

*Harmony*TM

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Announcements



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Announcements

Fred Zenone Becomes Vice Chairman and Active Participant

The Institute is pleased to announce that effective November 1, Frederick Zenone will become an active participant in Institute planning and operations, particularly in the development and execution of our organizational consultation program. In connection with his new role, Fred has been elected Vice Chairman of the Board of Directors of the Symphony Orchestra Institute.

Fred Zenone is perhaps best known throughout the symphony field for his leadership and statesmanship as chairman of the International Conference of Symphony and Opera Musicians (ICSOM) between 1980 and 1986, having been an officer starting in 1975. From 1983 to 1989, Fred also served on the board of directors of the American Symphony Orchestra League. He has been an advisor and then member of the board of directors of the Institute since our activation in 1995.

Fred grew up in Latrobe, Pennsylvania, and graduated from college in 1957. He then pursued cello studies in New York while teaching in the public schools in Princeton, New Jersey. In 1968, he became a member of the Chamber Symphony of Philadelphia and in the following year joined the National Symphony Orchestra. After 30 years of continuous service as a cellist, Fred retired from the National Symphony Orchestra this past summer.

During his long orchestral career, Fred has been active in a range of organizational and industry pursuits. In the musical area, he was a founding member of the Euterpe Chamber Players and was a lecturer at Georgetown University in the School of Fine Arts. While active with ICSOM, Fred conceived and developed a crisis intervention program and served with executive directors on teams assisting orchestras facing closure. In these and other roles, Fred has been a consultant to a wide range of orchestras. In addition, Fred has been an active musician leader in the National Symphony Orchestra for many years.

In 1992, on the occasion of its 50th anniversary, the American Symphony Orchestra League named Fred one of a distinguished international list of 50 conductors, musicians, trustees, and managers whose work has touched the lives of American orchestras.

Fred lives in a suburb of Washington, D.C., and will carry out his Institute work from that location. He is married to Patricia Larson and they have three children and three grandchildren.

Emily Melton Moves to London

We regret to announce that Program Director Emily Melton has left the Institute to move with her husband to London, to take up residence and to pursue new careers. In her short time with the Institute, Emily made an important contribution to our operating and publishing efforts. The Institute wishes her well in her new home and career.

Alex Bonus and Diana Durkes Join the Staff

In July, the Institute was pleased to welcome Alex Bonus as Administrative/Program Assistant, and Diana Durkes as Research/Finance Assistant.

Alex Bonus graduated from the Eastman School of Music this past summer, receiving a M. M. degree in performance and literature. In 1997, Alex received his B. M. degree in trumpet performance from Eastman. In addition to his assistant duties at the Institute, Alex hopes to extend his professional development in both instrumental performance and ensemble conducting in the Chicago area.

Diana Durkes has volunteered and worked for a variety of nonprofit organizations. She, and her husband and children, live in a suburb near Evanston.

John David Sterne Joins Board of Advisors

We are pleased to welcome to the Board of Advisors John David Sterne, President and CEO of the Edmonton Symphony, and to thank Mark Jamison for his board service while Executive Director of the Kitchener-Waterloo Symphony.

Serving the Needs of Participants in Supporting Orchestra Organizations

Commencing in 2000, the Institute will focus its publication and other services, including the complimentary distribution of *Harmony*, on participants in symphony organizations which annually support and encourage the aims and programs of the Institute. Also, *Harmony* will be delivered by U.S. or Canadian mail to office, home, or other personal addresses.

If you are an orchestra organization participant, please refer to page xi to determine if your organization supports the Institute, and then refer to page 90 which describes our new distribution, support, and subscription program in more detail.

If you did not receive this copy of *Harmony* at a personal address (see the address box on the back cover), have changed your personal address, or wish to initiate or renew a paid subscription to *Harmony*, please send us the return postcard inserted before page 1, or contact us.

If you are a participant in a non-supporting symphony organization, or an existing paid subscriber, we would welcome your using the detachable return postcard to request or renew a paid subscription to *Harmony* for 2000.

Harmony Content On the Institute Web Site

We are now pleased to be archiving on the Institute's Web site < www.soi.org> the primary content of *Harmony*, on a 12 month delayed basis, in Adobe Acrobat portable document format (pdf) files. As such, the main *Harmony* articles can be accessed via the Internet and viewed on computer screens, or downloaded and printed, in their original published form using Adobe Acrobat Reader which, as shown on each Web site page, can be downloaded to your computer at no cost.

Interest Based Bargaining Bibliography

We have recently developed a bibliography on the subject of interest based bargaining (and other synonymous phrases). This listing of references has been posted on our Web site at www.soi.org.

Publication of the Institute's Financial Results and Condition

On page xiv, we are publishing the Institute's financial condition as of our most recent fiscal year end, March 31, 1999, and our operating results from our founding through that date. This information is also being posted on our Web site. Henceforth, our fiscal year financial results and condition will be published annually.

Institute E-mail Addresses

In the further use of our Web site, the e-mail addresses of the Institute and its staff are now as follows:

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