

## Midwinter Managers Meeting Agenda—Youth Orchestra Division

*All times below are Eastern. Agenda subject to change.*

**Constituent Liaison:** Heather Briere, Director, Learning & Leadership Programs  
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**Meeting Location:** The Westin New York at Times Square  
270 W. 43rd St, New York 10036

### Sunday, January 26, 2025

**12:00pm-6:00pm Registration**  
New York Atrium, 9th Floor

**1:00pm-3:30pm Youth Orchestra Division Meetings**  
Pearl, 9th Floor

**1:00pm-2:15pm Welcome and Icebreaker**

“What is Your Biggest CRM or Other Technology Headache?”  
Roundtable and Share-Out

**2:15pm-2:30pm Break**

**2:30pm-3:30pm Emergency Planning in the Arts: Can You Afford NOT to Do It?**

This session will break down the basics of an emergency plan and provide some resources to get started regardless of your budget or staff size.

**3:30pm-4:00pm Break**

**4:00pm-5:00pm General Session**, featuring keynote by Dean Erika James  
Broadway Ballroom, 3rd Floor

*The Art of Influence: Leadership and Organizational Culture*  
Erika James, Dean of Wharton School, University of Pennsylvania.  
Keynote and Discussion with League President and CEO, Simon Woods

*Sponsored by Sametz Blackstone Associates*

**5:00pm-6:00pm**      **Welcome Reception**  
New York Atrium, 9th Floor

*Sponsored by Boomerang Carnets | CIB*

**6:30pm**      **YOD Group Dinner**  
*Meet in the hotel lobby at 6:15pm to travel as a group.*  
Location: [West Bank Cafe](#)  
407 West 42nd Street (between 9th and 10th Avenue)  
New York, NY 10036  
[For more information and to RSVP](#)

Kindly RSVP whether or not you will be attending by January 21st  
Questions? Contact Lindsey Nova at [lindsey@trypo.org](mailto:lindsey@trypo.org)

**Monday, January 27, 2025**

**7:30am-11:00am**      **Registration**  
New York Atrium, 9th Floor

**8:00am-9:00am**      **Networking Breakfast**  
New York Atrium, 9th Floor

*Sponsored by Schiedmayer Celesta GmbH*

**9:00am-4:00pm**      **Youth Orchestra Division Meetings (cont.)**  
Pearl, 9th Floor

**9:00am-10:30am**      **Unique Fund-raising Events and Strategies!**

Youth orchestras are so creative! Hear quick snapshots of ways that your colleagues are creatively raising money and then in remaining time, share new ideas or thoughts you want to bounce around your fellow youth orchestra experts!

**10:30am-10:45am**      **Break**

**10:45am-11:30am**      **Beyond Compensation: Supporting Staff**

This guided round table will examine how we can provide additional benefits to staff when salary increases are not possible. How do we make full and part-time staff feel valued and appreciated for their contributions to our organizations?

**11:30am-12:15pm**      **The Legal Landscape around Equity, Diversity, and Inclusion**  
Simon Woods, President and CEO, League of American Orchestras  
Heather Noonan, Vice President for Advocacy, League of American Orchestras  
Alexander Reid, Partner, BakerHostetler

[\(https://www.bakerlaw.com/professionals/alexander-l-reid/\)](https://www.bakerlaw.com/professionals/alexander-l-reid/)

12:15pm-2:00pm	Lunch on Your Own
2:00pm-3:30pm	<b>Building Harmonious Teams: Optimizing Staffing for Youth Orchestras</b>  Explore staffing structures from peer youth orchestras. This guided discussion covers strategic organizational charts, role clarity, and fostering teamwork to enhance musical education and community impact.
3:30pm-4:00pm	<b>Wrap-Up and Feedback on Topics for Peer Calls and Conference</b>
4:00pm-5:00pm Plymouth, 9th Floor	<b>Cross-Constituency Debrief—Officers Only</b>

***Generous support for the League's Midwinter Managers Meeting provided by:***

*Boomerang Carnets | CIB - Opening Reception  
Made Media – General Operating Support  
Sametz Blackstone Associates - Opening Session  
Schiedmayer Celesta GmbH - Monday Morning Networking Breakfast  
Stages Consultants – General Operating Support*

**Notice:** It is important to keep in mind antitrust rules governing competition that apply to this group discussion. While the agenda for this group includes discussion of a variety of issues that are crucial to orchestras' planning and strategies, the goal is not to agree on a single approach to these issues. With the benefit of analysis and discussion, each orchestra will be able to decide independently what course of action is best for its own organization. We ask you to avoid comments that relate to your orchestra's current or future plans for ticket or event pricing (actual ticket prices, discount amounts), bargaining (including collective bargaining agreements or with vendors), or compensation.