

**UTAH SYMPHONY | UTAH OPERA**  
**SPECIAL BOARD MEETING**  
**JUNE 23, 2020**  
**MINUTES**

**Attended via video/teleconference:** Julie Aiken Hansen, Jesselie Anderson, Doyle Arnold, Judy Billings, Doyle Clayburn (Utah Symphony Guild), John D'Arcy, David Dee, Julie Edwards (musician), Kem Gardner, Brian Greeff, Stephen Tanner Irish, Annette Jarvis, Mitra Kashanchi, Andrew Larson (musician), Tom Love, Abigail Magrane, Brad Merrill, Robin Milne, Judy Moreton, Dinesh Patel, Dave Petersen, Frank Pignanelli, Jason Price, Shar Quinney, Patricia Richards, Miguel Rovira, Joanne Shiebler, Naoma Tate, Jim Tozer, Astrid Tuminez, David Utrilla, Kelly Ward, Kim Wilson, and Thomas Wright attended from the Elected, Ex-officio and Lifetime Boards.

Staff members attending via video/teleconference included: Steve Hogan, Jon Miles, and Toby Tolokan. Julie McBeth was present to record the minutes.

**I. Welcome and Legislative Funding Update:** Board Chair Tom Love welcomed the board members and thanked them for taking the time to join for what he hoped would be a very successful and auspicious moment in USUO history.

Interim President & CEO Pat Richards reported that the Utah Legislature, in a special session the previous week, passed HB 5010, which included a provision to provide grant money for assistance to entities which provided cultural, artistic, botanical, recreational, or zoological activities to encourage travel and tourism in the state to benefit communities or artists affected by COVID-19. She continued that USUO had been in touch with the grant administrators, who indicated that they would expect an application from the organization in the neighborhood of \$1 million. She noted that the exact details of the granting process were still being determined, but shared that one known provision for receipt of funds would be providing performances during the upcoming season. She shared that USUO would need to submit an application and plan for those qualifying performances before the end of August. She recognized the efforts of Senator Dan Hemmert, who introduced the bill, and Mr. Kem Gardner, who lobbied for grants for the performing arts. Mr. Gardner emphasized the support of Speaker Brad Wilson and Mr. Love encouraged board members to thank legislators for the much-needed support.

**II. Introduction and Process review of CEO Candidate:** USUO CEO Search Committee Chair Brian Greeff presented the conclusion and recommendation of the USUO CEO Search Committee and the Executive Committee to name Mr. Steve Brosvik, currently the COO of Nashville Symphony, as the next President & CEO of Utah Symphony | Utah Opera.

He provided an overview of the search process which began in October 2019 with the forming of the committee whose members included Tom Love, Pat Richards, Robin Milne, Abbie Magrane, Judy Moreton, Kim Wilson, and musician representative Madeleine Adkins. He shared that the committee reviewed and interviewed a number of executive search firms, eventually hiring Isaacson Miller, which served the organization very well and represented it externally with the utmost of professionalism and discretion. He relayed the priorities set forth by the committee that the firm used as guiding values namely, to identify a CEO who would: build an internal operations culture of trust, transparency, and accountability; develop a unifying vision and a compelling growth strategy for USUO; serve as the brand ambassador and chief fundraising officer of USUO; grow and leverage the Board of Trustees to support USUO's development efforts; inspire and cultivate new audience and supporters; expand partnerships across the state of Utah to amplify USUO's social impact; and ensure the successful selection and transition of the next Utah Symphony Music Director.

Mr. Greeff discussed the scope of the search, which focused on CEOs, COOs, and marketing and development leaders at tier 1 and 2 orchestras and opera companies. He noted that the search firm made over 170 contacts on behalf of the organization and that the search committee reviewed 19 candidates on paper (but in detail) with the search firm in February. He continued that the search committee interviewed six individuals from that group via video conference (as that coincided with the outset of the lockdown triggered from the pandemic) then unanimously chose three finalists who engaged in over seven hours of interviews each, again via video conference. He noted those finalist interviews were conducted by individuals and small groups comprised of the members of senior staff and the executive and search committees, as well as Thierry Fischer, Christopher McBeth and representatives of the orchestra.

He outlined the background and qualifications of the committee's top candidate following the interviews—Steve Brosvik. He noted Mr. Brosvik's demonstrated achievement in key areas critical to the future success of USUO including, a history of broadening reach through community engagement and audience development, management of multi-discipline artistic collaborations, involvement in music director searches for multiple organizations, direction of strategic planning processes, and extensive collaborative work with boards. He summarized what the committee found most compelling about Mr. Brosvik as the potential next CEO of USUO: 1. His likelihood to build trust and cohesion within our organization; 2. His experience in the most similar organization in a fairly similar community compared to all of the other candidates interviewed; 3. His track record of innovation and growth and an ability to listen to his organization and to his community; and 4. The overwhelmingly positive feedback from numerous on-list and off-list references.

He relayed that Mr. Brosvik and his wife, Cassandra, traveled to Utah earlier in the month to spend three full days of in person meetings with board members, senior staff, musicians, major donors, and community leaders (all at a safe social distance) to give both USUO and the Brosviks an indication of fit for this community and organization—which resulted in favorable impressions for all parties.

Mr. Love invited questions and discussion regarding the search process. Several board members asked questions and search committee members provided their observations related to Mr. Brosvik's strengths and experience in the areas of innovation and vision, diversity inclusion, interest in this particular organization, engagement of youth, a festival format like the DVMF, relationship building, and ability to inspire. Following that extensive discussion, Mr. Greeff moved that the Board of Trustees appoint Mr. Steve Brosvik to the position of President & CEO of Utah Symphony | Utah Opera subject to the approval in the executive session of the meeting of appropriate terms and the incorporation of those terms into a signed contract. The motion was seconded by Mr. Wilson and passed by unanimous vote.

**III. Other Business / Executive Session:** Mr. Love asked if there was any additional business to discuss before adjourning to an executive session. There being no additional business, staff members (with the exception of Ms. McBeth) and musician representatives left the conference and the remaining board members continued meeting in an executive session to discuss personnel matters.

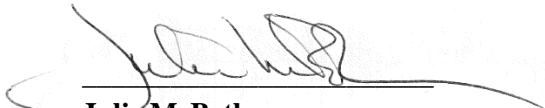
During the executive session, the board members unanimously agreed to add discussion of an orchestra personnel matter to the agenda and the following two motions were duly made, seconded, and unanimously approved.

Resolved, that this executive session of the Board of Trustees approve the terms of the offer detailed and incorporate those terms into a signed contract with Mr. Steve Brosvik as the President & CEO of Utah Symphony | Utah Opera.

Resolved, that the Board of Trustees ratifies the decision of the Executive Committee to terminate the \$174 weekly supplement to musicians. In return for the withdrawal of the Grievance, the Board authorizes a Return to Work Bonus in the amount of \$1914 to be paid as of September 4, upon opening of the fall season. To address the immediate needs of musicians, the Board authorizes management to add the funds raised by the Board for emergency COVID relief for employees to the Instrument Loan Fund for the purpose of ease of administration of emergency loans and, further, to waive the administrative requirements to expedite the process for COVID 19 loans. A loan committee comprised of the COO, Director of Orchestra Personnel and VP of Finance may approve such loans without further consultation and may approve loans exceeding 75% of instrument value and defer loan payments until musicians are back to work.

**IV. Adjourn:** The meeting adjourned at 5:13pm.

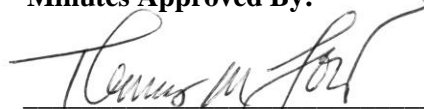
**Minutes Recorded By:**



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**Julie McBeth**

**Minutes Approved By:**



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**Thomas M. Love, Chair**