



Annual General Meeting

Friday, November 5, 2021
at 5:30pm
via Zoom

1. Call to Order
Quorum for the Annual General Meeting is 3% of the OBA membership.
2. Adoption of Agenda
3. Adoption of the Minutes from the Annual General Meeting of November 2020
4. Announcements
5. Executive Reports

- | | |
|---------------------|-----------------|
| (a) President | <i>Tucker</i> |
| (b) President-Elect | <i>Tran</i> |
| (c) Treasurer | <i>Kilbride</i> |

MOTION

Whereas Article V “Meeting of Members”, Section 9(i) “Annual General Meeting” states that financial statements will be presented to the general membership, *be it resolved* that the financial statements as presented be accepted.

Moved by *Kilbride*.

- | | |
|--------------------|-----------------|
| (d) Secretary | <i>Brunette</i> |
| (e) Past-President | <i>Barth</i> |

6. Directors & Positions of Responsibility Reports
See the attached reports.

Institutional Portfolios

- | | |
|-------------------------|-------------------|
| (a) Membership | <i>Tran</i> |
| (b) Communications | <i>Lazado</i> |
| (c) Industry | <i>Reesor</i> |
| (d) University Liaison | <i>Richardson</i> |
| (e) Advancement | <i>Arcand</i> |
| (f) OBA-CBA(On) Liaison | <i>Gandhi</i> |

Honour Bands

- | | |
|---|-----------------|
| (g) Provincial Honour Band | <i>Barras</i> |
| (h) Capital Region Elementary Honour Band | <i>Sommers</i> |
| (i) Laurier Elementary Honour Band | <i>Jones</i> |
| (j) Western Intermediate Honour Band | <i>Rodnick</i> |
| (k) National Youth Band 2022 Project | <i>Harrison</i> |

Festivals

- | | |
|----------------------------------|----------------|
| (l) Provincial Band Festival | <i>Caswell</i> |
| (m) UTSC Small Ensemble Festival | <i>Mantie</i> |

Symposia

- | | |
|--|----------------|
| (n) Beginning Band Symposium | <i>Kolenko</i> |
| (o) York Wind Conductors’ Symposium | <i>Peter</i> |
| (p) Capital Region Wind Band Symposium | <i>Gendron</i> |

7. OBA Speakeasy

8. Regional Representatives

(a) North	<i>Sanderson</i>
(b) Near North	<i>Thornton</i>
(c) East	<i>Yuschyshyn</i>
(d) West	<i>Austin</i>
(e) Golden Horseshoe	<i>Blackman</i>
(f) French Districts	<i>Fugère-Bourdages</i>

9. Ratification Votes

See attached motions and amendments.

(a) Amendments to the Human Rights Policy and Ratification of the Human Rights Policy

MOTION

Whereas the OBA Board of Directors has reviewed the Human Rights Policy and suggested amendments as outlined, *be it resolved* that the Membership accept the proposed amendments to the Human Rights Policy.

Moved by *Brunette*.

MOTION

Whereas the OBA recognizes the importance of Human Rights and its inclusion within its policies and decision-making, *be it resolved* that the amended Human Rights Policy (2021) be ratified by the membership to take effect immediately, and to be reviewed and updated at the Annual General Meeting in 2026.

Moved by *Brunette*.

(b) Amendments to the Personnel Policy and Ratification of the Personnel Policy

MOTION

Whereas the OBA Board of Directors has reviewed the Personnel Policy and suggested amendments as outlined, *be it resolved* that the Membership accept the proposed amendments to the Personnel Policy.

Moved by *Brunette*.

MOTION

Whereas the OBA values the contributions of its employees and wishes to ensure a fair and supportive working environment, *be it resolved* that the amended Personnel Policy (2021) be ratified by the membership to take effect immediately, and to be reviewed and updated at the Annual General Meeting in 2026.

Moved by *Brunette*.

(c) Amendments to the Volunteer Policy

MOTION

Whereas the OBA Board of Directors has reviewed the Volunteer Policy and suggested amendments as outlined, *be it resolved* that the Membership accept the proposed amendments to the Volunteer Policy.

Moved by *Brunette*.

(d) Amendments to the OBA Bylaws

MOTION

Whereas the OBA Board of Directors has reviewed the Bylaws and suggested amendments as outlined, *be it resolved* that the Membership accept the amendments in full.

Moved by *Brunette*.

10. Election of the 2021 – 2023 Board of Directors
The Chief Returning Officer is Past-President Lisa Barth.

No position received more than one nominee. The following positions are therefore acclaimed.

Angela Tran, succeeding from President-Elect to President
Lynn Tucker, succeeding from President to Past-President

Matthew Rodnick, for the position of President-Elect
Andria Kilbride, for the position of Treasurer
Steffan Brunette, for the position of Secretary

Danielle Kolenko, for the position of Director, Beginning Band Symposium
Matthew Peter, for the position of Director, York Wind Conductors' Symposium
Simone Gendron, for the position of Director, Capital Region Wind Band Symposium

Mark Caswell, for the position of Director, Provincial Band Festival

Lani Sommers, for the position of Director, Capital Region Elementary Honour Band
Troy Jones, for the position of Director, Laurier Elementary Honour Band
Matthew Rodnick, for the position of Director, Western Intermediate Honour Band
Alicia Barras, for the position of Director, Ontario Provincial Honour Band

Chris Reesor, for the position of Director, Industry
Dan Austin, for the position of Director, Membership

No applications were received for the Director of the UTSC Small Ensemble Festival.
Interested candidates should contact a member of the new OBA Executive.

11. Approval of the Appointments of the Positions of Responsibility

MOTION

Whereas the following persons have applied for, and have received the support of the OBA Board of Directors, *be it resolved* that the Membership approve the appointment of the following:

- (a) *Sarah Arcand* for Elementary Music Education Advocate
- (b) *Meera Mohindra* for Communications Co-ordinator
- (c) *Scott Harrison* for National Youth Band 2022 Project
- (d) *Pratik Gandhi* for OBA-CBA(On) Liaison

Moved by *Tucker*.

No applications were received for the position of Advancement.
Interested candidates should contact a member of the new OBA Executive.

12. Special Presentation: OBA Lifetime Membership
presented by OBA President, Lynn Tucker
13. Awards Presentations
14. New Business
15. Adjournment

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Executive Report

President

Lynn Tucker

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

- Facilitated the launch of OBA Mapping Project – Phase 1 with the confirmation of new regional representatives; Supported and attended all OBA Listening Tour events; Co-drafted/edited content; Presented findings and recommendations from Listening Tour final report
- Supported the OBA Communications Team; Reviewed and edited MMIs prior to circulation; Provided direction and created content for website development
- Drafted and edited position postings for Communications Coordinator; provided additional administrative support during transition period
- Facilitated establishment of OBA Speakeasy
- Facilitated establishment and launch of Preservice and Early Career Roundtable
- Facilitated establishment of Awards Committee and launch of new professional award categories
- Facilitated establishment of IDEA (inclusion, diversity, equity, accessibility) working group
- Supported mobilization of Advocacy Working Group; provided review/editing support
- Proposed new OBA/CBA-ON Liaison position toward strengthening connections and growing potential collaborations between our organizations
- Supervised student summer team and facilitated conversations in weekly meetings toward successful projects and communications planning including Back to Band video series, Past-Presidents 20th Anniversary video; Private Teacher Database Project
- Engaged in conversations and supported early development of band associations in Newfoundland and Labrador and Prince Edward Island
- Represented the OBA at OMEA and CBA board meetings
- Collaborated with CBA and CMEC on national event
- Maintained regular communications via Slack with board members

HIGHLIGHTS & RECOMMENDATIONS

- Launching new Private Teacher Database Project
- Preparing to launch Phase 2 of the OBA Mapping Project
- Invitation to take part in Why Is Band Important to You?" video wall project

FINANCIAL REPORT

N/A

CONCLUSION & VISION FOR THE COMING YEAR

Our 20th anniversary year was a very busy one indeed, giving us much to celebrate in the midst of all the chaos. The pandemic's silver linings manifested in many ways for us as we created new events and professional programming that were available throughout the entire province via technology that reduced geographic barriers to access. From our preservice and early career roundtable through to retirement recognition awards to our listening tour events, we offered a full slate of engagement opportunities to our members from across the career spectrum. We also reflected on our progress from the earliest days of the OBA through the voices of our past-presidents, as well as started conversations regarding next steps the organization might take in the coming years. Many of our new events will celebrate their first anniversary soon, and will continue to grow new offerings, ensuring our relevancy in this fast-paced and ever-changing world around us. The work of the IDEA committee has already been positively felt with a thorough review of our governing documents and will continue to be an important guide for our efforts as we move forward.

As this is my last report as president, I am finding it difficult to find the words that express my gratitude to the most incredible team of professionals and to acknowledge their collective contributions. Their commitment to this organization, and by extension our band colleagues and students across Ontario, is truly humbling. During the first year of the pandemic when everyone was trying to figure out what the heck was going on or what to do next, in both professional and personal lives, these folks stepped up in a big way. I remember hearing "What can we do?" "They're going to need our help." "Who do we know that can lend a hand?" "I have an idea!" And on and on. They were there every step of the way.

Now, in this second year of uncertainty, they are fuelled by pure passion and wholesome belief, and continue to stand up for band teachers and students, working hard to ensure bands find their way back inside schools. As I write, this particular chapter has yet to be finished, but I know that if I need a champion to help me fight this good fight, the OBA team is who I want at my side. As I have said before, "There are heroes among us!" and I know who they are. Thank you, colleagues, for everything you have done and all that you do. I see you. I hear you. I believe in you. Band will thrive in Ontario once again because of the herculean efforts of amazing folks like you <3

**Annual General Meeting
Friday November 5 2021**



**ONTARIO
BAND
ASSOCIATION**

Executive Report

President-Elect

Angela Tran

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

- observed President's role
- assisted President in any requested tasks
- facilitated, monitored and managed internal communications for the OBA via Slack App
- facilitated, managed and trouble-shoot OBA's Zoom accounts
- assisted in the communications strategy for the OBA
- provided guidance to the OBA summer student team and attended 80% of their team meetings
- provided administrative support and training for online events on Zoom
- attended all executive and board meetings
- wrote all affiliate reports on behalf of the OBA

HIGHLIGHTS & RECOMMENDATIONS

-Shoutout to the amazing OBA summer student team with the number of wonderful projects completed during their time with us. They were an enthusiast crew and motivated to learn new experience. We were also grateful for their patience and amazing efficiency! I would love to see the OBA continue to hire summer students and/or volunteers to use the summertime to move larger projects ahead.

-Moving forward, we may need extra support in filling some gaps with some of the virtual supports for online communications and events. Perhaps working with the communications coordinator and a volunteer.

-Introduced a handful of online tools to help the operations of the organization run smoothly and efficiently. i.e. continue to use Airtable, Wix, Jotform and Canva (hopefully, G Suite soon)

-Happy to see the number of new initiatives and working groups created to support our membership.

-Many thanks and congratulations to the wonderful board members, summer student team, working group members, regional reps and volunteers for the number of hours put towards supporting Ontario band educators during the pandemic.

-Special thanks to Lynn Tucker, Lisa Barth, Andria Kilbride and Steffan Brunette for their patience, support and guidance!

FINANCIAL REPORT

n/a

CONCLUSION & VISION FOR THE COMING YEAR

- Focus and expand the work with our regional liaison to bring programming to the different regions
- Focus and create programming through the lens of equity, diversity, inclusion and accessibility.

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**ONTARIO
BAND
ASSOCIATION**

Executive Report

Treasurer

Andria Kilbride

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

Darlene Harrison and I have worked collaboratively to ensure our financial books, policies and budgets were followed and kept up to date. Online registration and contactless payment proved to be of great benefit to our members and event directors.

Our event structure was quite different this past year which is reflected in the Directors' reports. Our Provincial Band Festival and Small Ensemble Festival finances were combined this year. Our 4 Honour Bands combined forces and finances this year to become the Provincial Honour Bands of Ontario.

The OBA's GIC was not renewed last year. The organization agreed to reserve the funds within our financial institution as a safety net for the unknown financial stability of our events. As the return to band and in person events returns, we will re-invest the funds into another GIC.

Actions and Responsibilities of OBA Treasurer

- Regular deposits
- Emergency cheque issuance
- Reply to inquiries made from Board and OBA Members
- Assist Darlene Harrison (Bookkeeper)
- Assisted with Canada Student Summer Grants
- Tracking of outstanding payment
- Developed job description, contract and advertised for Bookkeeper vacancy

Actions and Responsibilities of OBA Bookkeeper

- Action all cheque, invoice and expense requests for events
- Square payments accounted for and properly entered in Quickbooks
- Refunds for cancelled events
- Reconciling monthly VISA statements
- Reconciling monthly bank statements
- Completion of various government required forms and submission of same, along with any payments that may be required
- Invoicing sponsors, and supporters

HIGHLIGHTS & RECOMMENDATIONS

Although a few of our events remained virtual this year and a couple of our events were postponed, our 2021 events that ran were healthy. The ability to offer a few free events to our members and the general public were of benefit to our organization. Our online registration system has proven to provide ease for our directors and delegates.

FINANCIAL REPORT

2020 Fiscal Year Financial Review (January 1, 2020-December 31, 2020) attached

OBA Profit Loss Report (January 1, 2020-November 3, 2021) attached

We are so fortunate to have Yamaha Music as our patron sponsor. We thank them for their continued support of our organization throughout the pandemic. Even though our association has lost members, as have all band associations from across the country, we are in a good position to rebuild because of the generosity of Yamaha Music. Thank you.

CONCLUSION & VISION FOR THE COMING YEAR

The Ontario Band Association will look closely at the payment structure for our membership and events. Offering reduced fee events for our members will still be a goal of the organization, and we hope to reintroduce in-person events in the near future.

At this time, we will be saying goodbye to our incredible Bookkeeper, Darlene Harrison. Darlene has provided our organization with professional financial advice and organization. Her dedication to our association has been outstanding and she has set us up for success in the future. Thank you, Darlene, for your expertise, advice, professionalism, willingness to learn and patience.

Ontario Band Association

Profit and Loss

January 1, 2020 - November 3, 2021

	TOTAL
INCOME	
201 Donations	1,104.38
202 OBA Memberships	6,274.16
204 Sales of Goods and Services	12,211.00
205 Grant Income	22,229.00
206 Sponsorship	24,989.86
207 Event Registrations	51,759.53
210 Other Income	817.44
211 HST Rebate Income	4,204.55
212 Advertising Income	150.00
227 Presentation Income	1,769.75
Total Income	\$125,509.67
GROSS PROFIT	\$125,509.67
EXPENSES	
233 Payroll Expenses	1,171.94
300 Salaries	16,598.40
304 Advertising/Promotional	1,421.42
321 Advertising	615.00
322 Travel flight/car/hotel	9,341.30
323 Bank charges	682.92
323A Foreign Exchange	3,910.49
324 OBA Dues and Subscriptions	10,464.00
325 Office expenses	3,239.88
326 Occupancy Costs	28,668.00
327 Professional Services	22,999.45
328 Donated and Purchased Supplies and Assets	948.00
332 Other Expenditures	6,712.54
335 Duty/Freight/Shipping	455.03
336 Insurance - Liability	3,030.92
337 Accounting Fees	7,680.00
338 Square Fee	540.92
339 Honourariums	12,050.00
341 Music/folders/misc supplies	207.10
343 Bad Debts	1,650.00
500 HST Expense	1,828.11
600 Uncategorized Expense	-293.64
Total Expenses	\$133,921.78
PROFIT	\$ -8,412.11

ONTARIO BAND ASSOCIATION
FINANCIAL STATEMENTS
FOR THE YEAR ENDED DECEMBER 31, 2020

INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Board of Directors
Ontario Band Association
Markham, Ontario

We have reviewed the accompanying financial statements of **Ontario Band Association**, which comprise the statement of financial position as at **December 31, 2020**, the statements of changes in net assets, operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that these financial statements do not present fairly, in all material respects, the financial position of Ontario Band Association as at December 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

North Bay, Ontario
February 23, 2021

*Kordall, Sinclair,
Casper & Daigle Inc.*
Chartered Professional Accountants
Licensed Public Accountants

ONTARIO BAND ASSOCIATION
STATEMENT OF FINANCIAL POSITION
AS AT DECEMBER 31, 2020

(With comparative figures as at December 31, 2019)

	<u>2020</u>	<u>2019</u>
<u>ASSETS</u>		
Current		
Cash	\$ 39,356	\$ 83,574
Term deposit (Note 2)		22,838
Accounts receivable (Note 3)	17,689	13,335
Prepaid expenses	<u>5,592</u>	<u>12,245</u>
	<u><u>\$ 62,637</u></u>	<u><u>\$ 131,992</u></u>
<u>LIABILITIES</u>		
Current		
Accounts payable and accrued liabilities (Note 4)	\$ 4,725	\$ 6,035
Deferred revenue (Note 5)		44,030
	<u>4,725</u>	<u>50,065</u>
<u>NET ASSETS</u>		
Unrestricted	<u>57,912</u>	<u>81,927</u>
	<u><u>\$ 62,637</u></u>	<u><u>\$ 131,992</u></u>

Approved by Board of Directors:

_____ Director

_____ Director

(See accompanying notes to financial statements)

ONTARIO BAND ASSOCIATION
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED DECEMBER 31, 2020

(With comparative figures for 2019)

	<u>2020</u>	<u>2019</u>
<u>UNRESTRICTED</u>		
Balance beginning of year	\$ 81,927	\$ 80,048
Excess (deficiency) of revenue over expenses for the year	<u>(24,015)</u>	<u>1,879</u>
Balance end of year	<u><u>\$ 57,912</u></u>	<u><u>\$ 81,927</u></u>

(See accompanying notes to financial statements)

ONTARIO BAND ASSOCIATION

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2020

(With comparative figures for 2019)

	2020	2019
Revenue		
Membership, dues and association fees	\$ 44,481	\$ 116,963
Donations and sponsorship	16,410	26,423
Grants	4,500	4,500
Other	2,237	18,911
	<u>67,628</u>	<u>166,797</u>
Expenses		
Occupancy costs	28,500	31,926
Professional services	22,534	40,821
Travel	9,341	34,797
Other	8,277	19,602
Membership	5,310	5,094
Professional fees	4,480	4,500
Bank charges	3,863	8,967
Office supplies	2,533	2,187
Bad debts	2,250	442
Advertising and promotion	2,036	7,325
Insurance	1,416	1,679
Donated and purchased supplies and assets	1,103	7,578
	<u>91,643</u>	<u>164,918</u>
Excess (deficiency) of revenue over expenses for the year	<u>\$ (24,015)</u>	<u>\$ 1,879</u>

(See accompanying notes to financial statements)

ONTARIO BAND ASSOCIATION
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2020
(With comparative figures for 2019)

	<u>2020</u>	<u>2019</u>
Operating activities		
Excess (deficiency) of revenue over expenses for the year	\$ (24,015)	\$ 1,879
Changes in non-cash working capital		
(Increase) decrease in:		
Accounts receivable	(4,354)	3,018
Prepaid expenses	6,653	(3,114)
Increase (decrease) in:		
Accounts payable and accrued liabilities	(1,310)	605
Deferred revenue	<u>(44,030)</u>	<u>(13,331)</u>
Increase (decrease) in cash	(67,056)	(10,943)
Cash beginning of year	<u>106,412</u>	<u>117,355</u>
Cash end of year	<u><u>\$ 39,356</u></u>	<u><u>\$ 106,412</u></u>
Cash consists of:		
Cash	\$ 39,356	\$ 83,574
Term deposits	<u> </u>	<u>22,838</u>
	<u><u>\$ 39,356</u></u>	<u><u>\$ 106,412</u></u>

(See accompanying notes to financial statements)

ONTARIO BAND ASSOCIATION
NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2020

Nature Of Operations

Ontario Band Association was incorporated without share capital under the Canada Corporations Act and its principal purpose is to serve music directors and students efficiently and visibly to promote and foster excellence in music education in Ontario through band. The association is a registered charity under the Income Tax Act (Canada) and accordingly is exempt from income taxes.

1. Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. The association's significant accounting policies are as follows:

a) Revenue Recognition

Ontario Band Association follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue for the year in which the related expenses are incurred. Unrestricted contributions, membership revenue and fundraising revenues are recognized as revenue when received or receivable if the amount can be reasonably estimated and collection is reasonably assured. In-kind donations are recognized when received. Interest income is reported on the accrual basis as earned.

b) Financial Instruments

Financial instruments are recorded at fair value when acquired or issued. All cash equivalents have been designated to be in the fair value category, with gains and losses reported in revenues. All other financial instruments are reported at cost or amortized cost less impairment, if applicable. Financial assets are tested for impairment when changes in circumstances indicate the asset could be impaired. Transaction costs on the acquisition, sale or issue of financial instruments are expensed for those items remeasured at fair value at each statement of financial position date and charged to the financial instrument of those measured at amortized cost.

c) Property And Equipment

The association charges against operations in the year acquired the cost of assets having a relatively short life.

d) Use Of Estimates

The preparation of the financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the year. Significant items subject to such estimates and assumptions include the valuation allowances for accounts receivable. Actual results could differ from those estimates.

ONTARIO BAND ASSOCIATION
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2020

1. **Significant Accounting Policies (continued)**

e) Contributed Services

Directors volunteer their time to assist in the association's activities. While these services benefit the association considerably, a reasonable estimate of their amount and fair value cannot be made and, accordingly, these contributed services are not recognized in the financial statements.

2. **Term Deposit**

Term deposit consisted of a guaranteed investment certificate (GIC) at a CDIC insured entity for \$22,838 in 2019 and bore interest at 1.39%. GIC matured during the year and was not reinvested.

3. **Accounts Receivable**

	<u>2020</u>	<u>2019</u>
HST rebate	\$ 4,203	\$ 8,959
Contributions receivable	<u>13,486</u>	<u>4,376</u>
	<u><u>\$ 17,689</u></u>	<u><u>\$ 13,335</u></u>

4. **Accounts Payable And Accrued Liabilities**

	<u>2020</u>	<u>2019</u>
Accrued professional fees	\$ 4,000	\$ 4,000
Trade payables	<u>725</u>	<u>2,035</u>
	<u><u>\$ 4,725</u></u>	<u><u>\$ 6,035</u></u>

5. **Deferred Revenue**

Deferred revenue was sponsorship or event related revenue received or receivable that was to be recognized as a result of events held subsequent to year end. All deferred revenue was recognized in the current fiscal year.

6. **Financial Risks And Concentrations Of Risk**

The association is not exposed to significant risks through its financial instruments.

**Annual General Meeting
Friday November 5 2021**



**ONTARIO
BAND
ASSOCIATION**

Executive Report

Secretary

Steffan Brunette

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

I have helped to support various OBA symposiums behind the scenes as needed. The past year saw all OBA events reinvent themselves into online formats, and while everyone is eager to host an in-person event soon, elements of our digital outreach will continue to have a positive impact on the OBA as we connect to people beyond the GTA.

The Executive team has been meeting to think through emerging issues, and I have been pleased to assist in those discussions.

This was a bylaw review year, and many significant changes to directorships and PORs needed to be made. In addition, formal structures were created for various committees. New job descriptions and guidelines were needed.

Two policies (Human Rights & Personnel) were up for review, and the IDEA committee provided substantial advice on ways to improve them.

HIGHLIGHTS & RECOMMENDATIONS

The OBA Board and dedicated volunteers are a passionate group who have taken on additional challenges alongside their teaching and professional duties. There is a continued need to support our band educators in schools at all levels, throughout the province, and many, many people stepped forward to collect data, provide discussion outlets, and co-ordinate advocacy strategies in an effort to keep instrumental education on the minds of decision makers.

FINANCIAL REPORT

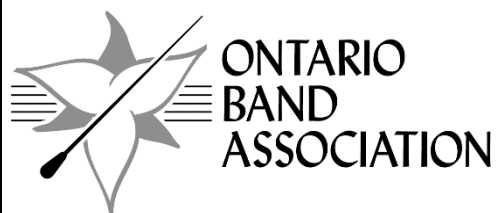
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CONCLUSION & VISION FOR THE COMING YEAR

Like many of our schools, this coming year will feature transitional models that may involve partial online/partial in-person gatherings. I am confident that our OBA team, and the membership, will be engaged in adapting to the changing climate of lessening restrictions.

Policy review for 2022 will include the Volunteer Policy, Travel Policy, and the Reports Policy.

**Annual General Meeting
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Executive Report

Past-President

Lisa Barth

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

- Attended all board meetings, and wrote reports
- Attended executive meetings
- Supported new working groups - specifically Mentorship
- Supported Festivals & Honour Bands by participating in conversations and attending meetings
- Stepped in and ran this year's Beginning Band Symposium for the months of September/October
- Edited many documents, job descriptions, & proposals
- Participated in Past-President interview
- Attended events: Symposiums & Honour Band

HIGHLIGHTS & RECOMMENDATIONS

All wonderful! The board is full of hard working people, making the best of an ever changing band world, through a Pandemic! Congratulations team!

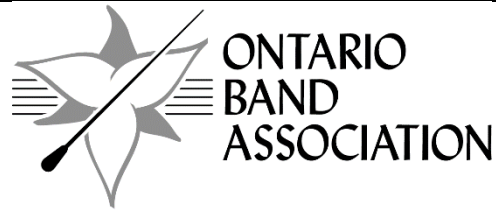
FINANCIAL REPORT

n/a

CONCLUSION & VISION FOR THE COMING YEAR

I have had an incredible 6-year executive term as President-Elect/President/Past-President. It has been quite the journey - this organization has grown, changed, expanded, and adapted so much over the past 6 years. Thank you to my fellow board members for their support and encouragement over the years. I have learned so much in these positions and consider myself lucky to have worked alongside such brilliant music educators. The board is in great hands for the coming years, and I wish everyone the best of luck with the OBA's events and initiatives!!

**Annual General Meeting
Friday November 5 2021**



Director's Report

Membership

Angela Tran

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

-monitored and responded to general emails from the public
-worked with events directors and general OBA initiative to check membership status of participants
-based on some of the surveys that were sent out most members are interested in advocacy, program retention, online learning and sharing of resources. Based on the feedback, the OBA has created a number of initiatives through the following working groups:

- Advocacy
 - Sending Return to Band letters to admin and health units
 - Quick Guide
- Regional Representatives/Mapping Project
 - Listening Tours
- Inclusion, Diversity, Equity and Accessibility (IDEA)
 - IDEA resources
- Mentorship and Networking
 - Pre-service and Early-career roundtable
- Other initiatives
 - OBA Speakeasy drop-in sessions
- Please visit our website for more details

-continue to Airtable App for membership database. Working well.

Membership Breakdown as of Nov 1, 2021

16 Board members

12 Lifetime members (** include 3 board members who are also lifetime members**)

66 Regular members

2 Regular Community Band members

4 Retired members

29 Student members

Total: 126 members

HIGHLIGHTS & RECOMMENDATIONS

Happy to see the progress with meeting the needs of the membership. However, numbers are still drastically low and will need a new strategy to gain back previous members and new members. I believe we should continue to work with the OBA regional liaisons to create a stronger community within the regions and providing diverse programming may help with membership numbers. In addition, another review of the membership structure as the province is moving towards a full reopening in Spring 2022.

FINANCIAL REPORT

n/a

CONCLUSION & VISION FOR THE COMING YEAR
--

Hoping to see our membership numbers increase as the province is moving towards a full reopening in Spring 2022.

**Annual General Meeting
Friday November 5 2021**



POR Report

Communications Co-ordinator

Eunillyne Lazado

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

- Continued efforts in social media management and implementation, content creation (including monthly newsletters), and maintaining the OBA website, along with student volunteer, Meera Mohindra
- Developed a document containing social media and web strategies for internal purposes
- Developed a critical path document for all event communications for a full year/event season
- Liaised with Event Directors for event information for distribution
- Created event webpages and ensured continuity for each webpage

HIGHLIGHTS & RECOMMENDATIONS

With online events in full swing, there was a continuous traffic into the OBA website and the OBA social platforms (Facebook, Twitter, Instagram).

Successes:

- There is a continuous growth in the OBA's following on various social media channels, which means that audiences continue to be interested in the OBA's programming and event offerings.
- Facebook continues to be an excellent platform for membership and the community, reaching about 18K accounts in the past year (+2.5%).
- Instagram continues to grow, reaching over 2K accounts in the past year (+234.2%)
- Twitter continues to perform steadily, especially in terms of news in the band community.

Recommendations:

- Encourage members to share 'wins' in their classrooms/teaching practice by tagging the OBA – which can be shared to the wider community. This will help engage audiences and create more conversations amongst colleagues.
- Activate French translations in various communications for our francophone community.
- Aim to reach audiences outside the Greater Toronto Area.

FINANCIAL REPORT

n/a

CONCLUSION & VISION FOR THE COMING YEAR

- Implement the social media strategies created and continue solidifying the OBA brand
 - i.e. increase appeal and OBA presence on social media platforms
- Continue ensuring continuity within website pages
- Work on improving audience engagement in social media platforms

**Annual General Meeting
Friday November 5 2021**



Director's Report

Industry

Chris Reesor

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

Continued to support and advise on how best to engage the industry in support of Educational initiatives.

HIGHLIGHTS & RECOMMENDATIONS

The music industry continues to work hard to support educational activities. Dealers continue to look closely at every dollar spent and the return on that investment. Events which have a wider appeal will be more easily supported than a local program-focused event. Almost all of the events run by the OBA are supported by your local School Music dealers and their staff. I encourage all members to visit your local music dealers and show them your support. This support will encourage these dealers to continue their involvement with these events. This is a major factor in keeping the costs of running OBA events reasonable for participants.

COVID has hit our industry hard over the past 19 months. As difficult as it has been for Music Educators, it has also been difficult for our music retailers and the companies who supply them. Please keep your industry partners in mind as programs begin to return and you are looking for new and innovative ways to engage your students. The retailers have great ideas on how to assist you with your music programs and delivery of curriculum. Don't be afraid to reach out to them for suggestions.

The Canadian Music Industry Education Committee (CMIEC) is still very active in music advocacy on your behalf and they continue to find ways to encourage young musicians to pursue their studies. While the majority of their work goes unnoticed, it is necessary for the future of music education in Canada.

FINANCIAL REPORT

N/A

CONCLUSION & VISION FOR THE COMING YEAR

As always, festival season is fast approaching, while we don't know fully what it may look like this year, there may still be a need to get additional scores for your musical pieces – please contact your local music retailer to order your extra scores as soon as possible to ensure you get them in time. And there is often percussion available after festival at great pricing.

I hope you all have a good OMEA and that the sessions are topical and assist you in your personal and program development.

Regards,

Chris Reesor,
Industry Representative

**Annual General Meeting
Friday November 5 2021**



**ONTARIO
BAND
ASSOCIATION**

POR Report

University Liaison

Colleen Richardson

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

Each year, I reach out to the Ontario Universities with music programs to find a professor or staff member willing to advertise the OBA events to their music community/students. Although the University Liaison Position has been eliminated, these contacts will continue to be added to the OBA's email list.

HIGHLIGHTS & RECOMMENDATIONS

With the OBA's new initiatives and through the use of zoom, it will be much easier to advertise and hold future events, which connect band directors and pre-service students across Ontario and the country.

FINANCIAL REPORT

NA

CONCLUSION & VISION FOR THE COMING YEAR

Go team band!

I can't wait to see the positive impact of having active regional representatives.

**Annual General Meeting
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**ONTARIO
BAND
ASSOCIATION**

POR Report

Advancement Co-ordinator

Sarah Arcand

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

- Monitored Celebrate Markham Grant
- Applied for and successfully received a Canada Summer jobs Grant for 4 students
- Participated in the Summer jobs program with hired students
- Continued to look for a variety of financial supports for the OBA
- Supported the bookkeeper in payment / grant discussions
- Participated in the creation and revisions of the Return to Band Document
- Participated in advocacy committee discussions

HIGHLIGHTS & RECOMMENDATIONS

We need some support finding Grants that fit our current initiatives. Translating information into French is another priority and supports for this action would be good to find.

FINANCIAL REPORT

n/a

CONCLUSION & VISION FOR THE COMING YEAR

Looking forward to a new voice taking over this portfolio and finding new ways to support the OBA and their membership.

**Annual General Meeting
Friday November 5 2021**



**ONTARIO
BAND
ASSOCIATION**

POR Report

OBA / CBA-ON Liaison

Pratik Gandhi

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

- appointed to new position at June board meeting
- participated in activities on the OBA IDEA working group throughout the summer and fall, including a review of the OBA's constitution, by-laws, and policies
- after some technical difficulties, had an initial meeting with CBA-ON President Joe Resendes in mid-October:
 - updated each other on the activities of our respective organizations
 - discussed potential collaborations between organizations and common goals/vision (special focus on bridging the gap between student-musicians and adult community musicians, and increasing participation during post-secondary and early-career years)

HIGHLIGHTS & RECOMMENDATIONS

- as of mid-October, most community bands are either not yet playing or just beginning a careful return to playing
- after a pair of virtual events in the summer, CBA-ON activities remain on hold for now, awaiting further public health guidance

FINANCIAL REPORT

n/a

CONCLUSION & VISION FOR THE COMING YEAR

- determine an appropriate schedule for attending CBA-ON executive meetings
- determine a permanent contact from CBA-ON and schedule regular meetings
- continue to develop collaborative events and monitor the public health situation
- continue to attend OBA board meetings and participate on committees/working groups

**Annual General Meeting
Friday November 5 2021**



Director's Report

Provincial Honour Band

Alicia Barras

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

<i>Event Date:</i>	TBD – postponed
<i>(next milestone)</i>	N/A

ACTIONS & RESPONSIBILITIES

- Co-ran *Sound Travels*, an online honour band combining what would normally be the OPHB, Western Intermediate Honour Band, Laurier Elementary Honour Band, and Capital Region Honour Band. The program featured conductors Dr. Gillian MacKay and Dr. Colleen Richardson, guest artist David Pell on trombone, and many Western Faculty providing lessons to our participants. It ran for 3 consecutive Saturdays, culminating in an online release of a virtual band performance. We were very happy with the program!
- As part of the Mentorship committee on the board, helped organize a session for Pre-Service and Early Career teachers to provide insight and advice. Also spoke on the panel of this event as an Early Career teacher in my first five years of teaching.
- Ongoing communication in the upcoming planning of a potential spring OPHB to replace the postponed event of Fall 2021, as well as planning for Fall 2022, hopefully as normal!

HIGHLIGHTS & RECOMMENDATIONS

- As stated above, very happy with the success of the *Sound Travels* online honour band. The participants were very eager for each week's session and everyone had a great time!

FINANCIAL REPORT

- Expenses for *Sound Travels* occurred in all honour band budgets, so larger costs such as the commissioned piece by Ryan Meeboer, *Resurgence of Sound*, or guest artists, were shared across these budgets. With this information, the OPHB expenses and revenue were as follows:
- **Expenses:** Totalled approx. \$3500. Included costs such as guest conductor fee, guest artist fees, repertoire, and recording creation for each band piece.
- **Revenue:** Totalled approx. \$1750 based on \$35 per participant and 50 participants for Senior Level specifically
- This resulted in a deficit of \$502, however budgets for Elementary and Intermediate levels did have a surplus of \$500 total.

CONCLUSION & VISION FOR THE COMING YEAR
--

- Brainstorming and waiting to see restriction status for Spring 2022, as a replacement for our Fall 2021 program. Potentially will run a shorter in-person, or at minimum another virtual program based on restrictions at the time.
- Very excited to hopefully run the OPHB program as it normally occurs in Fall 2022!
- Excited for the progress made in the Mentorship committee, and looking forward to taking the lead planning the next Pre-Service/Early Career Teacher Panel in the Spring.

**Annual General Meeting
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**ONTARIO
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Director's Report

Capital Region Elementary Honour Band

Lani Sommers

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

Event Date:	April/May 2022
<i>(next milestone)</i>	

ACTIONS & RESPONSIBILITIES

- Contacted Ashbury College about booking a date for the spring event. They are not yet taking bookings but might be able to later in the academic school year.
- Consider creating an event that is part Honour Band for experienced musicians and part Beginner Band Blitz
- Jean-Francois Fauteaux is keen on working with the students again

HIGHLIGHTS & RECOMMENDATIONS

- Recommending to run the event as a joint Beginner Band Blitz and smaller Honour Band
- Considering checking other venues for this year - perhaps looking at venues in Quebec (this is what Ottawa Youth Orchestra is doing this year)
- Consider finding new sponsors since we have lost St John's this year - perhaps looking towards local sponsors
- We will reach out to Intermediate and Elementary teachers to help them rebuild after Covid

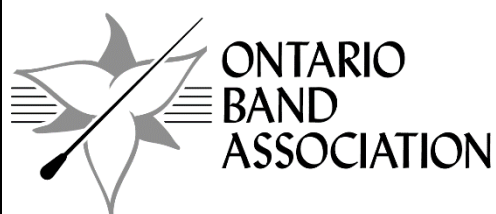
FINANCIAL REPORT

N/A

CONCLUSION & VISION FOR THE COMING YEAR

- Beginner Band Blitz and small Honour Band
- Find a venue if Ashbury is not available (Quebec)

**Annual General Meeting
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Director's Report

Laurier Honour Band

Troy Jones

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

<i>Event Date:</i>	April/May 2022
<i>(next milestone)</i>	

ACTIONS & RESPONSIBILITIES

- Helped run / organize the first ever virtual honour band
- Worked to help organize a commission for virtual honour band - by Ryan Meeboer
- Helped support events / initiatives within the OBA board

HIGHLIGHTS & RECOMMENDATIONS

- Working to try and navigate coming out of the pandemic with LOEHB - investigating potential for an event at the end of the year to help support beginning musicians (which is the vast majority of students in elementary schools having not had instrumental music as a result of the pandemic).
- Working to make next years (2022 / 2023) LOEHB a large celebratory return

FINANCIAL REPORT

N/A

CONCLUSION & VISION FOR THE COMING YEAR

We are seeing light at the end of the tunnel. For elementary instrumental music, this pandemic has been a large reset button. My vision for LOEHB, at least in the short term, is to find ways to support these programs in southern Ontario to rise from the ashes. The first step of this in my opinion is a beginning band weekend to support programs and students (assuming provincial / local Covid restrictions allow). I am extremely proud of the work the OBA has done over the last year and the efforts to help navigate and advocate through Covid. Our return has the potential to be limitless and incredibly powerful. We (music teachers / music learners / musicians / friends) are stronger than this Pandemic. Let us celebrate our progress and continue to march steadily towards the end of that tunnel.

**Annual General Meeting
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**ONTARIO
BAND
ASSOCIATION**

Director's Report

Western Intermediate Honour Band

Matthew Rodnick

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

<i>Event Date:</i>	TBD
<i>(next milestone)</i>	

ACTIONS & RESPONSIBILITIES

In light of the COVID-19 pandemic, it was obvious that our event could not take place as per usual. To ensure that enrichment activities were still be offered to the students of Ontario, all four Ontario Band Association Honour Bands joined forces to create Sound Travels: The Honour Bands of Ontario. All 170 participants met over three Saturdays in the spring that culminated in three virtual band performances. Actions and responsibilities for this role were jointly assumed by the four directors of the four combined events. Jobs undertaken included publicity, hiring clinicians, amalgamating music, setting up Zoom, sorting videos, and publishing the final product. We were fortunate to be joined by conductors Dr. Colleen Richardson and Dr. Gillian MacKay, guest artist David Pell and the faculty of Western University (who provided generous sponsorship) as clinicians.

HIGHLIGHTS & RECOMMENDATIONS

The virtual event was a success; student engagement was high, and we were able to still provide amazing learning opportunities for students. Moving forward, we would prefer to return to a live format but would revert back to this model as necessitated by the public health conditions.

FINANCIAL REPORT

n/a – Costs were split between all four events this year.

CONCLUSION & VISION FOR THE COMING YEAR

This year we are taking a “wait and see” approach to determine if a live band might be possible in the Spring. At this point in the year, we are keeping all options open in hopes that a live event can transpire in some capacity. However, if that is not possible due to the nature of the pandemic, we are committed to continue to provide programming through a virtual event.

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**ONTARIO
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ASSOCIATION**

POR Report

NYB 2022 Project

Scott Harrison

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

<i>Event Date:</i>	May 8 – 15, 2022
<i>(next milestone)</i>	Audition Deadline: December 31st

ACTIONS & RESPONSIBILITIES

The planning for the hosting and concert tour of the 30th Annual NYB is under way. I have enjoyed working with Janet Yochim, NYB Manager, on the project.

The band will be rehearsing at York University, as well as staying there. The housing dept at York cannot commit to anything right now, though. Meetings are scheduled to discuss any issues with this as we draw closer.

Mark Caswell and Liz Breckenridge will be working together on the concert program. Meetings with the TYWO organization on November 12th will dictate what we decide to do with our concert on the 13th. In person or Livestream.

Covid has created a lot of problems for the NYB planning, but hopefully we will be able to host an in person event with live audiences in May!

HIGHLIGHTS & RECOMMENDATIONS

It is the hope that we will be in person!

The Commission Consortium has had a good level of interest so far. A big push on promotion will come this month and next. Please email jeff.wrigglesworth@yrdsb.ca if you are interested in supporting this!

FINANCIAL REPORT

There have been some deposits made on the Meridian Center, but no other deposits have been made. It is the hope to travel to KW for a day of concerts, but we will have to work on those logistics and reality of audiences before the new year.

CONCLUSION & VISION FOR THE COMING YEAR

Host an in person NYB!

Ontario Band Association – Concert Band Festival

Summary of 2021 festival ... and looking ahead to 2022

Background to the festival

- The Ontario Band Association is now entering its 20th year with our upcoming online/virtual festival in the spring of 2022.
- The festival has maintained a strong participation throughout our history with last year being particularly unique – a year of COVID lockdown across the country, causing most festivals to shut down or continue in a very limited, online format.
- In the end, our festival hosted 17 ensembles through the spring
- Historical - In June 2002, the OBA Board of directors agreed to take on this project with Mark Caswell as the festival coordinator – he continues in this position today

2021 Annual Festival – some highlights from this past May 2021

- Entries – 17 ensembles in our combined festival format
- Each ensemble had the option of submitting a virtual recording to receive adjudicator feedback and/or submitting a virtual recording and enjoying a “live” virtual workshop with an adjudicator
- Special Thanks – Pratik Gandhi, Colin Clarke and Dennis Beck for their work as adjudicators

Final Results Distribution & Final Awards

- None

Financial Summary

- Revenue (registration fees) = \$1,570
- Expenses (adjudicators fees) = \$1,228

Festival Highlights – Great things unchanged from past years & this year’s adjudicators

- The OBA is still a regional qualifying festival for Musicfest Nationals
- The 19th Annual Directors Social was cancelled
- **OBA Provincial Band Festival Projected Budget for 2022 - unknown**
-

Features for the upcoming 2022 Provincial Festival

- Festival fee – t.b.a.
- Festival Format – we are looking at all possible options. Currently we are leaning towards a combined offering:
 - Virtual event with “live recordings” – recordings in real time by ensembles in their “rehearsal spaces”.
 - Recorded event with ensembles submitting virtual recordings of their ensembles for adjudication purposes
- The focus of the festival will be on participation and encouragement!
- With the limitations of recording and sound editing, the quality of any ensemble cannot be judged fairly – the adjudicators role will simply be to offer positive feedback, encouragement and to engage the student musicians in an educational workshop environment.
- Categories – hoping to return to our traditional schools and traditional bands
- Likely to take place in early April 2022

**Annual General Meeting
Saturday November 5 2021**



**ONTARIO
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Director's Report

UTSC Small Ensemble Festival

Angela Mantie

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

<i>Event Date:</i>	TBD
<i>(next milestone)</i>	

ACTIONS & RESPONSIBILITIES

The UTSC Small Ensemble Festival is a platform to highlight and share music making from a variety of diverse small ensemble groups. Adjudicators provide feedback and a clinic session as part of the festival experience. As well, groups are provided a video recording of their performance.

Due to the pandemic, this festival was put on hold for the 2020 year. In 2021, the UTSC festival partnered with the Provincial Band Festival to offer a virtual experience for musicians called the 2021 Instrumental Music Festival. Participating SEF groups opted for a live Zoom experience with an adjudicator, who provided verbal and written feedback.

HIGHLIGHTS & RECOMMENDATIONS

As we are slowly but surely returning to a pre-pandemic livelihood, it may become possible to offer this festival in person (albeit in part). This will depend on a plethora of factors. During conversations with the board, regional representative, and our larger membership a few suggestions were offered regarding the future of this festival:

1. Keeping a virtual option for remote ensembles to be included in the festival experience.
2. Expansion of this festival might include satellite UTSC Small Ensemble Festivals in regions across Ontario. This might look like a satellite festival occurring in a particular location with local ensembles gathering from around that community. It might include an adjudicator who travels to the community, an adjudicator who is more local, or even an adjudicator that is virtual.
3. Partnering with local festivals, in particular those communities who are far away from Toronto, to support small ensemble music making.

FINANCIAL REPORT

Expenses: Because my time with the festival occurred during the pandemic, we did not have any expenses. The adjudicator we hired for the 2021 virtual experience offered their time “in kind”.

Fees Collected: The application fees for the 2021 Instrumental Festival experience (of which the UTSC SEF was a part of) were as follows:

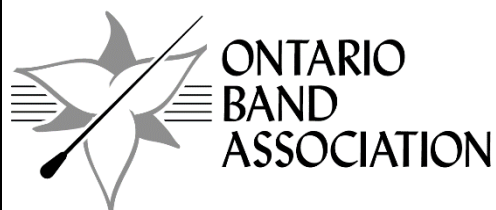
1. Option A (Pre-Recorded Ensemble Submission with Recorded Feedback)
\$50 entry fee (OBA members)
\$60 entry fee (non-members)
2. Option B: Video Showing for Real-Time Adjudication
\$60 entry fee (OBA members)
\$70 entry fee (non-members)

We had three small ensemble groups registered. Two groups, a jazz band and saxophone ensemble, submitted fees for Option B (as indicated above). The third group had to pull out in the end, however they offered not to return their entrance fee.

CONCLUSION & VISION FOR THE COMING YEAR

The UTSC Small Ensemble Festival is one that provides a platform for music making beyond the large ensemble experience. It supports and showcases the plethora of ways schools, and community groups, are making music throughout the province. Although the pandemic posed challenges with offering this festival, it allowed for this festival to enter conversations about how to better serve our larger provincial communities. I look forward to seeing how the UTSC Small Ensemble Festival will grow in the years to come.

**Annual General Meeting
Friday November 5 2021**



Director's Report

York Beginning Band Symposium

Danielle Kolenko

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

<i>Event Date:</i>	October 2, 2021
<i>(next milestone)</i>	

ACTIONS & RESPONSIBILITIES

With the help of Lisa Barth, the OBA hosted another virtual symposium on October 2. This year's clinician was Vince Gassi who shared his unique perspective and expertise as an educator and composer.

HIGHLIGHTS & RECOMMENDATIONS

Vince's unique perspective and experiences as an educator, composer, clinician, and musical director were very well received by the delegates. In particular, the tangible, classroom ready ideas were appreciated and included strategies for school boards that are currently allowed to play and those who are not. The feedback we received also mentioned how valuable the session on self preservation, optimism and motivation during such a challenging couple of school years, especially in the music classroom, was to hear. The social media outreach and promotion was very clear this year. Requests for advertisement in more formats will be used for future symposiums.

FINANCIAL REPORT

2021 revenue: \$230

2021 donations: \$1000

2021 expenses: \$1000 CAD (clinician fee for BBS weekend), mailing fees for prizes to come out of remaining \$230

CONCLUSION & VISION FOR THE COMING YEAR

Another successful virtual event this year! I am once again, thrilled to reach a wider geographical base of delegates that truly encompasses the entire province, not just the Greater Toronto Area. Once we are able to resume in-person events, I think it is important to continue to reach out to teachers/conductors from across the province and hope to make this possible going forward. I look forward to 2022 when the Beginning Band Symposium can resume at York University. I hope to invite a clinician from a further distance as regular travel resumes in North America. I will also expand my contact list of board facilitators for next year to include delegates from outside of the Greater Toronto Area. Hopefully we will see some teachers sponsored by their school boards and have another year with strong registration. I feel confident and excited that BBS 2022 can resume as an in person event with a live demo band.

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**ONTARIO
BAND
ASSOCIATION**

Director's Report

York Wind Conductors' Symposium

Matthew Peter

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

<i>Event Date:</i>	February 26, 2022
<i>(next milestone)</i>	

ACTIONS & RESPONSIBILITIES

- organized and ran the 2021 WCS
- in process of organizing the 2022 WCS

HIGHLIGHTS & RECOMMENDATIONS

- 2021 WCS was a great success - the first time that the WCS was virtual, clinician was Travis Cross, UCLA with special guest, Bob Morrison, founder of Music for All
 - sessions were: The live symposium sessions will include, "The Conductor's Role", "So... What Comes Next?", "Technique Modules", and a Conducting Masterclass: live reviews of selected delegate conducting videos.
 - both Travis and Bob did amazing and engaging sessions
 - Bill Thomas created a method for masterclass delegates to submit conducting videos that would all receive recorded feedback from Dennis Beck; selected videos were incorporated into the live virtual symposium
- Breakdown of delegates:
- 66 registered (26 teachers, 32 students, 2 retired, 6 conductor/clinicians) plus 4 high school students
 - 5 did not become members and did not come to the symposium
 - on top of that, 9 that are members and registered did not attend
 - video of the live zoom symposium was sent to all of the registered members
 - event was free to members as a way to show good faith during the pandemic

FINANCIAL REPORT

Due to the pandemic, the symposium was free to all current OBA members.

Professional Fees:

Travis Cross: \$750

Bob Morrison: \$332.46

Dennis Beck: \$450

CONCLUSION & VISION FOR THE COMING YEAR

Thank you to all of the volunteers for helping to make the 2021 WCS a successful event, including Professor Bill Thomas, York University

2022 WCS delegates will have the option to attend in person or virtually

-clinician will be Emily Threinen, Director of Bands at University of Minnesota School of Music

-we have a York U grant which will help cover the cost of the symposium

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**ONTARIO
BAND
ASSOCIATION**

POR Report

Capital Region Wind Band Symposium

Simone Gendron

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

<i>Event Date:</i>	January 22, 2022
<i>(next milestone)</i>	

ACTIONS & RESPONSIBILITIES

Last year's Capital Region OBA Wind Band Symposium, featuring Alain Cazes, was a success despite the virtual format. Participants from all around the province were able to attend. This upcoming year, it has been decided to return to our January date with the hope of hosting in person, but at this point very much looking like an online event once again. The Symposium changes focus every year, alternating typically between a conducting symposium (2019, 2021) and a pedagogical symposium (2020, 2022). For January 2022, I have secured master music educators Cheryl Ferguson and Darryl Ferguson from Winnipeg, Manitoba. Session topics and a schedule has been determined. Promotion will begin soon!

HIGHLIGHTS & RECOMMENDATIONS

The CR OBA WBS has helped to bring together educators, conductors and musicians from all around Eastern Ontario. Even with in-person events, some participants travelled from Quebec and from in and around Toronto. The online format extends participation to all areas of Ontario, but of course the personal connections and networking do suffer. I hope to offer an in-person event in 2023!

FINANCIAL REPORT

CRWBS 2021: the clinician fee was covered fully by Long & McQuade. No fee, just membership required to attend.

CRWBS 2022: seeking sponsorship from L&M once again and also a \$10 fee on top of membership will be charged. (fee structure same as BBS)

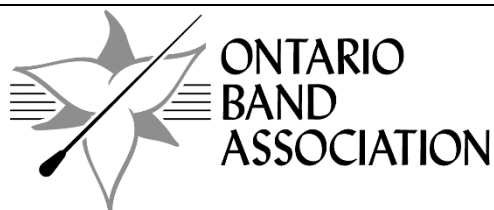
CONCLUSION & VISION FOR THE COMING YEAR

This upcoming year, Cheryl and Darryl will present four sessions:

- Ideas for Developing Musicians During Pandemic Restrictions
- How to Teach and Choose Repertoire for Ensembles of Varying Levels
- How to Focus on Fundamentals Without Losing Student Interest
- Motivation, Recruitment and Retention

Cheryl and Darryl's expertise is coming at a very important time where now more than ever our educators need ideas, a boost and motivation to continue teaching in another challenging year.

**Annual General Meeting
Friday November 5 2021**



Director's Report

Capital Region Elementary Honour Band

Lani Sommers

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

<i>Event Date:</i>	April/May 2022
<i>(next milestone)</i>	

ACTIONS & RESPONSIBILITIES

- Contacted Ashbury College about booking a date for the spring event. They are not yet taking bookings but might be able to later in the academic school year.
- Consider creating an event that is part Honour Band for experienced musicians and part Beginner Band Blitz
- Jean-Francois Fauteaux is keen on working with the students again

HIGHLIGHTS & RECOMMENDATIONS

- Recommending to run the event as a joint Beginner Band Blitz and smaller Honour Band
- Considering checking other venues for this year - perhaps looking at venues in Quebec (this is what Ottawa Youth Orchestra is doing this year)
- Consider finding new sponsors since we have lost St John's this year - perhaps looking towards local sponsors
- We will reach out to Intermediate and Elementary teachers to help them rebuild after Covid

FINANCIAL REPORT

N/A

CONCLUSION & VISION FOR THE COMING YEAR

- Beginner Band Blitz and small Honour Band
- Find a venue if Ashbury is not available (Quebec)

**Annual General Meeting
Friday November 5 2021**



**ONTARIO
BAND
ASSOCIATION**

Liaison Report

Regional Liaison (North)

Meghan Sanderson

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

Facilitated the Listening Tour for the North.

Ongoing communication with colleagues in the North regarding how their music programs were set up this year. Inquired whether or not various schools and boards were allowing wind instruments indoors and if so, what health and safety protocols they were required to follow (masking, bell covers, distancing).

HIGHLIGHTS & RECOMMENDATIONS

Good news is that RDSB is allowing indoor playing of wind instruments and singing. Mixed cohorts such as Concert Band are permitted to meet indoors if they are a scheduled course on the timetable.

FINANCIAL REPORT

n/a

CONCLUSION & VISION FOR THE COMING YEAR

Consistent communication and feedback with colleagues in the North have been difficult. As mentioned earlier this year, many of the teachers in the North do not associate with the OBA due to sheer distance. I am going to start sending regular “check-in” emails to see how they are doing and to find out what great things are happening in their programs so that we can celebrate them. Perhaps creating a social media post when there is news to share? I would like to see a unified approach to music education, allowing singers and wind instrument players an equal opportunity to have access to the music programs they deserve. Ongoing advocacy will be key.

**Annual General Meeting
Friday November 5 2021**



**ONTARIO
BAND
ASSOCIATION**

Liaison Report

Regional Liaison (Near North)

Mary Thornton

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

1. I held a meeting for the region for the Listening Tour.
2. I have emailed a rep from each region to find out the status of the band programs (inside or outside)
3. I have been working on a proposal for Nipissing University to be a hub for Northern Ontario. My hope is to have the university serve in the capacity of hosting OBA events such as clinics, workshops, beginning honour bands and band teacher PD. The proposal has not been submitted since the university is still not allowing non personnel into the university. This project is pending and will be submitted when the university opens up again. These events are going to make the OBA a more Ontario based rather than Southern Ontario based. Travel costs and distance are the issue here.
4. I am submitting letters to the trustees of the boards still not allowing indoor band rehearsals.
5. I am looking for ways to make music across Ontario equitable. Still looking and looking
6. I would like to form a Facebook Near North group so we can share ideas that are unique to us and try and foster membership in the OBA.

HIGHLIGHTS & RECOMMENDATIONS

1. The Listening Tour was a great way to connect with teachers in the region. I would recommend that it be continued across the province in the spring.

FINANCIAL REPORT

n/a

CONCLUSION & VISION FOR THE COMING YEAR

In the coming year, as previously mentioned I would like to establish a network of bands, so they have a place to learn through honour bands. I would like to offer band teachers opportunities for PD in this area. I would like to increase the membership in the OBA from my area. I would like to establish a blog for teachers in this area but maybe that's not till next year.

**Annual General Meeting
Friday November 5 2021**



Liaison Report

Regional Liaison (East)

Cynthia Yuschyshyn

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

As this is a new role, the first task was to contact as many band directors as possible in our region. This is an ongoing process as teachers have retired, have moved, and have had their teaching assignments have changed or are new hires. I am continuously working to build our network of dedicated band directors. The aim is to build community, to communicate about upcoming OBA events, to gather information from colleagues and to serve as a liaison between the OBA and band directors across Eastern Ontario.

HIGHLIGHTS & RECOMMENDATIONS

A huge shout out to Jeannie Hunter, Sonya Schrum, Simone Gendron, Lani Sommers on their fabulous “Let’s Band Together” outdoor performance on Thursday October 21st. Over 100 band directors, community musicians, industry representatives and members of the National Arts Centre and Members of the Canadian Armed Forces came out to support this event under the direction of Donnie Deacon. Subsequently a week later, classes in the Ottawa Carleton District School Board and the Ottawa Catholic School Board were allowed to play indoors.

As well as gathering contacts and sending out important OBA information to our community, I am currently working on a survey to check in on the status of our rural programs across Eastern Ontario as they seem to be disproportionately impacted by this pandemic.

Work is underway to begin mapping expertise with a private teacher database and to continue to reach out and connect with band directors throughout Eastern Ontario. I look forward to connecting with anyone in the Eastern Region who has not registered to be on the current OBA email list. If you would like to become part of our network of band directors, please email me at east@onband.ca.

FINANCIAL REPORT

n/a

CONCLUSION & VISION FOR THE COMING YEAR

The regional liaisons are meeting soon to discuss the possibility to have another listening tour hopefully before the Christmas Holidays or at least in the new year. During our listening tour, directors had expressed interest in continued engagement through discussion, performing and sharing experiences. I would like to continue these efforts through the umbrella of the OBA.

**Annual General Meeting
Friday November 5 2021**



**ONTARIO
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Liaison Report

Regional Liaison (West)

Dan Austin

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

- Hosted Western Ontario Listening Tour Event (attended by approx. 30)
- Collected data September 2021 about different reopening policies at the various school boards

HIGHLIGHTS & RECOMMENDATIONS

- Music education is strong but regionalized in Western Ontario. Strong secondary music communities in London, Windsor, Tri-city (KW, Cambridge, Guelph)
- Inconsistent delivery of elementary music across the various school boards
- Great discussion about potential future OBA events in the west

FINANCIAL REPORT

n/a

CONCLUSION & VISION FOR THE COMING YEAR

- At present most school boards are navigating/recovering from the COVID realities. Nothing currently planned
- Discussions are planned to continue in the near future with the possibility of some kind of OBA event in the West in the spring of 2022

**Annual General Meeting
Friday November 5 2021**



**ONTARIO
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Liaison Report

Regional Liaison (Golden Horseshoe)

Alecia Blackman

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

This was the first calendar year for the regional representatives and I am very excited to be a part of the OBA in this role. Starting with the mapping project, as a Regional Representative I reached out to all schools in BHNCDSB, GEDSB, HCDSB, HDSB, HWCDSB, HWDSB, NCDSN, and NDSB. Along with the other regional representatives, a list of names and email contacts for music educators across Ontario was compiled.

This September, I gathered and updated the protocols used for music in schools for the Golden Horseshoe region for the OBA to publish. However, as we came to discover, this information changes frequently and is vastly different from board to board.

HIGHLIGHTS & RECOMMENDATIONS

The information gathered from the mapping project helped expand our outreach for the OBA Listening Tour, of which the Golden Horseshoe region's was held on April 29th, 2021. The attendance for our meeting was wonderful, and, with everything happening regarding COVID-19 and the public education system, the Listening Tour was an essential way to gather and assess the needs, experiences, and feelings of the state of music education; not just in a regular school year, but in a pandemic.

FINANCIAL REPORT

N/A

CONCLUSION & VISION FOR THE COMING YEAR

I, along with the other Regional Representatives, are looking for outreach opportunities to connect with teachers and familiarize them with the OBA, who we are as Regional Reps, and what our roles entail/how it benefits them. For the coming year, I am looking to expand my presence as a liaison to schools where, particularly, I have had trouble making contact with anyone.

**Annual General Meeting
Friday November 5 2021**



**ONTARIO
BAND
ASSOCIATION**

Liaison Report

Regional Liaison (French Boards)

Jacynthe Fugère-Bourdages

Submit in electronic format to the SECRETARY by Wednesday, November 3, 2021.

ACTIONS & RESPONSIBILITIES

- Tried to connect with band music teachers in all French boards, as part of the OBA Mapping Project
- Established an up-to-date email list of band music teachers who are currently (or were before the pandemic) teaching wind instruments
- Hosted a virtual meeting for as part of the OBA Listening Tour

HIGHLIGHTS & RECOMMENDATIONS

- The Listening Tour virtual meeting has allowed teachers to connect, which is a very rare opportunity for music teachers in French boards.
- The email list has allowed for current information about restrictions due to the pandemic to be shared.

FINANCIAL REPORT

N/A

CONCLUSION & VISION FOR THE COMING YEAR

- Publicize more efficiently the events that the OBA already has in place.
- Help to organize event(s) that would engage teachers from French boards to connect with each other, but also with teachers from English boards in their region



ONTARIO
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ASSOCIATION

Proposed Amendments to the Bylaws and Policies of the Ontario Band Association

Presented for ratification to the membership of the OBA
November 5, 2021
at the Annual General Meeting

1. Human Rights Policy

(i) Recognizing diversity

Whereas the OBA wishes to strive to become an institution that recognizes a diverse community, and has the ability to use its influence to assist in matters of inclusion, diversity, equity, and accessibility, *be it resolved* that the following section be added under **Part 4** of the Human Rights Policy, "Duties and Responsibilities":

6. *In addition to creating an environment free of discrimination, harassment, and workplace violence, the OBA Board of Directors must regularly consider how its structures, policies, and events may be intentionally or unintentionally contribute to a lack of diversity from underserved and under-represented communities. The Board of Directors must use its prominence within the band community to help support the voices of all within the band community, and be vigilant that resources and personnel that are promoted by the OBA take underserved and under-represented communities into consideration.*

(ii) Clarification of intent and language

Whereas the understanding of inclusion, diversity, equity, and accessibility has deepened since the previous ratification of the Human Rights Policy, *be it resolved* that the following clarifications and changes be reflected:

- (a) to **Part 1** "Preamble", "The OBA recognizes the value of:", include in the list the phrase "Regularly monitoring organizational systems for barriers relating to the Ontario Human Rights Code",
- (b) in **Part 1** "Preamble", replace the phrase "Equality, innovation, accountability and accessibility" with "Equity, diversity, inclusion, and accessibility".
- (c) in **Part 1** "Preamble", replace the phrase "Discrimination, harassment, and workplace violence based on legislative prohibited grounds will not be tolerated" with "Discrimination, harassment, and workplace violence based on grounds prohibited by the Ontario Human Rights Code will not be tolerated".
- (d) in **Part 4** "Duties and Responsibilities", section 1, replace item (g) "Not demonstrate, allow, or condone behaviour contrary to this policy, including reprisal" with "Uphold the values and intent of this policy".
- (e) in **Part 4** "Duties and Responsibilities", section 1(h), replace "law enforcement" with "the appropriate authorities".
- (f) in **Part 4** "Duties and Responsibilities", section 2, remove "preventative" from the phrase "...preventative education and proactive practices are the best long-term strategies..."

(g) in **Part 5** “Grounds and Forms of Discrimination”, update the list of prohibited grounds to reflect the current list from the Ontario Human Rights Code, as follows:

- a. Age
- b. Ancestry, colour, race
- c. Citizenship
- d. Ethnic origin
- e. Place of origin
- f. Creed
- g. Disability
- h. Family status
- i. Marital status, including single status
- j. Gender identity, gender expression
- k. Record of offences, for employment purposes only
- l. Sex, including pregnancy and breastfeeding
- m. Sexual orientation

(h) in **Part 5** “Grounds and Forms of Discrimination”, section 3 (“Harassment”), replace the phrase beginning “It is a form of discrimination defined as...” with “It is a form of discrimination defined as engaging in speech, gesture, body language, or conduct that is known or ought reasonably to be known to be unwelcome.”

(i) in **Part 5** “Grounds and Forms of Discrimination”, section 3 (“Harassment”), replace subsections (b) and (c) with the following:

b. Reprisal: a form of harassment which may include threats, intimidation, denial of opportunity, or undue negative focus on the rights of individuals or groups who claim and enforce their rights under this policy.

c. Negative or “poisoned” environments: a physical or online workspace that is created and fostered by acts or omissions that maintain offensive or intimidating climates for study or work. Poisoned environments occur when comments or actions ridicule or demean a person or group, creating real or perceived inequities in the physical or online workspace. This may include: insulting slurs or jokes, malicious gossip (even when not directed towards a specific person or group of persons), frequent angry shouting or yelling, microaggressions, verbal threats, written threats, intimidation, and public humiliation either in person or through the use of social media channels.

(j) in **Part 6** “Complaints”, remove sections 2 through 6, and replace with the following:

2. The OBA President is presumed to hold the authority of the organization in any discussions with the complainant, and with appropriate authorities. If the OBA President is the individual who is involved in the complaint, either as a complainant or as the accused, then the President-Elect or other member of the Executive as selected by the complainant can serve in this role.

3. At all steps in resolving the complaint, the needs and wishes of the complainant will be honoured, unless in doing so the OBA or any individual would be in breach of federal or provincial laws, or would leave the OBA or any individual financially or legally liable.

4. In order for the Board of Directors to act expeditiously on a complaint, it is expected that the OBA President will be made aware of the details of the complaint, either directly from the complainant, or through another OBA official.

5. *Where the safety or well-being of any individual or group may be in jeopardy, the OBA President, or OBA official in charge, is expected to take immediate action which may include intervening to stop unacceptable behaviour, separating individuals involved in the complaint, and contacting other officials or appropriate authorities if necessary.*
6. *The OBA President will investigate the complaint with all individuals involved, and compile this information in a confidential file. Any investigation will extend only as far as the complainant wishes, and will prioritize discretion and safety at all times.*
7. *In an effort to seek a resolution where a complaint is seen to be valid, the OBA President will consult with the complainant to determine possible reparations, and the Board of Directors on the advice of the OBA President can issue such reparation which may include: a formal apology to the person who was affected, setting specific conditions for the return of the accused to an OBA event, suspension or termination of contracts of the accused, reimbursement for the cost of the event to the complainant, and implementing removal from office procedures in the case where the accused is an OBA Director.*
8. *If necessary, the OBA President will facilitate forwarding the complaint to the Ontario Human Rights Tribunal or appropriate authorities as appropriate, and the OBA Board of the Directors will cooperate fully with any subsequent investigation.*

(iii) Ratification of the **Human Rights Policy 2021**

Whereas the OBA recognizes the importance of Human Rights and its inclusion within its policies and decision-making, *be it resolved* that the amended Human Rights Policy (2021) be ratified by the membership to take effect immediately, and to be reviewed and updated at the Annual General Meeting in 2026.

2. Personnel Policy

(i) *Include provincial and OBA policy references about Grounds of Discrimination*

Whereas the Personnel Policy should be aligned with the OBA's Human Rights Policy and provincial legislation, *be it resolved* that **Part 4** "Interviewing, Selecting, and Hiring a New Employee", section 2 be replaced with:

2. *The OBA shall not differentiate or discriminate between applications on the basis of anything that contravenes the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code, or the OBA Human Rights Policy.*

(ii) *Update the list of holidays, and include days of religious observance*

Whereas the OBA wishes to recognize and honour the faith choices of its employees, *be it resolved* that **Part 10** "Holidays" be extended with a new section 2, as follows:

2. *The OBA will not require any employee to work on a day that is a significant religious observance for their faith.*

(iii) Ratification of the **Personnel Policy 2021**

Whereas the OBA values the contributions of its employees and wishes to ensure a fair and supportive working environment, *be it resolved* that the amended Personnel Policy (2021) be ratified by the membership to take effect immediately, and to be reviewed and updated at the Annual General Meeting in 2026.

3. Volunteer Policy

(i) Include provincial and OBA policy references about Grounds of Discrimination

Whereas the Volunteer Policy should be aligned with the OBA's Human Rights Policy and provincial legislation, *be it resolved* that **Part 4** "Interviewing, Selecting, and Hiring a New Employee", section 4 be replaced with:

4. The OBA shall not differentiate or discriminate between applications on the basis of anything that contravenes the Canadian Charter of Rights and Freedoms, the Ontario Human Rights Code, or the OBA Human Rights Policy.

(ii) Remove the distinctions between maternal and paternal leave

Whereas the language outlining the maternity leave and paternity leave provisions is needlessly duplicated, *be it resolved* that **Part 13** "Maternity Leave" and **Part 14** "Parental Leave" be deleted, and the following be added as **Part 13** "Parental Leave", with subsequent parts 15 & 16 renumbered accordingly:

Part 13
Parental Leave

1. As all volunteers of the OBA do not receive wages or salary and are not employed by the OBA, they shall not be entitled to maternity leave, paternity leave, or any other kind of parental leave as defined by Human Resources and Development Canada and the Ontario Labour Code.

4. Bylaws of the Ontario Band Association

(i) Gender Neutral Language

Whereas the language of the Bylaws should endeavour to be inclusive, *be it resolved* that all references to "he", "his", "she", and "her" be changed to the neutral use of "they" and "their", as follows:

Article II "**Membership and Fees**", Section 1 "Membership"
subsection (iv)(a): "...to have the Lifetime Membership bestowed upon **them**."

Article III "**Members of the Board of Directors**", Section 1 "Positions of Succession"
subsection (i): "...at the conclusion of **their** term,"

same, subsection (ii): "...at the conclusion of **their** term,"

Article VI "**Executive**", Section 5 "Collective Responsibilities of the Executive"
subsection (vii): "...reporting on issues within **their** portfolio and upcoming initiatives;"

Article VI **"Executive"**, Section 6 "Responsibilities of Individual Executive Members" subsection (ii)(a): "Assist the President in any aspects of **their** portfolio where reasonable and when requested, fulfill the duties of the President if **they** are unable;"

Article VII **"Board of Directors"** Section 4 "Duties of Voting Members of the Board of Directors" subsection (v) "...reporting on issues within **their** portfolio and upcoming initiatives."

Article VIII **"Committees"**, Section 6 "Duties of a Chair or Co-Chair of a Committee" subsection (ii): "**They** act as the coordinator of committee activities;"

(ii) *Creating the Directorship for the Capital Region Wind Band Symposium*

Whereas the Capital Region Wind Band Symposium has become a regular event within the OBA's calendar, be it resolved that the position be created as a full Directorship with all of the responsibilities and voting privileges commensurate with said position, and be it further resolved that the following changes be made to the Bylaws:

(a) Within Article III **"Members of the Board of Directors"**, Section 3 "Elected Director Members", insert at item (vii) "One (1) Central Region Wind Band Symposium;" and renumber existing items (vii) to (x) accordingly;

(b) Within Article VII **"Board of Directors"**, Section 5 "Responsibilities of Individual Board Members", insert at subsection (vii) the following text, and renumber existing items (vii) to (x) accordingly:

(vii) Capital Region Wind Band Symposium Director shall:

- (a) Report to the President;*
- (b) Organize a Wind Band Symposium for members at least once each calendar year;*
- (c) Retain clinician(s) to present a comprehensive workshop on wind band techniques and pedagogy. In consultation with the Bookkeeper and Treasurer, ensure said clinician(s) sign(s) a contract, and work out transportation, nourishment, and accommodation issues;*
- (d) Retain a band to perform as the workshop ensemble;*
- (e) Book a venue in which to hold the symposium. Ask for adequate volunteers by which to staff said event;*
- (f) Design, in consultation with the Designer, promotional material related to the event. Ensure both the Communications Coordinator and Web Maestro adequately distribute said material;*
- (g) Contact and invite industry sponsors to the event, in consultation with the Industry Director;*
- (h) Create a delegate package, including feedback forms for the event;*
- (i) Work with the Bookkeeper and Treasurer and provide a breakdown of expenses and revenues of the symposium;*
- (j) Write a report detailing initiatives and issues about the symposium, to be presented at every Board of Directors meeting.*

(c) Within Article III **"Members of the Board of Directors"**, Section 4 "Ex-officio (Appointed)", remove item (iv) in its entirety.

(d) Within Article VII **"Board of Directors"**, Section 6 "Duties of Positions of Responsibility", remove subsection (iv) in its entirety.

(iii) *Creating the Position of Responsibility for Elementary Music Education Advocate*

Whereas the OBA sees the importance of having a voice representing the needs and concerns of music teachers within the elementary panel, *be it resolved* that a Position of Responsibility be created for this purpose, as follows:

Within Article III **"Members of the Board of Directors"**, Section 4, "Ex-officio (Appointed)", insert at item (iv) "One (1) Elementary Music Education Advocate"

Within Article VII **"Board of Directors"**, Section 6 "Duties of Positions of Responsibility", insert the following as subsection (iv):

- (iv) Elementary Music Education Advocate shall:*
- (a) Report to the President;*
 - (b) Attend Board Meetings and Annual General Meetings of the Ontario Band Association;*
 - (c) Propose ways for the OBA to meet the specific needs of elementary music educators in the province through its events, communications, and organizational structure;*
 - (d) In conjunction with the Communications Coordinator, assist with promoting OBA events to elementary music educators throughout the province, through OBA mailing lists, or with contacts in school boards;*
 - (e) Submit a report for all OBA Board Meetings detailing activities and emerging issues related to the portfolio.*

(iv) *Removing the Position of Responsibility for University Liaison*

Whereas the OBA desires to restructure its outreach to university students and post-secondary institutions through other means, including Regional Liaisons, *be it resolved* that the Position of Responsibility for University Liaison be removed from the bylaws, as follows:

Within Article III **"Members of the Board of Directors"**, Section 4 "Ex-officio (Appointed)", remove item (iii) in its entirety.

Within Article VII **"Board of Directors"**, Section 6 "Duties of Positions of Responsibility", remove subsection (iii) in its entirety.

(v) *Creating the Position of Responsibility for OBA/CBA(On) Liaison*

Whereas the OBA wishes to develop a stronger institutional relationship with the Ontario Chapter of the CBA, *be it resolved* that a Position of Responsibility be created to assist in developing this relationship, as follows:

Within Article III **"Members of the Board of Directors"**, Section 4 "Ex-officio (Appointed)", insert at item (iii) "OBA-CBA(On) Liaison"

Within Article VII **"Board of Directors"**, Section 6 "Duties of Positions of Responsibility", insert the following as subsection (iii):

- (iii) OBA-CBA(On) Liaison shall:*
- (a) Report to the President;*
 - (b) Attend Board Meetings and Annual General Meetings of the Ontario Band Association, and the Ontario Chapter of the Canadian Band Association;*

- (c) Represent the interests of the OBA on pertinent issues raised at meetings of the CBA(Ontario);*
- (d) Represent the interests of the CBA(Ontario) on pertinent issues raised at meetings of the OBA;*
- (e) Respect requests for confidentiality from either organization;*
- (f) Maintain a membership in good standing with both organizations;*
- (g) For OBA Board Meetings, write a report detailing the nature of non-confidential discussions held at CBA(Ontario) meetings, and the nature of CBA(Ontario) initiatives and their possible impact on OBA activities.*

(vi) Renaming the Donations Position of Responsibility

Whereas the title of "Advancement" more accurately reflects the portfolio, be it resolved that the title of the Donations Position of Responsibility be renamed, as follows:

Within Article III "**Members of the Board of Directors**", Section 4 "Ex-officio (Appointed)", change item (ii) to read "One (1) Advancement"

Within Article VII "**Board of Directors**", Section 6 "Duties of Positions of Responsibility", change item (ii) to read "Advancement Co-ordinator shall:"

(vii) Establishing a formal Standing Committee for the Mapping Project

Whereas the OBA recognizes the importance of communicating with, and responding to, the needs of music teachers throughout the province, be it resolved that a Standing Committee be created to guide the work of the Mapping Project, as follows:

Within Article VIII "**Committees**", Section 3 "Standing Committees", insert subsection (iii) as follows:

(iii) Mapping Project Committee

- (a) Chaired by the President or designate.*
- (b) The composition of the committee shall include one other voting member of the Board of Directors.*
- (c) The committee will also include at least one Regional Liaisons for each of the following geographical, linguistic, or school system areas, with specific boundaries to be formulated by the Chair of the committee:*
 - (i) the North,*
 - (ii) the Near North,*
 - (iii) the East,*
 - (iv) the Central Region,*
 - (v) the West,*
 - (vi) the Golden Horseshoe,*
 - (vii) les Conseils francophones, encompassing all French-language speaking school boards across the province, and*
 - (viii) the Private and Independent schools across the province.*
- (d) The determination of how many Regional Liaisons are needed to fully engage with their region rests solely with the Committee Chair.*
- (e) The committee is responsible for developing outreach of OBA initiatives to the various regions of the province, and conveying the views and needs of each region back to the OBA.*
- (f) Regional Liaisons shall be determined by the Committee Chair following an application process that has been approved by the OBA Executive.*

- (g) A member of the OBA Executive may not serve as a Regional Liaison on this committee.*
 - (h) Nothing prevents a Director or a person in a Position of Responsibility from also serving as a Regional Liaison on this committee.*
 - (i) The duties and responsibilities of each Regional Liaison are to:*
 - (i) Be a member in good standing with the OBA;*
 - (ii) Report to the Committee Chair, or designate;*
 - (iii) Attending meetings of the Mapping Group Committee;*
 - (iv) Maintain the contact information of teachers and other musicians within their region, and take reasonable precautions for the protection of privacy and security of this information;*
 - (v) Assist with building and maintaining a database of private teachers, and take reasonable precautions for the protection of privacy and security of this information;*
 - (vi) Facilitate and attend a "Listening Tour" session for members from their region, through online or physical present means, as deemed appropriate by geography and public health considerations;*
 - (vii) Facilitate and attend at least one other event for members from their region, the nature of which best reflects the needs and concerns of the region within the scope of the OBA's mandate;*
 - (viii) Submit regular reports to scheduled Board Meetings;*
 - (ix) Make recommendations to the Board following consultations with members in the region;*
 - (x) Work with the OBA Communications Coordinator to standardize the communications strategy, branding, and all messaging to OBA members and the general public.*
 - (j) The Mapping Group Committee will meet at least four times per year.*
- (viii) Establishing a Standing Committee for the Inclusion, Diversity, Equity, and Accessibility Committee*

Whereas the OBA recognizes the need to regularly review its policies, organizational structure, and events with the purpose to welcome the voices of all members of the band community, be it resolved that a Standing Committee be created to focus on Inclusion, Diversity, Equity, and Accessibility (IDEA), as follows:

Within Article VIII "**Committees**", Section 3 "Standing Committees", insert subsection (iv) as follows:

- (iv) Inclusion, Diversity, Equity, and Accessibility (IDEA) Committee*
 - (a) Chaired by the President or designate.*
 - (b) The composition of the committee shall include at least two (2) and no more than three (3) voting members of the Board of Directors, not including the Chair of the Committee.*
 - (c) The committee will also include at least two (2) and no more than three (3) OBA members in good standing who are not voting members of the Board of Directors.*
 - (d) The committee will explore issues related to inclusion, diversity, equity, and accessibility as outlined in a mandate established by the President and approved by the Board of Directors.*
 - (e) The IDEA Committee will meet at least six times a year.*

(ix) *Establishing a Standing Committee for Awards*

Whereas the OBA wishes to recognize the achievements of its members, be it resolved that a Standing Committee be created to oversee these awards, as follows:

Within Article VIII "**Committees**", Section 3 "Standing Committees", insert subsection (v) as follows:

(v) *Awards Committee*

- (a) *Chaired by the President or designate.*
- (b) *The composition of the committee shall include one other voting member of the Board of Directors.*
- (c) *The committee will also include three (3) OBA members in good standing who between them represent elementary, secondary, and post-secondary panels of education.*
- (d) *The committee will establish and regularly review nomination criteria for the following awards of recognition, with all changes being approved by the Board of Directors:*
 - (i) *Early Career Band Director Award (Professional Award)*
 - (ii) *Outstanding Band Director Award (Professional Award)*
 - (iii) *Band Director Legacy Award (Professional Award)*
 - (iv) *Band Volunteer Recognition Award (Service Award)*
 - (v) *Outstanding Administrator Award (Service Award)*
- (e) *The committee will establish and regularly review nomination criteria for the following awards of recognition, with all changes being approved by the Board of Directors:*
 - (i) *Years of Service Recognition Award*
 - (ii) *OBA Retiree Recognition Award*
- (f) *The committee will oversee a fair, transparent, and accountable nomination and selection process that is promoted to the entire membership and ensures confidentiality of nominees and nominators.*
- (g) *The committee will fairly and impartially review and rank all valid nominations, and send a list of recommended award winners to the Board of Directors for approval.*
- (h) *Committee members will recuse themselves from any review process that involves them reviewing, discussing, or promoting a nomination for a candidate with whom they have a financial, personal, or close professional relationship.*
- (i) *The committee will meet at least twice per year, with committee members expected to review awards criteria and nominations in advance of meetings.*