

## Board Opportunity

The Association of California Symphony Orchestras (ACSO) is seeking new board members to serve three-year terms beginning October 1, 2025 (FY26).

We are looking for individuals who are passionate about the vitality and future of the entire orchestra sector and want to strengthen ACSO's role as a supporter and leader.

### Mission

The Association of California Symphony Orchestras provides leadership, knowledge-building, advocacy, and connection to expand the vitality and impact of the orchestra and broader music community.

### Vision

The Association of California Symphony Orchestras envisions thriving, inclusive orchestras that serve and uplift their communities.

### About ACSO

The Association of California Symphony Orchestras (ACSO), founded in 1969, serves nearly 130 music organizations and their ~3,000 staff, board, volunteers, and musicians in the Western United States. ACSO's community is comprised of professional, academic, youth, and community orchestras, choruses, and festivals. We build their capacity and create a network of colleagues through our Annual Conference, professional development programs, webinars, peer group meetings, advocacy efforts, information-sharing and research, and technical assistance.

**ACSO's Values, Strategic Framework, and Cultural Equity and Inclusion Commitment can be found at [www.acso.org/vision-mission-values-strategic-framework](http://www.acso.org/vision-mission-values-strategic-framework).**

The ACSO board is a collection of orchestra staff, board members, composers, and music directors, as well as supporters, allies, and donors. You do not have to be a paid staff member of an orchestra to serve on the ACSO board.

**We welcome any expression of interest from those who have a passion for orchestral music and are dedicated to growing ACSO's capacity to serve our music community – especially those who:**

- Have experience with California employment law, or law in general
- Identify as Black, Indigenous, or People of Color (BIPOC), especially those who identify as Latino/a/x and Asian/Pacific Islander
- Have experience with human resources
- Have served or are currently serving on the board of an orchestra or performing arts organization

### Next Steps

Click [HERE](#) to review the full job description and submit your contact information, short bio, and answer to two short narrative questions about your interest and experience. **Expressions of interest are**

**requested no later than March 17, 2025.** If elected to serve on the board, you must join ACSO as an individual or organizational member. For membership information, [click here](#). If you have any questions, please send them to [sweber@acso.org](mailto:sweber@acso.org).

## **Member, ACSO Board of Directors Position Description**

### **Overview**

The purpose of the ACSO board of directors is to create the environment and conditions under which ACSO can grow and flourish, by providing sound strategic direction and leadership, financial viability, and responsible stewardship of association resources. Directors actively serve the Association with their time, thought, advice, resources, presence, and influence.

### **Responsibilities**

- Assure that the established mission, strategic direction, and level of service quality are appropriate and being implemented consistently.
- Select board members who represent many backgrounds and constituencies in the field and whose commitment to ACSO will enhance the achievement of its goals.
- Support, advise, and communicate with the Executive Director.
- Oversee and protect the short-term and long-term financial integrity of ACSO.
- Secure financial support for ACSO through active fundraising and personal giving.
- Foster public goodwill as an ambassador of ACSO and its programs and of the orchestra field.
- Generate enthusiasm and awareness among the membership at large and promote ACSO among colleagues in the industry by sharing what each Board member personally values about his/her membership experience with ACSO.

### **Duties and Obligations**

- Maintain a personal Individual ACSO membership.
- Ensure the organization the member represents (if applicable) is a current ACSO member.
- Volunteer approximately 6 -10 hours a month on board work
- Participate actively on at least one Board Committee or Task Force.
- Commit to serving a three-year term with the option to renew.
- Attend 75% of scheduled Board and committee meetings, in person or virtually. Board members are responsible for the costs of their own travel and accommodation for board meetings if they are held in person.
- Contribute financially to ACSO annually and ask others to do so.
- Stay informed about operational and financial activities of ACSO to make sound judgments.
- Participate actively in recruiting new members, renewing current members, and thanking outgoing members for their service.
- Create a respectful, inclusive, empathetic, and collaborative board culture and offer mentorship and support to fellow board members who are new to board service.
- Provide professional support and counsel in areas of competence and experience.

- Participate in the Annual Conference and programs whenever possible; encourage staff and board members from his/her organization to attend.

#### **Giving Policy**

- Each member shall be personally responsible for making a financial investment in ACSO. The expectation is that 100% of the Directors shall make a \$500 contribution, or a gift in an amount that is personally meaningful.
- Board members are also encouraged (but not required) to make additional annual fund gifts and personally sponsor the Annual Conference.

#### **General Committee Responsibilities**

ACSO currently has three standing committees: Executive, Internal Affairs (Finance), and Governance, and several other committees and task forces that are annually appointed by the President, such as Diversity/Equity/Inclusion/Belonging (DEIB), and Fundraising.

- Regularly attend committee meetings in person or virtually.
- Make serious commitment to participate actively in committee work.
- Volunteer for and willingly accept assignments and complete them thoroughly and on time.
- Stay informed about committee matters; prepare well for meetings; and review and comment on minutes and reports.
- Actively participate in the committee's planning efforts.
- Report on committee activities and recommendations at Board meetings.