

**The following resolution** [*Debbie Brooks (Fort Worth), Julie Edwards (Utah), Alex Kientle (Dallas), Norbert Nielubowski (Minnesota), Ethan Silverman (NYC Ballet), Dan Sweeley (Buffalo); Amended - Kimberly Tichenor (Louisville)/Chris Woehr (St. Louis) & Martin Andersen (New Jersey)/Peter de Boor (Kennedy Center)*] **regarding the AFM-EPF was adopted as amended:**

Whereas, The American Federation of Musicians and Employers Pension Fund (“AFM-EPF”) is a crucial part of retirement planning for thousands of ICSOM musicians and their families; and

Whereas, Significant time at the 2017 ICSOM Conference was spent discussing the current state of the AFM-EPF; and

Whereas, Great concern arose in many quarters as a result of the December 2016 letter from the Trustees; and

Whereas, Delegates continue to have many questions following the AFM-EPF Trustees’ presentation at the 2017 ICSOM Conference; and

Whereas, Our member orchestras comprise AFM-EPF participants of all ages, who have a vested interest in the long-term health of the AFM-EPF; and

Whereas, Equal representation of all constituencies at all stages of their careers is vital; and

Whereas, Frank and open communication is an essential component of moving forward, finding solutions, and building trust between the Trustees and AFM-EPF participants; and

Whereas, ICSOM is grateful to Brian Rood and Laura Ross, who have volunteered their time and energy to be our ICSOM Trustee representatives; therefore, be it

**Resolved,** That the Delegates to the 2017 ICSOM conference wish to ensure that every ICSOM member be aware of, and understand, the challenges facing the AFM-EPF; and, be it further

**Resolved,** That our ICSOM Trustee representatives have our full support, faith, and trust as they conduct their business as Trustees; and, be it further

**Resolved,** That ICSOM, on behalf of its members, requests continued candor and transparency from the AFM-EPF; and, be it further

**Resolved,** That all ICSOM members empower and educate themselves by registering on the official AFM-EPF website (<http://www.afm-epf.org>) and by availing themselves of all the information there about the AFM-EPF and their own personal accounts.