



THE DELAWARE SYMPHONY ORCHESTRA

DAVID AMADO, MUSIC DIRECTOR

Nominating and Governance Committee Meeting – March 28, 2017
DSO Office, 100 W. 10th Street, Suite 1003, Wilmington, DE 19801
Meeting Minutes / DRAFT

The meeting was called to order at 10:02 am by David Kubacki, Chair. In attendance were Kubacki, Charles Babcock, Elena Norman (telephonic), Teresa Pietrucci (telephonic), Executive Director Alan Jordan, and DANA Executive Director Sheila Bravo.

Bravo presented the results of the DANA Self-Assessment Survey. 12 of 16 directors (including David Amado and Alan Jordan) participated. The results will be shared with the entire board, with opportunity for discussion. Workshops on recruiting and identifying donors and board members were suggested. To encourage diversity on the board, the DSO should reach out to churches, chambers of commerce, and banks and law firms that promote inclusion among their employees. Improved communications with stakeholders was recommended. Bravo was thanked for her efforts, and she left the meeting.

By consensus, the minutes of the April 19 and May 6, 2016 meetings were approved as presented.

Kubacki addressed the draft Board Matrix, which is a work in progress. He asked members to provide feedback. The committee will help in populating the chart.

Kubacki asked members to review the distributed board expectation statement samples and come to the next meeting prepared to draft a new document for the DSO Board.

The term limits discussion was tabled until the next meeting.

Recruitment was addressed. A more formal and disciplined process should be instituted. Candidates should first be vetted by the committee. The board should then be confidentially informed of candidates under consideration. Following this, the candidate might be approached regarding interest. The current subscriber list would be a great resource for harvesting prospects. Pietrucci suggested a couple possible candidates, who will be researched.

The next meeting will be scheduled by e-mail poll.

There being no further business, the meeting adjourned at 11:20 am.

Respectfully submitted,

Alan Jordan, Executive Director