

Oak Ridge Civic Music Association Board Meeting Agenda

Thursday, October 16, 2025 — 5:00–6:30 PM (ET)

Oak Ridge Chamber of Commerce — 1400 Oak Ridge Turnpike, Oak Ridge, TN 37830

Zoom: Meeting ID 822 9385 7511 | Passcode 778968

1. Call to Order

- Welcome and opening remarks – Larry Vance, President
- Roll Call / Attendance – Conducted by Larry Vance (per Addendum A)
- Quorum requirement: 8 Board Members present
- Approval of Minutes – September 11, 2025 (Addendum B)

2. Executive Director's Report — Joy Bonamarte

- Update on the November Concert — Ian & Sarah
- Increased costs for ORHS Performing Arts Center
- Grant Updates — ORFACE; ORNL
- Fundraising Progress
- Committee Sign-Ups (thanks to Bill, Chuck, Kathryn, Bonnie, Robin, Tiffany)

3. Finance & Fundraising

Meeting held October 15, 2025 — Lois, Joy, and Larry present

Financial Overview

- FY24–25 review completed by Godzel CPA (Knoxville) — no audit required for TAC.
- Investments total \$99,571.77 (includes \$80,000 transfer from Jim Rome).
- Net income - \$100,673 for the last three months; cash available: \$51,519.
- Exploring a 5% liquid investment option (Modern Wealth “JAA” account) for idle funds.

IRS Form 990

- Preparation in progress; due November 15. Draft to circulate in early November for Board review and approval.

\$10,000 ORNL Grant Allocation (Proposed)

Category	Amount	Purpose
Community engagement core expenses	\$2,500	Outreach and civic programming
Family Concert support	\$5,000	Direct funding for event delivery
Education outreach (JMS workshops)	\$1,500	Youth engagement
Play It Forward instrument repairs (remaining)	Balance	Repairs and maintenance of student instruments

Tracking: All activity will be logged on the Sponsorships/Grants tab in the shared workbook.

Systems & Infrastructure

- Consolidating Sponsorships, Memberships, and Ads into one OneDrive workbook for shared access.
- Lois to migrate to QuickBooks Desktop on new PC; backup to Dropbox; Power BI integration planned.

Action Item: Board acknowledgment to advance OneDrive/QuickBooks migration plan.

Chorus & Budget Adjustments

- Chorus adding pianist for Nov. 8 concert (Melody unavailable).
- One-time reallocation of \$1,500 from Conductor budget surplus to Chorus Singers line item (not a permanent increase).

Motion #1: Approve \$1,500 reallocation from Conductor to Chorus Singers.

Chorus Finances & Oversight

- Current separate chorus bank account creates compliance and insurance risks.
- Proposal: integrate as a fourth sub-account within ORCMA's bank structure for transparency, liability coverage, and audit compliance.

Motion #2: Authorize Finance Committee to merge Chorus account into ORCMA structure as a sub-account.

Insurance

- Hartford service/billing issues; explore local carriers. Add two pianos to coverage; seek Board referrals for agents.

Motion #3: Authorize Finance Committee to obtain local insurance quotes and update instrument coverage.

Venue Fees — Oak Ridge High School

- ORHS fees increased from ~\$859 (2024) to ~\$1,600 (2025) per concert. Coordinate with School Board, Ballet, and Community Band for nonprofit fee consideration and advance notice of future changes. *Rate now adjusted to \$1280 by utilizing the Orchestra Room Tues & Wed*

Motion #4: Add ORHS fee issue to Board agenda for formal discussion and advocacy planning.

Bowings & Librarianship

- \$75 Concert Master and \$65 Principals (bowing prep only; librarian handles copying). Michael tracking hours this cycle.

Music Director Search (Streamlined)

- *SUGGESTED PROCEDURE TO MOVE FORWARD*
- Avoiding national search; considering four known candidates: Ian Passmore, Carlos Hernandez, Edward Pulgar, and Dr. Leonardo Rosario (Lee University).
- Next steps: request Letters of Interest + résumés; observe performances; brief interviews; shortlist/process by
- December 2025 to align with TAC.

4. Program Reports

- Chorus
- Symphony
- Chamber
- Youth Symphony
- Youth Choir

5. Director Search

- Status Update — Ian, Carlos, Edward, Leonardo.
- Consider informal Board social/dinner (e.g., 201 Café) when candidates are in town.

6. Governance Gaps & Alignment

- Hiring Structure & Oversight — Confirm all musician/support hires are coordinated through the Personnel Manager under the Musicians' Handbook; clarify roles across programs.
- Policy Compliance & Rate Setting — Reaffirm Board-approved pay scales; any exceptions/individual negotiations require prior approval.
- Authority Flow (Clarification Note) — Personnel Manager executes; Conductor/Director provides input; Executive Director oversees compliance; Board approves policy and pay-scale changes.

7. Upcoming Events

- Principals Chamber Dinner & Concert — “Have You Got Your Tickets Yet?”
- Light and Legacy – November 8th – Ian Passmore – Sarah Henrich
- Nuclear Week Performance - ORCMA musicians will perform *Overture for the Dedication of a Nuclear Reactor* at the **K-25 Interpretive Center** on **October 20, 2025**, as part of Nuclear Science Week.
- We will be launching the podcast Harmonic Matter in Nov.
- Mini Nutcracker 2025 — Officially deferred to 2026 (timing, staffing capacity, venue contracting).

8. Board Engagement & Membership

- Engagement & Accountability — Expectations for attendance, committee work, and outreach.
- Vacancies — Vice President, Secretary, Finance/Fundraising Chair; solicit nominations or volunteers before year-end.

9. Recognition

- Gene has done a fantastic job cataloging the vinyl records in the office & donated wine for our event.
- Jo Vaccaro graciously went shopping for us for the wine!
- Donor Recognition — Martha (\$200 wine) and Judy Potok (\$50); include in donor acknowledgment and Treasurer report.
- Volunteer Recognition — Introduce Medea, Roane State student assisting with program production and an ORCMA operations study.
-

10. Upcoming Season Meeting Schedule

- Review remaining Board and Finance & Fundraising Committee meeting dates for 2025–2026; confirm cadence, location, and hybrid access.
- See Addendum C for complete meeting schedule.

11. Additional Items / Open Discussion

- Board questions, motions from the floor, and closing remarks.

12. Adjournment

Addendum A – ORCMA Board of Directors (for Roll Call)

Larry Vance	President
Joy Bonamarte	Executive Director (ex officio)
James (Jim) Rome	Immediate Past President
Bill Schwenterly	Chamber Representative
Martha Damiano	Orchestra Representative
Kathryn York	Orchestra Representative
Robin Lambert Graham	Chorus Representative
Tiffany Malone	Board Member
Tom Rosseel	Board Member
Gene Spejewski	Board Member
Joan-Ellen Zucker	Board Member
Diana Anz-Meador	Board Member
Lois McKeever	Board Member
Heather Saccardi	Board Member
Josh Sumter	Board Member
Bonnie Carroll	Board Member
Judy Potok	Board Member
Ellen Smith	Board Member
Jo Vaccaro	Board Member

Addendum B — ORCMA Board Meeting Minutes (September 11, 2025)

1. Call to Order Meeting opened after initial technical difficulties. Quorum confirmed (9 members present; quorum requirement = 8).
2. Introductions Two prospective Board members introduced: Heather Saccardi and Diana Anz-Meador. Heather shared personal background and family's connection to music through her stepson's cello activities.
3. Finance & Fundraising (Report by Lois) Strong donations reported; balance increased to over \$51,000 as of early September. Additional \$23,895 deposit made; \$80,000 contribution received and invested via Charles Schwab. Audit/review initiated with ES & Gosnell CPA firm (required for TAC grant). Office roof leak identified and patched. Motions / Approvals: • Motion: Increase Family Concert budget from \$4,000 to \$6,000 — Approved unanimously. • Motion: Create new budget line for part-time Administrative Assistant (≈10 hrs/week @ \$16/hr, 1099 contractor; \$6,500 for remainder of season) — Approved unanimously.
4. Meeting Schedule Discussion of conflicts with Youth Orchestra on Tuesdays. Decision: Board meetings set for Third Thursday, 5:00–6:30 PM. Venues considered: Chamber of Commerce, United Way, 201 Broadway.
5. Conductor / Music Director Search Need to plan next season → search must start soon. TAC requires one full-time staff. Emphasis on aligning conductor expectations with ORCMA's mission as a professional community-based orchestra. Decision: Form Conductor Search Subcommittee (Jim, Larry, Robin, Martha; others as advisors). Next step: draft project plan and rubric; review past candidate pool for potential fits.
6. Fundraising & Events Melodies & Mimosas: 80+ tickets sold; strong momentum. October Chamber Concert (Principals Showcase): "Dine with the Principals." December 20 – Mini Nutcracker (Museum of Appalachia): immersive concert + dancers, candlelight, mocktails/cocktails. Ticket price range debated (\$30–40). Possible repeat of Halloween Beethoven event (pending Kathy's participation).
7. Program Updates Oak Ridge Chorus rehearsals resumed; actively recruiting (bass voices especially). Youth Choir & Youth Orchestra restarted; advanced youth chamber ensemble formed.
8. Board Membership Motion: Elect Heather Saccardi as Board Member — Approved unanimously. Motion: Elect Diana Anz-Meador as Board Member — Approved unanimously.
9. Officer Vacancies Open roles: Secretary, Vice President, Finance & Fundraising Lead. Discussion: possibility of using AI-generated transcripts to support secretary role.
10. Governance & Handbooks Discussion on Musicians' Handbook and Chorus Handbook. Proposal: unify into Performers' Handbook for consistent policies, pay scales, and expectations. Invited soloists governed by contracts; youth ensembles and section leaders also require documented policies.
11. New Business Podcast (Harmonic Matter) — funded by \$7,500 grant; led by Sarah Jean; launch during Nuclear Week in partnership with AMSE. AMSE Event: musicians to perform at nuclear reactor dedication (K-25 site), conducted by Carlos Hernandez. Future Vision: STEAM Center proposal combining Performing Arts & Science Centers in Oak Ridge. K-25 Redevelopment: laser light show, VR experiences, preservation of scale discussed. Piano Donation: Baldwin grand piano offered at no cost; evaluation pending. Possible placement at ORHS or new facility.
12. Adjournment Motion to adjourn approved unanimously at 6:20 PM. Optional building tour offered after adjournment.

Prepared by: Larry Vance

Addendum C — 2025–2026 Board & Finance Meeting Schedule

Finance & Fundraising Committee Meetings When: First Thursday after the first Tuesday, 3:00–4:00 PM ET
 Location: ORCMA Office, 118E Division Rd., Oak Ridge, TN + Zoom Meeting ID: 846 8418 3962 | Passcode: 220486

Oct 09, 2025	3:00–4:00 PM	ORCMA Office
Nov 06, 2025	3:00–4:00 PM	ORCMA Office
Dec 04, 2025	3:00–4:00 PM	ORCMA Office
Jan 08, 2026	3:00–4:00 PM	ORCMA Office
Feb 05, 2026	3:00–4:00 PM	ORCMA Office
Mar 05, 2026	3:00–4:00 PM	ORCMA Office
Apr 09, 2026	3:00–4:00 PM	ORCMA Office
May 07, 2026	3:00–4:00 PM	ORCMA Office
Jun 04, 2026	3:00–4:00 PM	ORCMA Office

Board Meetings When: Third Thursday of the month, 5:00–6:30 PM ET Location: Oak Ridge Chamber of Commerce, 1400 Oak Ridge Turnpike, Oak Ridge, TN 37830 + Zoom Meeting ID: 822 9385 7511 | Passcode: 778968

Oct 16, 2025	5:00–6:30 PM	Chamber
Nov 20, 2025	5:00–6:30 PM	Chamber
Dec 18, 2025	5:00–6:30 PM	Chamber
Jan 15, 2026	5:00–6:30 PM	Chamber
Feb 19, 2026	5:00–6:30 PM	Chamber
Mar 19, 2026	5:00–6:30 PM	Chamber
Apr 16, 2026	5:00–6:30 PM	Chamber
May 21, 2026	5:00–6:30 PM	Chamber
Jun 18, 2026	TBD	Chamber (Annual Meeting)

Oak Ridge Civic Music Association Balance Sheet

As of September 30, 2025

Sep 30, 25

ASSETS

Current Assets

Checking/Savings

1100 · Checking & Savings

1130 · TN Bank

1132 · ORCMA Checking Account

11321 · Checking Account

113213 · Carlson Estate 220.87

113217 · Future Sponsorship Funding 3,600.00

Total 11321 · Checking Account 3,820.87

1134 · 2025 - 2026 Season 51,519.67

Total 1132 · ORCMA Checking Account 55,340.54

Total 1130 · TN Bank 55,340.54

Total 1100 · Checking & Savings 55,340.54

Total Checking/Savings 55,340.54

Accounts Receivable

1200 · Accounts Receivable 450.00

Total Accounts Receivable 450.00

Other Current Assets

1300 · C. Schwab Investment Acct.

1310 · C. Schwab

1311 · C. Schwab unrestricted 8,628.63

Total 1310 · C. Schwab 8,628.63

1320 · Korsmeyer - Fund #2

1321 · Fund#2-Permanently Restricted 30,000.00

1322 · Fund#2 - Temporarily Restricted 3,357.22

Total 1320 · Korsmeyer - Fund #2 33,357.22

1393 · John Million Account

1331 · Million Account - Unrestricted -151,643.01

1332 · Million Investment 179,357.00

Total 1393 · John Million Account 27,713.99

Total 1300 · C. Schwab Investment Acct. 69,699.84

Total Other Current Assets 69,699.84

Total Current Assets 125,490.38

Fixed Assets

1700 · Fixed Assests

1701 · Music Library & Instruments 61,444.00

Total 1700 · Fixed Assests 61,444.00

Total Fixed Assets 61,444.00

Other Assets

1333 · Klabunde Account (Endowment Acc

13333 · C. Schwab Endowment Account 218,717.81

13334 · Endowment Changes 221,870.69

Total 1333 · Klabunde Account (Endowment Acc 440,588.50

1334 · Feldman Bequest

13344 · Feldman C. Schwab Account 101,659.00

Oak Ridge Civic Music Association Balance Sheet

As of September 30, 2025

	Sep 30, 25
13345 · Investment Changes	13,387.01
Total 1334 · Feldman Bequest	115,046.01
Total Other Assets	555,634.51
TOTAL ASSETS	742,568.89
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
2100 · Payroll Liabilities	
2110 · Federal Withholding	323.00
2120 · FICA	
2122 · Company	253.58
2124 · Employee	253.58
Total 2120 · FICA	507.16
2140 · Medicare	
2142 · Company	59.31
2144 · Employee	59.31
Total 2140 · Medicare	118.62
Total 2100 · Payroll Liabilities	948.78
Total Other Current Liabilities	948.78
Total Current Liabilities	948.78
Total Liabilities	948.78
Equity	
3010 · Net Assets	593,466.44
Net Income	148,153.67
Total Equity	741,620.11
TOTAL LIABILITIES & EQUITY	742,568.89

Oak Ridge Civic Music Association Profit & Loss

July through September 2025

Jul - Sep 25

Income	
4000 · Earned concert income	
4010 · Box office	
4012 · Chamber	145.00
4014 · Symphony	660.00
Total 4010 · Box office	805.00
4020 · Subscriptions	
4021 · Complete Season	7,980.00
4022 · Symphony and Chorus series	75.00
4023 · Chamber Series	180.00
Total 4020 · Subscriptions	8,235.00
Total 4000 · Earned concert income	9,040.00
4030 · Klabunde Trust	
40301 · Endowment Unrealized Gains	13,378.44
40303 · Additional Contributions	80,000.00
Total 4030 · Klabunde Trust	93,378.44
4040 · Investment Income	
40402 · Investment Unrealized Gains	2,323.97
4049 · Interest income/TN Bank Account	21.21
Total 4040 · Investment Income	2,345.18
4050 · Other income	
4054 · Program ads	2,822.50
Total 4050 · Other income	2,822.50
4060 · Grants and Foundations	
4062 · Other grants	7,500.00
Total 4060 · Grants and Foundations	7,500.00
4080 · Interest & Dividend Income	6.95
4090 · Feldman Investment	
40901 · Unrealized Gains	3,848.13
Total 4090 · Feldman Investment	3,848.13
4100 · Private support	
4110 · Patronship Income	
41102 · Subscriber Contributions	27,235.00
41103 · Individual & Matching Donations	2,450.00
41105 · Membership Donations	5,650.00
Total 4110 · Patronship Income	35,335.00
4120 · Corporate Sponsors	
4126 · Symphony/Chorus concert	10,000.00
Total 4120 · Corporate Sponsors	10,000.00
4130 · Individual sponsors	
4131 · Symphony Concert	
41319 · Symphony Sponsorship	20,000.00
Total 4131 · Symphony Concert	20,000.00
4133 · Chorus Concerts	
41336 · Chorus General Sponsorship	1,000.00
Total 4133 · Chorus Concerts	1,000.00

Oak Ridge Civic Music Association Profit & Loss

July through September 2025

Jul - Sep 25

4135 · Chamber concert	
41352 · Chamber Sponsorships	5,000.00
Total 4135 · Chamber concert	5,000.00
Total 4130 · Individual sponsors	26,000.00
4160 · Memorials/Tributes	
4163 · B. Ball Memorials	975.00
Total 4160 · Memorials/Tributes	975.00
4170 · Fundraising	
4175 · Fundraising Parties	
41753 · Breakfast fundraisers	2,002.00
Total 4175 · Fundraising Parties	2,002.00
4179 · Pre-PostConcert Dinners	
41793 · 10.19.25 Pre-Chamber Dinner	210.00
Total 4179 · Pre-PostConcert Dinners	210.00
Total 4170 · Fundraising	2,212.00
4190 · Reimbursed Expenses	
4195 · Concert Expenses	
41951 · Musicians	1,100.00
Total 4195 · Concert Expenses	1,100.00
4197 · Cardmember Service	50.00
Total 4190 · Reimbursed Expenses	1,150.00
Total 4100 · Private support	75,672.00
4200 · Education Programs	
4201 · Community Support	226.00
4204 · Youth Choir 2025 - 2026	
42042 · Season Registration	1,825.00
4204 · Youth Choir 2025 - 2026 - Other	489.25
Total 4204 · Youth Choir 2025 - 2026	2,314.25
4205 · Youth Orchestra Auditions	
42052 · Youth Orchestra 2025-2026	2,150.00
4205 · Youth Orchestra Auditions - Other	371.50
Total 4205 · Youth Orchestra Auditions	2,521.50
Total 4200 · Education Programs	5,061.75
4300 · Miscellaneous Income	
4330 · Refunds	
4332 · Miscellaneous Refunds	450.00
Total 4330 · Refunds	450.00
Total 4300 · Miscellaneous Income	450.00
49900 · Uncategorized Income	120.00
Total Income	200,244.95
Gross Profit	200,244.95
Expense	
5000 · Artistic Personnel	
5020 · Taxes, benefits	
5022 · FICA	186.00
5024 · Medicare	43.50

Oak Ridge Civic Music Association
Profit & Loss

July through September 2025

	<u>Jul - Sep 25</u>
5025 · TN Unemployment	0.00
Total 5020 · Taxes, benefits	229.50
5030 · Chamber	
5031 · Chamber Artists	
50312 · Chamber Artists	2,000.00
Total 5031 · Chamber Artists	2,000.00
Total 5030 · Chamber	2,000.00
5040 · Chorus	
5041 · Chorus Conductor	3,000.00
Total 5040 · Chorus	3,000.00
5050 · Orchestra	
5051 · Guest Conductor	8,000.00
5052 · Symphony Musicians	
50521 · Saturday Concerts	14,660.00
Total 5052 · Symphony Musicians	14,660.00
5057 · Peace Day Concert Musicians	1,040.00
5058 · Guest artists	2,000.00
Total 5050 · Orchestra	25,700.00
Total 5000 · Artistic Personnel	30,929.50
5200 · Concert production	
5220 · Stage & sound management	
5222 · Stage Management	500.00
Total 5220 · Stage & sound management	500.00
5230 · Personnel managers	750.00
5250 · Music Expenses	
5251 · Music Preparation	270.00
5252 · Purchase/Rental	
52521 · Symphony	292.87
Total 5252 · Purchase/Rental	292.87
5255 · Orchestra Librarian	500.00
Total 5250 · Music Expenses	1,062.87
5270 · Ticket printing/postage	
5271 · VBO Ticket Co.	
52711 · VBO Monthly Expense	10.00
52712 · VBO Tickets costs	32.80
Total 5271 · VBO Ticket Co.	42.80
Total 5270 · Ticket printing/postage	42.80
5200 · Concert production - Other	600.00
Total 5200 · Concert production	2,955.67
5300 · Development & Fundraising	
5330 · Fundraising Events	
5336 · Benefit Parties	
53363 · Fundraising Dinners	100.00
Total 5336 · Benefit Parties	100.00
Total 5330 · Fundraising Events	100.00
Total 5300 · Development & Fundraising	100.00

Oak Ridge Civic Music Association Profit & Loss

July through September 2025

Jul - Sep 25

5400 · Advertising, PR, Marketing	
5401 · Internet Advertising	28.49
5440 · Annual brochures-Printing/Posta	
5443 · Postage	84.89
Total 5440 · Annual brochures-Printing/Posta	84.89
5480 · Marketing - E-mail Service	
5482 · Web Hosting	41.95
Total 5480 · Marketing - E-mail Service	41.95
Total 5400 · Advertising, PR, Marketing	155.33
5485 · Email Charges	76.50
5500 · Education	
5514 · Summer Choir Camp	1,552.63
5550 · 2025-2026 Youth Orchestra	480.00
5500 · Education - Other	120.00
Total 5500 · Education	2,152.63
5560 · Adolf King Summer String Camp	
5566 · String Camp Scholarships	125.00
5560 · Adolf King Summer String Camp - Other	260.00
Total 5560 · Adolf King Summer String Camp	385.00
6000 · General & Administrative	
6100 · Office Manager	
6103 · Executive Director	9,270.00
6110 · OM Payroll Taxes & Benefits	
6112 · FICA	574.74
6114 · Medicare	134.43
Total 6110 · OM Payroll Taxes & Benefits	709.17
Total 6100 · Office Manager	9,979.17
6120 · Accounting/Legal	
6122 · Accountant/Audit	1,800.00
Total 6120 · Accounting/Legal	1,800.00
6150 · Board Expenses	37.31
6200 · Office needs	
6210 · Supplies	287.99
6220 · Copying	19.99
6230 · Postage	34.78
Total 6200 · Office needs	342.76
6300 · Office Expenses	
6301 · Office Rent	825.00
6302 · Office Electricity	76.88
6303 · Office Heating	35.32
Total 6300 · Office Expenses	937.20
6410 · Insurance	641.00
6420 · Telephone & Internet	345.30
6430 · Equipment	
6434 · Equipment - Box Office, etc.	106.43
Total 6430 · Equipment	106.43

Oak Ridge Civic Music Association
Profit & Loss

July through September 2025

Jul - Sep 25

6700 · Charge card fees	
6701 · Authorize.net fees	42.65
6706 · Elavon Credit Card Expense	105.11
Total 6700 · Charge card fees	147.76
6810 · Dues/Fees	300.00
Total 6000 · General & Administrative	14,636.93
6722 · Investments	
67221 · TDAmeritrade	
672211 · Investment Unrealized Losses	44.14
Total 67221 · TDAmeritrade	44.14
67222 · TDAmeritrade - Klubu	
672221 · Endowment Unrealized Losses	591.70
Total 67222 · TDAmeritrade - Klubu	591.70
67223 · Feldman Investment	
672231 · Feldman Unrealized Losses	63.88
Total 67223 · Feldman Investment	63.88
Total 6722 · Investments	699.72
Total Expense	52,091.28
Net Income	148,153.67

EDWARD J PULGAR

VIOLINIST-CONDUCTOR

628 Fernwood Road. Knoxville, TN 37923-2277

Phone: (865) 712-9425 E-mail: edwardpulgar@yahoo.com

SENT VIA EMAIL

October 11, 2025

Joy Bonamarte, Executive Director
Larry Vance, President of the Board of Directors, and
Members of the Board of Directors of ORCMA

Dear Joy, Larry, et Al.:

The Oak Ridge Symphony Orchestra is a musical cornerstone of East Tennessee, and I am thrilled by the opportunity to contribute to its legacy and lead it into an exciting future as its next Music Director.

Having served as guest concertmaster during ORSO's 80th season, I was inspired by the orchestra's warmth, professionalism, and deep connection to its community. I left that experience with immense respect for the musicians and a strong sense of possibility for what this ensemble can continue to become. It would be an honor to return—not just as a collaborator on stage, but as a leader committed to musical excellence, education, and engagement.

What excites me most about ORSO is its identity: a community-based ensemble with professional standards, rich history, and meaningful civic presence. My background—as a concertmaster, chamber musician, soloist, and educator—has prepared me to lead in this kind of environment. I bring a leadership style grounded in collaboration, clarity, and empathy. My 30+ years of orchestral and chamber work have trained me to unify diverse voices into a shared interpretation. And as an educator, I'm passionate about nurturing talent and building programs that resonate with audiences and musicians alike.

My past guest conducting and solo appearances with orchestras in Venezuela and the U.S.—including the Knoxville Symphony Orchestra and multiple Venezuelan ensembles—reflect a commitment to musical storytelling and artistic integrity. I aim to bring those same values to ORSO: to inspire through thoughtful programming, cultivate meaningful connections with audiences, and continue strengthening the orchestra's presence in a rapidly growing region.

While the included conducting footage dates from 2009, it still captures the essence of my rehearsal approach and musical leadership—qualities I've continued to refine through ongoing performance

and educational work. My résumé is attached, and I'd be happy to provide additional materials or recommendations upon request.

I would welcome the opportunity to speak further with the ORCMA board about the orchestra's goals and how I might contribute to its ongoing success.

Thank you for considering my application.

Warm regards,

A handwritten signature in black ink, appearing to read 'E. Pulgar', written over a light blue circular stamp.

Edward J. Pulgar

628 Fernwood Road,
Knoxville, TN 37923-2277

Phone Number: (865) 712-9425

Email Address: edwardpulgar@yahoo.com

EDWARD J PULGAR

VIOLINIST-CONDUCTOR

628 Fernwood Road. Knoxville, TN 37923-2277

Phone: (865) 712-9425 E-mail: edwardpulgar@yahoo.com

CONDUCTING

Education:

Conservatorio Simón Bolívar. Caracas, Venezuela. 1996 - 1999

Instructors:

Jose A. Abreu. Private instruction with a selected group of participants. 1997 - 1999
Caracas, Venezuela.

Rodolfo Sanglimbeni. Conservatorio Simón Bolívar. Caracas, Venezuela. 1996 - 1998

Eduardo Rahn. Universidad Del Zulia. Maracaibo, Venezuela. 1995 - 1996

Competitions:

Finalist for the position of Music Director of the Knoxville Youth Chamber Orchestra. 2018

Finalist for the position of Music Director of Oak Ridge Community Orchestra 2015

Semi-Finalist for the position of Music Director. KSYO 2009

Semi-Finalist for the position of Music Director of the Oak Ridge Symphony Orchestra. 2008

Finalist for a full scholarship for the University of Michigan 2002

Graduate Conducting Fellowship. Ten finalists chosen among 400 applicants.

Masterclasses/Workshops in Conducting as a Participant:

Kenneth Kiesler. Director of University Orchestras & Professor of Conducting at University of Michigan. 2002

Helmuth Rilling. Director of the Bachakademie Stuttgart. Stuttgart, Germany. 2001

Sung Kwak. Austin Symphony, and Pusan Philharmonic (Korea) Conductor. 1999

Sergiu Comissiona. Class organized by Mto Abreu for a selected no. of student cond. 1999

Colin Metters. Royal Academy of Music. London. 1998

Positions and Guest Appearances:

Guest Conductor and Soloist. Knoxville Symphony Orchestra. Jan. 2025

Music Director. Carson-Newman University Chamber Orchestra. 2015 - 2019

Jefferson City. TN.

Guest Conductor. Orquesta Sinfónica Juvenil Rafael Urdaneta. 2009

Maracaibo, Venezuela.

Des Moines Metro Opera Strings. Indianola, IA. 2009

Guest Conductor. Orquesta Sinfónica de Delta Amacuro. Tucupita, Venezuela. 2008

Guest Conductor. XIII Anniversary Gala Concert. Orquesta Sinfonica del Zulia 2007

Rafael Urdaneta University Auditorium. Maracaibo, Venezuela.

Guest Conductor. Fund-raising concert with Members of the Pittsburgh Symphony and Graduate Students from various Universities. 2002

Carnegie Library Music Hall. Homestead, PA

VIOLIN

Education:

M.M. in Violin Performance. Michigan State University.	2003 - 2005
Artist Diploma. Duquesne University.	1999 - 2001
Violin Performance. Academia Latinoamericana de Violín.	1995 - 1998

Instructors:

Robert Dan. Michigan State University. East Lansing. MI.	2003 - 2005
Charles Stegeman & Hong-Guang Jia. Duquesne University. Pittsburgh, PA.	2000 - 2001
José Francisco Del Castillo. Academia Latinoamericana de Violín. Caracas, Venezuela.	1995 - 1998

Competitions:

Semi Finalist of William Byrd Artist Competition. MI.	2003
Second Prize. V Venezuelan-Andes Violin Festival. Venezuela.	1998

Masterclasses:

Aaron Rosand, Yuval Yaron, Cecylia Arzewski, Andrés Cárdenes, Eugene Drucker, Mikhail Kopelman.	1999 - 2010
--	-------------

Orchestral Experience:

Full-time Principal Second of the Knoxville Symphony Orchestra. TN	2009 - present
Full-time Associate Concertmaster of the Knoxville Symphony Orchestra. TN.	2008 - 2009
Full-time Assistant Principal Second Violin of the Knoxville Symphony Orchestra. TN.	2005 - 2008

Solo Opportunities:

Guest Soloist and Conductor. Knoxville Symphony Orchestra (<i>Concerto No. 3</i> by Mozart)	2025
Guest Soloist. Knoxville Symphony Orchestra (<i>Symphonia Concertante</i> by Mozart)	2019
Guest Faculty Recital. University of TN. Knoxville.	2019
Guest Soloist. Knoxville Symphony Orchestra (<i>Moz-Art à la Haydn</i> by A. Schnittke's, and <i>Concerto for Two Violins</i> by J. B. Bach)	2018
Faculty Chamber Music Recital. Carson-Newman University.	2017
Guest Soloist. Knoxville Symphony Orchestra (<i>Four Seasons of Buenos Aires</i> by A. Piazzolla).	2016
Recital. Violin & Piano. Carson-Newman University.	2011
Guest Soloist. Knoxville Symphony Orchestra. (<i>Intro and Rondo Capriccioso</i> by C. Saint-Saëns).	2009

CHAMBER MUSIC

Member of the Knoxville Symphony Principal Quartet.	2008 - present
---	----------------

Coachings:

Robert Dan, Suren Bagratuni, Ralph Votapek, Jeffrey Turner and Randolph Kelly.	2000 - 2005
Masterclass with Tokyo String Quartet.	2001
Masterclass with Emerson String Quartet	2000

FESTIVALS

Violin Section of the Des Moines Metro Opera Orchestra.	2005 - 2021
Concertmaster of the Ohio Light Opera.	2004

Carlos Hernandez Baez

(787) 367-5823; carlosviolinpr@outlook.com

October 10, 2025

Dear Ms. Bonamarte - Executive Director and Members of the Board,

As the current Orchestra Director for Oak Ridge High School, I am writing to **officially express my strong interest in the Oak Ridge Symphony (ORS) Orchestra Director position** when it becomes available. I believe my five years of experience in conducting, administration, and community engagement would allow me to make an immediate and meaningful contribution to the organization and the wider community.

While my conducting background is in high school ensembles, I possess key skills essential for leading a dynamic community orchestra:

- **Program Growth and Financial Stewardship:** Under my leadership, both the Dobyens-Bennett and Oak Ridge High School programs experienced notable growth, not only in student participation but also in financial strength. I am adept at working within a budget and have successfully cultivated community support, which is reflected in our consistent average audience attendance of **150-200 patrons per concert**. I believe that effective financial and administrative stewardship is paramount to any ensemble's sustained success.
- **Curriculum and Ensemble Management:** For the past five years, I have been responsible for administering and creating curricula for over six diverse ensembles. This role has honed my ability to manage diverse personalities, tailor programs to various skill levels, and foster strong working relationships with peers and the community.
- **Youth and Community Engagement:** I firmly believe that consistent, innovative community involvement is critical for retaining support and ensuring future audience development. My experience has taught me how to effectively engage young people, notably through the introduction of annual "pop" concerts. This initiative has been instrumental in changing the perception of the orchestra from "boring" to "cool" and would be central to my strategy for cementing the ORS's relevance across all age groups in Oak Ridge.

For three decades, music has been my life's commitment. I am eager for the opportunity to share this passion and my demonstrated administrative success with the Oak Ridge Symphony.

I welcome the chance to speak with you further about how I can contribute to the Orchestra's continued musical and institutional growth.

Sinceramente,

Carlos Hernandez Baez

Carlos Hernandez Baez

(787) 367-5823, carlosviolinpr@outlook.com

Professional Profile & Conducting Summary

Experienced and versatile conductor and music educator with a **Master of Music in Music Education** and a proven ability to lead and develop high-level ensembles. Possesses over a decade of professional orchestral performance experience and current success in leading 60+ high school student orchestra programs. Seeking to leverage strong pedagogical skills, deep repertoire knowledge, and dynamic leadership as the main Orchestra Director for Oak Ridge Symphony.

Conducting & Ensemble Leadership Experience

Orchestra Director | Oak Ridge High School | Oak Ridge, TN

- 2022 – Present
 - **Direct and manage** the comprehensive high school orchestra program, including Symphony and String Orchestras.
 - **Develop and implement** curriculum, conducting rehearsals, and administering all aspects of the program, including budgeting and recruitment.
 - **Achieved “Superior” Back-to-Back Rankings** in four different performance competitions and assessments.
 - Worldstrides Heritage Festival New York (2025)
 - Worldstrides Heritage Festival Orlando (2024)
 - Disney Workshop (2023)
 - ETSBOA Concert Assessment (2023)
 - **Community highlights** include National and State recognitions:
 - TMEA All State Conference Featured Ensemble (2026)
 - Free People Music Grant (2023)
 - Video can be access here:
<https://drive.google.com/file/d/1XxjV-XyuXOE9UuSNehKtuU47dv1t6LsC/view?usp=sharing>

Orchestra Director / | Dobyns-Bennett High School | Kingsport, TN

- 2020 – 2022
 - **Conducted** various ensembles for performances and competitions, specializing in **Strings**.

- **Prepared students** for successful regional and All-State ensemble auditions.
-

Orchestral Performance Experience

- **Oak Ridge Symphony** (Oak Ridge, TN): 2023 – Present
 - **Symphony of the Mountains** (Kingsport, TN): 2021 – 2024
 - **Johnson City Orchestra** (Johnson City, TN): 2021 – 2022
 - **Columbus Symphony Orchestra** (Columbus, GA): 2015 – 2017
 - **Orquesta Filarmónica de Puerto Rico** (San Juan, PR): 2012 – 2013
-

Education

University of Tennessee, Knoxville | Knoxville, TN **Master of Music, Music Education** | 2017 – 2020

Columbus State University | Columbus, GA **Artist Diploma, Violin Performance** | 2015 – 2017

University of Tennessee, Knoxville | Knoxville, TN **Master of Music, Violin Performance** | 2013 – 2015

Conservatorio de Musica de Puerto Rico | San Juan, PR **Bachelor of Music, Violin Performance** | 2008 – 2013

Skills & Certifications

- **Conducting:** Score Study, Baton Technique, Rehearsal Organization, Podium Presence.
- **Musicianship:** Advanced Sight-Reading, Chamber Music Coaching.
- **Pedagogy:** Curriculum Development, Music Theory/History Instruction, Ensemble and Program Management,
- **Suzuki Certified**
- **Languages: English and Spanish**

10 October 2025

Dear Members of the Board of Directors,

I am writing to express my sincere interest in the position of Music Director with the Oak Ridge Symphony Orchestra. Having had the privilege of serving as a finalist in your 2022 search—where I led a warmly received family concert—I developed a lasting affection for the community, a deep respect for the orchestra’s musicians, and a genuine admiration for the region’s spirit and cultural vitality. That sense of connection has only grown stronger as I look forward to returning twice this season to lead Masterworks performances in November and February, featuring two works especially close to my heart: Dvořák’s *“New World”* Symphony and Copland’s *Appalachian Spring*.

Beyond the podium, I have always viewed the role of Music Director as one of community leadership. I am deeply committed to fostering educational engagement, building meaningful partnerships, and supporting the organization’s fundraising and outreach efforts. I recognize that one concern in 2022 centered on my potential relocation. To clarify, I would be fully present for all concert weeks and would work closely with the Board and staff to ensure that all in-person, non-musical duties—speaking engagements, educational clinics, and development events—are given the same care and attention as the artistic work. Moreover, I would make every effort to attend major fundraisers, donor functions, and sponsorship meetings even outside of concert periods. I believe strongly that telling a community how much you value them is only meaningful if you also show up.

In my interactions with your Executive Director, Choral Director, Personnel Manager, and Concertmaster, I have been continually impressed by the professionalism, warmth, and collaborative spirit that define the Oak Ridge Symphony. I hope they would describe me as a prompt, prepared, supportive, and enthusiastic colleague—qualities I strive to bring to every rehearsal, performance, and partnership.

I would be honored to continue building on the trust and musical excellence already established between us, and to help guide the Oak Ridge Symphony into its next chapter with shared purpose and excitement. Thank you for considering my candidacy once again.

Sincerely,
Ian Passmore