attitudes toward risk
Hiring/Evaluation

- Music Director
- Search Process
  - League Handbook
- Job Description
  - Traits
  - Expectations
- Who Evaluates
Planning: Campaign, Strategic, Budget

Artistic Ambitions
Touring
Instrumentation
Guest Artists

Music Director and Musician Participation

Integrated Goals
Programming/Artistic Ambition
Programming/Community Connections
Programming/Marketing/Commerce
Discussion Questions

1. Where does the ultimate responsibility lie for the artistic vision? Does orchestra size make a difference?

2. How can the board be involved and not meddle?

3. What challenges have you encountered? How did you solve them?
## A Framework for Your Orchestra

<table>
<thead>
<tr>
<th>Artistic Decision Point</th>
<th>CEO/Executive Director</th>
<th>Music Director Musicians Artistic Staff</th>
<th>Board Board Chair</th>
</tr>
</thead>
<tbody>
<tr>
<td>Music Director Search Setting Expectations performance skills technical skills conducting skills knowledge of music art and humanities leadership role in the community residency</td>
<td>Will they facilitate process?</td>
<td>Will musicians have input?</td>
<td>Will there be a search committee? How will the board be represented? Understand board is hiring authority</td>
</tr>
<tr>
<td>Music Director Evaluation</td>
<td>Who does the Music Director report to?</td>
<td>Will musicians have input?</td>
<td>Does Music Director report to chair?</td>
</tr>
<tr>
<td>Artistic Vision</td>
<td>Is there a collaboration with the Music Director?</td>
<td>Does Music Director have budget parameters?</td>
<td>Does the board have budget control in advance of artistic-season commitments?</td>
</tr>
<tr>
<td>Artistic Risk</td>
<td>Does CEO have plan in place to support artistic risk?</td>
<td>Does the Music Director anticipate and mitigate risk with CEO and Board?</td>
<td>Does the board back-up the Music Director and Staff when controversy happens?</td>
</tr>
</tbody>
</table>
Questions