



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

2025

ICSOM Conference
Crown Plaza Cleveland at Playhouse Square
Cleveland, OH

August 20 - 23, 2025

TUESDAY – AUGUST 19

9:00AM – EARLY AFTERNOON: GOVERNING BOARD MEETING

*5:00PM – 7:00PM – New Delegate Orientation

EVENING OFF

WEDNESDAY – AUGUST 20

General Session begins:

9:30AM – 11:45AM – Welcome & Introduction of ICSOM Governing Board

Roll Call of Orchestras

Introduction of Guests and Attendees

Welcoming Remarks – Conference Coordinator Jake Weichert & The Cleveland Orchestra ICSOM
Delegate Charles Paul

AFM Local #4 President Leonard DiCosimo

ICSOM Membership Committee Report – Laura Ross, chair

Officer Reports –

Secretary, Treasurer & *Senza Sordino* Editor Reports

Approval of 2024 ICSOM Conference Minutes & 2025 Officer Reports

Nominating Committee Report – Mike Sutton, chair

President's Address

Chairperson's Address

11:45AM – 1:45PM – LUNCH

1:45PM – Announcements & Nominations

1:50PM – 2:30PM – AFM President

-DRAFT – 6/2/25 –

-(subject to change)-

2:30PM – 2:45PM – BREAK

2:45PM – 4:00PM – Labor Presentation

4:00PM – 4:15PM – BREAK

4:15PM – 5:00PM – Player Conferences Council – OCSM, ROPA, RMA, TMA

7:00PM – 9:00PM – *MIXER*

THURSDAY – AUGUST 21

9:30AM – 11:30AM – Town Hall I [*Delegates, Alternate Delegates & Governing Board only*]

11:30AM – 1:00PM – MAL/DELEGATE LUNCH

General Session:

1:15PM – 2:00PM – Roll Call of Orchestras

Nominations

Reports: ICSOM Communications (Mike Muszynski), AFM Strike Fund (Peter de Boor), Emeritus Program (Paul Gunther)

2:00PM – 2:15PM – BREAK

2:15PM – 4:15PM – SSD Presentation

Close Nominations

4:15PM – 4:30PM – BREAK

4:30PM – 6:00PM – Jessica Schmidt, Orchestrate Inclusion

EVENING OFF – [*SYMPHONY @ SEVERANCE CONCERT – OPTIONAL*]

FRIDAY – AUGUST 22

9:30AM – 10:00AM – Announcements

Candidate Speeches

Roll Call/Election

10:00AM – 10:15AM – BREAK

**10:15AM – 12:15PM – Individual Agreements Panel, Moderator – Kevin Case
Nicole Jordan (Philadelphia), Elizabeth Rowe (Boston, retired)**

12:15PM – 2:00PM – LUNCH

2:00PM – 2:15PM – Announcements

2:15PM – 3:45PM – Kevin Case Presentation

3:45PM – 4:00PM – BREAK

4:00PM – 6:00PM – Town Hall II [*Delegates, Alternate Delegates & Governing Board only*]

-DRAFT – 6/2/25 –
-(subject to change)-

SSD & Local Officers Discussion [*Board Room*]

EVENING OFF

SATURDAY – AUGUST 23

9:30AM – 10:00AM – Announcements

Roll Call

10:00AM – 11:30AM – Panel Presentation – moderated by Kevin Case

11:30AM – 11:45AM – BREAK

11:45AM – 1:30PM –

Resolutions

Conference Sites Selection –

2026 – TBD – [*Hawai‘i*]

2027 – TBD – [*New York/New Jersey?*]

2028 – ?

Good & Welfare

ADJOURN