

REVIEW OF THE YEAR 2022/2023

A B O

ASSOCIATION OF BRITISH ORCHESTRAS



PREFACE

Never before has it felt more vital for the ABO to position itself as a collaborative, pro-active, and bold advocate for the phenomenal work our members are delivering up and down the country. The past year has seen complex global crises, as well as shock announcements within the arts sector itself, and it is clear that a sense of volatility continues to linger.

As a result of this, and led by our new Chief Executive, Judith Webster, everyone at the ABO – on the board and in the team – has spent much of this year thinking afresh about how we can best generate appropriate support, connection and confidence for our members.

The Board appointed Judith in November 2022, inspired by her vision for the ABO to become a more inclusive and collective force for change, acting increasingly to encourage new thinking within the sector, while never losing sight of the key services we provide for the full breadth of our membership.

Our 2023 conference in Leeds set the tone for this collaborative approach, with a close connection with the MU being highly visible in the opening sessions. I was extremely proud to stand alongside Judith, to

welcome her to the organisation, and to welcome many of you to a conference of transition.

At the conference, we passed a resolution to amend the ABO's Articles of Association, setting the conditions whereby a Co-Opted board member could be appointed as Chair (where previously only board members representing Full Members of the ABO were eligible). This played out in reality in October 2023, when the Board appointed Sophie Lewis, Chief Executive of the National Children's Orchestras as our new Chair. We are very much looking forward to supporting and working alongside Sophie as she takes up the mantle at a time of complex pressures and multiple 'top priorities'.

Change within the ABO's leadership was echoed with change in the small, dedicated and agile team; Emily Singh left the organisation in April 2023, with Jenny Daly heading off on maternity leave from September 2023. We wish them both the very best for these next phases. With new members of staff joining across summer/autumn 2023, the Board and I would like to extend our deep thanks to staff members, both current and recent, for all their dedication and care.

A final note to say that looking ahead, I would hope that you, the members,

are inspired and enthusiastic about some of the changes you might see at forthcoming conferences, meetings and in our communications. There is a huge sense of ambition pulsing through the organisation just now and we are acutely conscious that if we want to continue to provide maximum value to our members, this is a time when the ABO is likely to benefit from growth, innovation and increased capacity. That will likely mean changes to our model and our output, but at the heart of it will remain the desire to represent and celebrate the totality of the ABO's membership to the people who influence our future, and to those whose lives we know are changed by the music-making of all our members.

It has been a huge privilege to serve as Interim Chair of the ABO over the past ten months, and I would like to thank all my colleagues on the Board for their support during this period. I know we are all excited to see what the next twelve months might hold for the ABO, and we are striving to ensure that it is a period when positivity will win through, despite the myriad challenges we all face.



Jenny Jamison
Interim Chair

INTRODUCTION

2022-23 was a year full of change. Thankfully, we saw continued recovery for our sector post Brexit and post Covid, but both of those seismic events have left their scars. The world moved into a period of 'living with covid'. As ever, the cultural sector is responding creatively to the challenges it faces. However, it is a mixed picture regarding for example returning audiences and changes in audience behaviour, and the logistical and financial impact of both covid and Brexit on our workforce. The cost of living crisis, energy crisis and soaring inflation made it a tough year financially, and not everyone has made it through.

The ABO prioritised policy areas judged to be most impactful in terms of the viability and sustainability of our sector. The notable success of achieving an extension of the 50% rate of Orchestral Tax Relief for a further two years was a huge achievement – and only possible on account of the consistency of the argument and the collaborative efforts of the wider cultural sector behind a common goal. The ABO continues to make the case for a further extension and to remove the changes in scope.

Autumn 2022 saw both the controversial NPO decisions in England, and the BBC's planned reduction in salaried positions within its performing groups. This has clearly given cause for concern about the downward trend in public investment in classical music in the UK. However, it was also a wake-up call and has provoked passionate debate around our core purpose, the public perception of our sector and how we communicate our value to those outside of our world.

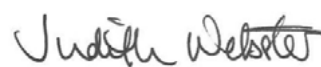
Having taken up my post in November 2022, it was immediately clear that the time was right to be bold and ambitious in crafting sustainable futures, and that we must hold ourselves to account if we are to achieve the same levels of support.

The 2023 ABO Conference in Leeds took 'United' as its theme and feedback showed a strong desire to grapple with the existential issues which affect us all. The ABO will aim to offer an inclusive approach to sector leadership as we review how best to serve the membership in the future.

Finally, we are hugely grateful to our sponsors, supporters and the many partners who enable the ABO to punch above its weight. For the conference, these are our

principal media partner Classic FM, media partner Classical Music, Charity Partner Help Musicians and International Partner the British Council, as well as BBC Radio 3 for their input into the conference programme. We are also grateful to the ABO Trust and Help Musicians for supporting the Find Your Way programme. Other valued partners are the British Council for the International Mentoring programme, the PRS Foundation for the continuation of the Resonate programme and Diana Ambache for her generous gift to the ABO Trust to support the Sirens programme.

My thanks go to the ABO Board for their support during the change of leadership at the ABO, with Mark Pemberton's departure in September and Simon Webb's as Chair in December. Warm thanks to Jenny Jamison for stepping in as Interim Chair, to the ABO Team and of course, to the ABO membership itself.



Judith Webster
Chief Executive

REVIEW OF THE YEAR 2022/23



Sam Toolsie - 2023
ABO Conference

To be presented at the annual general meeting of the association of british orchestras.

The ABO's mission is to enable and support an innovative, collaborative and sustainable orchestral sector, and to provide advice, support, intelligence and information to the people who make British orchestras a global success.

VALUES, OBJECTIVES AND PRIORITIES

OUR VALUES

The ABO board has an expectation that its members will operate by a set of values. We see these as the values of the orchestral sector in the UK as well as of the ABO itself as the sector's representative body. They are,

- **Advocacy** for our members, their work, and for excellence in all we do collectively and strategically as a sector, as organisations and individuals, ensuring we are always relevant to our audiences.
- **Sustainability** in our business, our work in the community, and our use of our resources, developing our people and our organisation collectively and as a community.
- **Professionalism**, operating with integrity and transparency, championing excellence, and paying our people a fair rate for their work.
- **Inclusivity** in all our work, embracing the diversity of our communities, our music and our audiences, working together to reflect and celebrate our music and musicians.
- **Resilience** for our people, our sector and our organisations, caring for our staff and musicians, investing in their health, wellbeing and skills development through our organisational culture.
- **Empowerment** of our musicians, our staff, our members by engaging and challenging ourselves and each other to be innovative, dynamic and transformative in all our work.



Using the framework of these values, our key **objectives** for **2022-2025** are:

- **Connecting** members to other members and the wider industry through networking opportunities, keeping our members well-informed and up-to-date with best practice to help build resilience and sustainability.
- **Championing** orchestras and the wider membership, raising their profile and influence with key stakeholders and the British public.
- **Developing** the skills and knowledge of our members' staff, including providing and signposting to high quality professional development opportunities and nurturing emerging leaders.

We will deliver on those strategic objectives with the following **priorities** for **2022-2025**:

- **To represent the interests of our members**, engaging positively with key stakeholders including governments, public and private funders, making the arguments for continued investment in orchestras in performance, educational, broadcast and online contexts, supported by evidence that demonstrates excellence, reach and value.
- **To provide leadership and model best practice for the orchestral sector in the**

UK to enable the workforce, repertoire and audiences to better reflect the diversity of the country, addressing under-representation in the areas of ethnicity, disability, gender and socio-economic diversity.

- **To provide opportunities for developing and promoting leadership in the sector**, that is better equipped to lead orchestras through the challenges of the next three years, ensuring a sustainable orchestral sector that models best practice internationally in business, environmental and social sustainability.
- **To work with our musicians and their representative bodies**, developing the working relationship between management and musicians and working to support the supply of a skilled, qualified and diverse workforce now and in the future, in safe and inclusive environments for all workers in the orchestral sector through training, workforce development, education programmes and support for the youth ensemble sector.
- To maintain and enhance the ABO's role in **championing, connecting and developing the work of orchestras in the UK and internationally** through the annual conference and regular meetings and networking opportunities for members where best practice, knowledge and intelligence are shared and improved.

2022/23: HIGHLIGHTS

In September 2022, Mark Pemberton left the ABO after 15 years with the organisation. Judith Webster was recruited to take over his role from November 2022. Simon Webb stepped down as ABO Chair from 31 December 2022 due to a change of jobs within the BBC, and Jenny Jamison took over as Interim Chair from January 2023. 2022-23 reflects a transition period whilst operations and programmes were reviewed by the ABO Team and the new leadership settled in.

KEY ACTIVITIES ACROSS THE YEAR:

- EGM – change of articles to allow recruitment of ABO Chair beyond the Full Membership
- APPG for Classical Music – ABO secretariat and meetings
- Hosted Pearle Conference in Manchester and attended Pearle Conference and European Orchestra Forum in Paris
- ABO/MU Agreement negotiations (5% uplift in fees, plus adjustments for travel/accommodation)
- Find Your Way – professional development events
- Learning programme – early career training courses for ABO membership
- UK Government forums and Roundtables – No 10, DCMS, DfE, FCDO, DEFRA, Border Force
- Scotland and Wales – Scottish Parliament roundtables
- LIVE group meetings – Touring, Workforce, Green subcommittees
- LIVE Awards event
- Classical Ivors Awards event
- RPS Awards event
- ABO/Orchestras Live/NPAG Music in Health event and Music Mark member events
- ABO Conference in Leeds and online
- Convened opera roundtable with (then) Shadow Arts Minister Barbara Keeley MP
- APPG on Music Education



Sam Toolsie - 2023 ABO Conference

CONNECTING

Sam Toolsie
- 2023 ABO
Conference



ABO CONFERENCE

The annual Conference, in association with Principal Media Partner **Classic FM**, Media Partner **Classical Music**, Charity Partner **Help Musicians** and International Partner **British Council**, took place in Leeds and online from 1 – 3 February 2023, hosted by Opera North.

The Conference theme was **United**. Despite challenging train strikes throughout the conference, most contributors and delegates were able to attend. **Speakers included** Lord Parkinson, Minister for Arts and Heritage; Cluny MacPherson, Chief Officer for Culture and Sport, Leeds City Council; Kath Wynne-Hagues, Head of Culture and Place, Hull City Council; Alan Lane, Artistic Director of Slung Low; Ben Walmsley, Professor of Cultural Engagement, University of Leeds; Sir Vernon Ellis; Fay Jennett and Lucy Kerbal, Tonic Theatre; Sophie Cowell, Equality and Human Rights Commission; Tamsin Embleton, Music Industry Therapist Collective; Jon Collins, LIVE Group; Sam Rigby, National Theatre; Joe Frankland, PRS Foundation; Roger Wilson, Black Lives in Music; Naomi Pohl, Musicians' Union;

Jessica Schmidt, Orchestrate Inclusion; Aubrey Bergauer. Sponsors of the conference included, British Association of Concert Halls, Incorporated Society of Musicians, Boomerang Carnets, Future Demand GmbH. We are also grateful to the Musicians' Union and Creative Scotland for providing financial support for attendance by musicians.

Headline numbers for the conference were that in 3 days we:

- put on **19** different sessions
- with **93** speakers / panellists
- to **365** delegates

SPECIALIST MANAGERS MEETINGS

Specialist Managers Meetings continued to be a valuable forum for member networking and support. During the year, there was a return to in person meetings, giving members an invaluable opportunity to reconnect post-covid, whilst offering hybrid attendance as an alternative as needed. The Meetings provide opportunities for colleagues from different organisations to meet and

discuss subjects of mutual interest and benefit from the latest developments in their field through talks and surgeries given by experts.

Meetings were held for Chamber Orchestras, Contract Orchestras, Concert & Orchestra, Education, Finance, Fundraising, Marketing and Stage & Transport Managers, along with Opera & Ballet, Scottish and Welsh members. There was a total of 530 attendees.

There were a range of external speakers from organisations including the Health & Safety Executive, Evelyn Partners, Wesley Gryk Solicitors LLP, Creative Tax Reliefs Limited, Achates, Legacy Foresight, Black Lives in Music, City & Cambridge Consultancy, the Fundraising Regulator, The Audience Agency, Indigo Ltd and FlybyNight.

We are grateful to the chairs and co-chairs of the respective groups for helping develop agendas and source external speakers:

- Artistic Planners – Stephen Maddock, *City of Birmingham Symphony Orchestra*
- Chairs & Trustees – David McKeith, *Hallé Orchestra*
- Chamber Orchestras – Alfonso Leal del Ojo, *The English Concert*
- Concert & Orchestra Managers – Alex Walden, *BBC Concert Orchestra & Phil Boughton, Opera North*
- Education Managers – Steve Pickett, *Hallé Orchestra*
- Finance Managers – Ian White, *Scottish Chamber Orchestra*
- Fundraising Managers – Nick Brealey, *Britten Sinfonia*
- Opera & Ballet – Phil Boughton, *Opera North*
- Scottish Members – Jenny Jamison, *Scottish Ensemble & Jo Buckley, Dunedin Consort*
- Youth Ensembles – Sophie Lewis, *National Children's Orchestras of Great Britain*



Sam Toolsie 2023 ABO Conference

CHAMPIONING

PUBLIC AFFAIRS

The ABO has continued to champion and advocate on behalf of the sector during a period of unprecedented political change.

This year saw three Prime Ministers, four Chancellors of the Exchequer and two Culture Secretaries come into post in the UK Government. We have sought to build and maintain relationships and keep political focus on the issues impacting our sector throughout this time. We set out 4 key pledges for UK Government to enable our sector to: Build future resilience and sector recovery; Carry the UK's creative excellence internationally; Extend our reach; and Build a future, homegrown and diverse talent pipeline.

We have also seen significant market fluctuations due to economic and geopolitical factors, following the Russian invasion of Ukraine and former Prime Minister Liz Truss' 'Mini Budget', which have focused ABO's advocacy work on the measures that our members most need to help create stability and growth.

Building an evidence-based case for the extension of the temporary, uplifted 50% Orchestra Tax Relief (OTR) rate was a key priority, and we were delighted to secure the higher rate for another two years until 2025, in the 2023 Spring Budget announcement. This work included OTR impact member surveys and evidence-based reports; UK and Scottish Government and Parliamentary engagement and briefings; Ministerial roundtables; issuing public statements; mobilising ABO members and their Boards; and close collaboration with other sector bodies across the cultural sector.

Supporting international touring is another policy priority. The ABO sat on the DCMS Touring Working Group, chaired by the Minister for Creative Industries. We connected with sectors outside of classical music to explore solutions to Cabotage and Road Haulage issues restricting EU touring for our members, including with McLaren. We successfully worked with the ISM, Musicians' Union and UK Music and the DEFRA and APHA Government Departments to ensure that bows are exempt from new Pernambuco wood restrictions proposed at CoPI9 in Panama. Resolving challenges to touring in the EU is a continued focus, including engaging with the EU UK Parliamentary Partnership Assembly.

The ABO continues to provide member guidance through advice, webinars and factsheets on a range of issues including touring, tax and immigration.

The ABO engaged with UK Government at senior levels, taking part in meetings with No 10, DCMS, DfE, FCDO, DEFRA and Border Force, and roundtables, including an Arts Energy Roundtable with Arts Minister Lord Parkinson.

Issues impacting UK orchestras are regularly raised on the floor of the Houses of Parliament as direct result of ABO briefings. We continue to respond to important Government consultations and Parliamentary inquiries on behalf of the sector, including to the Lords European Affairs Committee inquiry into the UK-EU relationship. We also convened an Opera Roundtable with (then) Shadow Arts Minister Barbara Keeley MP.

The ABO acts as the Secretariat for the All Party Parliamentary Group for Classical Music. This year we

have held two formal meetings of the group including the first in person meeting since the pandemic, and have grown the membership of the group. Issues discussed include the classical music sector's response to the invasion of Ukraine; hearing first hand from Elena Dubinets, Artistic Director of the London Philharmonic Orchestra; and Music Conservatoires and the talent pipeline with Linda Merrick, Principal of the Royal Northern College of Music and Jonathan Freeman-Attwood, Principal of the Royal Academy of Music.

We remain engaged in the devolved nations, including in Scotland, taking part in Scottish Parliamentary roundtables, the Scottish Cross Party Group on Music and supporting campaign group Culture Counts.

We collaborate with partners across the live music sector and wider creative industries including with LIVE, Creative UK, UK Theatre/SOLT, ISM, Arts Council England, Musicians' Union, Help Musicians, British Council and WhatNext.

In supporting our orchestral colleagues abroad, we also secured agreement from the Home Office to waive visa fees and to expedite visa applications for the Ukrainian Freedom Orchestra and the Kyiv Symphony Orchestra for their UK tours.

COMMUNICATIONS

ABO have provided response and comment on behalf of the sector in specialist and national press on issues including the Arts Council England's NPO announcement; BBC funding; Ukraine; the ACE Creative Health delivery plan; and international touring.

ABO publishes a digital magazine – ABO News - three times a year, showcasing the impactful and innovative work of ABO members across the country. We share this with policy makers, funders and stakeholders within and outside of the sector to highlight the value of UK orchestras and the work on and off stage, in education and health settings and in local communities.

ABO/MU CASUAL CONCERT/FREELANCE ORCHESTRAL AGREEMENT

The ABO negotiated the ABO/MU Agreement through its working group comprising Judith Webster and Jenny Daly, ABO; John Harte, Aurora Orchestra; Elaine Baines, City of London Sinfonia; Kate Collis, Philharmonia;



Sam Toolsie 2023 ABO Conference

Jonathan Tunnell, Glyndebourne Touring Opera and Jo Buckley, Dunedin Consort. After an extended period, made more challenging due to the cost of living crisis, negotiations were successfully concluded for an agreement commencing 1 April 2023.

AWARDS

The **ABO Award** is presented annually to the individual or institution considered by the members to have made the most important contribution to the orchestral life of the UK. At the annual conference dinner, the ABO was pleased to announce **Alan Davey** as the recipient of this prestigious award.

ABO/Classical Music Awards were presented to **Dougie Scarfe**, Chief Executive, Bournemouth Symphony Orchestra (Orchestra Manager of the Year), **Adam McGinlay**, Chief Executive, Cadogan Hall (Concert Hall Manager of the Year) and **Donagh Collins**, Chief Executive, Askonas Holt (Artist Manager of the Year). A special Commendation Award was presented to **Sandra Parr**, Artistic Planning Director, Royal Liverpool Philharmonic Orchestra in the category of Orchestra Manager of the Year.

The 2022 **ABO/RPS Orchestra Musician Award** was presented to Chris Stock, Principal Percussionist of BBC National Orchestra of Wales.



PEARLE* AND INTERNATIONAL ENGAGEMENT

The ABO's membership of Pearle* (Live Performance Europe), the European league of performing arts associations, is significant as we maintain ties and collaboration with our European colleagues since the UK has left the EU. We exchange information and best practice and collaborate on advocacy and policy work to enable international touring and cultural exchange. This year, ABO hosted the biannual Pearle* Conference in Manchester and attended its Conference and European Orchestra Forum in Paris.

We continue to collaborate with colleagues internationally, including with the League of American Orchestras, and welcomed international delegates to the 2023 ABO Annual Conference from countries including Columbia, Poland, Qatar and Ukraine.

WEBSITE, SOCIAL MEDIA AND UPDATE

The ABO's website is an invaluable source of communication and information for members and the general public. With our social media, the ABO Facebook page has had an increase in **71** followers totalling **2,903**, with **5,551** impressions between 1 April 2022 to 31 March 2023. The ABO LinkedIn page has a total of **904** followers on 1 April 2023, an increase of 430 from 31 March 2022. Current followers on X, formerly known as Twitter, now total 8,694 (at Nov 2023). NB past analytics are not available since platform changes.

The ABO have distributed **106** member mailings in the last year, maintaining a **52.32%** open rate. This includes the much-valued monthly members Update, supplemented by regular bulletins, and Education and Youth Ensemble bulletins.

DEVELOPING



The ABO provides a range of briefing sheets on topics of relevance and concern to the membership, and up-to-date information on events via its monthly email Update. The ABO offers direct advice for members, and we are grateful for the pro-bono advice on VAT provided by Graham Elliott, City & Cambridge Consultancy and tax advice from Smith & Williamson.

PROFESSIONAL DEVELOPMENT

Leadership Programme: Find Your Way 2022-23

In August 2022 the 2021/22 Find Your Way (FYW) programme finished with a residential course at Snape Maltings. Over the summer the ABO put out an open call for applications to the 2022/23 programme: thirteen applications were received, and six participants were selected. The programme was again jointly led by Richard Wigley, Wigley Arts Management and leadership trainer Andy Beaumont, with Fiona Harvey, the ABO's Education & Youth Ensembles Consultant as project manager. The ABO is grateful to Help Musicians and the ABO Trust for their continued funding of Find Your Way.

In 2022/23, the buddy system continued, whereby participants were matched with FYW Alumni for ongoing support throughout the programme.

Participants also had mentors. The group's first meeting took place in October hosted by Help Musicians, with Annie Lydford, CEO Academy of St Martin in the Fields, and FYW mentor and alumna, as guest speaker. The second meeting took place in Birmingham in October, hosted by Stephen Maddock, CEO, City of Birmingham Symphony Orchestra. Sophie Lewis, Managing Director, and Cath Arlidge, Artistic and Educational Director, National Children's Orchestras of GB were the joint guest speakers. Richard Wigley held one-to-one meetings with participants during October/November. A third group meeting took place in Cardiff, hosted by Lisa Tregale, Director, BBC National Orchestra of Wales. Lisa Tregale was also the guest speaker. For the first half of the meeting the cohort were joined by ten FYW Alumni. The cohort curated a session at the ABO Conference in February, titled 'Permacrisis - an extended period of instability and insecurity, especially one resulting from a series of catastrophic events', exploring how forging personal connections through leadership can build healthy and resilient arts organisations. One informal catch-up meeting was held online in January. We have continued to hold Zoom meetings for the FYW Alumni network which now involves 110 people.

The residential course took place 23-25 February in Dartington. A further six people joined the cohort for this. The cohort's fourth group meeting and the 2022/23 "Essentials of Find Your Way" were planned for June 2023.

EDUCATION & YOUTH ENSEMBLES PROGRAMME

The bi-annual Specialist Manager Meetings of Education Managers were held online and in person in London. They continue to enable members to share their work and hear from guest speakers, representing participants in orchestral education projects or those who work with the participants such as teachers.

In April our guest speakers were Jenny Mollica, Director of Strategy and Engagement, and Tanja Pagnuco, Programme Manager, ENO Breathe, English National Opera, who co-presented ENO Breathe, a programme set up by ENO to help those with long Covid.

The November 2022 meeting included discussions on the National Plan for Music Education, England and Wales, Arts Council England's new Creative Health & Wellbeing Strategy and a discussion led by Naomi Wellings, Project Manager, Birmingham Contemporary Music Group on music mentoring.

MUSIC & HEALTH

The 'Orchestras in Healthcare' working group continued to meet. Members are: Fiona Harvey, Learning & Development Consultant, ABO, Sarah Derbyshire, CEO, Orchestras Live, Matthew Swann, Trustee, Orchestras Live, Natalie Ellis, Head of Arts, Cambridge University Hospitals NHS Foundation Trust and Trustee, Orchestras Live, and Laura Waters, Head of Arts, University Hospitals of Derby and Burton, Co-chair, National Arts in Hospitals Network, and Trustee, ABO Trust. A second joint event was held in January 2023 with a focus on the value of collaboration in developing holistic programmes and unlocking resources. Plans were put in place for a second survey in the summer of 2023.

YOUTH ENSEMBLES

The bi-annual meetings for youth ensembles were held online, chaired by Sophie Lewis, Managing Director, National Children's Orchestras of GB. In May 2022, the main focus of the meeting was a presentation by Doug Bott, Musical Director, Open Up Music, who spoke about the planning, preparation and experience of the first performances of the National Open Youth Orchestra's concerts in April and May 2022.

During the year the Education & Youth Ensembles Consultant attended the following seminars/events on behalf of the ABO:

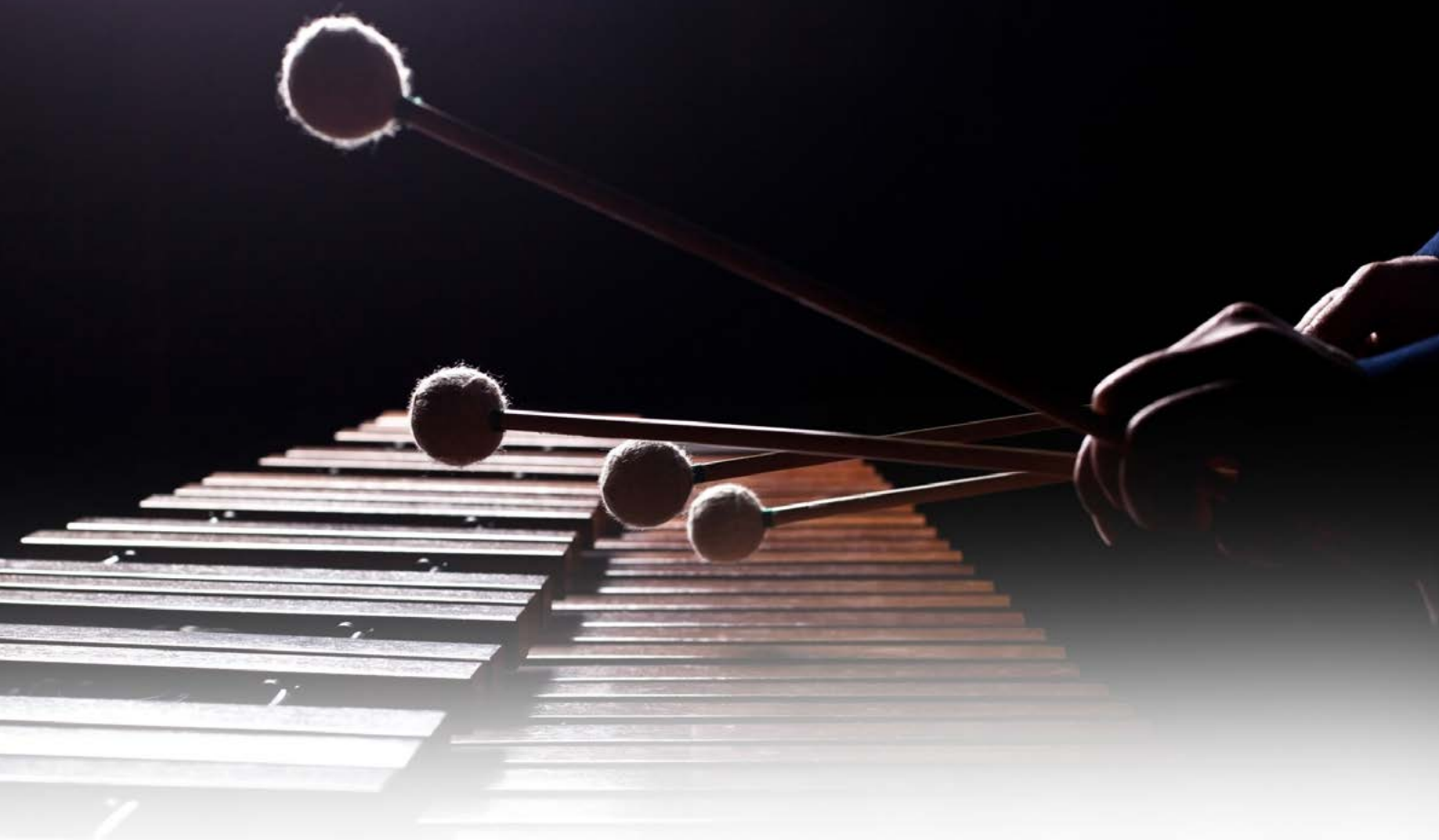
- ACE & Music Mark event re: Music Hub Partnership Models
- APPG for Music Education
- Speakers included Rhianon Passmore MS, Founder and chair, cross party group Welsh Parliament Senedd for Music, musician, teacher and music education campaigner; Simon Toyne, Executive Director of Music, David Ross Education Trust; Jodie Underhill, ISM research associate and qualified teacher; and Paul Jeeves – Daily Express journalist working on the #StrikeAChord music education campaign.
- Music Education Partnership Group (MEPG) Scotland meeting
- Music Mark English Music Education Sector Summit re: National Plan for Music Education

BRITISH COUNCIL INTERNATIONAL MENTORING PROGRAMME

The British Council worked with the ABO on the second iteration of the International Mentoring Programme. A selection process took place in August 2022 and the following participants were matched with their mentors:

Participant	Mentor
Natalia Klingbajl, Deputy Director for Development, National Forum of Music, Wroclaw	David Burke, CEO, London Philharmonic Orchestra
Liubov Morozova, Artistic Director, Kyiv Symphony Orchestra	Lisa Tregale, Director, BBC National Orchestra of Wales
Maria Catalina Prieto, Executive Director, Medellin Philharmonic Orchestra	Michael Eakin, CEO, Royal Liverpool Philharmonic Orchestra
Nasser Sahim, Deputy Executive Director, Qatar Philharmonic Orchestra	Stephen Maddock, CEO, City of Birmingham Symphony Orchestra

The four participants were invited to attend the ABO Conference in Leeds. The participants and their mentors joined Joel Mills, Director of Music for a Conference session on mentoring.



The ABO Trust was a beneficiary of a legacy from the estate of Mrs Elizabeth Ashton Edwards in 2010. The trustees have agreed to make a grant to the ABO towards the costs of managing its Education & Youth Ensembles and Find Your Way programmes.

SIRENS

The ABO Trust received a donation of £200,000 in 2016 from Diana Ambache to create the Sirens fund which supports the programming of works by historical women composers for a 10 year period. In 2022 Diana Ambache reviewed and updated the Women of Note resource which contains orchestrations of works, to include a more diverse range of female composers. In 2023, fourteen applications were received and ten awards were made as follows:

- Academy of Ancient Music: Maria Teresa Agnesi Licenza and Rapido turbin vedo from Sofonisba and Marianna Martinez Berenice, che fai and Concerto for Keyboard in A major
- BBC National Orchestra of Wales: Grace Williams 'Concert Overture'
- Bournemouth Symphony Orchestra: Ina Boyle A Sea Poem
- Chineke!: Florence B Price Symphony No 3
- City of London Sinfonia: Louise Farrence Nonet in E Flat, Op 38
- Royal College of Music Symphony Orchestra & Chorus: Lili Boulanger Du fond de l'abime (De Profundis)
- Royal Liverpool Philharmonic: Ruth Gipps Song for Orchestra
- Royal Scottish National Orchestra: Mel Bonis Trois Femmes de legende
- Royal Northern Sinfonia / Sage Gateshead: Clara Schumann Piano Concerto in A Minor, op 7
- Ulster Orchestra: Avril Coleridge-Taylor Sussex Landscape Op 27

FINANCE

The ABO made a deficit for the year ended 31 March 2023 of £67,912. This resulted in reserves decreasing to £211,331. Costs were higher than expected, with both the cost of living crisis and the increased head count on the staff team both having an impact on the bottom line. Post Covid, it was judged important to make the Conference accessible through a hybrid format, but this proved to be costly with a low take up of online sales. Other factors included extra recruitment costs for the CEO role, and the loss of some long-term funders for Find Your Way.

MEMBERSHIP

The ABO continued to benefit from loyalty from its members, with minimal cancellation of subscriptions. A full membership list for the end of the financial year is included in this Annual Review.



GOVERNANCE

The Board met five times during the year, ensuring scrutiny of the Association's activities and finances.

An Extraordinary General Meeting took place during the Conference on 2 February at which the Articles of the company were changed to enable broader recruitment for the position of Chair of the Board beyond Full Members.

The AGM on 15 November saw the resignation of Simon Webb, as Chair following him resigning his position at the BBC Philharmonic and therefore no longer being eligible as a Full Member from 31 December.

Ellen Gallagher, *Solicitor-Advocate / Principal Associate, Hamlins LLP* and **Linda Merrick**, *Principal, Royal Northern College of Music* were both re-appointed as Co-opted Directors.

The ABO is grateful to **Laurie Watt**, former Senior Counsel at Charles Russell Speechlys, for his support as the Association's Honorary Legal Adviser.

STAFF

Mark Pemberton served as Chief Executive until September 2022 and was replaced by Judith Webster from November 2022. Hanna Madalska-Gayer as Head of Policy & Communications, with Jenny Daly as Membership & Operations Manager and Emily Singh as Office & Events Administrator.

The staff were supported by Fiona Harvey, Education & Youth Ensembles Consultant; and Chris Wright, Finance Consultant.

ABO MEMBERSHIP 2022/23

FULL MEMBERS

Those professional orchestras and ensembles which have existed for not less than two years in the UK, and have undertaken no fewer than 24 public performances, entitled to all services and discounts and having a vote at General Meetings.

Academy of Ancient Music
Academy of St Martin in the Fields
Arcangelo
Aurora Orchestra
Bath Philharmonia
BBC Concert Orchestra
BBC National Orchestra of Wales
BBC Philharmonic Orchestra
BBC Scottish Symphony Orchestra
BBC Symphony Orchestra
Birmingham Contemporary Music Group
Bournemouth Symphony Orchestra
Brighton Philharmonic Orchestra
Britten Sinfonia
Chineke! Foundation
City of Birmingham Symphony Orchestra
City of London Sinfonia
Dunedin Consort
English Baroque Soloists
English Chamber Orchestra
English Sinfonia
English Symphony Orchestra
English Touring Opera
Gabrieli Consort & Players
The English Concert
The Glasgow Barons
The Hallé
The Hanover Band
The Mozartists (Classical Opera)
The Sixteen
La Serenissima
London Chamber Orchestra
London Contemporary Orchestra
London Handel Orchestra
London Mozart Players
London Philharmonic Orchestra
London Sinfonietta
London Symphony Orchestra
Manchester Camerata
Manchester Collective

Monteverdi Choir and Orchestras
Northern Chamber Orchestra
Orchestra of the Age of Enlightenment
Orchestra of St John's
Orchestra of the Swan
Orchestre Révolutionnaire et Romantique
Oxford Philharmonic Orchestra
Orpheus Sinfonia
Philharmonia Orchestra
Red Note Ensemble
Royal Liverpool Philharmonic
Royal Philharmonic Concert Orchestra
Royal Philharmonic Orchestra
Royal Scottish National Orchestra
Sage Gateshead (Royal Northern Sinfonia)
Scottish Chamber Orchestra
Scottish Ensemble
Sinfonia Cymru
Sinfonia of London
Sinfonia Verdi
Sinfonia ViVA
Solomon's Knot Productions Ltd
Southbank Sinfonia at St John's Smith Square
The Limelight Orchestra
Ulster Orchestra
Worthing Symphony Orchestra

Opera/Ballet Orchestras

Orchestra of English National Ballet
Orchestra of English National Opera
Glyndebourne on Tour Orchestra
Northern Ballet Theatre Orchestra
Orchestra of Opera North
Royal Ballet Sinfonia (Birmingham Royal Ballet)
Orchestra of the Royal Opera House
Orchestra of Scottish Opera
Orchestra of Welsh National Opera

ASSOCIATE MEMBERS

Those orchestras that have been in existence for less than two years or have given less than 24 professional public performances in the UK; non-UK professional orchestras; conservatoires; national and local youth orchestras

Bath Festival Orchestra	Orchestras	Severn Arts
Bristol Plays Music	National Children's Orchestras of Great Britain	Singapore Symphony Orchestra
Britten Pears Arts (Snape Maltings, Aldeburgh Music)	National Concert Hall, Dublin	Stoneleigh Youth Orchestra
Chamber Orchestra of Europe	National Open Youth Orchestra	Thames Youth Orchestra
Chetham's School of Music	National Opera Studio	The Paraorchestra and Friends
Congleton Youth Orchestra	National Youth Orchestra of Great Britain	The Szilvay Foundation & Colourstrings
Cyprus Symphony Orchestra	National Youth Orchestras of Scotland	Trinity College Junior Symphony Orchestra
Digital Orchestra (Drake Music)	National Youth String Orchestra	Trinity Laban Conservatoire of Music and Dance
East Dunbartonshire Music Service	Nevis Ensemble	Ulster Youth Orchestra
English Folk Dance and Song Society	Orchestras for All	University of Birmingham Music Department
Guildhall School of Music and Drama	Royal Academy of Music	Wells Cathedral School
Hallé Youth Orchestra	Royal College of Music	
Hebrides Ensemble	Royal Conservatoire of Scotland	
Highgate School	Royal Northern College of Music	
Iceland Symphony Orchestra	Royal Welsh College of Music and Drama	
Irish Association of Youth	Scottish National Jazz Orchestra	

AFFILIATE MEMBERS

Those organisations involved with the presentation, support and commissioning of the work of the Association and its full members, such as funding agencies, broadcasters, festivals and venues

Arts Council England, and nine regional offices	Creative Scotland	Royal Philharmonic Society
Associated Board of the Royal Schools of Music	Ex Cathedra	Saffron Hall Trust
B:Music	Garsington Opera	Southbank Centre
Barbican Centre	Help Musicians	Spitalfields Festival
BBC Proms	Incorporated Society of Musicians	St David's Hall
BBC Radio 3	Live Music Now Scotland	St John's Smith Square
Bristol Beacon (Bristol Music Trust)	Making Music	St Martin-in-the-Fields
British Arts Festivals Association	Music For Youth Music at Oxford	The Tenebrae Choir
British Council	Music in the Round	The UK Association for Music Education (Music Mark)
Cadogan Hall	National Centre for Early Music	Three Choirs Festival
Children's Classic Concerts	Nevill Holt Opera	Wigmore Hall
Classic FM	Opera & Music Theatre Forum	
	Orchestras Live	
	Royal Albert Hall	

SOLE TRADER MEMBERS

Anna Rowe
Cathy Graham OBE
Imagine Sound Limited (Sound Space Vision)
Kevin Ormond
Margarita Mikhailova, MuzikFermata Ltd
Marion Friend MBE

Mark Pemberton OBE
Thistle Music, (Alexa Butterworth)
Trudy Wright Coaching & Consultancy
VLT Legal Services

HONORARY MEMBERS

By invitation of the ABO board

Andrew Bennett
Simon Crookall
Trevor Ford
Sir Clive Gillinson
Peter Helps
Michael Henson
Antony Lewis-Crosby

Ian Maclay
Roy McEwan OBE
Edward Smith
Malcolm Warne Holland
Laurie Watt
David Whelton OBE

ABO BOARD

Phil Boughton	Director of Orchestra & Chorus	Opera North
Jo Buckley	Chief Executive	Dunedin Consort
Thorben Dittes	Chief Executive	Philharmonia Orchestra
Ellen Gallagher	Associate	Hamlins LLP
Jenny Jamison	Chief Executive	Scottish Ensemble
Leslie Kwan	Managing Director	The Monarch Network
Chris Loughran	Co-Founder & Director	Symbio Impact
Professor Linda Merrick	Principal	Royal Northern College of Music
Paul Philbert MBE	Principal Timpanist	Royal Scottish National Orchestra
Lisa Tregale	Director	BBC National Orchestra of Wales
Simon Webb (to 31 Dec 22)	Director	BBC Philharmonic Orchestra
James Williams	Managing Director	Royal Philharmonic Orchestra

ABO TEAM

Jenny Daly	Membership & Operations Manager
Hanna Madalska-Gayer	Head of Policy & Communications
Mark Pemberton OBE	Chief Executive (to 30 Sept 2022)
Emily Singh	Office & Events Administrator
Judith Webster	Chief Executive (from Nov 2022)
Fiona Harvey	Education & Youth Ensembles Consultant
Chris Wright	Finance Consultant



ABO

ASSOCIATION OF BRITISH ORCHESTRAS

Association of British Orchestras

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We are grateful to the following for their support during the year:

**ABO Trust, British Council, Classic FM,
Classical Music, Help Musicians**



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