



**Meeting of the Board of Directors**  
Monday, February 10, 2025 at 5:00 pm

**AGENDA**

- **Call to Order and Remarks** 5:00-5:05 pm
  - Linda McDonald, Chair, Board of Directors
  - Consent Agenda –*2025 Calendar of Events, December 2024 Financial Reports, AI Safe Use Policy, Annual Meeting report, Finance and Investment reports, Development report, Education report*
  - **Approval of consent agenda.**
- **Staff Reports** 5:05-5:25 pm
  - Yaron Kohlberg, Artistic Director
  - Marissa Moore, Executive Director
- **Governance Committee** 5:25-5:30 pm
  - Ce Sinclair, Chair
  - **Vote on new Governance Committee members**
- **Development Committee** 5:30-5:35 pm
  - John Herman and Paul Sequeira, Co-Chairs
  - Chris Fornadel, Director of Philanthropy & Marketing
- **Finance Committee** 5:35-5:40 pm
  - Robin Baum, Chair
- **Unfinished Business** 5:40-5:45 pm
- **New Business - AI Task Force** 5:45-5:55 pm
  - Marissa Moore, Executive Director
- **Adjourn** 6:00 pm

**Take Home Trio**

1. Later this month, Piano Cleveland kicks off their **Florida tour** starring **Yaron Kohlberg and cellist Toke Møldrup**. Events begin on **February 25** and run through **March 2**. If you are interested in attending any events, or would like more information, **contact Chris Fornadel** at [chris.fornadel@pianocleveland.org](mailto:chris.fornadel@pianocleveland.org).
2. **Arts Alive: A Space Odyssey** at Gartner Auditorium, Cleveland Museum of Art; Wednesday, Marcy 19 at 7:00 PM. Featuring the talented students of the Cleveland School of the Arts, this dazzling interdisciplinary performance combines music, dance, visual art, and literary arts to take audiences on a journey through the cosmos.
3. We're thrilled to share that, thanks to Debbie Neale for underwriting the project, we were able to acknowledge **80** donors of \$50 or more with a "Keys to Victory" book.

## 2025 BOARD & COMMITTEE MEETINGS

JANUARY	FEBRUARY	MARCH	APRIL
<p>Jan. 13: Governance Committee, 3:30 PM Jan. 13: Executive Committee, 5:00 PM</p> <p>Jan. 15: Education Committee, 12:00 PM Jan. 15: Investment Committee, 3:30 PM</p> <p>Jan. 20: Development Committee, 5:00 PM</p> <p>Jan. 29: Finance Committee, 3:30 PM</p>	<p>Feb. 5: Piano Cleveland Live with Arseniy Gusev and Shannon Lee at Forest City Brewery</p> <p>Feb. 10: Governance Committee, 3:30 PM Feb. 10: Board of Directors, 5:00 PM</p> <p>Feb 25: Florida Event (Sarasota), Home of Howard and Susan Levine, 5:00 PM Feb. 26: Florida Event (Naples), Home of Katheleen Van Bergen, 5:30 PM</p>	<p>Mar. 1: Florida Event (Boca del Ray), Addison Club, 11:00 AM Mar. 2: Florida Event (Palm Beach Gardens), Old Palm Golf Club, 11:00 AM Mar. 4: CMA Lunchtime Concert with Toke Møldrup (cello) and Y. Kohlberg, 12:00 PM Mar. 10: Governance Committee, 3:30 PM Mar. 10: Executive Committee, 5:00 PM Mar. 19: Arts Alive: Partnership performance with Cleveland School of the Arts Mar. 24: Development Committee, 5:00 PM</p>	<p>Apr. 14: Governance Committee, 3:30 PM Apr. 14: Board of Directors, 5:00 PM</p> <p>Apr. 15: CMA Lunchtime Concert with Zhu Wang, 12:00 PM</p> <p>Apr. 16: Education Committee, 12:00 PM Apr. 16: Investment Committee, 3:30 PM Apr. 16: Piano Cleveland Live at Hofbrauhaus</p> <p>Apr. 30: Finance Committee, 3:30 PM</p>
MAY	JUNE	JULY	AUGUST
<p>May 5: Development Committee, 5:00 PM</p> <p>May 12: Governance Committee, 3:30 PM May 12: Executive Committee, 5:00 PM</p> <p>May 13: CMA Lunchtime Concert with Daniela Liebman, 12:00 PM</p> <p>May 14: Piano Cleveland Live at BrewDog</p>	<p>June 9: Governance Committee, 3:30 PM June 9: Board of Directors, 5:00 PM</p>	<p>July 7: Governance Committee, 3:30 PM July 7: Executive Committee, 5:00 PM July 11: Piano Cleveland Live at Crocker Park, 6:30 PM July 14: Development Committee, 5:00 PM July 16: Education Committee, 12:00 PM July 16: Investment Committee, 3:30 PM <b>Piano Festival</b> July 20: <b>Gala with The Five Browns</b> July 22: <b>Utsav Lal</b> July 24: <b>Mirabelle Kajenjeri solo recital</b> July 26: <b>Blkbok</b> July 31: <b>Kotaro Fukuma solo recital</b></p>	<p>Aug. 2: <b>Natalie Tenenbaum</b></p> <p>Aug. 20: Finance Committee, 3:30 PM</p>
SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
<p>Sept. 8: Governance Committee, 3:30 PM Sept. 8: Board of Directors, 5:00 PM</p> <p>Sept. 15: Development Committee, 5:00 PM</p>	<p>Oct. 15: Education Committee, 12:00 PM Oct. 15: Investment Committee, 3:30 PM Oct. 15: James (Zijian) Wei, CIM Residency Recital, 7:30 PM Oct. 20: Governance Committee, 3:30 PM Oct. 20: Executive Committee, 5:00 PM Oct. 26: James (Zijian) Wei, Carnegie Hall Debut, 3:00 PM</p>	<p>Nov. 3: Development Committee, 5:00 PM</p> <p>Nov. 5: Finance Committee, 3:30 PM</p> <p>Nov. 10: Governance Committee (TENT), 3:30 PM Nov. 10: Annual Meeting, 5:00 PM</p>	

1:48 PM

01/22/25

Accrual Basis

**Piano International Association of Northern Ohio**  
**Profit & Loss**  
**January 2022 through December 2024**

	Jan - Dec 22	Jan - Dec 23	Jan - Dec 24	TOTAL
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
Contributions				
Underwriting	0	0	7,500	7,500
Foundations	296,100	243,500	472,808	1,012,408
Board Giving				
Board Minimum	64,050	67,000	75,000	206,050
Board Beyond	89,951	168,499	186,398	444,848
<b>Total Board Giving</b>	<b>154,001</b>	<b>235,499</b>	<b>261,398</b>	<b>650,898</b>
Individuals	199,279	159,753	494,685	853,717
Prizes	0	27,000	105,500	132,500
Government Sources	55,555	75,420	71,950	202,925
Covid-related	16,550	0	0	16,550
Corporation	12,150	16,880	26,150	55,180
In-Kind	17,257	14,010	0	31,267
Endowment Dist. Unrestricted	20,918	21,440	21,824	64,182
Endowment Dist. Prizes	0	0	72,711	72,711
Endowment Dist. Young Artists	0	18,020	0	18,020
<b>Total Contributions</b>	<b>771,809</b>	<b>811,522</b>	<b>1,534,526</b>	<b>3,117,858</b>
<b>Other Income</b>				
Interest Income	0	0	2,859	2,859
Camp Income	0	61,967	0	61,967
Gala Income	334,325	396,995	741,227	1,472,547
Sponsorships	60,000	25,000	25,000	110,000
Application Fees	47,773	52,205	0	99,977
Box Office	47,386	28,921	131,800	208,107
ArtsConnect	6,260	8,300	5,775	20,335
Management Fee	300	1,835	300	2,435
Advertising revenue	0	35	0	35
Miscellaneous	1,498	6,360	1,424	9,281
Retail Sales	0	0	791	791
<b>Total Other Income</b>	<b>497,541</b>	<b>581,617</b>	<b>909,176</b>	<b>1,988,334</b>
<b>Total Income</b>	<b>1,269,351</b>	<b>1,393,139</b>	<b>2,443,702</b>	<b>5,106,192</b>
<b>Gross Profit</b>	<b>1,269,351</b>	<b>1,393,139</b>	<b>2,443,702</b>	<b>5,106,192</b>

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Accrual Basis

**Piano International Association of Northern Ohio**  
**Profit & Loss**  
**January 2022 through December 2024**

	Jan - Dec 22	Jan - Dec 23	Jan - Dec 24	TOTAL
<b>Expense</b>				
<b>Competition Production Costs</b>				
Artist Development	0	0	6,412	6,412
Audio and Video Services	0	0	73,309	73,309
Contestant Room, Board, transpo	0	0	32,877	32,877
Jury Room Board & Fees	0	1,608	105,092	106,700
Opening Ceremony	0	0	36,498	36,498
Orchestra & Conductor	0	0	187,329	187,329
Finals Streaming	0	0	85,039	85,039
Other Competition Prod. Costs	(75)	0	12,155	12,080
Practice Space	0	0	2,000	2,000
Prizes, cash	0	(888)	162,500	161,612
quartet	0	0	7,887	7,887
Selection Process	0	0	13,216	13,216
Social Competition Events	0	0	35,716	35,716
Ticket Expense	928	0	158	1,086
Transcriptions	0	0	3,000	3,000
Venue	0	0	118,761	118,761
Winners Expense	3,750	0	10,000	13,750
Paris	0	0	4,780	4,780
<b>Total Competition Production Costs</b>	<b>4,603</b>	<b>720</b>	<b>896,730</b>	<b>902,053</b>
<b>Office Costs</b>				
Operating Lease Expense	36,530	360	0	36,890
Office Rental, Utilities	5,690	39,865	43,539	89,094
Equipment & Supplies	29,468	25,238	40,546	95,252
Insurance	5,798	7,424	8,735	21,957
Federation & Other Dues	6,835	8,138	7,239	22,211
Credit Card Fees	14,195	17,703	11,126	43,023
Bank Fees	1,636	2,227	3,939	7,802
Miscellaneous	0	80	0	80
Parking	39	135	1,140	1,313
Depreciation Expense	10,801	13,341	0	24,142
<b>Total Office Costs</b>	<b>110,993</b>	<b>114,509</b>	<b>116,264</b>	<b>341,766</b>
<b>Payroll &amp; Professional Fees</b>				
Administrative Salaries & Wages	401,154	451,927	535,040	1,388,120
ArtsConnect Artist Fee	13,017	0	200	13,217
Independent Contractors	375	6,340	37,768	44,483
Accounting	20,406	26,576	24,599	71,581
Payroll Taxes	28,043	30,872	41,228	100,144
Benefits	4,925	0	8,065	12,990
Health Insurance	7,447	11,870	21,457	40,774
Payroll Service Fees	1,853	2,787	2,444	7,084

## Piano International Association of Northern Ohio

## Profit &amp; Loss

January 2022 through December 2024

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Accrual Basis

	Jan - Dec 22	Jan - Dec 23	Jan - Dec 24	TOTAL
Legal Fees	400	22,128	216	22,744
Staff Education	10,751	280	4,115	15,146
<b>Total Payroll &amp; Professional Fees</b>	<b>488,371</b>	<b>552,781</b>	<b>675,131</b>	<b>1,716,283</b>
Promotional				
Advertising	21,912	36,281	53,422	111,615
Print & Design	81,455	73,165	118,289	272,910
Web-related	17,715	27,488	20,746	65,949
Postage	3,637	4,030	5,075	12,742
Travel	8,191	6,862	11,315	26,368
Hospitality	8,472	9,947	21,777	40,196
Promotional Media	400	0	0	400
<b>Total Promotional</b>	<b>141,783</b>	<b>157,773</b>	<b>230,624</b>	<b>530,180</b>
Non-Competition Expenses				
Festival	120,154	0	0	120,154
Fundraising	0	14,478	23,353	37,831
Gala Costs	127,112	98,366	154,311	379,789
Education/Outreach	41,121	53,318	87,397	181,835
Concerts and Events	54,707	35,896	34,909	125,512
PianoFlicks	0	0	0	0
NY Debut	40,580	0	0	40,580
Catering	0	0	1,602	1,602
Social Events	8,981	6,848	5,700	21,529
Strategic Planning	0	36,500	0	36,500
<b>Total Non-Competition Expenses</b>	<b>392,655</b>	<b>245,406</b>	<b>307,272</b>	<b>945,333</b>
Youth Competition and Institute				
Audio and Video	0	53,166	0	53,166
Chamber	0	8,350	0	8,350
Contestant costs	0	15,583	0	15,583
Guest Artists	0	10,000	0	10,000
Institute Housing	0	51,419	0	51,419
In-Kind Expense	0	14,010	0	14,010
Jury Costs	0	70,424	0	70,424
Orchestra/Conductor	0	55,300	0	55,300
Prizes expense	0	32,000	0	32,000
Selection Process	0	5,000	0	5,000
Social Events	0	4,268	0	4,268
Ticket expense	0	4,300	0	4,300
Transcriptions	0	2,377	0	2,377

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Accrual Basis

## Piano International Association of Northern Ohio

## Profit &amp; Loss

January 2022 through December 2024

	Jan - Dec 22	Jan - Dec 23	Jan - Dec 24	TOTAL
Tuning and Medals	0	86	0	86
Venue and Valet	0	14,374	0	14,374
<b>Total Youth Competition and Institute</b>	<b>0</b>	<b>340,656</b>	<b>0</b>	<b>340,656</b>
<b>Total Expense</b>	<b>1,138,404</b>	<b>1,411,845</b>	<b>2,226,022</b>	<b>4,776,270</b>
<b>Net Ordinary Income</b>	<b>130,947</b>	<b>(18,705)</b>	<b>217,680</b>	<b>329,922</b>
<b>Other Income/Expense</b>				
<b>Other Income</b>				
<b>Endowment Fund Activity</b>				
Distribution Prizes	0	0	(72,711)	(72,711)
Distribution Unrestricted	(20,918)	(21,440)	(21,824)	(64,182)
Distribution Young Artists	0	(18,020)	0	(18,020)
Endowment Gifts	1,000	0	191,131	192,131
Endowment Management Fees	(6,856)	(7,446)	(8,526)	(22,828)
Interest/Dividend Income	38,462	34,809	51,809	125,080
Investment Gains & Losses	(226,042)	124,562	92,542	(8,938)
<b>Total Endowment Fund Activity</b>	<b>(214,354)</b>	<b>112,465</b>	<b>232,422</b>	<b>130,532</b>
<b>Total Other Income</b>	<b>(214,354)</b>	<b>112,465</b>	<b>232,422</b>	<b>130,532</b>
<b>Net Other Income</b>	<b>(214,354)</b>	<b>112,465</b>	<b>232,422</b>	<b>130,532</b>
<b>Net Income</b>	<b>(83,407)</b>	<b>93,760</b>	<b>450,102</b>	<b>460,454</b>

		2021 Actuals	2022 Actual	2023 Actual @ 12/31/23	2024 YTD @ 12/31/24	2022, 2023 ytd., 2024 YTD Total		
<b>Contributions</b>								
	Underwriting				7,500	7,500		
	Foundations	279,500	296,100	243,500	472,808	1,012,408		
	Board Minimum	53,750	64,050	67,000	75,000	206,050		
	Board Beyond Min	168,498	89,951	168,499	186,398	444,848		
	Individuals	125,759	199,279	159,753	494,685	853,717		
	Prizes	125,650	0	27,000	105,500	132,500		
	Artist Development					-		
	Government Sources	56,170	55,555	75,420	71,950	202,925		
	Covid-related	122,755	16,550			16,550		
	Corporation	0	12150	16,880	26,150	55,180		
	In-Kind	37,688	17,257	14,010		31,267		
	Endowment Dist'n Unrestricted	17,600	20,918	21,440	21,824	64,182		
	Endowment Dist'n Prizes	48,970	0		72,711	72,711		
	Endowment Dist'n Young Artists +			18,020		18,020		
	Virtualoso Sponsorship	0	0			-		
	Virtualoso Prizes	0	0			-		
	Virtualoso Donations	0	0			-		
	Virtualoso In-Kind	0	0			-		
<b>Total Contributions</b>		<b>1,036,340</b>	<b>771,810</b>	<b>811,522</b>	<b>1,534,526</b>	<b>3,117,858</b>		
<b>Other Income</b>								
	Interest Income				2,859	2,859		
	Camp Income	0	0	61,967		61,967		
	Gala Income	479,543	334,325	396,995	741,227	1,472,547		
	NY Debut Packages					-		
	Sponsorships	29,000	60,000	25,000	25,000	110,000		
	Application Fees	0	47773	52,205		99,978		
	Box Office	134,328	47,386	28,921	131,800	208,107		
	Arts Connect	17,649	6,260	8,300	5,775	20,335		
	Concerts and Events	0	0			-		
	Management Fee	0	300	1,835	300	2,435		
	Miscellaneous	856	1498	6,360	1,424	9,282		
	Retail Sales	0	0		791	791		
	Advertizing revenue	0	0	35		35		
<b>Total Other Income</b>		<b>661,376</b>	<b>497,542</b>	<b>581,618</b>	<b>909,176</b>	<b>1,988,336</b>		
<b>Total Income</b>		<b>1,697,716</b>	<b>1,269,352</b>	<b>1,393,140</b>	<b>2,443,702</b>	<b>5,106,194</b>		

		2021 Actual	2022 Actual	2023 Actual @ 12/31/23	2024 YTD @ 12/31/24	2022, 2023 ytd., 2024 YTD Total		
<b>Expense</b>								
<b>Virtualoso Costs</b>		0	0					
<b>CIPC Production Costs</b>								
	Artist Development				6,412	6,412		
	Audio & Video services	66,464			73,309	73,309		
	Guest Artists					-		
	Contestant Costs	19,000			32,877	32,877		
	Institute Housing					-		
	In Kind expense	23,388		-		-		
	Jury Costs	61,508		1,608	105,092	106,700		
	Opening Ceremonies	16,739			36,498	36,498		
	Orchestra/Conductor	194,714			187,329	187,329		
	Finals Streaming	105,672			85,039	85,039		
	Other Competition Prod. Costs	14,934	-75		12,155	12,080		
	Practice Space	0			2,000	2,000		
	Prizes, Cash	190,444		(888)	162,500	161,612		
	<b>ARTIST DEVELOPMENT</b>					-		
	Quartet/Chamber	16,064			7,887	7,887		
	Selection Process	0			13,216	13,216		
	Social Competiton Events	14,119			35,716	35,716		
	Ticket Expense	81,300	928		158	1,086		
	Transcriptions				3,000	3,000		
	Venue & Valet Costs	28,724			118,761	118,761		
	Winners Expense	8298	3750	-	10,000	13,750		
	Paris				4,780	4,780		
<b>Total CIPC Production Costs</b>		<b>841,368</b>	<b>4,603</b>	<b>720</b>	<b>896,729</b>	<b>902,052</b>		



		2021 Actual	2022 Actual	2023 Actual @ 12/31/23	2024 YTD @ 12/31/24	2022, 2023 ytd., 2024 YTD Total		
Office Costs								
	Interest expense - Capital Lease	9		-		-		
	Bad Debt Expense	1,450		-		-		
	Office Rental, Utilities+ Op Lease Exp	32,563	42,220	40,225	43,539	125,984		
	Equipment & Supplies	29,347	29,468	25,238	40,546	95,252		
	Insurance	5,801	5,798	7,424	8,735	21,957		
	Federation & Other Dues	6,645	6,835	8,138	7,239	22,212		
	Credit Card Fees	6,540	14,195	17,703	11,126	43,024		
	Interest on PNC LOC	0	0	-		-		
	Bank Fees	3,828	1,636	2,227	3,939	7,802		
	Miscellaneous	0		80		80		
	Parking	157	39	135	1,140	1,314		
	Depreciation Expense	5572	10801	13,341		24,142		
<b>Total Office Costs</b>		<b>91,912</b>	<b>110,992</b>	<b>114,511</b>	<b>116,264</b>	<b>341,767</b>		
Payroll & Professional Fees								
	Administrative Salaries & Wages	392,997	396,154	451,927	535,040	1,383,121		
	Bonuses		5,000	-		5,000		
	ArtsConnect Artist Fee	18,249	13,017	-	200	13,217		
	Independent Contractors	13,150	375	6,340	37,768	44,483		
	Accounting	19,269	20,406	26,576	24,599	71,581		
	Payroll Taxes	27,062	28,043	30,872	41,228	100,143		
	Benefits	13,917	4,925		8,065	12,990		
	Health Insurance	3,601	7,447	11,870	21,457	40,774		
	Payroll Service Fees	2,598	1,853	2,787	2,444	7,084		
	Legal Fees	0	400	22,128	216	22,744		
	Staff Education	0	10751	280	4,115	15,146		
<b>Total Payroll &amp; Professional Fees</b>		<b>490,843</b>	<b>488,371</b>	<b>552,780</b>	<b>675,132</b>	<b>1,716,283</b>		
Promotional								
	Advertising	28,789	21,912	36,281	53,422	111,615		
	Print & Design	70,462	81,455	73,165	118,289	272,909		
	Web Related	22,092	17,715	27,488	20,746	65,949		
	Postage	7,133	3,637	4,030	5,075	12,742		
	Travel	1,450	8,191	6,862	11,315	26,368		
	Hospitality	7,587	8,472	9,947	21,777	40,196		
	Other Promotional	0	400	-		400		
<b>Total Promotional</b>		<b>137,513</b>	<b>141,782</b>	<b>157,773</b>	<b>230,624</b>	<b>530,179</b>		

		2021 Actuals	2022 Actual	2023 Actual @ 12/31/23	2024 YTD @ 12/31/24	2022, 2023 ytd., 2024 YTD Total		
Non-Competition Expenses								
	Camp Costs	0	0	-		-		
	Fundraising costs		0	14,478	23,353	37,831		
	Festival	0	120,154			120,154		
	Gala Costs	118,385	127,112	98,366	154,311	379,789		
	Education	14,609	41,121	53,318	87,397	181,836		
	Concerts & Events	20,902	54,707	35,896	34,909	125,512		
	Piano Flicks	4,808	0			-		
	Non-Competition InKind	0	0			-		
	NY Debut	0	40580			40,580		
	Catering				1,602	1,602		
	Venue & Valet Costs	0	0			-		
	Retail for Resale	0	0			-		
	Social Events		8981	6,848	5,700	21,529		
	Strategic Planning		0	36,500		36,500		
<b>Total Non-Competition Expenses</b>		<b>158,704</b>	<b>392,655</b>	<b>245,406</b>	<b>307,272</b>	<b>945,333</b>		
Young Artists CIPC Production Costs								
1	Audio & Video Services			53,166		53,166		
2	Chamber			8,350		8,350		
3	Contestant Costs			15,583		15,583		
4	Guest Artists			10,000		10,000		
5	Institute Housing			51,419		51,419		
	In-Kind Expense			14,010		14,010		
6	Jury Costs			70,424		70,424		
7	Orchestra/Conductor			55,300		55,300		
8	Prizes expense			32,000		32,000		
9	Selection Process			5,000		5,000		
10	Social Competition Events			4,268		4,268		
11	Ticket Expense			4,300		4,300		
12	Transcriptions			2,377		2,377		
13	Tuning and Medals			86		86		
14	Venue & Valet Costs			14,374		14,374		
<b>Total Young Artists CIPC Production Costs</b>		<b>0</b>	<b>0</b>	<b>340,657</b>	<b>-</b>	<b>340,657</b>		
<b>Total Expense</b>		<b>1,720,340</b>	<b>1,138,403</b>	<b>1,411,847</b>	<b>2,226,021</b>	<b>4,776,271</b>		
<b>Net Income</b>		<b>-22,624</b>	<b>130,949</b>	<b>(18,707)</b>	<b>217,681</b>	<b>329,923</b>		329,923
	Bonus pool estimate based on 3-yr net					207,700		
<b>New net income after bonuses</b>						<b>122,223</b>		

**Piano International Association of Northern Ohio**  
**Balance Sheet**  
**As of December 31, 2024**

01/22/25

Accrual Basis

	Dec 31, 22	Dec 31, 23	Dec 31, 24
<b>ASSETS</b>			
<b>Current Assets</b>			
Checking/Savings			
PNC Checking	257,505	180,704	170,899
MM Savings	0	0	292,819
Piano Lab & Restricted	38,120	37,676	74,966
PayPal	316	4,636	116
<b>Total Checking/Savings</b>	<b>295,941</b>	<b>223,015</b>	<b>538,799</b>
Accounts Receivable			
Accounts Receivable	143,931	161,505	101,333
Accounts Receivable Discount	(2,401)	(1,210)	(1,210)
<b>Total Accounts Receivable</b>	<b>141,530</b>	<b>160,295</b>	<b>100,123</b>
<b>Other Current Assets</b>			
Undeposited Funds	52,645	74,870	29,170
Prepaid Expenses	3,024	69,102	5,787
<b>Total Other Current Assets</b>	<b>55,669</b>	<b>143,972</b>	<b>34,957</b>
<b>Total Current Assets</b>	<b>493,140</b>	<b>527,283</b>	<b>673,880</b>
<b>Fixed Assets</b>			
Computer Equipment	10,997	10,997	10,997
Furniture & Fixtures	1,994	1,994	1,994
Office Equipment	16,156	11,787	12,465
Pianos	36,300	28,300	28,300
Accumulated Depreciation	(35,273)	(40,689)	(40,689)
<b>Total Fixed Assets</b>	<b>30,174</b>	<b>12,389</b>	<b>13,067</b>
<b>Other Assets</b>			
ROU Asset	120,695	85,686	85,686
PNC Endowment Acct			
Endowment - Money Market	62,498	46,768	64,581
Endowment - Investments	989,432	1,110,390	1,362,381
<b>Total PNC Endowment Acct</b>	<b>1,051,930</b>	<b>1,157,157</b>	<b>1,426,962</b>
PNC - Prize/Young Artists Acct			
PNC Prize Money Acct	33,868	52,925	8
PNC Young Artists Acct	14,147	2,328	6,662
<b>Total PNC - Prize/Young Artists Acct</b>	<b>48,015</b>	<b>55,253</b>	<b>6,670</b>
<b>Total Other Assets</b>	<b>1,220,640</b>	<b>1,298,096</b>	<b>1,519,318</b>
<b>TOTAL ASSETS</b>	<b>1,743,954</b>	<b>1,837,768</b>	<b>2,206,264</b>

**Piano International Association of Northern Ohio**  
**Balance Sheet**  
**As of December 31, 2024**

01/22/25

Accrual Basis

	Dec 31, 22	Dec 31, 23	Dec 31, 24
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Accounts Payable</b>			
Accounts Payable	11,496	18,607	7,499
<b>Total Accounts Payable</b>	11,496	18,607	7,499
<b>Credit Cards</b>			
Pinacle Visa CC	0	6,643	2,129
PNC Visa CC	141	0	0
<b>Total Credit Cards</b>	141	6,643	2,129
<b>Other Current Liabilities</b>			
ST Lease Liability	36,980	40,976	40,976
<b>Total Other Current Liabilities</b>	36,980	40,976	40,976
<b>Total Current Liabilities</b>	48,617	66,226	50,604
<b>Long Term Liabilities</b>			
LT Lease Liability	93,477	52,501	52,501
Equipment Lease Payable	0	0	(539)
<b>Total Long Term Liabilities</b>	93,477	52,501	51,963
<b>Total Liabilities</b>	142,094	118,727	102,567
<b>Equity</b>			
<b>Net Assets</b>			
<b>Unrestricted (Deficit)</b>			
Operating	285,306	285,306	285,306
<b>Total Unrestricted (Deficit)</b>	285,306	285,306	285,306
<b>Temporarily Restricted</b>	243,622	267,042	201,597
<b>Permanently Restricted</b>	1,122,886	1,122,886	1,122,886
<b>Total Net Assets</b>	1,651,814	1,675,234	1,609,789
<b>Retained Earnings</b>	33,453	(49,954)	43,806
<b>Net Income</b>	(83,407)	93,760	450,102
<b>Total Equity</b>	1,601,860	1,719,040	2,103,697
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,743,954</b>	<b>1,837,768</b>	<b>2,206,264</b>

# **Piano Cleveland**

## **AI Safe Use Policy**

Effective Date: February 10, 2025

### **Purpose**

This policy outlines the safe, ethical, and responsible use of artificial intelligence (AI) tools within Piano Cleveland, a non-profit arts organization. The goal is to ensure that AI technologies are used in a manner that aligns with our values of creativity, inclusivity, and respect for human dignity, while safeguarding privacy, data security, and the well-being of our community.

### **1. Scope**

This policy applies to all staff, Board and President's Council members, volunteers, artists, collaborators, and contractors who use AI tools in any capacity related to their work with Piano Cleveland.

### **2. Ethical Principles**

We are committed to using AI in a manner that upholds the following ethical principles:

- **Creativity and Human Expression**  
AI tools should complement and enhance human creativity, not replace it. They should be used as a means of support for artistic expression, not as a substitute for the work of artists. Piano Cleveland takes the copyright and ownership of artistic material very seriously and will not use copywritten material as sources for creating any new artistic work.
- **Transparency**  
The use of AI in any artistic work, project, or decision-making process should be transparent. Audiences, collaborators, and stakeholders should be informed when AI is used in the creation of artwork, curation, or programming.
- **Inclusivity**  
AI should be used to amplify diverse voices and perspectives, ensuring that all individuals have an equal opportunity to engage with and benefit from AI-enhanced artistic experiences.
- **Accountability**  
Human oversight and accountability must remain central in any AI-driven process. The use of AI should not result in harm or exploitation of vulnerable individuals or groups.
- **Non-Discrimination**  
AI tools must not be used in ways that perpetuate bias, discrimination, or inequality. We are committed to ensuring that AI-generated content or decisions do not harm marginalized or underrepresented communities.

### **3. Guidelines for Safe Use of AI**

- **AI in Artistic Creation**  
When using AI for the creation of artwork (e.g., visual art, music, writing, performance), it is essential to acknowledge AI as a tool rather than a creator. Artists should maintain

control over the final product and ensure AI is used as a partner in the creative process rather than a replacement.

- **Data Privacy and Security**

AI tools must be used in accordance with all relevant privacy laws and regulations. Sensitive or private data, including personal information, must not be shared with AI systems unless the individual has provided explicit consent. Any private data used to train or operate AI systems must be stored and processed within a **closed system** that ensures data security and prevents unauthorized access. All data should be anonymized, encrypted, and handled in compliance with strict data protection protocols.

- For example, if trying to analyze trends within our donor base, any donor data would be stripped of names/addresses and only retain IDs and zip codes for analysis.

- **Respect for Privacy and Confidentiality**

We will not use, access, or analyze individuals' personal emails or any other private communications for the purpose of training or operating our AI systems.

- **AI-Generated Content Disclosure**

If AI tools are used to generate or assist in creating content (such as digital artworks, written pieces, or music), the organization should disclose the role of AI in the creation process. This transparency ensures that audiences understand the relationship between human and machine in the artwork's creation.

- **Training and Education**

Piano Cleveland will provide training for staff, volunteers, and artists to help them understand the safe, ethical, and creative uses of AI. Training will also cover the risks associated with AI, including potential bias, data misuse, and over-reliance on automated systems.

- **Bias and Fairness**

AI tools should be evaluated for potential biases that could affect their outputs. If any AI system used by Piano Cleveland is found to produce biased or discriminatory outcomes, it should be reassessed, and alternatives should be considered.

- **AI in Decision-Making**

AI may be used in organizational decision-making processes (e.g., grant selection, curatorial decisions, or program development), but human oversight will always be maintained. AI should support, not replace, human judgment in these processes.

#### **4. Prohibited Uses of AI**

- **Harmful Content**

AI tools should not be used to create, disseminate, or promote harmful, offensive, or misleading content, including deepfakes, disinformation, or content that could cause harm to individuals or communities.

- **Exploitation of Vulnerable Groups**

AI should never be used in ways that exploit vulnerable groups, such as using AI to manipulate emotional responses or create content that could harm the well-being of individuals or communities.

- **Unethical Data Practices**

The use of AI for surveillance, unauthorized data collection, or exploitation of personal information is strictly prohibited.

## **5. Collaboration and External Partnerships**

Piano Cleveland encourages collaboration with artists, technologists, researchers, educators, and students to explore the potential of AI in the arts. However, all external partnerships involving AI must align with this policy, ensuring ethical considerations and the responsible use of AI technologies.

## **6. Review and Oversight**

The Piano Cleveland Board of Directors will periodically review the implementation of this policy to ensure compliance and address any emerging concerns regarding AI usage. The committee will also be responsible for investigating any reported misuse of AI within the organization.

## **7. Reporting and Accountability**

Any individual who believes that this policy has been violated, or who has concerns about the ethical use of AI, should report their concerns to the Executive Director, who will discuss next steps with the Board Chair. The organization is committed to addressing any issues promptly and transparently.

## **8. Amendments**

This policy will be reviewed annually and may be updated to reflect changes in technology, best practices, and ethical standards. All updates will be communicated to staff, volunteers, and collaborators.

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## **Acknowledgment**

By using AI tools within Piano Cleveland, you acknowledge that you have read and understood this policy and agree to abide by its guidelines.

# Piano Cleveland

## Annual Meeting of the Board of Directors

November 11, 2024 5:00pm  
at the home of Clay and Beth Rankin  
36779 Cedar Road, Gates Mills, OH 44040

**Attendees:** Beth Rankin, Linda McDonald, Bonnie Ivancic, Herb Wainer, John Herman, Sarah Baley, Peggy Demitrack, Gert Chisholm, Zeda Blau, Steve Gariepy, Alec Pendleton, Sam Chaffee, Linda Olejko, Dan Gisser, Eric Barbato, David Freno, Debbie Neale, Max Bunker, Celia Sinclair, Mary Smith, Peta Moskowitz, Iris Harvie, Robin Baum, Ken Nilsestuen, Jeff Weiler, Jan Stern, Robyn Shifrin, Regina Eisenberg, Martha Towns, Cindy Resch, Kathy Coleman, Mike Frank, Astri Seidenfeld, Teresa Good, Ted Good

Spouses and partners were also invited to attend.

Members of the Board of Directors of Piano Cleveland and guests including spouses, members of the President's Council and Honorary Directors met at the beautiful home of Clay and Beth Rankin. A quorum was present. Co-Chair Beth called the meeting to order at 5:10. Ken moved and Robin seconded to accept the Consent Agenda which included the September Minutes, October Financial Reports, Education and Community Engagement Report, Development Committee Report and the 2025 Calendar of Events. The Consent Agenda was accepted.

Beth recapped all the wonderful events Piano Cleveland orchestrated in the past year including the Florida Tour, Paris Semi-finals, the Guardians ball game, the phenomenal competition with all the extra special events leading up to it and the world class troupe of jurors we hosted. She thanked all the volunteers and especially the staff and board, new and old, who worked tirelessly and seamlessly to make it all happen

Beth Rankin then ceremoniously passed the gavel to Linda McDonald incoming Chairman of the Board of Directors. Beth and Linda had previously shared the Chairman's role as Co-Chairs. Linda presented Beth with a gift of appreciation from herself and the Piano Cleveland team. It was a beautiful large custom silk scarf printed with the original artwork from the Piano Gala at the CMA. It was beautiful.

Corey Knick explained just part of what his job of Arts & Production Manager entails. It has been a nonstop and challenging schedule of contacting and evaluating hundreds of international contestants in Cleveland and Paris and organizing production schedules. Many upcoming concerts are already scheduled. He reminded us to fill out our Conflict of Interest Forms and Change of Contact Forms.

Emily Shelley is the Education & Community Lead. She manages the partnerships we have with schools and benefactors for our education wing. That includes Piano Lab which has expanded



to the second lab in schools and 130 students. She manages the Junior Jury and facilitates the piano placement program. This year we placed 10 pianos and 10 keyboards into homes for a total of 70 pianos placed. She oversees our relationships with the CMA, Boys and Girls Club, Cleveland School of the Arts, the Music Settlement and Akron University.

Ryan Ireland our new Marketing & Communications Manager has brought our marketing up to a new level. 10,000 people attended the competition and 550,000 enjoyed it on line. He was responsible for attaining 10% - 90% discount on ads and earned free media, TV and radio coverage even on Radio Classique in Paris. There are 20 million impressions floating out there to increase our brand management.

Chris Fornadel our Director of Philanthropy & Marketing has been with Piano for one year and is sure "The Future is Grand". He is very active in meeting and greeting potential donors in Cleveland, the Florida events, Piano Cleveland Live and Steinway receptions. Chris is a strong and successful force behind all fundraising ventures.

Leslie Dumm our Finance Manager keeps track of all monies coming in and going out. She works with a team at PNC and we have a money market account for the first time. Leslie with our Finance Committee is the reason why our audits always balance. She apologized that her job is not the most creative at Piano Cleveland. Leslie and her husband are responsible for the live media concerts wherever they occur. A benefit we do not take for granted.

John Herman discussed the Martha Joseph Society. It is a distinction awarded to a person or couple who have donated \$100,000 to Piano Cleveland in their lifetime. John called up the newest members of the Martha Joseph Society and a few current members to receive a gift of a bottle of wine and wooden piano sculptures. Zeda Blau, Gert Chisholm, Astri Seidenfeld, Herb & Jody Wainer, Kathy Coleman, Beth & Clay Rankin, Peggy & Tom Demitrack and three couples who were not present received the honor.

Kathy Coleman introduced each of the newest proposed board members including personal facts about each one\*.

The meeting was adjourned and we remained to converse over wine and a delicious buffet dinner. Board members and staff who had not previously submitted a photo for the directory were directed to the family room where a photographer took their pictures.

Respectfully submitted,  
Bonnie Ivancic

\*Upon further consideration, it was decided that approval and nomination by the Governance Committee is required before the full Board may vote on the Government Committee's nominations and elect new Board Members, Officers, President's Council Members and Governance Committee Members. The Governance Committee met via Zoom and in person on October 21, 2024 and approved nominations of Board Members, Officers and President's Council members, but the Governance Committee postponed for further consideration any nominations of members to the Governance Committee. The Board then approved at its Special Board meeting via Zoom on December 9<sup>th</sup> those nominations approved by the Governance Committee as Board Members, Officers and President's Council Members, to be effective as of December 9<sup>th</sup>. The Governance Committee plans to meet again on February 10<sup>th</sup> to consider and approve nominations to the Governance Committee to be submitted to the Board for Board approval.

Piano Cleveland Board of Directors  
Monday December 9, 2024 at 5:00 pm

**Attendance on Zoom only:** Cindy Resch, Alec Pendleton, Anne Ames, Bonnie Ivancic, Beth Rankin, Eric Barbato, Jan Stern, Kathy Coleman, Ken, Nilsestuen, Linda McDonald, Michael Frank, Peggy Demitrack, Steve Gariepy, Zeda Blau, David Freno, Gert Chisholm, John Herman

Chairman of the Governance Committee proposed the new slate of officers.

Linda McDonald, Ph.D Chair  
Eric Barbato, Ph.D - First Vice Chair  
David Dusek - Second Vice Chair  
Bonnie Ivancic - Secretary  
Robin Baum - Treasurer  
Beth Rankin - Immediate Past Chair

The motion was seconded and was passed unanimously.

New and returning Board Members were proposed.

Rick Stuhan  
Dan Gisser  
Robyn Shifrin  
Sam Chaffee  
Steve Gariepy  
David Reimer

The motion was seconded and passed unanimously.

New members to the President's Council were proposed.

Mark Andreini  
Catherine Brulport  
John Herman  
Charles Michener  
Chuck Nemer  
Mary Smith

The motion was seconded and passed unanimously.

The following people voted by proxy. They were not in attendance but submitted votes approving all three motions in writing.

Robin Baum, Debbie Neale, David Dusek and Iris Harvie

Respectfully submitted,  
Bonnie Ivancic

# **Piano Cleveland Finance Committee Meeting Minutes January 29, 2025**

**Present:** Marissa Moore, Leslie Dumm, Linda McDonald, Herb Wainer, Beth Rankin, Jeff Weiler, Ken Nilestuen, Chris Fornadel, Alex Pendelton, Ce Sinclair, Michael Frank, Rick Stahnan, Sam Chaffee, David Freno

## **Quick recap**

The group discussed their current locations, weather conditions, and recent illnesses. They also reviewed the financial statements for the end of 2024, including the endowment distribution and the bonuses contracted with staff. Additionally, they discussed the Piano and Keyboard Donation Program, the management of donated keyboards, and a potential partnership with the Music Settlement.

Robin began the meeting at 3:35pm. She welcomed new Committee members and thanked all on the call for their willingness to explore and join the Finance Committee.

Robin and Leslie discussed the financial statements for the end of 2024, focusing on the endowment distribution for the 2025 calendar year. They explained that the distribution is calculated based on a 36-month average value of the endowment account and is broken down into three pots: general operations, the CIPC Prize account, and the young artist account. The distribution totals \$46,187 for 2025. Robin also mentioned that the financial results for the 3-year period 2022 through 2025 are being used to calculate incentive bonuses contracted with staff. Leslie discussed the transfers made to obtain a higher interest rate on the PNC account, with excess funds going to a money market account. Robin and Leslie also discussed the high cash balance at the end of December 2024, with Leslie confirming that the bonuses had been processed early in January 2025. Jeffry asked about the projected expenses and the remaining balance after these expenses, to which Robin responded that the bonus pool is estimated at just shy of 208,000.

## **Interest Rates and Savings Account Discussion**

The team discussed the current interest rates and savings accounts with PNC and Morgan Stanley. Robin mentioned that PNC's rate has dropped to 4.25%, while Morgan Stanley's is around 4.50%. The team also discussed the use of an app called Max My Interest, which automatically moves money among different accounts based on the highest interest rate. Leslie expressed concerns about the ease of use of such a system, given her part-time status. Robin agreed to monitor the situation and negotiate with PNC if necessary. The team also reviewed the balance sheet and income statement, noting a significant increase in net assets over the past three years. The staff's adaptability and creativity were praised for this achievement.

## **Financial Performance and Strategic Investments**

In the meeting, Robin, Jeffry, Ken, Marissa, Herb, Beth, Celia, and Leslie discussed the financial performance of their organization over the past three years. They noted a significant increase in total income, particularly in the competition year, and attributed this to strategic investments in people and events. They also discussed the importance of a three-year cycle in their budgeting and fundraising strategy, and the challenges of repeating the success of their 50th anniversary gala. The team also

highlighted the increase in technology costs due to innovation and the need for a competitive edge in the competition sphere. The conversation ended with a review of the organization's net income over the three-year period, which was almost \$330,000, exceeding their original budgeted projection.

### **Company's Financial Performance and Bonuses**

Robin discussed the company's financial performance and bonus payments. She mentioned that the bonuses were paid using a conservative approach due to potential changes in the audit proceedings which won't take place until later this year. The bonuses were calculated based on a 3-year period. Marissa added that the bonus structure will change for the next 3 years, with a staff bonus pool and a different allocation formula.

With respect to the endowment funds, Robin reviewed the highlights of the minutes of the Investment Sub-Committee's meeting that took place on January 15, 2025, most notably that the balance of the endowment totaled \$1,428,180 as of January 14, 2025. She also indicated that the PNC Institutional Investment team is being cautious about market uncertainties and is focusing on domestic securities. She highlighted the team's efforts to lower the fee structure and increase the rate of return. The team also discussed the potential impact of the fires in California on the insurance industry and the tech sector's influence on market returns. Robin concluded by expressing satisfaction with the improved relationship with the investment team.

Robin then asked if there was any old business to discuss. With none noted, she asked Marissa to present the following new business:

### **Piano and Keyboard Donation Program**

Marissa discussed the Piano and Keyboard Donation Program, which was initiated in January 2021 to address the needs of both arts organizations and individuals in the community who wanted to donate their pianos and keyboards for distribution to students in need of an instrument. The program has collected 70 donated instruments since its inception, with a greater need for weighted keyboards than anticipated. Marissa sought the Finance Committee's advice on how to manage and track the donated keyboards, considering the cost of maintenance and potential resale. The committee was also informed that the program has a built-in assessment process to ensure that the donated instruments are going to those who genuinely need them.

Discussion around the management and ownership of weighted keyboards given to recipients included the debate as to whether to retain ownership of these keyboards for three years, similar to their piano program, or to allow recipients to keep them without ownership retention. The team considered the implications of these options on their books and the potential for misuse or resale of the keyboards. They also discussed the possibility of collaborating with the Music Settlement, who were dealing with similar issues. The consensus was that if their due diligence process for selecting recipients was strong, they could trust the recipients to treat the keyboards well, even without ownership retention.

Melissa discussed a potential partnership with the Music Settlement on the weighted keyboard program. She spoke with Jeff Brown, the new director of music, being a key contact. They discussed the possibility of gifting an asset to the Music Settlement, with options including a gift agreement and classifying it differently than a fixed asset. The team also discussed the importance of having a solid contact at the Music Settlement due to past issues with revolving personnel. The conversation ended

with Robin expressing interest in hearing about the ongoing discussions with the Music Settlement and Michael Frank indicating that he was having dinner with Jeff Brown and would also report back.

Summary of meeting follow-up items to be addresses:

- Marissa and Leslie to develop a gift agreement for keyboard donations, including restrictions on reselling or transferring for a specified period.
- Marissa to update the Finance Committee on the final decision regarding the keyboard donation program parameters.
- Marissa to discuss potential new projects with Linda for the Education Committee related to partnership with the Music Settlement.
- Marissa to provide an update on discussions with the Music Settlement at the next Finance Committee meeting.
- Leslie to prepare for the upcoming audit, including potential year-end adjustments to financial statements.
- Robin to reach out to PNC regarding potentially matching higher interest rates offered by other financial institutions for cash accounts.

Next Finance Committee meeting to take place at 3:30pm on April 30, 2025, via Zoom.

The meeting ended at 4:40pm

## **Meeting Minutes for Investment Committee mtg (01/15/2025)**

**Present:** Linda McDonald, Herb Wainer, David Freno, Beth Rankin, Ken Nilstuen, Robin Baum, Colby Krahe and Lucas Goode

Meeting began at 3:35pm

The team discussed various personal and professional updates, including family members' health issues and the year-end performance review process. They also reviewed the PNC capital market assumptions, portfolio asset allocation, and the potential impacts of recent events on the economy. Lastly, they discussed the performance of their portfolio, the impact of international trade and exchange rates on their investment strategies.

Colby specifically inquired regarding the amount and the timing of the 2025 Endowment distribution. Because Leslie was not on the call to provide the exact amount of the distribution, Colby and Lucas agreed to follow up with Leslie when she returns to confirm the drawdown amount and date. Colby did confirm that we currently have 4% of the portfolio in cash in anticipation of the draw down.

Colby and Lucas apologize for not sending out the review materials in advance due to the year-end performance review process taking longer than usual.

### **Portfolio Review and Asset Allocation**

Lucas then provided the portfolio review.

Total Endowment value as of January 4, 2025 - \$1,428,180.

Lucas and Colby discussed the PNC capital market assumptions for the year, noting a decrease in forecasted equity performance due to current valuations and past performance.

PNC Capital Market Assumptions on a 10 year projection –

- Decrease in equity performance
- 6.7% annual rate of return for the Piano Cleveland Portfolio which is down from 6.9% in 2024
- 2.25% inflation – Federal Reserve's target
- Potential for two (2) additional .25% interest rate reductions to continue to curb inflation
- More favorable outlook on domestic versus international equities

They also reviewed the portfolio's asset allocation, which was in line with policy targets, and discussed the outlook for 2025, focusing on monetary policy and the path of the Fed. They mentioned expecting two 25 basis point cuts to occur in 2025, with the first in March and the second in June. In response to a question from Herb, the team also touched on the potential impacts of the fires in California and the hurricanes in Florida on the economy, noting that these events could cause short-term impacts but are unlikely to have a significant long-term effect on GDP. Lucas indicated that currently there is approximately 17% of the portfolio exposed to insurance companies.

They also discussed the potential impact of monetary policy on the portfolio's performance. Colby clarified that the portfolio had a slight overweight to mid and small cap, but did not plan to increase this further. He also mentioned that they were considering increasing their underweight in



international equities and reallocating some funds to domestic equities due to the better outlook for domestic equities in the short term.

### **International Trade and Investment Strategies**

Colby, Lucas, Ken, Herb, Robin, David, and the team discussed the impact of international trade and exchange rates on their investment strategies. They noted the recent strength of the dollar and its negative impact on international stocks. Lucas highlighted the uncertainty surrounding the administration's tariff policies and their potential effects on inflation and monetary policy. David expressed concerns about the potential for international equities to underperform due to speculative bets on the administration's policies. Colby and Lucas explained their investment strategy, which involves a Monte Carlo analysis and a combination of their outlook and past market returns. They also discussed the attractiveness of international equities, particularly China, but expressed doubts about their short-term prospects. The team agreed that international equities have been undervalued for the past decade and may outperform in the future.

### **Portfolio Performance and Fee Discussion**

Colby discussed the performance of the portfolio, noting that it finished up about 12.5% for the year, slightly underperforming the policy benchmark. He highlighted that the portfolio outperformed its benchmark across every time period, with the exception of the most recent quarter. Colby also mentioned that fees are starting to come down, and that active management has been beneficial in the longer term. Herb and David raised questions about the comparison of net and gross fees, which Colby clarified. Marissa suggested a way to improve the clarity of the presentation by indicating which figures are net and which are gross.

At Herb's request, Colby to adjust the performance report format to clearly distinguish between gross and net figures, and move benchmarks under the gross line for better comparison. This request was made after the discussing the fact that none of the benchmarks actual include fees but the reporting of Gross rate of return includes advisory and custodial fees and Net rate of return includes advisory, custodial and managers fees.

### **Portfolio Performance and Tech Concentration**

Colby and Robin discussed the performance of their portfolio, specifically focusing on the underperformance of Madison's mid-cap growth portfolio due to the lack of two high-performing tech stocks. Colby explained that they had a conversation with the analyst who confirmed that Madison's conservative approach was within their expectations. Robin expressed concern about the high concentration of tech stocks in the market and the potential for manager sway. Colby reassured her that they were monitoring the situation and that diversification played a vital role in the portfolio's performance. They also discussed the potential for a market correction, with Colby noting that if there was a 40% pullback in tech and other sectors were down 20%, the international stocks would likely be down 10%.

Robin thanked Colby and Luca for their report and their continued efforts to support Piano Cleveland. Colby and Lucas left the meeting.

The committee discussed their recent meeting and expressed satisfaction with the level of engagement and expertise of Colby and Lucas. They appreciated the interactive nature of the discussions and the valuable insights provided. Robin emphasized the importance of having educated participants like David and Cindy, who could ask more informed questions. The team also discussed current events,

including the ceasefire between Israel and Hamas and a ransomware attack on Amazon. They agreed to continue their discussions and look forward to the next report.

Meeting concluded at 4:40pm.

**Development Committee Report**  
**Board of Directors Meeting – Monday, February 10, 2025**

1. **2024 End of year giving/Annual Fund** - The FY24 annual Fund mailing went out in November with a special call to action - Any gift of \$50 or more will receive a “Keys to Victory: Reflections on 50 years of the Cleveland International Piano Competition”. To date we have sent out over 80 books with some donations still coming in.
2. **Florida Tour** - Piano Cleveland continues its annual Florida tour in Sarasota (Feb. 25 - hosted by Howard and Susan Levine), Naples (Feb. 26 - hosted by Kathleen van Bergen), Boca Del Ray (Mar. 1 - hosted by Ida and Irwin Haver), and Palm Beach Garden’s (Mar. 2 -hosted by Jan Stern). Yaron Kohlberg will be performing with acclaimed Danish cellist, Toke Møldrup. In addition to the public events several individual donor meetings have been scheduled.
3. **International Piano Day (March 29)** - in FY25 the Annual Fund solicitation, typically made in November will be moved to March of 2025 and will coincide with our annual International Piano Day, day of giving. In addition, this day will be used to officially announce the Piano Days Festival events. The reasoning for changing the timing of the Annual Fund solicitation is to secure funds early in the fiscal year and increase cash flow. This also allows for additional solicitations for renewed or increased gifts to take place around summer programming and at end of year, likely increasing overall giving. If you are interested in providing a challenge match for International Piano Day please contact Chris Fornadel.
4. **Donor Stewardship Events** - The Development Committee Leadership group has scheduled stewardship events around each of our Piano Cleveland Live, Arts Alive, and Piano Days Festival performances in 2025. The goal of these special events is to recognize donors for their commitment to Piano Cleveland particularly during our 50<sup>th</sup> Anniversary. Board hosts have been identified, and will be partnered with a new board member as a mentorship opportunity. Guests of these events will have the opportunity to connect directly with one or more of our performers in a more intimate setting.
5. **Overture: A Grand Brunch** - Piano Cleveland’s annual gala is being reimagined this year by Chairs Eric Barbato and Kathleen Coleman along with Honorary chairs Iris and Tom Harvie. The gala will be held at the beginning of the Piano Days Festival on Sunday, July 20<sup>th</sup> in conjunction with the opening performance by The 5 Browns. This Brunch gala will be held at Playhouse Square in the State Theatre lobby with the sit-down brunch being held on stage. Guests will then attend the gala performance in the Mimi Ohio Theatre and enjoy drinks, desserts, and an opportunity to meet The 5 Browns following the performance. Ticketed guests just attending the performance and not the gala brunch will participate in drinks, desserts and the meet-and-greet following the show. Pricing will revert to pre-50<sup>th</sup> anniversary levels with tables beginning at \$3,500. The save the date will be mailed shortly followed by individual outreach to former and prospective sponsors. Seating will be limited to 450 this year and will create a higher and usual demand. If you are interested in securing a table please reach out to Director of Philanthropy and Marketing, Chris Fornadel.

## Education and Community Engagement Committee Report

### Board of Directors Meeting – Monday, February 10, 2025

In December, our talented PianoLab students from both Paul L. Dunbar and the Cleveland School of the Arts presented two successful showcase performances, celebrating their progress and hard work. We recently launched our winter teaching semester for the PianoLab programs and are close to full capacity in both locations. Four additional students at Paul L. Dunbar who demonstrated a strong aptitude for piano and are showing incredible potential are now taking private lessons with our teacher, Jessica Mindlin. Another important update from December was the succession of our Senior Concerts program to the local ensemble, Opus 216. After much consideration, it was decided that this program was not the right fit for our organization any more, but it will continue to thrive under the leadership of Ariel Clayton Karas at Opus 216.

Looking ahead, our annual Arts Alive collaboration with the Cleveland School of the Arts will take place on March 19 at 7 PM. This year's program, *A Space Odyssey*, will take audiences on a journey through space, blending music and interdisciplinary arts. New to the program this year, we are thrilled to include the four PianoLab students from Paul Dunbar who have been taking private lessons. This event is free and open to the public, and we look forward to an inspiring performance.

We are also preparing for two upcoming presentations of our Keys to Read program, one within the Cleveland Metropolitan School District and another at Akron's I Promise School.

The Education and Community Engagement Committee met on January 15 in the first of four meetings this year. They discussed the need for program assessment, and with the help of a few committee members, will be creating a rubric to better assist with this. Also discussed were some new programs that are currently in their planning stages- Keys Unlocked, a program that promotes accessibility by placing pianos in Cleveland Metropolitan School District cafeterias; and a program for select young pianists in the area that will offer them opportunities to enhance their musical and professional skills through performances, masterclasses, workshops, and more! Both of these new programs are intended to launch later this year.