

ABO

ASSOCIATION OF **BRITISH ORCHESTRAS** **REVIEW OF THE YEAR** **2006/07**

INTRODUCTION

This was another successful year for the Association. The year was marked by staff changes for all three posts as Russell Jones announced his resignation (to be replaced by Mark Pemberton, joining us from NODA, from July 2007); Joanna Morrison Mayo was replaced firstly by Owen Mortimer and then Thorben Dittes from the Royal Overseas League; and Alison Ottaway was replaced by Nicola Oliver, our previous intern who had joined us from Barclays Bank.

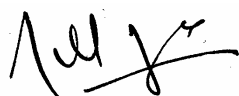
The ABO continued to serve members on all fronts delivering its Advocacy, Communication, Information and Learning agendas. Michael Henson, Managing Director of the Bournemouth Symphony Orchestra entered his third year as Chairman.

The issue of Instruments on aeroplanes was resolved in September 2006, with assistance from IAMA, the Musicians' Union, ISM, BBC Proms, Barbican, Edinburgh International Festival and Specialised Travel after many discussions with the Department of Transport. Our advocacy work this year has also continued with DCMS to prepare for the outcome of the Comprehensive Spending Review due to be published at the end of 2007.

This year saw the first Healthy Orchestra Bronze Charter Marks awarded to BBC Symphony Orchestra, Bournemouth Symphony Orchestra, Royal Northern College of Music and Royal Opera House, at the Manchester Conference in January. Applications continue to be made and the first Silver Awards will be presented at the Brighton Conference in January 2008.

Our first Management Academy was also launched this year, with 12 participants attending the six 2-day modules. This course has accreditation from the Chartered Management Institute.

My thanks to all our members and staff for their support during the year.



Russell Jones
Director

REVIEW OF THE YEAR 2006/7

PRESENTED AT THE ANNUAL GENERAL MEETING OF THE ASSOCIATION OF **BRITISH ORCHESTRAS** 28 NOVEMBER 2007

ABO AWARD 2006

The ABO Award was presented to David Richardson, Chief Executive of Eastern Orchestral Board (now Orchestras Live) during the 2007 ABO Conference at the Lowry in Salford by Michael Henson, ABO Chairman. David was honoured for his support of British orchestras throughout his career, which has been spent at the BBC, Philharmonia Orchestra, Scottish National Orchestra, Bournemouth Orchestras and the Halle Concerts Society. David Richardson is a past Chairman of the Association of British Orchestras, served on Arts Council England's Music Advisory Panel for eight years and was a Board member of East Midlands Arts. He is the Deputy Chairman of the National Youth Orchestra of Great Britain.

ABO CONFERENCE/CLASSIC FM

The Conference, sponsored for the fifth time by Classic FM, was held in Manchester Town Hall from 18-20 January 2007. Some 350 delegates attended. The Conference was due to be opened by Peter Hewitt, Arts Council England's Chief Executive. Due to the adverse weather conditions Peter was unable to get to Manchester so Hilary Boulding delivered his speech. The Conference focused on three broad themes: The Healthy Orchestra, Technology and Marketing.

The ABO's partnership with the Musicians Benevolent Fund continued with an ongoing programme of activity relating to Health and Safety issues for players and management alike. The awards for the Bronze Charter Mark were presented by Rosanna Preston (MBF Chief Executive), Christopher Yates (MBF Chairman) and Mark Elder to senior staff from BBC Symphony Orchestra, Bournemouth Symphony Orchestra, Royal Northern College of Music and Royal Opera House

Our hosts, the Hallé under Mark Elder gave the Conference Concert at Bridgewater Hall, broadcast on BBC Radio 3. In addition, the RNCM New Ensemble gave a post-dinner recital at the Lowry and there were concerts available by the BBC Philharmonic, Northern Chamber Orchestra and the Manchester Camerata Ensemble. The Association gratefully acknowledges the support of Classic FM, Manchester City Council and all the team at the Town Hall.

ABO LEARNING

The ABO's Management Academy commenced in September 2006. Sponsorship for the programme was received from *haysmacintyre*. ABO's partnership with *haysmacintyre* received an Arts & Business New Partners award, which enabled the Association to present a special Management Academy Taster Day at the Manchester Conference. Our thanks to Graham Elliott and all the partners at *haysmacintyre* for their enthusiastic support.

Led by Ian Homby of Alpha Human Resources Ltd, the Management Academy programme ran over six 2-day modules encompassing the varied topics of Leadership, Organisational Performance, Employer/Employee Relationships, Stakeholder Satisfaction, Recruitment & Retention, and Managing for the Future.

The participants, all chief executive and senior managers of ABO member orchestras were: Simon Funnell

Chief Executive, Orchestra of St John's; Peter Harrap, Chorus & Orchestra Director, Welsh National Opera; Valerie Hawkin, Finance Director, Hallé Orchestra; Peter Helps, Chief Executive Sinfonia Viva; Michael Henson, Managing Director, Bournemouth Symphony Orchestra; Russell Jones, Director, Association of British Orchestras; Cameron Poole, General Manager & Finance Director, London Philharmonic Orchestra; Bob Riley, Chief Executive, Manchester Camerata; Ivan Rockey, General Manager, Brighton Philharmonic Orchestra; Catherine Simonds-Malkin, HR & Company Secretary City of Birmingham Symphony Orchestra; Jo Towler, Marketing & Development Manager, London Mozart Players; and Jane Williams, Head of Artistic Planning, London Sinfonietta.

ARTS COUNCIL ENGLAND

The ABO continues to be a regularly funded client of Arts Council England and acknowledges the support of ACE and is grateful in particular to Hilary Boulding, Music Director and Dominic Fyfe, Senior Music Officer for their interest and involvement in the activities of the Association. The ABO Conference was addressed by Hilary Boulding, in the absence of Peter Hewitt, Chief Executive.

BOARD DEVELOPMENT

Malcolm Warne Holland (Opera North), Cathy Graham (London Sinfonietta) and Marshall Marcus (Orchestra of the Age of Enlightenment) all stepped down from the Board at the AGM in September 2006. Malcolm had made a positive contribution to the work of the Association particularly in his negotiation of the ABO/MU agreement as well as chairmanship of the Opera & Ballet Specialist Manager Group. Cathy had positively championed the chamber orchestras during her time on the board as well as being the chairman of the Chamber Orchestras Specialist Manager Group. Although Marshall's time on the board was relatively shorter he had also made a positive contribution to the work of the Association by his chairmanship of the Education Specialist Manager Group

Their places on the board were taken by Hazel Province (Royal Opera House), Bob Riley (Manchester Camerata) and Simon Woods (Royal Scottish National Orchestra).

BRASS TACKS

These ever popular "Introduction to..." courses were run again during the year. Four courses were run twice with an average of 12 attendees on each course. Courses included *Finance for Non-Finance Managers*, *Press and Public Relations*, *Fundraising* and *Introduction to Marketing*. Feedback from the courses was overwhelmingly positive.

CHARLES RUSSELL

The Association is very grateful to Senior Partner Laurie Watt for all his support as the Association's Honorary Solicitor, particularly for the use of meeting space. The ABO is also very grateful to his colleague Sarah Jane Turcan who has provided invaluable advice during the year.

EDUCATION PROGRAMME

Two ABO Education Managers meetings were held at Cadogan Hall and Wigmore Hall, in September and April respectively. The ABO continues to work with Youth Music on its Endangered Species Instrument Development Days, involving 6 orchestras in partnership with 6 music services in England in working with instrumental teachers and children.

The Youth Music funded ABO/LSO Early Years Cluster Programme was piloted throughout the Summer Term 2006 by LSO musicians and Early Years practitioners. They worked together on training sessions and weekly visits from the musicians to six Sure Start and Early Years settings in Islington.

The evaluation was undertaken by Susan Young, Exeter University and presented in October 2006.

Taking the recommendations of the pilot, Youth Music agreed to fund a Cluster Programme in up to nine locations from 2007. Each cluster will comprise a number of Sure Start Children's Centres working in collaboration with a music organisation, with reference to the guiding principles of the new training framework. The funding for this first round of the Cluster Programme is £59,915.00. This work is being coordinated by Fiona Harvey.

FINANCE

The surplus for the year ended 31 March 2007 was £7,948. This was a very favourable result as a break-even budget had been set and the Board had authorised £5,000 of reserves to be spent to fund the Management Academy. This resulted in the reserves increasing to £73,412, which equates to less than three months' income for the year.

THE HEALTHY ORCHESTRA

The Healthy Orchestra Charter is a joint initiative by the ABO and the Musicians Benevolent Fund. Launched at the 2006 ABO Conference in Newcastle/Gateshead, the Charter aims to set an industry-wide standard of care and award charter marks to orchestras that are displaying good practice towards the physical, mental and emotional health of employees - both orchestral musicians and their management.

The first Healthy Orchestra Charter Bronze Awards were made at the Manchester Conference to BBC Symphony Orchestra, Bournemouth Symphony Orchestra, Royal Northern College of Music and Royal Opera House. Throughout the first half of 2007, further Bronze Awards were made to English National Opera and Melbourne Symphony Orchestra.

INTERNATIONAL COMMUNICATIONS

The Association continued to play its full part in Pearle* (Performing Arts Employers League Europe) and IAOA (International Alliance of Orchestral Associations). The Director attended the Pearle* meetings in Oslo in June 2006 and Prague in November 2006. There was also representation at the European Orchestras Forum in Paris in June 2006.

MEMBERSHIP

Two new corporate members joined the Association during the year. A warm welcome to Schiedmayer Celesta GmbH and Upbeat Classical Management.

The venue St. John's, Smith Square did not renew their membership this year and the English Sinfonia's membership was put on hold while they entered a dark period.

NOISE AT WORK REGULATIONS 2005

The ABO played an active part throughout 2006 on the HSE Arts & Entertainment Sector Working Group preparing the *Sound Advice* guidance document, aimed at facilitating the implementation of the Regulations in the arts sector. The Projects Manager regularly attended the monthly meetings and communicated progress to the membership as necessary.

SHAFTESBURY PLC

The ABO continues to enjoy rent free premises in Rupert Street, London W1. The Association is deeply indebted to Jonathan Lane, Chief Executive and all his colleagues at Shaftesbury plc for this very generous support which has been confirmed through to March 2008.

SPECIALIST MANAGER MEETINGS

Specialist Manager Meetings continued to form the backbone of ABO's event programme. Meetings for Artistic Planners, Chamber Orchestras, Concert and Orchestra, Education, Development and Sponsorship, Finance and Marketing Managers provide opportunities for colleagues from different organisations to meet and discuss subjects of mutual interest and benefit from the latest business developments through talks and surgeries given by experts. Reports of the meetings are available to download from the ABO website, where each group has its own page. This has enabled discussions to be more effectively logged and archived.

STAFF

Joanna Morrison Mayo, Projects Manager, decided not to return to the ABO after the birth of her first child. During her maternity leave Owen Mortimer covered her post and was responsible for a very successful conference in Manchester as well as masterminding the Bronze Charter Mark award for the Healthy Orchestra Charter. From January 2007 Thorben Dittes joined as the new permanent Projects Manager from the Royal Over-Seas League, London.

Alison Ottaway left at the end of June to undertake post-graduate education in Sheffield and was replaced by Nicola Oliver as Membership Services Manager. Nicola had served with great distinction as an Intern and had masterminded the Pearle meeting in Glasgow.

VOLUNTEERS AND INTERNS

The ABO relies enormously on its dedicated team of volunteers and interns. Everyone is valued but particular thanks must go to Joe McCann who decided to stand down as Honorary Finance Director after four years' service. His contribution cannot be underestimated in assisting the Association at a critical time and ensuring a strong and secure financial footing. Thanks also to Chris Wright who gave many months of pro-bono support and helped with the production of the annual accounts.

The ABO is committed to providing meaningful internships for those seeking work experiences at the start of their careers. Marina Vidor served as Intern from January to June 2006; Elise Maingot joined us from September 2006 through to February 2007; and Rebecca Millward from March to May 2007. Interns went on to secure their first permanent posts, at the Gabrieli Consort & Players; IMG Artists and Southbank Centre respectively.

WHERE DO I START?

The annual 'Where do I start?' seminar was held at the Coliseum in London. Over 50 delegates, from graduates to careers advisors, attended this seminar led by Trevor Ford. A range of speakers from across the membership discussed different facets of the industry and gave advice on how to find that first job. Feedback from delegates was yet again overwhelmingly positive and has provided numerous recruits for the ABO's Volunteer Register.

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ABO BOARD

2006/07

Michael Henson
Chairman

Managing Director

Bournemouth Symphony Orchestra

Terri Anderson
Patrick Frederick
Stephen Maddock
Bob Riley
Timothy Walker AM
Hazel Province
Simon Woods

Director
Chief Executive
Chief Executive
General Manager
Chief Executive & Artistic Director
Orchestra Director
Chief Executive

Big Red Kite PR
Friends in the City
City of Birmingham Symphony Orchestra
Manchester Camerata
London Philharmonic Orchestra
Orchestra of the Royal Opera House
Royal Scottish National Orchestra

CURRENT ABO STAFF

Mark Pemberton
Thorben Dittes
Nicola Oliver
Fiona Harvey
Chris Wright

Director
Projects Manager
Membership Services Manager
Early Years Programme Manager
Financial Consultant

Mark@abo.org.uk
Thorben@abo.org.uk
Nicola@abo.org.uk
Fiona@abo.org.uk
Chris@abo.org.uk

In addition to all those listed above, the Director of the ABO would particularly like to thank the following for their support during the past year:

Ewan Balfour	Brunswick Group
Sir Malcolm Bates	TfL
Roger Broad	Institute of Directors
Richard Crossland	ABL Consulting Ltd
Richard Jukes	DJH Associates
Sian Flynn	The Lighthouse
Dr Chris Gibson-Smith	London Stock Exchange
Paul Griffiths	Gatwick Airport
Rosanna Preston	Musicians Benevolent Fund
Michael Henson	Bournemouth Symphony Orchestra
Ian Hornby	Alpha Human Resources Ltd
Baroness Helena Kennedy	Chair, Arts & Business
Richard Pulford	TMA/SoLT
Tim Stockil	Creative Intelligence
Sally Taylor	London Centre for Arts and Cultural Enterprise
Colin Tweedy	Chief Executive, Arts & Business
Kate Whyman PR	

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