



A
animato



Winter
Newsletter

Volume 3 | Issue #1 | Animato – Winter 2022

www.nbbamusic.ca

Annual General Meeting
2022!

AGM 2022

NBBA's GOT YOU
YOU'VE GOT THIS!



Sat. Mar. 19, 2022
2:00pm



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TOP NEWS!

Our New Look!

Welcome to the freshly revamped format for **animato**, YOUR seasonal e-newsletter!

Pleased to see growth in this area, we decided to make it more visually appealing and inclusive of all NBBA members. We value your feedback, input, and interactive communication. If you have suggestions for improvements or things you'd like to see more of, please reach out to us via email nbbamusic@gmail.com or our socials: Facebook and Instagram.

Our website is also in the process of a visual facelift and upgrade to a pro account that includes: our new web address of www.nbbamusic.ca, passworded members' section, removing the Weebly branding, ability to sell swag items, new free resources and member-only resources, and room to grow. Be sure to check it out often, as new material will be added on a regular basis.

“Where words fail, music speaks.”

-Hans Christian Andersen



NB Winter 2022 COVID Plan Update

The Executive recently voiced concerns surrounding the government's inequities between sports activities and other activities, including music. A document containing current research on music safety was forwarded to them and a virtual meeting with Public Health (including Dr. Jennifer Russell) took place on Jan. 28, 2022. Updates to the plan had already been announced to allow the use of wind instruments in schools for anyone 12 and older in Level 2 of the Winter Plan. Also acknowledged, was the importance of other activities aside from sports to benefit the well-being of New Brunswickers. **There is still more work to do in this area for continued equity!**

With removal of all restrictions coming soon, NBBA encourages people to do what is needed to suit their comfort level. Perhaps hand sanitizing and wearing a mask at certain times will help keep colds and flus low.

Annual General Meeting 2022

Be sure to mark the date and time of **Sat. Mar. 19, 2022 at 2:00pm** for our upcoming AGM “NBBA’s Got You, YOU’VE GOT THIS!” We will once again be going virtual this year using the Zoom platform. The Executive has lots of exciting news to share and we look forward to your attendance. **Reminders and join info will be sent out prior to the meeting date.**

Highlights will include:



State of the NBBA



Finances & Membership Drive Updates



How YOUR Executive is Working for You



Attendee Survey



And Don't Forget... **Prize Draws for Attendees!**

- NBBA Swag, tablet, apps, memberships, lessons / clinics, local NB prizes



TUTTI: We're All in This Together

Extended Membership Drive 2022!

Fees:

Special discount membership fee that covers 3 years instead of just 1.

- ❖ **Extended Term Apr. 1, 2021 (retroactive) – Mar. 31, 2024**
- ❖ **Offer Deadline: Apr. 1, 2022**

Types:

- 🎵 Associate as Part of Community Ensemble* = \$7 per member
- 🎵 Associate as Part of School Ensemble** = \$2 per member
- 🎵 Individual = \$70
- 🎵 Student = \$50
- 🎵 Senior (age 55+) = \$50
- 🎵 Corporate = \$150+ or in-kind

*Community Flat Rate Holding Fee Until

April 30, 2022

>>Typically less than 30 members = \$50
(**balance due Oct. 1, 2022**)

>>Typically 30 members or more = \$75
(**balance due Oct. 1, 2022**)

**Associate as Part of School Ensemble

>>Free until Nov. 1, 2022, then \$2 per student per school year (max = \$60/yr).

>>Registration required even during free period.

**IF YOU WANT
TO GO FAST,
GO ALONE.**

**IF YOU WANT
TO GO FAR,
GO TOGETHER.**

NBBA Member Benefit Highlights

- 🎵 Free music lesson or consultation live or virtual!
- 🎵 Access to members only section of website!
- 🎵 Access to contests and draws!
- 🎵 Free swag items!
- 🎵 Member voting rights!
- 🎵 Promotion and support for your band from our network!
- 🎵 Member-only events & workshops!

And SO much more! Visit [OUR WEBSITE](#)

Winter Playing Challenges



We want to challenge ALL our NB band musicians push through these difficult times using music as a healer for self-well-being. Here are a couple of suggestions to get you playing again or inspire you to do even more!

- ❖ Back by popular demand >> Start your 30-day challenge today! Ask a friend to join you on your pathway.
- ❖ Check out the new Band BINGO and share your progress with us!

[CLICK THE IMAGE ABOVE
OR HERE TO LEARN MORE.](#)

How We Picture Things

In the future, we want to not only feature your band, but your beautiful area of New Brunswick through photos. The title page of this Animato issue features the historic world's longest covered bridge in Hartland, and we want you to show off your area. Send us scenic photos of landmarks, structures, uniquely NB items, sunsets, or whatever else depicts your corner of NB.

Do you have recent photos of your band posing, performing, casual or formal, or being goofy and having fun? *We'd love to share some of your great memories with your permission and that of the people in the photos.*

Send us your photos anytime with some basic details of where / who / what /when they were taken. Choose a band member to be your photographer and send us things regularly.

nbbamusic@gmail.com



Let us know how things are going.

We want to update our shout-out list of which bands/schools have returned to band and are moving forward. Send us an email or let us know on social media through Facebook or Instagram!

[instagram.com/nbbamusic](https://www.instagram.com/nbbamusic)

[facebook.com/nbbamusic](https://www.facebook.com/nbbamusic)



CLIENT: "COULD YOU MAKE SURE I LOOK 10LBS THINNER IN EACH PHOTO."

ME: "THERE'S OVER 500 PHOTOS, I'LL HAVE TO CHARGE YOU FOR THE EXTRA EDITING TIME." HER: "WOW, YOU'RE RUNNING QUITE THE LITTLE SCAM FOR YOURSELF AREN'T YOU?"

made on liquip

Community Corner

Paying The Piper!

The Port City Second Chance Band was founded in September 2016 under the oversight of Saint Mary's Band, Saint John's community concert band. Its goal is to provide instruction in a concert band setting to three groups of people: those who had played in the past and given it up for a while, those who play a different instrument and wanted to learn a new one, and those who never played before but always wanted to!

Our fifty members met every Monday night until the pandemic prevented us from being able to play together. We performed several concerts each year and enjoyed social events as well. We have a lot of fun together, especially at rehearsals. There is no shortage of jokes, teasing, and laughter.

An example:

We had been rehearsing a Star Wars medley and in one particularly difficult rhythmic section, the band had a tutti rest in several spots. Inevitably, someone would play in the "hole". I reminded, I rehearsed it in small chunks, I conducted the rest as clearly as I knew how...still, there was always a "HONK...oops - that was me!" One week I jokingly threatened them: "Anyone who plays in one of those holes next week will owe me \$5!!"

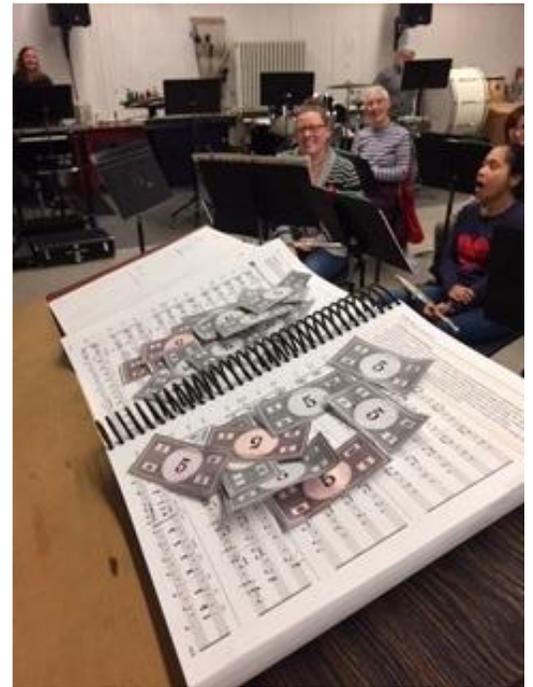
Next week arrives. As we prepare to rehearse that medley, I remind them of the rests. We get to the first of them: "HONK - SQUAWK - SPLAT". I'm thinking to myself, "Wow, they really blew that! Will we ever master this?"

Then one by one, they begin to file up and place a 5-dollar bill on my stand. \$5 worth of Monopoly money! One of my mischievous clarinets had organized the prank and handed out the fake bills before rehearsal without me noticing. It has become a running joke in our group and is one of my favourite rehearsal moments.

Andrea Lewis

~Founder & Director, Port City Second Chance Band

~NBBA Regional Rep. - Saint John Area



P.S. They gave me my Christmas honorarium that year all in 5's – but at least they were real! 😊



WE'RE COMING BACK!

Sep. 23 – 25

2022

Education Zone

Who Doesn't Love FREE Stuff?

Here are a just few featured resources that will be useful for teachers, students, and musicians who are looking for quality examples, exercises, and instruction. Check out other free resources or the full list on [our website](#) by becoming a member.

- ❖ [Vic Firth Drum Rudiments Page](#)
- ❖ [7 Mistakes to Avoid as a New Brass Player](#)
- ❖ [Free Flute Music!](#)
- ❖ [Vandoren Resources for Reed Instruments](#)
- ❖ [Music Trainer: Theory & Aural](#)
- ❖ [Metronome App](#)
- ❖ [Metronome Website](#)



New Brunswick Music Educators' Association



In affiliation with New Brunswick Teachers' Association, NBMEA is happy to announce...

Music Council Day 2022

May 6, 2022 will be a virtual event you won't want to miss! Be sure to check out the next *Animato* issue for the full list of presenters with session descriptions.

How Can NBBA Help Me and My School Band?

Now more than ever, students need to have the positive experience of band in their lives. Ensemble membership is available for a very reasonable rate and direct benefits to you and your students:

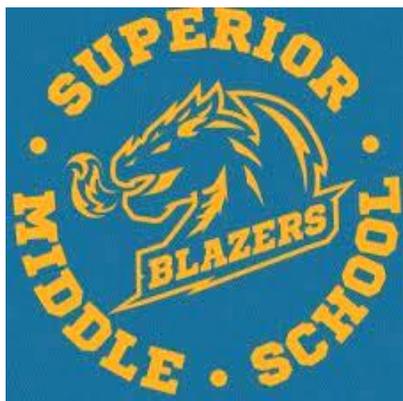
- support, advocacy, and promotion
- free swag for each student
- lobbying for you and with you
- premium member resources
- events for students and conductors
- access to the clinician registry
- community mentorship programs
- student awards, bursaries, and scholarships
- priceless networking opportunities

Middle School Memories – Beginning a Life of Music

I'm a flute player and I have been playing for over 25 years. I have many great memories throughout the years; however, the ones that stand out the most are from the beginning. Let's go back to where it all started in the mid 90's, where Friends ruled NBC and the Spice Girls were all about Girl Power.

I was in grade 7 and signed up to join the Superior Middle School Concert Band, having no idea which instrument I wanted to play or if I was even going to enjoy it. I'm not exactly sure what made me decide to choose the flute; perhaps it was lighter than a baritone? Maybe it's what my best friend chose to play? Regardless, I brought it home and drove everyone in the house a little crazy with my rehearsing. With practice, patience, and dedication, I finally developed a sound that I was happy with (and my family was also thankful for that too!).

After graduating from Hot Cross Buns, I was beginning to have more confidence in my playing abilities. With the Bathurst Music Festival around the corner, my band director suggested I sign up as a soloist. It seemed like a lot of fun, so with enthusiasm, I signed up.



After many rehearsals, I was ready for the stage. Once they called my name to go up, all my surroundings seemed to have faded in the background, and it was just me and the music.

In a matter of minutes, it was all over, and I received my score from the adjudicator. The following day at school, I'll never forget showing my band director my certificate. He took the certificate from me and taped it to the front door of the music room, for every student and teacher to see as they walked by. It was a small gesture, but to me I felt like on top of the world (the tape is still all around my certificate, I couldn't take it off).

This is just one of the many wonderful memories I carry with me. I can't imagine how my life would be without my flute (and my precious piccolo), or what would have happened if I didn't sign up for concert band that day at school. The friendships, memories, and lessons learned have shaped me into the person I am today. It was one of the best decisions I have ever made.



Allison DeGrace

~Flautist, Bathurst Community Concert Band

~NBBA Regional Rep. - Northern NB



Let's Work Together to Rebuild!

In a time when playing wind instruments and singing suffered major setbacks, we have an obligation to rebuild and offer the same great quality of music education and opportunities as in the past! Let's make sure the "trickle-up effects" of the education system through university and to our community groups are strong and positive ones for many years to come!

*** Recruitment & Retention Strategies Coming Soon***

Atlantic Wind Band Symposium 2022

NB Band Association is proud to partner with Newfoundland/Labrador, Nova Scotia, and PEI Band Associations to bring a unique learning and resource opportunity to band conductors of all levels. These sessions will be made available free to registrants in good standing with their NBBA membership. All sessions will be held via Zoom in the Spring. More details on registration will be sent out as soon as date and times are confirmed.

Sessions will be presented by **Darryl & Cheryl Ferguson** and focus on:

-  **How to Teach and Choose Repertoire for Ensembles of Varying Levels**
-  **How to Focus on Fundamentals Without Losing Student Interest**
-  **Motivation, Recruitment and Retention in 2 Parts**



THE NATIONALS
MUSICFEST CANADA
FINALES NATIONALES
presents
the



CANADIAN
WIND
ORCHESTRA

MARK HOPKINS & GILLIAN MACKAY
ARTISTIC DIRECTORS

Auditions

for the 2022 Denis Wick Canadian Wind Orchestra (DWCWO) and the Woodshed Canadian Percussion Ensemble (WCPE), and MusicFest Canada Young Performer Scholarship Program are due on or before **March 1, 2022.**

For the last two years the DWCWO/WCPE has provided a rich and robust online music performance experience for young musicians across Canada, and we are preparing the best online DWCWO program yet! This year's program will be led by Dr. Gillian MacKay (University of Toronto) and Dr. Mark Hopkins (Acadia University) and features presentations, masterclasses, lessons, and online sessions by world-class musicians from the Toronto Symphony Orchestra, the National Arts Centre Orchestra, Carleton University, University of Toronto, and more.

The cost of this program is only \$50, payable after you have auditioned and are accepted into the program. Learn more about how to audition for all of the MusicFest National Honour Ensemble and Scholarship programs at: www.musicfest.ca

Email **Mark Hopkins** (mark.hopkins@acadiau.ca) to learn more about the DWCWO/WCPE.



THE STATE OF SCHOOL BANDS IN NEW BRUNSWICK

A summary of the 2021 NBBA School Survey



56% of schools have a band program, and concert bands are the most popular kind of ensemble.

95%

The number of band programs that involve the school's music teacher

76%

of band programs are extracurricular--only, but most do provide some individual instruction in music classes.

MOST SCHOOLS

who don't have a band program used to have one in the past.

21-30 STUDENTS

The most common size of a school band program, across all ensembles.

PRIORITIES

School band directors rate these supports as top priorities to them and their program:

\$ FUNDING

🔍 RECRUITMENT

🕒 TIME FOR BAND

Schools without bands agree with the above priorities, but also ranked these supports as "very high priorities" should they wish to start a band.

🎷 INSTRUMENTS

🎵 SHEET MUSIC



BETTER READERS

Students at schools that have a band program perform, on average, 9.2% better on provincial reading assessments in their native language than students at schools who don't have a band program. However, correlation does not mean causation.



COVID-19

New Brunswick band directors expressed concern over the impact of the pandemic on the future of their program, and frustration over the restrictions on extracurricular music compared to other extracurricular activities, such as athletics.

In June 2021, the NBBA conducted a survey of NB music teachers, in both the Anglophone and Francophone systems, for the purpose of learning more about the state of school bands within our province. We found that 56% of schools have a band. Almost all are conducted by a music teacher, and the vast majority (76%) are extracurricular, meaning the teacher runs the band program on a volunteer basis outside of teaching hours. Of the schools who do not have a band, 38% had one in the past. Perhaps unsurprisingly, schools in cities are more likely to have bands than in small towns, but this is not universally the case. We also found a statistically significant increase in student performance on provincial reading assessments at schools who have band programs. However, we cannot conclusively prove that this is caused by the school band. :)

The band directors who responded to our survey indicated that their top three priorities for support are 1) access to funding, 2) help with recruitment, and 3) finding time in the school day for band.

The NBBA is committed to exploring ideas to address these priorities. For instance, we may examine the possibility of creating a grant program for schools, hosting professional learning sessions on recruitment of band students in schools and working together with the newly formed NB Music Educators' Association, which is affiliated with the NB Teachers' Association, to advocate for appropriate scheduling time in the school day for music classes.

We plan to repeat this survey at the end of this school year to compare data and monitor changes in band programs over time. Stay tuned for updates in future issues of Animato!

Jen Purdue

~Music Specialist, Nackawic High School

~NBBA Regional Rep. - Fredericton West



WE GOT SWAG!



How to Get to Free Swag!

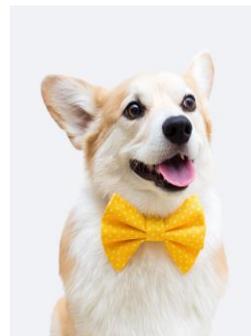
- ✂ **Share That Tune!** What's YOUR fav band piece to play? (Include: title, composer/arranger if possible)
- ✂ **Take a Section Selfie** and post it to our Facebook page to enter a draw. (Include: band name and individual names)
- ✂ **Podium Pose!** Take a photo with your conductor and share it with us. Include names.
- ✂ **Tell us Your Beginning Story!** Whether you've just started playing or have been playing for decades, tell us what, when, where, how, and why you got started playing an instrument.
- ✂ **Band Scavenger Hunt**
- ✂ **Band BINGO**
- ✂ **30 Day Playing Challenge**
- ✂ **Check website often for new additions!**

Find out more and...



Still Waiting for Your Prize?

COVID has affected us all in negative ways and we apologize to those who have been waiting for swag or other prizes even since our last AGM.



Now that swag has arrived and we are getting back up to speed, we promise to contact you to make things right and do better in the future. Thanks for your patience during challenging times. We are excited about working with you as we all move forward!

Exec. Roundtable

Working for You!

YOUR executive has transitioned to quarterly executive meetings while agreeing to communicate regularly via email and to hold extra meetings when necessary. Below is the meeting schedule for this year:

- ❖ EXEC. >> Thu. Nov. 18 (7:00 – 8:30pm)
- ❖ EXEC. >> Tue. Jan 18 (7:00 – 8:30pm)
- ❖ EXEC. >> Tue. Mar. 15 (7:00 - 8:30pm)
- ❖ **AGM 2022 >> Sat. Mar. 19 (2:00 - 3:30pm)**
- ❖ EXEC. >> Thu. May 12 (7:00 - 8:30pm)
- ❖ EXEC. >> Tue. Jul. 5 (7:00 - 8:30pm) [TBD]

If you or members of your band have questions, ideas, or concerns that should be brought to our attention, we welcome and encourage open communication with us at any time. nbbamusic@gmail.com



In the Works:

The Executive always has irons in the fire with their own personal musical endeavours, ensembles in which they lead or perform, as well as working for the betterment of the NBBA. Here are just a few future developments that will continue to grow in the coming weeks and months:

- ♥ **Conductor / Clinician Registry**
- ♥ **More Workshops**
- ♥ **Developing Band Profile Videos**
- ♥ **Expand Recruitment Resources & Opportunities**
- ♥ **Secure Member Bands Pages on our Website**
- ♥ **Spring & Summer Animato**
- ♥ **Bathurst Band Fest**
- ♥ **NBBA Awards**
- ♥ **Website Expansion**
- ♥ **Swag Sales & Expansion as Needed**
- ♥ **Middle & High School Band Days**
- ♥ **Community Band Days**
- ♥ **Provincial Community Bands: Concert & Jazz**

YOUR Executive

- Jeff MacQuarrie – President
- Alistair Tulloch – Vice-President
- Noreen Bonnell – Secretary
- Clayton Misner – Treasurer
- Melissa Akerley-Meadows – Past President
- Matthew Daley – Fredericton Regional Rep.
- Christopher Guindon – Miramichi Regional Rep.
- Luiz de Jesus – Moncton Regional Rep.
- Allison DeGrace – Bathurst Regional Rep.
- Jen Purdue – Fredericton West Regional Rep.
- Andrea Lewis – Saint John Regional Rep.
- James Kalyn – Post-Secondary Rep.
- Andrea Gaujacq – Provincial Fine Arts Rep.
- Davin Sooley – Treasurer Consultant

Copyright, Licensing, Libraries and Loans: What a musician or musical ensemble needs to know.

This series will tackle the complicated world of copyright and licensing, and attempt to demystify regulations, licensing fees and permissions.



Christopher Guindon

[Mighty River Music Services](#)



James Kalyn

[Mount Allison University](#)

Article 1 - Copyright, Licensing, Libraries and Loans: What a musician or musical ensemble needs to know.

Copyright: this is the easy part!

From the Canadian Intellectual Property Office (<https://www.ic.gc.ca/>):

Copyright is the exclusive legal right to produce, reproduce, publish, or perform an original literary, artistic, dramatic, or musical work. The creator is usually the copyright owner. When you own the copyright in a work, you control how it is used to protect its value. **Others who want to use the work must buy or otherwise get your permission either directly or through an organization that represents you.**

Generally, an original work is **automatically protected** by copyright the moment you create it. By registering your copyright, you receive a certificate issued by the Canadian Intellectual Property Office that can be used in court as evidence that you own it. Your copyright exists in Canada during your lifetime and for 50 years following your death. After that, the work is in the public domain, and anyone can use it. This is true for most works, but there are exceptions. Find more information on how and why to register in [A Guide to Copyright](#).

Licensing: this is the complicated part!

What performers need to know NOW:

When we perform music in public, whether it is for profit or not, we should and must pay licensing fees. We should do this because the creators of this music: composers, arrangers, publishers, need to be respected for their work and have the right to be compensated for it. We must pay the fees because it is law.

While the list of rights holders and licensing procedures is truly bewildering, most of the time it is handled simply through one or two agencies known as Performing Rights Organizations (PROs). As concert goes we do not see this, but it happens all the time.

Who pays? A concert venue, presenter, or series will generally have an arrangement with SOCAN, (Society of Composers, Authors, and Music Publishers of Canada) [SOCAN](#) which is the primary agency for licensing live performance. If you are self-presenting (for example a community band or chamber ensemble), then you are responsible for paying the SOCAN fees. You need an account, and there are calculators on the SOCAN website to help. Or talk to someone who is already handling the fees for their band. This site provides a quick calculator for a single live event.

<https://library.queensu.ca/help-services/copyright-fair-dealing/general-information-about-socan-resound-fees>

What about schools and other educational institutions?

If you are a school music teacher and want to perform music on school campus, in concert or assembly, you may do so without paying fees, if it is NOT for profit and it has an educational theme. Here is a handy article from Mount St. Vincent University:

<https://libguides.msvu.ca/c.php?g=254665&p=1698350>

More detail:

From Music Canada (<https://musiccanada.com/resources/licensing/>)

When it comes to licensing music, there are two groups of rights holders who are usually involved:

Record companies (or the makers of sound recordings) who are represented by [Connect Music Licensing](#) (representing most English Canada record companies), [SOPROQ](#) (representing most Quebec companies) and [Re:Sound](#)

Songwriters/Publishers who are represented by [CMRRA](#), [SODRAC](#), [CSI](#) and [SOCAN](#) Depending on the use, you may need to contact one or more of these rights holders.



Watch for the next articles

in our series on

Copyright Know-How

In the next article, we will explore a few other agencies such as the ones listed above, talk about YouTube, sync licenses, and the implications for you.

In article 3, we will discuss libraries, loans, photocopies, and answer reader questions. Please send your questions and comments to [Christopher Guindon](#) and [James Kalyn](#) at nbbamusic@gmail.com.

Key Definitions from the Copyright World:

Copyright - the exclusive legal right to produce, reproduce, publish, or perform an original literary, artistic, dramatic, or musical work.

Licenses – Permissions that come in several forms including sync licenses, master licenses, etc. which allow specific use of a copyrighted work in a public setting, presented in various forms including digital (audio or audio/video) recordings shared through online platforms, live concerts, and performances at food and entertainment establishments.

PRO – A **performance rights organization (PRO)**, also known as a performing rights society, provides intermediary functions, particularly collection of royalties, between copyright holders and parties who wish to use copyrighted works publicly in locations such as shopping and dining venues.

Excerpt from source - https://en.wikipedia.org/wiki/Performance_rights_organisation

SOCAN – The **Society of Composers, Authors and Music Publishers of Canada (SOCAN)** is a Canadian performance rights organization that represents the performing rights of more than 135,000 songwriters, composers and music publishers.

Excerpt from source -

https://en.wikipedia.org/wiki/Society_of_Composers,_Authors_and_Music_Publishers_of_Canada

Reciprocal Agreements – An arrangement between performance rights organizations (e.g. international licensing) to work in partnership to facilitate the licensing and collection and distribution of music royalties to the appropriate entities.

SODRAC - CMRRA-SODRAC Inc. (CSI) is a joint venture of the Canadian Musical Reproduction Rights Agency Ltd. (CMRRA) and the Society for Reproduction Rights of Authors, Composers and Publishers in Canada (SODRAC). Prior to 2019 CSI licensed the reproduction rights in the joint repertoire of CMRRA and SODRAC to various music users, including radio stations, background music services and online music services.

Excerpt from source – <https://www.cmr.ca/cmr/csi/>

CMRRA – The **Canadian Musical Reproduction Rights Agency Ltd. (CMRRA)** is a [music](#) licensing agency based in Toronto, Ontario, Canada. Founded in 1975, CMRRA is a music licensing collective representing music rights-holders who range in size from large multinational music publishers to individual songwriters.

Excerpt from source – https://en.wikipedia.org/wiki/Canadian_Musical_Reproduction_Rights_Agency

9 Things to Say Instead of "THAT'S HARD"

- 1) That's challenging
- 2) That's new
- 3) That's fun
- 4) That is an opportunity to improve
- 5) That will help you be a better player
- 6) That is the next progression
- 7) That will feel rewarding when you have mastered it
- 8) That is an area to focus on
- 9) That section is worth your time

Travelling Road Show!

Need help with an event or concert? Prefer in-person meetings to discuss important ways to help your band program? Let us know, and NBBA will try our best to visit you!



Plan to attend the AGM and encourage others to do the same!



Get started on at least one of our Winter Challenges.



We want regular communication with all bands within NB!
Please contact us more often.

nbbamusic@gmail.com



Complete your NBBA membership and payment today to be in good standing for future events, resources, and contests.

Coming Soon in Animato Summer Issue:

-  Bathurst Band Fest Information
-  Article 2 on Copyright
-  Membership Drive Updates
-  New Resources
-  Website: Your Own Band Page?
-  Swag Sales
-  Summer Camps and Other Band Fests Information
-  Clinician Registry Updates
-  More Anecdotes from Your Executive
-  Collaborative Spotify
-  Recruitment & Retention Strategies
-  Contest Winners Announced
-  Going Digital – Ditching Binders
-  Summer Goals

Be at the front of the line for... **AGM 2022!**

Saturday March 19, 2022 @ 2:00pm



Bring on the prizes!



