BANGOR BAND

CONSISTENT ATTENDANCE POLICY PROPOSAL

I. PREFACE

A. Article III, Section I of the Constitution states in part, "*The Board of Directors (herein referred to as the Board) shall determine the policies of the Band*."

B. There is no formal policy outlining attendance expectations for Bangor Band members during the rehearsal period leading up to performances. Establishing a shared understanding of attendance and communication ensures strong ensemble cohesion and supports the Band's continued musical excellence.

C. Article III, Section V of the Constitution states in part, "*Five voting members of the Board shall constitute a quorum of the Board."*

D. It stands to reason, then, by items A and C, that the Bangor Band Board of Directors may create, modify, or expunge policies via a Board of Directors vote so long as a quorum is present. Item B illustrates a need for a new policy.

II. PURPOSE

To clarify expectations for rehearsal attendance and communication among all Bangor Band members, supporting consistency, preparedness, and collaborative responsibility.

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The policy continues on the next page. >>>

III. POLICY

All Bangor Band members are expected to attend weekly rehearsals and arrive prepared to rehearse at the scheduled start time. Consistent attendance allows the ensemble to continue to improve its musical quality, develop a unified sound, and prepare effectively for performances.

This policy applies to all members for the rehearsal and performance periods (continua) they have indicated they will participate in. Members who participate only during specific seasons or portions of the year (such as summer-only members) are expected to meet these attendance and communication expectations only during their identified period of participation.

Continuum Participation Confirmation:

Prior to the start of each rehearsal and performance continuum, Section Leaders will contact members who have indicated their intent to participate. During this communication, Section Leaders will review the rehearsal schedule, performance dates, and the minimum rehearsal attendance expectation established by the Conductor for that continuum.

Members who anticipate being unable to meet the attendance expectation are encouraged to sit out that continuum and return for a future continuum when they are able to participate more fully. Early communication allows the ensemble sufficient time to adjust instrumentation, recruit substitute players if necessary, and plan effectively for rehearsals and performances.

A member's confirmation to participate in a continuum constitutes a commitment to meet the rehearsal attendance expectation communicated for that continuum and to participate in all scheduled performances. Members who begin participation after a continuum has commenced must communicate with their Section Leader and the Conductor as early as possible. The Conductor may modify the rehearsal attendance expectation when appropriate, provided the member is adequately prepared to participate musically, and the adjustment does not compromise the readiness of the ensemble.

If a member becomes aware that they will be unable to participate in a scheduled performance, they should notify their Section Leader and the Conductor at least one week in advance whenever possible. In the event of an unforeseen circumstance that arises immediately before a performance, members should contact their Section Leader or the Conductor as soon as possible.

When a member must be absent from rehearsal, they should notify their Section Leader as soon as possible. In cases where absences become frequent or impact the ensemble's readiness, the Conductor or Section Leader will initiate the attendance review steps on the following page.

Attendance Review Steps:

- After two unattended rehearsals (without prior notification) in a member's active participation period, the Section Leader will initiate the first meeting with the member to review participation.
- If the pattern continues and the member reaches three absences, the member may be asked to sit out the continuum and/or be designated as "inactive" for the next scheduled period, pending reaffirmation of commitment. This action would be taken after consultation between the Board President, the Conductor, and the Section Leader.
- If the member re-engages, attends rehearsals regularly, and communicates consistently, they may return to active status. If not, the member may be removed from the active roster and/or replaced.

These actions are intended to provide clarity for both members and leadership regarding expectations and shared responsibility. They are not disciplinary punishments, but mechanisms to ensure the ensemble remains cohesive and support members who may need a conversation about their participation commitment.

IV. DEFINITIONS

1. *Continuum (plural: continua):* The rehearsal and performance period for which a member has indicated availability and intent to participate. The Bangor Band typically runs three continua per year:
    - The fall continuum (Harvest Concert, Veteran's Day Concert, Sounds of the Season Concert).
    - The spring continuum (Member's Memorial Concert, Shared April Concert)
    - The summer continuum (All Summer Concerts)
2. *Active participation period:* The timeframe during which a member is considered part of the ensemble and expected to meet attendance and communication standards.

V. PROCEDURE

See above.

Responsibilities: All band members, Section Leaders, Conductors

Adopted: 08.23.2026