

the PAST

In recent years the Charleston community and the Charleston Symphony Orchestra musicians and staff have made substantial monetary sacrifices to sustain the CSO through difficult economic times. While the recession has limited the ability of the community to support the CSO, much of the organization's current economic distress is the result of poor management decisions by the Board of Directors.

Several recent studies from industry experts, initiated by the CSO Board, point to ongoing deficiencies in general management and fundraising efforts. One report went so far as to say that it appeared that Charleston was unwilling to support any orchestra, no matter how small the budget, if that organization is poorly managed. And yet the Board continues to focus on reducing the performance budget rather than expanding revenue and developing fundraising capabilities.

In the past two years, the number of full-time musicians has shrunk from 46 to 34, and the remaining players have sustained wage reductions of nearly 20%. The total number of concerts presented has been reduced as well, all of this at a time when the greater Charleston area continues to grow.

In the 2009 and 2010 seasons, the musicians agreed to concessions that saved the orchestra \$400,000, and loaned the orchestra \$71,000 in back wages for nine months. In addition, musicians have worked shoulder-to-shoulder with the symphony staff, board and community members to keep the CSO a vibrant arts organization in the region, assisting with marketing, phonathons and presenting benefit concerts.

the PRESENT

Next season's proposed budget is significantly smaller than the current year's budget. This is based on fundraising projections that are modeled on past fundraising efforts, efforts made without any professional development staff. The orchestra is now in its fifth year with no development/fundraising officer. The proposed budget includes further significant wage reduction and likely termination of health benefits, and could leave the full-time musicians of the CSO earning less than \$11,000 annually. Further reducing musician compensation has not worked to solve the problems in the past and is not the solution today either.

The proposed cuts would leave patrons with drastically fewer musicians on stage and would lead to fewer professional musicians residing in Charleston, where they provide valuable musical and educational services for the community - such as performing in our schools, teaching music lessons, performing for religious and civic functions, and contributing to the high-quality, vibrant life that we all cherish in this community.

our FUTURE

Despite the challenges we face, the CSO has so much to look forward to! We have recreated our Pops series in the recently renovated Memminger Auditorium. Next season we celebrate our 75th anniversary season with a return to the newly renovated historic Dock Street Theater, and plans are underway for the renovation of the Galliard Auditorium. Maestro David Stahl will be conducting some of the final concerts of his illustrious 27-year tenure, and the search for a new music director will begin with many promising guest conductors on the podium.

The CSO musicians are hopeful about what the future of the Charleston Symphony could look like with your support and involvement. There are many ways that you can play a part in our future:

- purchase your season tickets for next year
- email us your thoughts and ideas at pacso2010@gmail.com
- visit our website www.PACSO.org
- visit the Symphony Designer Showhouses
- become a member of the CSO League
- fan CSO and PACSO on Facebook

Tonight is Renewal Night for next season's Masterworks Series! Witness the exciting 75th season by purchasing your tickets tonight!

Thank you for your continued support. Please enjoy the concert!