

The Journal of the Toronto Musicians' Association • Local 149 • A.F. of M.

CRESCENDO

JANUARY 2021
VOLUME 71
NUMBER 1



PRESIDENT'S REPORT Ray Dillard

Ok, so 2021 is finally here. Things should be better now, right? I'm not so sure...

So far as we know, the vaccine is here and beginning to be distributed, but there is no hard science to prove that it will be successful against the new strains which are now beginning to appear. The UK strain has now arrived in Canada and many other parts of the world. There is also a new strain in South Africa which has moved through Africa and into Europe. At the time of this writing there is a new strain in Japan which we know very little about. These three variants could be just the tip of the iceberg! Keep an eye on the news as the vaccine rolls out. ***Fact Check Everything You Hear or Read to the best of your ability.***

Workplaces began opening after the initial wave in early 2020. Kids were back in school, people were mingling again, things were looking better, then the virus took hold again. This time it was even more aggressive than the so called first wave. After Thanksgiving it seems we simply got too lax about all of the safety measures.

The curve is now rising much more rapidly resulting in higher case numbers and more deaths per day than the initial wave. **THEY** said things were getting better, **THEY** were wrong. It was simply the calm before the next, even bigger storm!

Fact Check Everything You Hear or Read to the best of your ability.

I am simply not willing to speculate as to when things for us are going to get better. I don't know when we will be getting calls about gigs again. I don't know when venues will be open again. I don't know how the government support is going to be dealt with on our tax returns for 2020. I don't know if or how much our government is going to support the arts community who is being crippled by this pandemic and the issues surrounding it. I just don't know.

What I do know, is the Toronto Musicians' Association has become a stronger voice for our members on many fronts in the last 10 months. We have worked hard to figure out things as fast as we can and then pass the information on to you quickly. We are attempting to Fact Check as much information as we can and report our findings. Our office, though working from home, has never stopped being available to our members. As a matter of fact, we are probably available more hours per day and days per week than we have ever been.

We shall continue to research, learn, share and respond. We must remain connected in this new reality. It is more important than ever before. Reach out if you need us. Keep in touch. Get involved. Make music! It is imperative that we keep making music. **THAT** is what we do.

Ray Dillard
President



MAF COMMITTEE Dr. Réa Beaumont

This year the TMA is offering a reduction in annual membership dues, among other COVID Relief initiatives that were passed at the December 2020 TMA General Meeting. When paying dues online you will notice there is an option for members to donate to the Member Assistance Fund. We hope you will consider donating if you are financially able to do so.

The Member Assistance Fund (MAF) Benefit provides financial assistance to TMA members in good standing who have a long-term illness (more than 12 weeks), or who are diagnosed with COVID-19. For any illnesses that are less than twelve weeks please apply to the Health, Education and Welfare Fund. Fortunately, both applications are on the same form so you can check the appropriate boxes.

The form itself is simple and can be completed on behalf of a member, with their permission.

This "TMA Benevolent Fund Application Form" and the "Letter to Send to Medical Practitioner" were printed in the December 2020 issue of *Crescendo*, if you prefer to use a paper copy. The necessary documents are also available to download at <https://tma149.ca/benevolent-funds-application-documents/> TMA Membership & Contracts Coordinator Dennis Passley dpassley@tma149.ca is available to assist you with their completion.

You may wish to read the TMA149 Benevolent Funds Policy and Procedure document as it outlines the application procedure and includes other Funds you may be eligible to apply for. For example, the *Lester Petrillo Memorial Fund for Disabled Musicians* application form is included in the document. Even though this is not a TMA Fund, the application has to be submitted through the Local which, in turn, submits it to the AFM Inter-

national Secretary-Treasurer in New York. For questions on the Petrillo Fund, please contact Secretary Charlie Gray cgray@tma149.ca.

Let us hope that the newly released vaccines become a pathway to some form of normality that provides relief from the current situation. To keep in touch with the TMA community and learn what the Union is doing for you, the monthly Town Halls led by Executive Director Michael Murray are a great source of information and are less formal than the General Meetings. If you do not have internet, please contact TMA Membership & Contracts Coordinator Maggie Hopkins mhopkins@tma149.ca Dennis Passley dpassley@tma149.ca or phone the TMA office 416-421-1020 to ask how you can join by phone.

Dr. Réa Beaumont, DMA
Vice-President, TMA
Chair, MAF Committee

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EXECUTIVE DIRECTOR'S REPORT

Michael Murray

When the calendar flipped to 2021 I had no idea I would be writing a farewell article in our first *Crescendo* of the year, but here I am. First, I want to thank the membership, the staff, the Board and in particular President Ray Dillard, Past President Linda Cara, Treasurer Andy Morris and Secretary Charlie Gray for believing in me, giving me a chance and supporting me in my five and a half years in this role. I have connected with so many of you over those years, and we have fought side by side for the rights of musicians to be treated with respect, to be fairly compensated and to have quality of life. I will never forget this phase of my life and career and did not expect to be in another phase so soon.

A few days after the new year I received a call about taking on a new position in a labour organization in the Arts & Media sector, specifically focusing on residuals for performers. Through a series of tough but interesting and enlightening conversations and even tougher decisions I will end my role as Executive Director at TMA on February 12 and begin my new role on February 16. I will be excited to share my new role once it is public. This is a chance for me to continue our shared work towards a better future for performers, albeit in a different context. It is a chance for me to learn more about a different structure, and to advocate directly for residuals for performers in the media industries. I know I will stay connected to the membership, Board, and staff of TMA and I hope there will be opportunities for us to connect on our shared goals.

I am leaving TMA in a time of uncertainty regarding the pandemic, and this perhaps was the most difficult part of my decision. What made the decision easier is that the Board and Staff of TMA have never been better. Even more, collectively as a membership, we have been able to find non-member funded sources of revenue during the pandemic, and we have continued to support the union, both financially and otherwise, while simultaneously reducing administration costs by nearly one quarter over a five-year span. This means that the TMA has never been more financial prepared to weather this storm, and help our collective membership weather this storm. This is best evidenced by our pandemic dues relief, and I am almost certain you will see this reality reflected on the audit for the 2020 year. I have no

doubt that all of these results are due to member solidarity, staff effectiveness, and leadership, for which I will take only my part of the credit. It is also about the leadership of the Federal Government during this pandemic that we owe this strength.

I know TMA and the American Federation of the United States and Canada will prevail and the next 125 years will be even better than the first 125. I know that in my new position, and I hope throughout my career, I will work towards similar goals as TMA and the Federation. Perhaps there may even be partnership on the right initiatives. No matter what, please feel free to reach out to me before February 12 at TMA, or at my new position once my contact details are published, for a chat about the past or the future. Musicians and performers of all types will win when we stay strong together. I hope that I have helped the membership of TMA stand together for change in the past five and a half years and I hope that I can help all performers in Canada achieve common goals in my new role.

In Solidarity,

Michael Murray

Executive Director



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NOTICE OF GENERAL MEETING

TORONTO MUSICIANS' ASSOCIATION GENERAL MEETING

Friday, February 19, 2021 at 11:00 a.m. by Zoom Videoconference

Join Zoom Meeting
<https://us02web.zoom.us/j/86189990645>

Meeting ID:
861 8999 0645

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Notice is hereby given that a General Meeting of the Toronto Musicians' Association will be held by Zoom Videoconference on **Friday February 19, 2021 at 11a.m.** for the purposes as listed in the Agenda below and of transacting any other business as may properly come before the meeting.

AGENDA:

- Roll Call of Officers • Approval of Draft Minutes of the TMA Annual General Meeting of Friday December 18, 2020 held by Videoconference and published in the February 2021 issue of *Crescendo* • President's Report • Executive Director's Report • Treasurer's Report • Committee Reports • Presentation of Cards to Life Members & Presentation of 25 yr. and 50 yr. pins • New Business • Commemoration of recently deceased Members
- Adjournment



MPTF COMMITTEE

Jay Boehmer

I am pleased to report that Local 149 has used up 84 per cent of our annual allocation with \$8,000 remaining. As with all things since the start of the pandemic, it takes more time and effort to get less work done, but I anticipate that we will use up the full amount by the fiscal year end of April 30. I was also able to secure additional funds of \$1,550 for some seniors' performances (MusicianFest) in Fall 2020.

MPTF is continuing to fund "Live Streamed Performances" at 100 per cent on its Facebook page. (Search for: Music Performance

Trust Fund). There is also a new option to live stream educational performances for a class or school using a private link on YouTube.

Every performance requires a co-sponsor/presenter to accept the cheque from MPTF. (This has been a stumbling block in many cases.) There are nine performances currently booked to appear for a live stream on Facebook in the coming months. There are five others currently in development but many will not come to fruition for a variety of reasons.

I hope that TMA members will consider booking some outdoor community performances once the warmer weather arrives in the spring. As always, please contact me directly via email with your questions about submitting a live stream proposal.

Jay Boehmer

NEW MEMBERS

Silas Friesen

9 Douglas Cres
East York, ON M4W 2E6
Tel: (306) 715-5126
Trumpet

Samuel Gerongco

1220-231 Fort York,
Toronto, ON M5V 0C2
Tel: (647) 892-9718
Piano, Producer, Composer, Songwriter

Ka Kei Jeffrey Ho

421-70 Cambridge Ave.
Toronto, ON M4K 2L5
Tel: (647) 986-3133
Piano

Terence P Lam

1007 - 3391 Bloor St W
Toronto, ON M8X 1G3
Tel: (647) 402-2938
Arranger, Composer, Piano

Joël Patrick Lobban

53 Twigg Dr
Ajax, ON L1Z 1G4
Tel: (416) 669-6070
Vocalist

Pavel Odnoletkov

40 Campbell Ave
Vaughan, ON L4J 4Y2
Tel: (647) 467-7856
Guitar

Sandra Pearson

115 Lake Promenade
Etobicoke, ON M8W 1A2
Tel: (416) 255-4886
Bassoon, Cello, Copyist

Joseph Recinos

405 - 30 Elsinore Path
Toronto, ON M8V 3Z6
Tel: (647) 705-9512
Vocalist

Tamari Russell

816 Lansdowne Ave, Unit 525
Toronto, ON M6H 4K6
Tel: (416) 274-7020
Piano, Vocals, Mpc

Rehaset Yohanes

602 - 110 The Esplanade
Toronto, ON M5E 1X9
Tel: (647) 997-0787
Vocalist

REINSTATED MEMBERS

21442 - Shaun Frank
23475 - Mimi Osvath
3927 - Don T MacDonald
13760 - Eric Paetkau
5531 - Kenneth Ramm
21915 - Lydia Ainsworth
21150 - Carmen Yanuziello
453 - Dan Bodanis
13126 - Gregory Hawco
21712 - Miles Jones

RESIGNED MEMBERS

Samuel H Fitzpatrick
Jamie J Groote
Jury T Koboyashi
Pouya Hamidi
Yegee Lee
Nathan D Petitpas
Joseph Martel
Donna-Claire McLeod
David De Launay
Kristina Alcorido
Mary C Jay
Evan Hugh Roberts
Brian P Murphy
Jeremy G Gaudet
Michael P Walker
Brohan F Moore
Maia R Van Raes
Samuel I Taylor
Candice Sand
Min Jung Lee
Heng-Han Hou
Susan Durnin
Matt De Luca
Eve Goldberg
Larry Larson

TRANSFERRED

Jonathan L Evans - Local 180

In Memoriam

We wish to convey our heartfelt condolences in acknowledging the recent passing of the following TMA members:

(in order of dates of death)

Ken Clark • Life Member, died December 26, 2020 • Admitted August 23, 1966

Klaas Vangraaf • Life Member, died December 27, 2020 • Joined April 5, 1958 • *Guitars, Vocals*

Howard Hall • Life Member, died January 8, 2021 • Admitted May 8, 1975 • *Bass Guitar*

Michael Fonfara • died January 10, 2021 • Joined June 23, 1981 • *Piano*

RECIPIENTS OF CARDS & PINS

NEW LIFE MEMBERS

Lawrence Crawford
Bernhard Schmider
Linda Roland
C Mary McGeer
Janet Shaw
Allen David Gray
Anne Thompson
Rita Greer
Laura Burton
Robert James Murphy
Chad Irshick
Lou Bartolomucci
Gary Flinn Craig
Joaquin Valdepenas
Tim Thorney
Alison Melville
Raymond Tizzard
Atis Bankas
David Ian Fleury
Scott Alexander
John Charles McDermott
Dianne Werner
Vito Rezza
Richard Smyth
Danny McLain
Colin Savage
Douglas McNabney
Adele Pierre
Semyon Pertsovsky
John Edmund Brownell
Howard Leathers
Gary Pattison
Bruce Griffin
Willis M Jarvis
Gerry Mosby
Hugh Marsh

Elizabeth Brickenden
Paul D Meyer
Elizabeth J Morris
Stephen Mosher
Mark Simson Hukezalie
John Norman Mcleod
Phillip R Poppa
Herb Poole
Don T MacDonald
Pierre L Ouellet
Bill Beercroft
Mary E Fisher
Alexander Barter
Greg J Keelor
Roger A Harris
Andras Weber
Leslie J Allt
Marvin Dolgay
Mark Tetreault
Jeffrey N Densham
Doug Miller
Carl Korody
James Edward Tait
Wendy Rose
John Joseph Welsman
Neil Swainson
John Allan Switzer
Phil Gray
Ian Harper
David William Fallis
Pierre Mueller
David Joseph Bourque
Jef Ten Kortenaar

50-YEAR PINS

Dave Woods
Gilbert Donald Walsh
Gerald Robinson
Colina Phillips
Robert McLaren
Judith Lander
Gary Kendall
Harvey Kogen
Michael Heffernan
Gerard Kantarjian
Clarence Jones
Jorn Andersen
Michael Stuart

25-YEAR PINS

Cathy Stone
Marina Dantcheva
Francis X De Mello
Ian Fletcher Thornley
Christopher Gongs
Richard Brown
James Clayton
Janet Anderson
Kieron Lafferty
Lina Allemanno
Jeffrey Hall
Rossi Sue Ayres
Sarah Jeffrey
Ron W Korb
Dallas B Good
Gregory Jason Weeks
Burak Ceylan

70-YEAR PINS

Neville Barnes



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¹Benchmarking Study on Auto/Home insurers in Ontario & Quebec—2019 (by SOM)—Ranking based on the main P&C insurance brands.



DRAFT MINUTES

TORONTO MUSICIANS' ASSOCIATION GENERAL MEETING BY VIDEOCONFERENCE

FRIDAY, DECEMBER 18, 2020 at 11:00 a.m.

Chair of meeting: Vice President Dillard

Secretary of meeting: Charlie Gray

The Meeting was called to order by Vice President Dillard at 11:09 a.m.

Dillard then thanked the Members attending and stated that a quorum had been reached. Ray then thanked Linda Cara for all her service to this organization and stated that "Members appreciated and understood the kind of leadership she brought to the organization and I want to say how much we're going to miss her and how much work she's done for our organization, not just in the presidency, but for many years, sitting on the board and the VP position and throwing some of the best parties I've ever been to in my entire life!"

Secretary Gray then conducted the Roll Call of Officers:

Present: President Linda Cara, Vice President Ray Dillard, Treasurer Andy Morris, Secretary Gray, Directors: Dr. Réa Beaumont, Amelia Shiels, Debbie Sander Walker, Paul Spurgeon, Pat Simmonds, Richard Sandals, Steve Mosher, Executive Director Michael Murray

Vice President Dillard then thanked Richard Sandals and Paul Spurgeon (who are leaving the Board in January) for their service stating "I want to reiterate and iterate for those of you that maybe aren't aware of the incredible help that those two have brought to this organization over many years. Richard Sandals it has been amazing having you sitting on our board, your knowledge bank is deep and wide, and your humor is as overwhelming at times... your focus is unnervingly strong. And Paul, your knowledge and your understanding of our industry from so many different angles was so important to our Board. We are going to miss them but they've both made offers to be available for assistance in the future should something arise which their expertise could be helpful to our organization."

Dillard then put forward the following Motion:

• **MOTION #1: M/S (Trembath/Beaumont)** "that the Draft minutes of the TMA Annual General Meeting of October 23rd, 2020, as published in the December 2020 issue of *Crescendo* be approved." **CARRIED**

Vice President Dillard then invited John Trembath to conduct the Swearing in of Officers for the term 2021 to 2023. **Executive:** President Ray Dillard, Vice President Dr. Réa Beaumont, Treasurer Andy Morris, Secretary Charlie Gray; **Directors:** Amelia Shiels, Debbie Sander Walker, Pat Simmonds, Steve Mosher & Zebulun Barnow recited the *Oath of Office* led by John Trembath.

Dillard then said "We are now going to acknowledge Member Awards beginning with recipient of **Member of the Year** for 2019, **Maribeth Solomon**. Ray noted that this usually occurs earlier in the year.

Maribeth then spoke eloquently, acknowledging a long family history with the TMA along with her father Stanley Solomon and brother Lenny Solomon, and her long-time writing partner Micky Erbe. The plaque reads:

In recognition of outstanding artistic excellence during the year 2019 and in honour of extraordinary success on the National and International stage the Toronto Musicians' Association presents, on behalf of the membership, the 2019 Musician of the Year Award to, composer,

producer, singer and songwriter Maribeth Solomon.

The Toronto Musicians' Association, Local 149, of the American Federation of Musicians of the United States and Canada, honour Maribeth Solomon's dedication to excellence in all aspects of music performance

"Thanks so much. Maribeth. You know, it is words like that which makes me so look forward to these award presentations, because we hear such incredible commentary from folks like you Maribeth.

Dillard continued "we are very pleased to present posthumously the Toronto Musicians' Association **Lifetime Achievement Award to Doug Riley OC.**" The plaque reads:

Presented by the membership in recognition of Doug Riley illustrious career as a pianist, organist, composer, arranger and producer for over five decades, earning him the nickname Dr. Music. Recognized on the National and International stage for significant contributions to music through various compositions, recordings and performances.

The members of the Toronto Musicians' Association honour Doug Riley's lifelong dedication to excellence in all aspects of music performance

Secretary Gray stated that he had heard from Ben Riley, who regrets that he could not be there to receive the award on his father's behalf, but he knows his dad would be so proud to receive this. Ray then added that he was very happy that we heard from Ben and that he knows that this acknowledgement is happening. "I rather doubt if there's many musicians in Toronto that didn't have a direct relationship at some point in their career or life with Doug Riley. He didn't get his nickname by accident, he was a great gentleman, he was an amazing musician and was very giving. He was humorous, he was profound, and his playing was always profound. The late Robin Engelmann, a percussionist in the group Nexus, who was also a 149 member once told me he said, "I do not think Doug ever played a note he did not mean. I think that really sums it up. He played with tremendous conviction. So I am honored that we are acknowledging him that way."

At this point Ray worked his way through a long list of **New Life Members, 50-year members** and **25-year members**. Only half of the outstanding 25 and 50 year Pins and Life Member cards were issued at this meeting the other half to occur our February 2021 General Meeting. Members present accepting Cards and Pins were invited to speak at the meeting or write a paragraph for a future issue of *Crescendo* with a picture if possible.

Secretary Gray then stated Notice is hereby given, in accordance with Article 69 (3) of the Association's By-Laws, of nomination and election of delegates and alternates to the 2021 Canadian Conference, and of the confirmation of the President Ray Dillard as delegate to the Canadian Conference in 2021 by virtue of office. Michael Murray, Debbie Sander Walker were duly elected as delegates and Pat Simmonds as an alternate. All nominations accepted their Nomination.

E.D. Murray then stated that we have a set of six motions, mostly to do with COVID relief, one to do with just making the way we run the office functional in this remote reality. There are six separate motions so there will be six separate votes. Executive Director Michael Murray then presented and explained six proposed Covid-19 Bylaw additions in Response to the Covid-19 Pandemic each being individually voted upon by the members present.

• **Motion 1 2021 Covid-19: Dues Relief And Restructure M/S**

(Murray /Allt)

• **Motion 2 2021 Covid-19: Expelled Status Relief M/S (Murray /**

W.Solomon)

• **Motion 3 2021 Covid-19: Reinstatement Relief M/S (Murray /**

Sholzberg)

- **Motion 4 2021 Covid-19: Work Dues Relief – Music Lessons** M/S (Murray / Trembath)
- **Motion 5 2021 Covid-19: Executive Work From Home** M/S (Murray / Allt)
- **Motion 6 2021 Covid-19: Electronic Documents** M/S (Murray / W.Solomon)

There was extensive discussion preceeding each vote, all Motions passed readily.

Motion full details are in December *Crescendo*.

• **Executive Director's Report:**

E.D. Murray began by mentioning the Covid19 Town hall Meeting occurring on the following Monday and stated that we have had seven town halls and have done 19 email updates this year (Government policies, support etc.) so be sure to contact us if you have not been receiving emails (contact Dennis Passley: dpassley@tma149.ca).

Murray then commented on the four high-level advocacy initiatives that are occurring now beginning with letters some Members are receiving regarding eligibility for CERB. We are recommending that if one has received one of these letters to contact your accountant as it is quite complex to deal with and we are not in a position to give advice.

We are however, asking Government how this decision has been made, several Arts Associations have come together (and somehow yours truly has ended up coordinating the effort) ACTRA, IATSE, CFM, CARFAC (which is the visual artists national union), Canada Craft Council, Writers Guild of Canada and the Writers Union of Canada, representing over 75,000 members has sent a joint letter the Minister of Heritage, Finance, National Revenue and Workforce Development.

We were invited to a meeting yesterday with Canadian Heritage in attendance, there was also a national representative from the Minister of National Revenue. The Ministry of Finance does not regulate the CRA as there is a separate ministry attached to the CRA called the Ministry of National Revenue.

What the CRB is now asserting is eligibility threshold for CERB in 2019 was \$5,000, CRA states this figure has always been net of expenses. We feel when we read the legislation that this issue has at best been unclear, and at worst untrue, they continue to assert that eligibility is net of expenses. They have confirmed however, that the letters that went out were not a determination of eligibility but that the letters were a warning that eligibility may be questioned. They reiterated that there will be no penalties or interest if eligibility is denied.

We questioned the timing, their response being that if one realized non-eligibility on their own that it would be advantageous to pay back the funds prior to the end of 2020 to minimize impact on their 2020

return and would not affect other benefits and HST credits etc. We are not completely satisfied with this answer but it is more info than we had before. The Associations together are now crafting a release about the meeting, what we would like is for the Government to confirm that gross business self-employment income was used upon application and should be continued to be used upon analysis and that the government should say that. The Government's tone on this has been moving as of late but we are not there yet. There are related issues in the CERB Benefit which have been put on hold until resolution of the CERB issues.

We are advocating for a healthy and safe reopening, supported by Government but is being put off due to the rising number of Covid cases, with closing more on the table than reopening at this point. In terms of financial support, we have been in constant contact for new financial support and the extension of these recovery benefits and we have worked really well with the Federation, which has worked with IATSE, Canadian Actor's Equity and others for this latest issue. Many thanks to the Federation for their in Federal advocacy this year. Our Government Relations and Advocacy has formulated some ideas for the Federation to consider how we might work together to do better at the Provincial level. Budget wise we are doing better than one might expect and advocacy has become quite prominent.

Michael then took questions and comments from the floor.

• **Treasurer's Report:**

Treasurer prefaced by saying the staff have done an astonishing job given the constraints they have been under and it is reflected in our budget, we began the year expecting to lose about \$150,000 dollars this year. I have been on the Board now about 15 years and there previously has been a strong desire to put away a nest egg of about a year's operating budget which we did some years ago, precisely for this sort of current situation, a year when a perfect storm of things happened. So, given where we started the year expecting to lose about \$150,000, we are in a current net operating position of 305,000. After depreciation and the other year end expenses, we will be in the positive about \$150,000. Maybe a little bit more than that at the end of this year once the year-end adjustments are made.

You can see the COVID-19 has already had an impact on our revenue. Work dues are down, even down below what we budgeted for and membership fees are down, everything is down as people aren't working.

But the good news is that we finished this year in a surplus position. One of the ways we did that is Michael's been very effective at sourcing and getting additional income streams. Also, we are eligible for some rent relief and we're eligible for some wage subsidy relief, which we've been accessing. We were eligible for the CEBA loan, which we also took and paid back keeping the portion you are allowed to keep.



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So, all in all we were able to access some funds this year that we have decided to put aside for next year since this year was going to put us in a surplus position.

And we expect next year to be worse than this year, as far as the operation of the organization goes even as work gradually comes back, we will see a decline in membership revenue as we'll certainly continue to see the current low rate of work dues. It will take some time for that work to trickle back into the funding of this organization.

One can see membership dues were down nominally so far, there is a slightly worrying reflection in that our cash position as we're owed more money for membership dues now than we normally would be. Normally, we would have more cash and fewer receivables and right now we have more receivables and a little less cash, but our cash position remains strong, we're not in any problem.

So, let's talk about next year and where we anticipate this to go. To put these numbers in perspective given where we finished, what we're budgeting for next year is about \$361,000 in work dues. That's about a 12% drop over this year, revenue this year was down about 50% over the previous year. This is a further 12% down in work dues. Membership dues we're budgeting to be down about 38% in the coming year, contract service fees down about 50% from what they normally would be. But we have other revenue, and this would be the various elements of support that we were able to access.

So, we're expecting a net loss in the next fiscal year 2021 of about \$183,000. That is the number that we should probably talk about.

Budgets are things that are constantly like a garden, being tended as we move, but as we move along we continue to budget with the lowest income and the highest expenses we think we potentially could get. And that is usually a pretty safe way to create a budget, you can always try and trim your expenses, and you can always try and increase your revenue. Based on those suppositions we're expecting to carry a loss of about \$183,000 next year.

In the larger scheme of things for the TMA, that's a relatively minor blip. It is one that we anticipated in our discussions this year, that we could probably afford to have those losses for two or three years without significantly impacting our nest egg. Surprisingly, equities continue to do well and our investments have maintained their revenue stream.

So, thank you to the membership today for voting in the reduction in membership dues for our members, there's only so much we can do as an organization to try and help our members but there is a lot that we do and that ranges from The Members Assistance Fund fun which is run by the astonishing Dr. Réa Beaumont and her commitment to that program is remarkable. I encourage you to either apply yourself if you feel you are in need or recommend people you know who are in need to reach out. We have a variety of ways of helping members, and one way that we can help all members is to reduce membership fees.

To put it in context, our membership fees used to be some of the highest in Canada and in in the AFM. And the last time I looked they weren't anymore; they are fairly competitive with other large locals, and certainly with this reduction, they will definitely not be the highest membership dues.

But with full confidence, I know that members of the TMA get the best service in the AFM hands down. I've seen the work that goes on in this office and I can't imagine when I speak to people from New York or Chicago or LA that they get the same level of service that we get from our staff.

The Office costs us about \$92,000 a year all told between rent and various other costs. Our lease is up in a year from February so we are right now discussing various options to not renew our current lease and in fact, this budget reflects the idea that we will probably be out of the

office come August, halfway through the year and in a new space or continuing to work from home or a temporary space.

But one thing we've learned with COVID is that we don't need that office. We need a home, but it doesn't need to be Gervais Drive. And certainly, there's a huge opportunity to save in coming years, because we have an obligation for that lease worst case scenario we're stuck in that office paying rent until next February.

But we're good negotiators and we'll see what we can come up with. There's a lot of options on the table right now and discussions with other parties about what that might look like.

I'm open to questions on anything general or specific and I'm happy at any time to discuss the minutiae of budgeting, income and expenses with anyone at any time, you can reach out to me by telephone or email, it is a transparent organization about how we operate. There's a lot of percentages I prepared as part of this report – 25% overall revenue drop and expenses are 5% higher in our budget than they were in 2020, investment revenue, we were expecting to be down 50%, but I don't really think that's going to happen. But the one that doesn't show up on the paper here is our engagement with members which is up about 1,250%! Those kinds of things don't show up in budgets and Ledgers but those are some of the most important things that this office does.

• MOTION 2: M/S (Morris /Johnson) “that the Treasurer’s Report be approved” CARRIED

• Committee Reports:

MPTF Committee Chair Jay Boehmer stated that TMA has used up somewhere between 70 and 80% of our budget for the year and will probably use up the total amount of \$53,000 by April 30, 2021. In the past, it's been 50% from PTF and 50% from the presenter and because there are so few performances of any kind at this time MPTF is willing to fund these performances at 100%. And for the current time, this will be live streamed events. The best spot for that I think right now is at a home studio or your living room. And we are also looking at doing some educational performances in the new year which potentially might appear on YouTube. (See Jay's *Crescendo* column for more info)

• New Business:

Dr. Réa Beaumont MAF chair stated that one thing that changed last year is that one can apply on behalf of another member. So, if you know a member who is in need, but cannot apply on their own, you can apply on behalf of another member. Dennis Passley handles those applications, and they are available on the member side of the website. One can also email Dennis: [dpassley@tma149.ca]. Beaumont also recommended that TMA149 include the city of Toronto's land acknowledgement statement at the beginning of meetings acknowledging that the membership reaches beyond the GTA.

As there was no additional New Business nor reports of deceased Members in the previous quarter, Dillard requested a Motion be made that we adjourn.

• MOTION 3: M/S (Sander Walker) “that the meeting adjourn.” (1:09 p.m.)

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TMA OFFICE HOURS

All staff are working from home until further notice. Email and phone messages are checked regularly.

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(attributable or anonymous)

Complete the form in the optional section. Your suggestion will be forwarded to President Linda Cara. All submissions will be reviewed as soon as possible.

Take advantage of this opportunity to get involved with contemporary issues, and to have a direct and confidential line with your union leadership. Let us know how you think we can better serve you and your professional needs.

www.tma149.ca

Members wishing go online (www.tma149.ca) in order to discuss issues of interest to members and to share their concerns and ideas with one another or with the Officers and professional staff of the Association are directed to register in the membership section and link to Members

Forums. If you wish to remain anonymous, you must first enter your submission in the Suggestion Box (see below) under Anonymous with the request that it be published in an appropriate Forum. If deemed suitable, your submission will be subsequently posted, anonymously as requested. All submissions to Members Forums are subject to the forum rules contained in the Forums section. Submissions are vetted by one or more Moderators to ensure compliance with the rules and to safeguard members' privacy as may be requested.

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Crescendo is published four times a year by the Toronto Musicians' Association:

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