

Pre-College Pipeline Programs Network Meeting Conference Call

Thursday January 10, 2019

12:00-1:00pm

In Attendance:

Walter Bitner, Nashville Symphony
Angelica Cortez, Los Angeles Philharmonic
Karen Cueva, Carnegie Hall
Carol Dunevant, Cincinnati Symphony Orchestra
Helen Eaton, Settlement Music School
Cassidy Fitzpatrick, New World Symphony
Aimee Halbruner, Richmond Symphony
Paul Hogle, Cleveland Institute of Music
Mark Huxsoll, Boyer College of Music and Dance
Corinne Horvath, Richmond Symphony
Denise Kinney, Musicopia and Dancing Classrooms Philly
Susan Lape, Chicago Youth Symphony Orchestras
Najean Lee, League of American Orchestras
Kimberly Kraft McLemore, Nashville Symphony
Anthony McGill, The Julliard School
Adam Meyer, The Julliard School
Heather Noonan, League of American Orchestras
Jerrod Price, Cleveland Institute of Music
Christina Salgado, The Julliard School
Jaqueline Schmidt, The Julliard School
Jessica Schmidt, League of American Orchestras
Jessica Schmidt, Orchestrate Inclusion
Joe Soucy, The Julliard School
Adrienne Thompson, Atlanta Symphony Orchestra
Stanford Thompson, Play On Philly
Najib Wong, Settlement Music School

M I N U T E S

1. Walter Bitner opened the meeting, welcomed the group and reviewed the agenda.
2. Stanford Thompson reviewed the purpose of these introductory meetings:
 - a. Walter brought this group together because the participants are all committed to providing opportunities for youth musicians of color to have the musical foundation necessary to become professional musicians.
 - b. We would like to harness opportunities as a collective that may not be available to our groups individually.
 - c. The Mellon Foundation has made funds available for intensive college prep training programs for promising youth musicians of color in Philadelphia, Atlanta, Nashville, Boston, and Chicago. As long as these programs are successful, Mellon is committed to growing these funds.
 - d. Other funders are watching our progress, specifically the Paul M. Angell Foundation.

3. Review of December 6 Conference Call – Stanford Thompson
 - a. The group agreed in the December call that creating a formal structure for the network, articulating shared goals, and solving the most compelling problems facing our young musicians of color would be the focus of a national pre-college pathway network.
 - b. Briefing Paper outline:
 - i. Ten shared goals as a point of departure for conversation
 - ii. Fundamental building blocks of an association
 - iii. Steps we can take to ensure transparency and inclusion of different perspectives throughout the planning phase
 - c. Questions that emerged from our December 6, 2018 call:
 - i. Pros and cons of doing this work under the umbrella of an established organization.
 - ii. How might we leverage existing organizational and programmatic efficiencies?
 - iii. How might we avoid duplication of efforts in order to propel our collective work?
 - iv. How can our post-secondary friends support this network and our youth musicians?
 - v. How can we ensure that the collective allows each member to continue to pursue their own agenda?
 - vi. Stanford agrees with Charlie Grode’s comment in December: “Let’s go through the process and have it play itself out. Let’s not be dissuaded by the daunting nature of the work.”
4. Next Steps:
 - a. Big Picture: Agreement on case for founding a network – Completed December 2018
 - b. Propose a path forward – Completed January 2019
 - c. Clarity of purpose and goals – To be addressed at SphinxConnect February 2019
 - d. Discussion with conservatory leaders and potential funders – ASO Symposium in Atlanta February 2019
 - e. Series of conference calls to address all questions/concerns – Could take 2-3 months – March-May 2019
 - f. 2-3 day drafting convention to create organization by-laws (mission/vision/values); ratification of membership; question of dues; determine process by which members vote to ratify the by-laws, elect board members and board composition
 - g. Network implementation – hiring staff, raising money, beginning to serve the members
 - h. This could easily take 6-10 months but funding would speed the process. Clearly articulating our plan will go a long way with funders. Mellon has offered to help fund our convenings. Susan Feder from Mellon will be in Atlanta.
5. Next Steps Document:
 - a. Development of guiding principles and documents
 - i. What does success look like?
 - ii. How do we keep goal of preserving what each group does on the ground?
 - iii. Do we create two levels of membership?

- Core – The group helping youth enter top post-secondary music programs.
 - Auxiliary – Groups contributing through their own mission.
 - iv. Though our unique organizations might have other goals we will need to preserve Mellon’s mission to help students of color enter post-secondary music schools. This group will need to define what we are doing.
 - b. Creating draft principles and documents
 - c. Developing by-laws – By-laws will define how we govern i.e. board membership, dues, committees, budget etc.
 - d. Vetting draft by-laws – Transparency will be critical at this stage.
 - e. Develop initial operating plan – Location (base for operating), staffing, budget, workplan
 - f. Vetting of operational plan
 - g. Begin doing the work and getting organizations to commit
 - h. Paul Hogle commented that seven independent conservatories are having this conversation. Multiple concepts are in the pipeline. He is willing to be a part of any group making progress. Six of the seven had a very positive meeting in Philadelphia in October.
 - i. Adam Meyer shared that this topic has been on Julliard’s docket for some time. Julliard is very eager to participate. We are thinking both internally and externally.
 - j. A proposal will be discussed in Atlanta based on input from institutions such as Curtis, Cleveland, Rice and Peabody.
6. Discussion:
- a. Network Implementation Working Group (small working group)
 - i. The group will contain individuals to help us through all the steps.
 - ii. Perhaps we wait until after Detroit and Atlanta to check interest/capacity.
 - iii. We would be sure to collect minutes and distribute to the larger group, as well as, storing all information in one shared document.
 - iv. We would be sure to be inclusive for voting issues.
 - v. Walter asked why we should wait. If you start doing something important the money will appear. We should start moving forward.
 - vi. Stanford responded that we could form a group in the next 4-5 weeks depending on people’s capacity.
 - vii. Walter commented that we could decide in Detroit and Atlanta what the work load would look like. We don’t need to form a group right now but can keep moving forward.
 - viii. Stanford asked the group to email Walter and himself by next week if they are interested and we will begin having conversations about work load before we commit.
 - ix. We should devote time in Detroit to discussing the working group. Stanford agreed that we should set aside this time in addition to the two hour meeting.
 - b. What would it look like to work under the umbrella of an established organization?
 - i. Stanford commented that in the past Carnegie Hall has shown interest, as well as, Sphinx and Gateway. There have been talks with major conservatories perhaps even groups around this table.
 - ii. This would require the organization to own the success or failure of the mission, as well as, the issues and challenges.

- iii. Mark Huxsoll asked if we have had any conversations with leadership of the National Guild (Adam Johnston) about building a network. Would that be helpful? Stanford responded that we have not yet, but this is a great idea and perhaps a task for the working group.
- c. Aimee Halbruner (Richmond Symphony) would like to explore network building vs local work and the value of sharing resources with each other, enabling us to work better and faster because of all the organizations involved. Phil Bravo in LA agrees.
- d. Adrienne Thompson commented that this work is multi-faceted. We need to make certain that we're creating a network that serves the goals of the collective in multiple ways with the main goal in mind.
- e. Stanford commented that funding will be important. It will be better to have a main funder rather than have the members fund the initiative. Funding will also allow us to hire administrative help.
- f. Najib Wong commented that PMAY is happy to continue sharing information with Aimee that can help her with her work.
- g. Paul Hogle described a similar experience with the National Orchestra where no one particular orchestra could afford the full investment. They took a tiered approach. They used an existing part time staffer and bought the rest of the time to help address admin needs. Without someone driving this process we won't see the progress we want.
- h. Mark Huxsoll commented that the more conversation we have around this the more convincing we will be to funders. A unified approach, speaking to the need, will help attract the ears of organizations with power.
- i. Paul Hogle commented that the greatest magnet we will have is success. People want to be part of something with real, measurable goals. We may fail but let's fail fast.
- j. Stanford commented that he is confident that we have a funder in the Angell Foundation who is interested. He is hopeful that we will unlock some resources soon. The implementation plan will help us build contingencies if funding is not clear up front.
- k. Stanford asked that the group please email Walter and himself if anyone is interested in the working group or know of a host organization so we can explore that avenue.
- l. Walter shared that the next conversation will take place in Detroit. He thanked the League for the conference call technology. We will talk about incorporating the working group into our time in Detroit and will communicate the goal for Detroit to the group.
- m. Walter asked the group to think about a name for the network and bring ideas to Detroit.
- n. Walter hopes to see everyone in Nashville the first week of June for the League Conference.