

Notes

Ontario Registered Music Teachers' Association



L'Association des professeur(e)s de musique de l'Ontario

The definitive information source for Ontario Registered Music Teachers



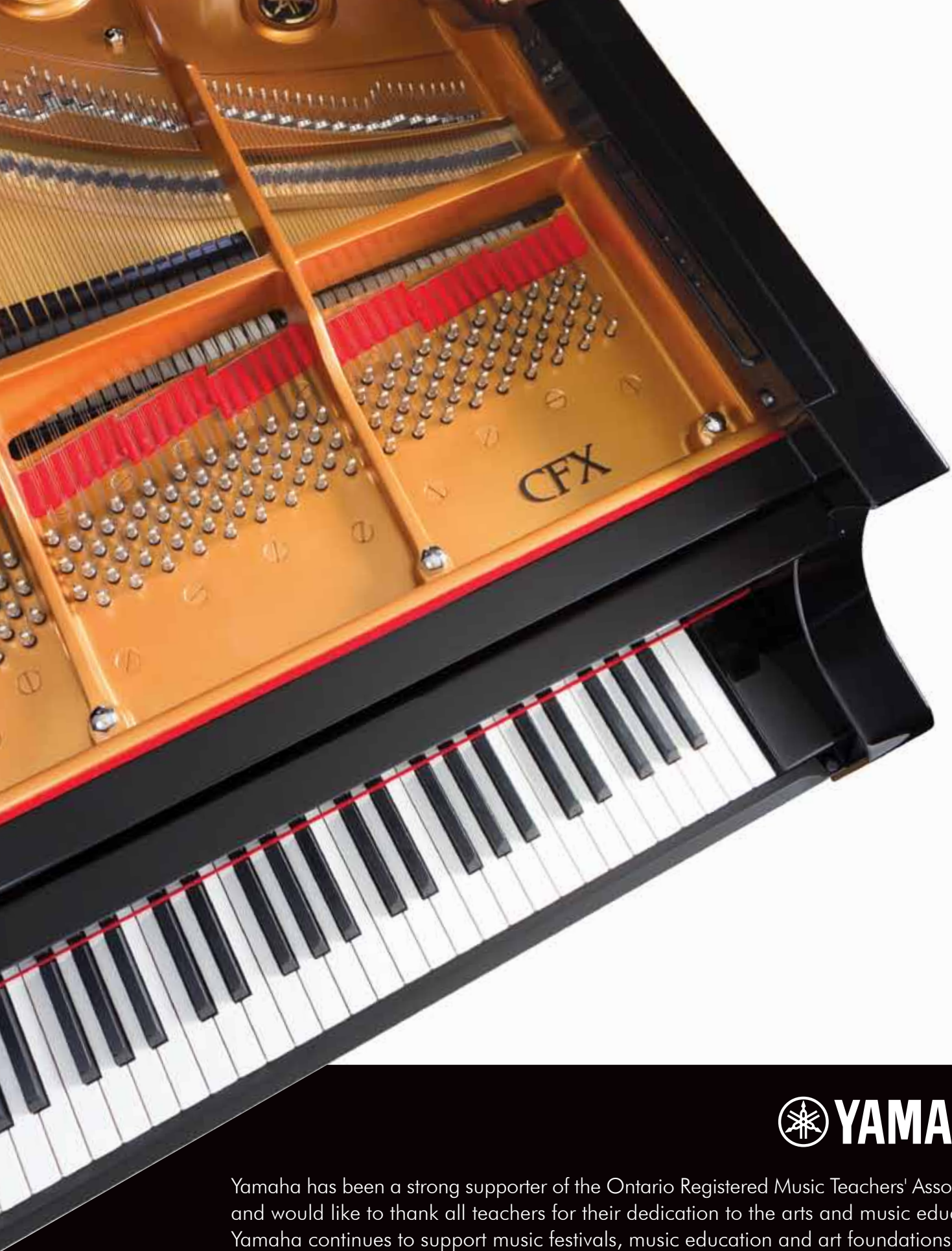
**FINANCIAL
REPORTS**

**CANADA
MUSIC WEEK**

**2018 ORMTA
Music Writing
Competition**

**ANNUAL
GENERAL
MEETING**

Saturday, July 27



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PUBLICATION INFORMATION

ARTICLES

All submissions must be received by the NOTES editor by the following deadlines: May 1 (summer issue), October 1 (fall issue), February 1 (spring issue). The editor prefers that all text be sent by e-mail using Microsoft Word. Reports from the Branches and OCTA biographies are limited to 400 words. Written permission must accompany all text where applicable.

PHOTOS

High resolution colour photos in .jpg format are preferred. Email photos directly to: paddy@coppernoise.com

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Advertising must be submitted to Laura by article "due dates" listed above. All final ad artwork must be saved in Adobe Acrobat PDF format. When preparing ads, use high resolution images and fonts, and set the Acrobat Preferences to embed the fonts and images at their original high resolution quality.

NOTES FOR NON-MEMBERS

Non-ORMTA members may receive NOTES by submitting an annual fee to Ron Spadafore, Provincial Secretary/Registrar, Box 635, Timmins, ON P4N 7G2. Please contact Ron Spadafore at ormta@ntl.sympatico.ca for more information.

NOTES EDITOR

Please send material for review to:

Patrick McCormick - Notes Editor
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Toronto M6E 4P5
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www.ormta.org



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Calendar of Events 2019

March 1	Deadline for requests for membership status updates to Provincial Registrar
March 5	Deadline to submit student results for the ORMTA pedagogy award
March 15	Deadline for Music Writing Competition submissions to CMW Chairperson
March 30	Branch concerns to Zone Representative for presentation to Council Meeting
April 15	Deadline for branches to submit an OCTA nominee
April 27	ORMTA Executive Meeting
April 28	ORMTA Council Meeting
July 3-9	CFMTA National Conference
July 26	ORMTA Executive and Council Meetings
July 27	ORMTA AGM, luncheon and competitions

THE ONTARIO REGISTERED MUSIC TEACHERS' ASSOCIATION PRIVACY POLICY

The Ontario Registered Music Teachers' Association respects your privacy. We protect your personal information and adhere to all legislative requirements with respect to protecting your privacy. We do not rent, sell or trade our mailing lists. The information you provide will be used to deliver services and to keep you informed and up to date on activities of the Ontario Registered Music Teachers' Association, including workshops, clinics, conventions, recitals, competitions and other special events, funding needs, opportunities to volunteer or give, newsletters, NOTES magazine, membership, brochures, and web-site information. If at any time you wish to be removed from our mailing list or discuss our privacy policy in greater detail, simply contact us through our Secretary-Registrar at 705-267-1224 or via e-mail at ormta@ntl.sympatico.ca and we will gladly accommodate your request. For more info please visit www.ormta.org and click on "Privacy Policy" at the bottom of the page or contact Provincial Secretary-Registrar, Ron Spadafore.

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WATERLOO



Conrad Grebel
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Greetings!

from your
NOTES Editor!

Welcome to the latest issue of NOTES.

Winter normally gives us lots of indoor time to get together and enjoy our musical endeavours and that certainly seems to be the case once more, given the exciting range of activities our

branches have to report.

Be sure to check out what ORMTA Branches were up to during Canada Music Week – there is lots of inspiration and some great stories (starting on page 22).

Please make every effort to get out to workshops in your area this Spring.

Teacher development is something we all need and professional networking remains invaluable. Happy teaching everyone – I look forward to hearing from you all throughout the year!

Paddy McCormick
Editor



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From the President

PREPARATION is a word that came to mind as I contemplated the message for this issue of NOTES magazine. Preparation is a word that describes the action or process, the things you do, to get ready for something. Currently I am driving from Thunder Bay to Calgary to settle one of my daughters at her new job. We are in her little Honda and the temperature is -36 C with -50 wind chill! Our preparations for this road trip have centered around safety in frigid conditions and places to get gas.

Along the TransCanada highway there are numerous signs which encourage preparation by telling drivers to take breaks when tired and to remind people that there won't be gas available for another 4 hours.

PREPARATION is a word that music teachers frequently use with students at this time of year. Studios are gearing up for Music Festival competitions, recitals and spring examinations. As music teachers our role is to assist and encourage students to get ready for some of these events. We place signs along the road towards their destination whether its enroute to performance or accomplishing another piece. Have you considered and evaluated your process and how it impacts your students? Is your approach cluttered with distractions or have you been able to declutter the process and get down to what is most important to the students' development and love of music? Good efficient preparation is key to successful results.

The ORMTA Council carefully prepares for the business of the Association. One significant task has been to edit and revise the current bylaws.



PREPARATION has been carefully considered and the process has taken over 3 years, countless work hours and professional legal consultation. ORMTA Council has produced an uncluttered document that reflects the Association without straying from the original Act of 1946.

Since the July 2018 Convention, PREPARATION has begun as ORMTA approaches the July 2019 AGM and the Convention for 2020. Part of the process has been to declutter and streamline the online membership application forms; the entire website has been cleaned up; and consideration has been given to the Association's fiscal responsibility when it comes to workshops. Council is excited to reveal the results of their preparation on your behalf.

ORMTA endeavours to focus on what is important to you; things that have a purpose and that align with the joy and benefit of being a Registered Music Teacher in Ontario. If you have questions or concerns please contact your Zone representative or one of the Executive members of Council.

A handwritten signature in black ink that reads "Kathy Schmidt". The signature is written in a cursive, flowing style.

Kathy Schmidt
ORMTA President

From the Branches

BARRIE

Neither cold winds, blowing snow nor freezing rain can stop the Barrie ORMTA from continuing to make musical offering to our students. This February ORMTA held a "Dynamic Duo" duet recital. Duets, trios and ensembles were all welcome to perform. February also included our Scholarship Evaluation Day with the Awards recital to be held in March.

As the days lengthen and signs of spring appear in April the Barrie ORMTA will hold their Branch Competition and Masterclasses with Coral Solomon as our adjudicator. All this take place as we continue to prepare our students for the Spring exam schedule. Never a quiet moment.

On Monday, May 27, Barrie ORMTA is excited to host a presentation by Derek Oger, Executive Director of Conservatory Canada. Derek will be discussing the New Piano and Vocal Syllabi that became effective February 1, 2019. He will also be discussing the newer Contemporary idioms Syllabus for Piano. In addition he will speak on the eExams that have become very popular with students. Thank you Derek for taking the time out of your busy schedule and for travelling all the way from Thunder Bay to appear in person in Barrie. We look forward to hearing all that Conservatory Canada has to offer.

To keep on top of our future events don't forget to check out our website at www.BarrieORMTA.com.

– Theresa Beninger

HAMILTON-HALTON

ORMTA, Hamilton-Halton in collaboration with the Rotary Burlington Music Festival Board kicked off the RBMF festival week with a Trick 'O Treat Recital for young performers 10 years and under. It was held on Sunday, October 28, 2018 at St. Christopher's Anglican Church. This recital provided



the opportunity for other music educators in the community and our branch members to encourage parents to register their child / children to participate in this non-competitive activity included in the festival's syllabus program. Conveners, Sheri Galer, Ian Green (Branch Members) and Carmen Gaydon (Festival Music Committee Member) organized a successful "spooktacular" program with the kids. The young performers were each given a treat bag at the end of the recital, and the attending families were invited to partake of refreshments that include "spidery" cupcakes (baked and creatively decorated by Sheri G.).

2018 was the year that the RBMF, co-founded by ORMTA.H-H member, Sandra Brewer, celebrated its 20th anniversary. The festival week concluded with its Grand Festival Concert on Saturday, November 17 at the Burlington Performing Arts Centre. It featured students, selected by the adjudicators, up on stage presented with GFC Scholarship awards. Those students who performed that evening - piano, classical voice, strings, music theatre - were adjudicated again for the opportunity to be selected to participate in the 2019 Provincial Festival.

Sunday, November 18, 2018 our branch celebrated Canada Music Week with a two hour workshop on composing

and arranging music for students. Branch members Sharona Clarke (Branch President) and Jana Skarecky, Canadian composers, talked about their inspirations and processes. Their published works presented illustrated compositional concepts used in their elementary - advanced pieces. Following the workshop, a recital was held in the evening at 7:00 PM. It showcased both students and teachers



From the Branches

in performance. In the program, Sharona and Jana performed their own works, while Ian Green's composition was performed by his student.



December was a very busy month for our branch members. Some took the much needed time over the Christmas holiday break to spend with their families, or escape to warmer climes. Others were quite busy with rehearsal sessions, as either performers or conductors in their community orchestra, choir, or concert band, in preparation for scheduled Christmas concerts.

The General Meeting on January 16, 2019 brought some branch members back to the table to engage in dialogue on future activities as scheduled on the Events Calendar.

– Kamara Hennessey

.....

HANOVER-WALKERTON

In October, the Hanover/Walkerton branch met at Pianovations in Blythe so that we could each play on a different piano as we shared new music. Beth brought the new music from RedLeaf Pianoworks that she has chosen for the 2019 festival. Laura shared new music by Lynette Sawatsky, Rebekah Maxner and Voyager books by Beth Hamilton and Jen Smith Lanthier.

Our lunch was held at the Cowbell brewery where we had an awesome tour of this amazing place.



Laura hosted our December meeting in Harriston. After discussing provincial and branch business, Laura shared some seasonal music games....we all tried hard to pull poor Santa out of the chimney and enjoyed Laura's new rhythm practice in her Olympic hockey game. Then we sang some carols and enjoyed pot luck lunch..including putting a birthday candle on Dawn's muffin.

Upcoming events include Feb. 1-screening cards in Walkerton for the Mid-Western Ontario Rotary Music Festival, our Branch competition on April 6, 2019 and hosting the Zone competition on May 25, 2019 in Hanover. Janet Fothergill will do the workshop and adjudication that day. The workshop is called "Developing Musicianship in Students". We are looking forward to an interesting and musical spring.

– Beth Cruickshank

KITCHENER WATERLOO

The Kitchener Waterloo Branch would like to say Hello and share a little of what has been happening to date!

We had a very fun filled, creative fall/winter season with lots of participation from teachers and students. Students experienced their first opportunity to be creative with costuming and performing at our annual fall Masquerade recital.



From the Branches



This was followed up a few weeks later with an opportunity to watch a truly inspiring and beautiful Young artist concert performed by Juliana Krajcovic. Many thanks to Juliana for sharing her exceptional gift of singing.

Canada Music Week marked a full day of workshops with clinician Ke Nova Dr. Kati Gleiser (pianist and singer). Students felt at ease and enjoyed her warm coaching approach and instruction alongside the piano.

Our Canada Week Recital opened with an aboriginal smudging ceremony. Students, parents & teachers watched and learned about our indigenous music. Many of the songs included earth, water and nature. It was nice listening to the performers explain the music before each performance. It was also enjoyable to witness ceremonial songs and have the opportunity to sing and share a closer connection.

2019 will start off with our teachers attending two Monday morning January training sessions for St John's Ambulance First Aid. It is exciting to see that with all the activity this past season teachers are still able to find time to attend & participate in music club and continue with their personal music growth.

Wishing everyone a harmonious start to this 2019 new year!

– Michele Wilmot

 my music staff

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The ORMTA has an abundance of members who dedicate much time and passion to teaching their students, helping this organization, and volunteering within their communities. It is with this spirit that the ORMTA recognizes these exceptional individuals on an annual basis with an ORMTA Contribution to Teaching Award.

For more details, visit ormta.org/competitions-awards/octa or contact your local branch president.

Deadline for branches to submit a nominee is **April 15th, 2019**.

**Etobicoke-Mississauga
Branch presents:**

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with Joe Ringhofer



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viriniataylor@sympatico.ca to register.

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Joe Ringhofer 2019

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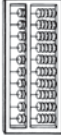
Financial Reports

ONTARIO REGISTERED MUSIC TEACHERS' ASSOCIATION FINANCIAL STATEMENTS YEAR ENDED JUNE 30, 2018 (UNAUDITED)

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INDEPENDENT PRACTITIONER'S REVIEW ENGAGEMENT REPORT

To the Members of Ontario Registered Music Teachers' Association

We have reviewed the accompanying financial statements of Ontario Registered Music Teachers' Association which comprise the statement of financial position as at June 30, 2018 and the statements of changes in net assets, revenues and expenditures and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility for the Financial Statements

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that these financial statements do not present fairly, in all material respects, the financial position of Ontario Registered Music Teachers' Association as at June 30, 2018, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

St. Catharines, Ontario
December 14, 2018

Bridgman & Durksen

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ONTARIO REGISTERED MUSIC TEACHERS' ASSOCIATION
STATEMENT OF FINANCIAL POSITION
JUNE 30, 2018
(Unaudited)

	2018	2017
CURRENT		
Cash	\$ 188,792	\$ 145,562
Term deposits (Note 3)	63,864	59,765
Accounts receivable	-	1,500
Harmonized sales tax recoverable (Note 6)	2,826	-
Prepaid Insurance	42,638	41,691
	<u>\$ 298,119</u>	<u>\$ 248,518</u>
LIABILITIES		
CURRENT		
Unearned fees (Note 4)	\$ 197,404	\$ 159,229
UNRESTRICTED FUND	<u>100,715</u>	<u>89,289</u>
LIABILITIES AND NET ASSETS	<u>\$ 298,119</u>	<u>\$ 248,518</u>

Approved on behalf of the Organization

Kaura Gray Member
Harvey Dale Member

Notes to Financial Statements
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ONTARIO REGISTERED MUSIC TEACHERS' ASSOCIATION
STATEMENT OF CHANGES IN NET ASSETS
YEAR ENDED JUNE 30, 2018
(Unaudited)

	2018	2017
NET ASSETS - beginning of year	\$ 89,289	\$ 83,850
Excess of revenues over expenditures	11,426	5,439
NET ASSETS - end of year	<u>\$ 100,715</u>	<u>\$ 89,289</u>

Notes to Financial Statements
BRIDGMAN & DURKSEN
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Financial Reports

ONTARIO REGISTERED MUSIC TEACHERS' ASSOCIATION STATEMENT OF REVENUES AND EXPENDITURES YEAR ENDED JUNE 30, 2018 (Unaudited)

	2018	%	2017	%
REVENUES				
Membership fees	\$ 219,487	92.3	\$ 219,129	84.1
Advertising	5,835	2.5	6,206	3.2
Interest	4,098	1.7	1,796	0.7
Entry fees	4,053	1.7	3,536	1.4
Conventions and meetings	1,990	0.8	20,837	8.0
Prizes and donations	1,942	0.8	5,675	2.2
Workshops and other	390	0.2	955	0.4
	237,795	100.0	260,134	100.0
EXPENDITURES				
Branch fees	60,720	25.5	60,223	23.2
Insurance	40,367	17.0	43,712	16.8
CFMTA fees	35,100	14.8	34,242	13.2
Salaries and wages	31,590	13.3	31,782	12.2
Office and general	15,350	6.5	16,846	6.5
Council meetings, travel and meals	15,007	6.3	19,968	7.7
Competitions	5,792	2.4	7,611	2.9
Conventions	5,482	2.3	19,982	7.7
Professional fees	5,120	2.2	4,238	1.6
Newsletter	4,990	2.1	6,497	2.5
Workshops	3,610	1.5	5,608	2.2
Bank charges	3,241	1.4	4,006	1.5
	226,369	95.3	254,695	98.0
EXCESS OF REVENUES OVER EXPENDITURES	\$ 11,426	4.7	\$ 5,439	2.0

Notes to Financial Statements

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ONTARIO REGISTERED MUSIC TEACHERS' ASSOCIATION STATEMENT OF CASH FLOWS YEAR ENDED JUNE 30, 2018 (Unaudited)

	2018	2017
OPERATING ACTIVITIES		
Excess of revenues over expenditures	\$ 11,426	\$ 5,439
Changes in non-cash working capital:		
Accounts receivable	1,500	(200)
Prepaid expenses	(947)	1,750
Unearned fees	38,175	(16,481)
Government taxes payable (recoverable)	(2,825)	-
	35,903	(14,931)
INCREASE (DECREASE) IN CASH FLOW	47,329	(9,492)
CASH - beginning of year	205,327	214,819
CASH - end of year	\$ 252,656	\$ 205,327
CASH CONSISTS OF:		
Cash	\$ 188,792	\$ 145,562
Term deposits	63,864	59,765
	\$ 252,656	\$ 205,327

Notes to Financial Statements

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ONTARIO REGISTERED MUSIC TEACHERS' ASSOCIATION
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2018
(Unaudited)

1. DESCRIPTION OF BUSINESS

Ontario Registered Music Teachers' Association (the "Organization") was incorporated under the Ontario Registered Music Teachers' Association Act, 1946, as amended by the Ontario Registered Music Teachers' Amendment Act, 1961-62. The Organization received charitable status on July 1, 2008 and therefore is exempt from income tax under section 149(1)(f) of the Income Tax Act. Its primary activity is to promote and maintain high musical and academic qualifications among its members.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPFO).

Fund accounting

Ontario Registered Music Teachers' Association follows the deferral method of accounting for contributions.

Cash and cash equivalents

Cash includes cash and cash equivalents. Cash equivalents are investments in term deposits and are valued at cost plus accrued interest. The carrying amounts approximate fair value because of the short term nature of the term deposits.

Revenue recognition

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Convention revenues are recognized in the year in which the conventions are held.

Furniture and equipment

The cost of furniture and equipment is charged to operations in the year of acquisition.

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

(continues)

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ONTARIO REGISTERED MUSIC TEACHERS' ASSOCIATION
NOTES TO FINANCIAL STATEMENTS
YEAR ENDED JUNE 30, 2018
(Unaudited)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

3. TERM DEPOSITS

	2018	2017
Operating fund, renewing 1 year GIC, annual interest rate 0.40%, maturing May 15, 2019	\$ 19,289	\$ 19,213
Craig Ferguson Scholarship, 5 year GIC, interest indexed and payable at maturity, annual interest rate 0.55%, matures February 9, 2023	13,500	10,000
Hughreen Ferguson Memorial Scholarship, 5 year GIC, annual interest rate 0.40%, maturing March 9, 2022	7,785	7,755
Esther Su Memorial Scholarship, 5 year GIC, interest indexed and payable at maturity, annual interest rate 0.55%, maturing April 6, 2023	6,552	6,255
Eleanor Marzetti Music Writing Scholarship, renewing 1 year GIC, annual interest rate 1.00%, maturing January 3, 2019	6,519	6,455
June McBey Memorial Scholarship, 5 year GIC, annual interest rate 1.17%, maturing December 4, 2019	3,887	3,822
Scholarship fund, 14 month GIC, annual interest rate 1.35%, maturing November 6, 2018	3,284	3,163
Pedagogy Scholarship, 5 year GIC, annual interest rate 0.40%, maturing January 3, 2022	2,550	2,540
Accrued interest receivable	538	552
	<u>\$ 63,884</u>	<u>\$ 59,785</u>

4. UNEARNED FEES

Unearned fees include membership and convention registrations received in advance for the following fiscal year.

	2018	2017
Opening balance	\$ 159,229	\$ 175,710
Amounts recorded as revenue in the year	(159,229)	(175,710)
Amounts received related to the following year	197,404	159,229
	<u>\$ 197,404</u>	<u>\$ 159,229</u>

5. FINANCIAL INSTRUMENTS

The Organization's financial statements consist of cash, term deposits, accounts receivable, and accounts payable and accrued liabilities. It is management's opinion that the organization is not exposed to significant interest rate or credit risks arising from these financial instruments.

6. SUBSEQUENT EVENTS

The following events occurred subsequent to the fiscal year end:

Harmonized Sales Tax - Public Service Bodies Rebate

In August of 2018, subsequent to the current fiscal year-end, the Organization applied for the Public Service Bodies Rebate to recover the eligible portion of HST paid on expenditures. The claims were for the bi-annual periods from January 1, 2014 to June 30, 2017. The total rebate to be recovered will be recorded once the amounts are received. The July 1, 2017 to June 30, 2018 amounts have been recorded as recoverable in this year's financial statements.

Notes to Financial Statements
BRIDGMAN & DURKSEN
CHARTERED PROFESSIONAL ACCOUNTANTS
PROFESSIONAL CORPORATION

A Well-Researched, Easy-To-Use Solution for Organizing Students and Sessions

Every once in a while, a team of visionaries puts their heads together to make their own profession easier and more organized. They do this work not for money or fame, but because they truly want to help each other and everyone who has similar challenges with their work. CADENZA™ is the result of exactly this scenario. Research, collaborations, testing and ongoing development are what makes this online motivating practice tool for music teachers so incredibly useful.

But first of all, what is an online practice tool? CADENZA™ is designed for one-on-one and group music instruction. Teachers log on and add students, and from their dashboard they can easily manage each student's lesson, weekly tasks, and goals for the term.

Created to Help Students and Teachers Alike

From the student side, CADENZA™ serves to "gamify" practice sessions throughout the week. In sessions, students can collaboratively set up their weekly goals with their teacher, and click off each repetition as they complete

it. Parents love this too, as they are able to see where their child's progress is at just by glancing at their checked boxes.

The features of CADENZA™ have been developed based on the pedagogical principle of Self-Regulation. A healthy self-regulated learning experience includes the stages of planning, doing, and reflecting. These three powerful building blocks are the foundation of the student experience while using CADENZA™. Students can goal-set interactively. Practices are organized, timed, logged, recorded and student-directed. Students reflect on their practice experience which carries them forward to a new day of growth and learning.

Comment on Uploaded Videos in Real-Time

As if that wasn't enough, it also contains an annotation tool, allowing students and teachers to make real-time annotations on uploaded audio and video recordings. Imagine how this can help teachers who need to work with a student remotely. Students upload a video of themselves practising, and their music teachers send back comments such as,

"great form here!" or "slow this section down slightly." As one teacher told us, "This week I have had to cancel all my teaching due to illness but it's been great to know that the learning has been able to continue via CADENZA™. Here's what one Mum had to say after this week's lesson had to be cancelled: 'I'll get him to record and upload some bits for you and we can go from there. The CADENZA™ system for practice is brilliant, it really motivates Liam and stops me having to nag him so thank you for introducing us to it!'"

Teachers echo this mom's sentiments over and over as well. As one of our teacher users told us, "One 9-year-old student, since starting to use CADENZA™, has gained confidence and she is seeing progress. I believe knowing that I am on the other end has made a big difference for this student for accountability as well as support."

Teachers and parents are not the only ones that love this tool. One 8 year old student told us, "I like CADENZA™ because of the timer. I like to see how long I've been practising and I like to see how the amount of time gets less and less as the week goes on."

Who Created This Unique and Useful Tool?

CADENZA™ was developed under the umbrella of the Music Tool Suite. The Suite is a collection of digital tools created to support music learning. Funding from the Social Sciences and Humanities Research Council of Canada Partnership Grants program was used to develop the tools and to conduct research on the effectiveness of the digital tools in the Music Tool Suite.

The funding also enabled us to share those findings with the academic community, musicians and teachers, and the

general public. Our work was also supported by a Leadership Opportunity Grant from the Canada Foundation for Innovation. The funding period was from 2011 to 2018. All of the tools in the Music Tool Suite were developed through a partnership between Queen's University, Concordia University, and The Royal Conservatory (The RCM no longer involved). Two new partners joined the team in 2017: The Curious Piano Teachers (UK) and the Canadian Coalition for Music Education.

At the end of the funding period, we continued the project through a technology transfer initiative known as the CADENZA™


Community Project, guided by the Office of Partnerships and Innovation at Queen's University. The CADENZA™ Community Project supports the development, enhancement, and marketing of CADENZA™ and Notemaker Music. The CADENZA™ Community Project also offers pedagogical support to teachers and maintains an active social media group to enable students and teachers to support one another.

Please follow these links for more information:

Music Tool Suite:

www.musictoolsuite.ca

Cadenza: www.cadenzamusictool.ca







“The CADENZA™ system for practice is brilliant. It really motivates my child and stops me having to nag him! Thank you for introducing us to it!”

Find out more at:
cadenzamusictool.ca

CADENZA™

Endorsed by:

Thousands of teachers and students alike are enjoying the benefits of this unique and interactive tool.



Premier of Ontario - Premier ministre de l'Ontario

February 2019

A MESSAGE FROM PREMIER DOUG FORD

I'm pleased to extend greetings to everyone who took part in Canada Music Week, which was hosted by the local branches of the Ontario Registered Music Teachers' Association (ORMTA) this past November.

Music has been an important part of Ontario's cultural landscape for many years, and continues to enrich local communities across our great province.

A round of applause goes out to the people at the ORMTA for organizing this terrific event, and to all those who helped to make it a success. I thank you for giving music teachers, students and their families such a great opportunity to celebrate Canadian music.

Congratulations on another successful event.

A handwritten signature in blue ink, which appears to read "Doug Ford".

Doug Ford
Premier



SPRING 2019

*Greetings from the Honourable Michael Tibollo
Minister of Tourism, Culture and Sport*

On behalf of the Ministry of Tourism, Culture and Sport, I want to thank everyone who took part in Canada Music Week in November.

From the talented composers and performers, to the teachers and audience members, your participation made for a truly memorable celebration of music. Our province has a rich and vibrant musical tradition, and I'm delighted to see events like this fostering a greater appreciation of Canadian works.

Congratulations to the Ontario Registered Music Teachers' Association, and its branches across the province, for another successful Canada Music Week. Your efforts continue to enrich the cultural life of our communities.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Tibollo".

Michael Tibollo
Minister

Canada Music Week Reports – 2018

BARRIE



The Barrie Branch ORMTA hosted 2 full recitals for Canada Music Week this year, with 60 students performing! Each recital began with singing Oh Canada and featured piano and vocal students of 9 Barrie Branch ORMTA teachers. Students performed a range of repertoire that spanned the levels from beginner to advanced. Between the two recitals, we showcased students who received the highest marks in the Royal Conservatory of Music practical and theoretical exams during the past year. Certificates and honorariums were awarded to students with the highest marks in each category. Certificates were also handed out to many honourable mention students.

BELLEVILLE

On Sunday, November 18, the Belleville Branch celebrated Canada Music Week with the presentation of their annual Recognition Recital honouring students who had received first class honours on their practical and theoretical examinations in 2018. 20 students performed and received awards to mark their achievement.

CENTRAL TORONTO

Central Toronto Branch held a composition master class, run by the University of Ottawa's Dr. Kelly-Marie Murphy, on November 18. Dr. Murphy began with a talk about her life in music: the progression from her childhood on isolated army bases to becoming one of Canada's most popular composers. The master class followed, in which each participant introduced and presented their pieces and then worked with Dr. Murphy. Lily Griffiths, Polina Chernik, and Erik Kreem all composed solo piano

works and senior participant, George Gagnidze, offered a symphonic movement for large orchestra. These composers proved Canadian music is alive and fantastic!

HAMILTON HALTON



The Hamilton-Halton branch celebrated Canada Music Week on November 18 with an afternoon workshop featuring Canadian composers Jana Skarecky and Branch president Sharona Clarke, showcasing how they compose their pieces, in order to inspire composition in our music practices. Our evening Recital demonstrated fabulous performances of all-Canadian works by our students and teachers, including pieces by our own ORMTA branch composers. The evening was topped off with a social and some lovely snacks and a Canadian cake provided by Kamara Hennessey and Diane Manojlovich. St. Matthew-on-the-Plains Anglican church in Burlington provided a wonderful venue and atmosphere for our events.

KINGSTON

The Kingston Branch was thrilled to welcome Andrew Harbridge to adjudicate their 2018 Canada Music Week Mini-Festival. Mr. Harbridge heard performances of an interesting and exciting selection of Canadian compositions from several dozen piano, voice and flute students. His encouraging and educational feedback included discussions about the composers whose works were being performed. Our students came away with a new awareness of contemporary composers and the wonderful variety of Canadian music available to them. A fun and successful musical weekend!

Canada Music Week Reports – 2018

KITCHENER WATERLOO



"Music is power!" declared First Nations' singers at KW ORMTA's Canada Music Week event on Nov.24. Music of Canadian composers was celebrated with a full day of masterclasses and a recital. Students of all levels received helpful comments from clinician Kati Gleiser, a highly accomplished pianist, singer and improviser. The final recital featured First Nations guest artists who sang, drummed and danced. Children and parents were touched when they heard that in past years our indigenous people were arrested and imprisoned for singing their traditional songs in our country. Students played piano and sang as parents, teachers and guests listened with open ears and hearts.

LONDON



To celebrate Canada Music Week, the London Branch enjoyed a recital by over 35 students performing works of Canadian Composers from coast to coast, including many fabulous student compositions. This special event was also an Awards Recital, taking time to celebrate the achievements of students who excelled in their conservatory examinations. Students, parents, and teachers enjoyed a reception following the recital with a Canada cake and punch, and had time to socialize and reflect on this special event.

NORTH BAY



The city of North Bay Mayor Al McDonald proclaimed CANADA MUSIC WEEK 2018 in North Bay. On November 24 the North Bay Branch ORMTA held their STUDENT RCM HONOUR RECITAL, where students performed repertoire from various Canadian composers. Micah Sauder, level 9 piano student, received from Cynthia Roveda, President North Bay Branch ORMTA, Canada's 150th Collector's Edition of O Canada. Twenty (20) students performed. Seventeen (17) students received certificates. Five (5) students received awards. Invited guests were: Mayor Al McDonald, Dr. Michael Bourke, Christine Gilbert, and Suzanne Amyotte and Brian Krauskopf from the North Bay Elk's Lodge.

OTTAWA

The Ottawa Canada Music Week recital was held on November 25th, 2018 at City View United Church and was a great success. The performers from age 6 to 18 delighted the audience with a wide variety of repertoire, representing 20 different Canadian Composers. Performers were pianists and vocalists. Students received a certificate at the end of the recital, and everyone

Canada Music Week Reports – 2018



enjoyed a beautiful reception afterwards. Warm thanks to all students, parents and teachers for making this event such a wonderful one!

OWEN SOUND



WELLAND-PORT COLBORNE

The Welland – Port Colborne branch of the ORMTA held their annual presentation concert on Saturday November 24, 2018 during Canada Music Week. The venue was Portal Village Bible Chapel that has a very nice Steinway Grand to enjoy. We traditionally hold this concert to give students who attained first class honours in their music exams in the past year another chance to perform in public. Awards and scholarships were presented, and a lovely slab cake was enjoyed afterwards which was decorated with "Happy Canada Music Week" along with a Canadian flag in icing.

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ORMTA Member Happenings

Did you or your student receive a prestigious award or scholarship? Have you written a paper or article on some pedagogical topic? Did you perform a concert or release a CD? We want to hear from you!

You're invited to submit interesting going's on in your musical life. Email NOTES Editor, Patrick McCormick, your name, ORMTA branch, text (20 words or less) and a picture (optional). Your news could be included in a future issue of NOTES Magazine.



Karissa Harbridge Graphic Designer

• Book Design • Logos • Flyers • Sheet Music Layout (Finale)

& MORE!

I am a freelance Graphic Designer and Fleming College graduate, living in the City of Peterborough. I have experience with Adobe Creative Suite, Finale, and Swift Publisher 5.

For more information and pricing contact me: karissaharbridge@hotmail.com



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<http://ormta.venngo.com>





AWARDS LUNCHEON & COMPETITION TICKETS

SATURDAY JULY 27, 2019

Noon luncheon, 2:00 competition

Sandman Signature Mississauga Hotel; 5400 Dixie Road, Mississauga

Event	Youth (18 & under)	University/College Student	Member	Non-member
Awards Luncheon	\$50	\$50	\$50	\$55
Single Competition	\$10	\$15	\$25	\$30

TICKET PURCHASING OPTIONS

- ONLINE at time of registration at www.ormta.org
- E-transfer nanjd@hotmail.com or paypal
- Mail
- Cash or cheque at the door – Competition only

No refunds or exchanges.

Awards Luncheon Order via MAIL

*Please detach the completed form, include cheque (payable to ORMTA) and mail to
Nancy Dale, PO Box 1639 Niagara-on-the-Lake, Ontario L0S 1J0
nanjd@hotmail.com **before July 1, 2019.***

Name: _____ ORMTA Branch: _____

Address: _____

Email: _____ Phone: _____

I would like to order:

_____ Ticket(s) to the ORMTA Awards Luncheon at \$50

_____ Ticket(s) to the ORMTA Awards Luncheon at \$55

_____ Ticket(s) to the ORMTA Provincial Competition at \$_____

Total amount included on cheque \$_____, payable to ORMTA.

*Note the Luncheon is Buffet Style. Please check below for Special Dietary Preferences

____ Vegetarian Option ____ Gluten Free Option

____ Allergies/Other: _____

ONTARIO REGISTERED MUSIC TEACHERS' ASSOCIATION
Annual General Meeting
Saturday July 27, 2019, 9:30 a.m.
SANDMAN MISSISSAUGA HOTEL, 5400 DIXIE ROAD, MISSISSAUGA ON



PROXY FORM
(To be used only in Matters for Voting)

*To be handed to the Secretary or Chair of the Local Branch Meeting within 48 hours
prior to the Meeting (excluding Saturdays and holidays).*

I, _____, an ORMTA member in good
standing, certify that I am entitled to vote at an ORMTA meeting, and do hereby give my
proxy to _____, who is a member of
ORMTA in good standing and with this proxy is entitled to attend and act at the meeting
in the manner, to the extent and with the authority conferred by this proxy.

This proxy holder shall attend in person, or cause an alternate proxy holder to attend, the
meeting in respect of which the proxy is given and shall comply with the directions of the
member who appointed the person.

This proxy is only valid for the meeting dated _____. It may be revoked by
the member or the member's attorney signing a note of revocation up to and including the
day of the meeting, and received by the chair of the meeting.

Signed (by the member or by the member's attorney)

ONTARIO REGISTERED MUSIC TEACHERS' ASSOCIATION

Annual General Meeting

Saturday July 27, 2019, 9:30 a.m.

SANDMAN MISSISSAUGA HOTEL, 5400 DIXIE ROAD, MISSISSAUGA ON

AGENDA

- | | |
|-------------------------------------|--|
| 1. Call to Order | 6. President's Report |
| 2. Introduction of Council Members | 7. Open Forum |
| 3. Minutes of July 2018 AGM | 8. Results of Voting as Presented by Scrutineers |
| 4. Matters for Voting | 9. Announcements |
| 5. Election of Zone Representatives | 10. Adjournment |



ONTARIO REGISTERED MUSIC TEACHERS' ASSOCIATION
Annual General Meeting
Saturday, July 27, 2019, 9:30 a.m.
SANDMAN MISSISSAUGA HOTEL, 5400 DIXIE ROAD, MISSISSAUGA ON

MATTERS FOR VOTING	YES	NO	ABSTAIN
BE IT RESOLVED THAT THE COMPANY "BRIDGMAN & DURKSEN" IN NIAGARA-ON-THE-LAKE BE HIRED TO PREPARE AND REVIEW THE FINANCIAL STATEMENTS FOR THE YEAR 2018-2019			
CHANGES TO THE BYLAWS	YES	NO	ABSTAIN
BE IT RESOLVED THAT THE ORMTA BYLAWS DOCUMENT WHICH WAS UPDATED AND REVISED JANUARY 2019, IN CONSULTATION WITH CARREL & PARTNERS, THUNDER BAY, BE ACCEPTED.			

Know Your Rights – Employment Contract Law & You

Written by: Liz Craig, CTB President

Many of us are completely self-employed, running our own studios. In effect, we are “living the dream” – doing what we love and earning a regular salary. To supplement our teaching, either for some extra cash or to satisfy other creative and professional goals, many of us also take on work as church musicians, adjudicators, examiners, gig/session musicians, recording artists and composers. The list goes on! Within each type of professional engagement, a contract is set in place between the company or client and the artist.

I would hedge a bet that many of us don’t wear the hat of “lawyer” in addition to all of our other responsibilities. If this is the case, how do we navigate the various aspects of fairness when we contract out our services to various agencies, companies, and enterprises? How do we protect ourselves? I had many questions forming in my mind, so I decided to ask an employment lawyer for advice. What follows in this article are the many important points that were brought to my attention that need to be shared amongst our colleagues so that we can all be more aware and empowered.

The **main point** to look for **first** in an employment contract is the classification of either **independent contractor (IC) or employee**. In the eyes of the courts, this

distinction was set with case #671122 Ontario Ltd. v. Sagaz Industries Canada Inc., [2001] SCJ No 61. This case gave us our current legal criteria to distinguish the two types of worker:

- The level of control of organization on worker (more control, more likely employee)
- Whether the worker provides his or her own equipment (if so, more likely IC)
- Whether the worker hires his or her own helpers/subcontractors (if so, more likely IC)
- The degree of financial risk taken by the worker (if higher, more likely IC)
- The degree of responsibility for investment and management held by the worker (if higher, more likely IC)
- The worker’s opportunity to profit by the performance of his or her tasks (if so, more likely IC)
- The degree of exclusivity (i.e. are you providing this type of service to only one entity? **If so, you are more likely an employee**)

Independent contractors don’t have any claim to the provisions in the Employment Standards Act of 2000 which include vacation pay, sick leave, retirement benefits, worker’s compensation, health or disability benefits, unemployment insurance benefits, or other employee benefits. Typically the worker is either issued a T4 or T4A at the end of the year

for tax purposes meaning they still pay tax on the income they receive; it is not subsidized. The big benefit of an independent contractor situation is that *you are free to flexibly negotiate the terms of your contract* including pay, hours, etc. and don't need a union (as employees do) to negotiate.

If your contract says you are an independent contractor, but it doesn't agree with the definition, you may be a **dependant contractor (DC)**, which is a **hybrid** of sorts between the two. In the case *Mckee V. Reid's Heritage Homes Ltd.*, (2009), 315 DLR (4th) 129, the courts defined a new classification of **DC** based on the economic dependency that exists in the relationship up to the point of near exclusivity (similar to the Sagaz test above). In the case that the court finds there is a high level of economic dependency in the relationship, the court will err on the side of the person being an employee. Accordingly, the individual will have access to all the protection and entitlements afforded under the Employment Standards Act (such as minimum notice, overtime pay, vacations, sick days, etc.).

In any case, **if you are being treated like an employee** (set rates, not able to contract out, exclusivity), regardless of what it states in your contract, you are protected under the ESA.

This ensures that your basic employment rights are respected and you are offered vacation pay and other benefits. *There is no minimum requirement of days or time worked for these benefits to apply.*

If you feel that you are being misclassified as an independent contractor, here is the test: If your employer is willing to negotiate the contract to suit your terms and is flexible to come to an agreement that suits both parties, they are honoring your rights as an independent contractor. As such, the employer does not have to pay you any benefits beyond the stated rate in the contract. **If the employer isn't willing to negotiate** any terms, then you have the right to make a claim of misclassification to the Ontario Labour Board which will then investigate the employer. You can make this claim regardless of how many hours you've worked, amount you've made, or whether or not you are still employed. This applies to large companies as well as small businesses - all employers in Canada are subject to the enforcement of this law.

This claim form takes only 30 minutes and can be done online at www.labour.gov.on.ca/english/es/forms/claim.php. You can also find this by googling "ESA claim form". This is a way of "whistleblowing" when the company

you are working for is either misclassifying you or doing anything else which goes against the ESA like not paying wages that were promised in a timely manner, not giving breaks, not paying overtime, etc. Once you start the process there is a handy checklist in which you can record any and all infractions. The only thing it doesn't cover is occupational health and safety issues. To report these kinds of incidents you should call 1-877-202-0008.

Will my employer know I filed the claim?

Yes they will. Employees who file a claim must provide their name so that the investigation process is transparent to all parties. At one time, employees could file a claim confidentially; however, this practice was changed in response to an OLRB ruling to enable the employer to know the case it had to meet. (1) If you are worried about backlash, keep in mind that it is against the law for your employer to punish you for filing a claim. (2)

Does this misclassification happen often?

YES. I have only been working as musician professionally for 12 years and I have encountered this at three separate companies

References

Thank you to employment lawyers Alexandra and Paulina, who gave me the background information and case files needed for this article.

- (1) https://www.labour.gov.on.ca/english/about/cwr_interim/chapter_5_5.php
(accessed Dec.26, 2018)
- (2) <https://www.labour.gov.on.ca/english/es/forms/claim.php>
(accessed Dec.26, 2018)

Rights of publication go to Notes Magazine.

I've worked for. In one case, I did pursue the investigation and was rewarded with not only pay that was owing after the company went under, but I was retroactively paid vacation pay and other benefits for all the years I was there.

Spread the word!

My hope is that this article sparks some curiosity within our members and inspires us to support one another. Together we can advocate for a higher quality of work-life balance as self-employed musicians and teachers. If you know of anyone who might benefit from this information, please forward on this article. Start a discussion at your next branch meeting. We can all help each other reach our highest potential, but only if we are open and honest and share our experiences. Our skills demand a high level of respect and compensation and we deserve to at least be aware of these rights so that we can pursue any necessary action. In 2019 let's not fall in to the trap of just accepting what is given to us. So many self-employed musicians and artists are guilty of this and as a result we are exploited so easily. Let's stand up together for our rights and craft a brighter future for our profession!

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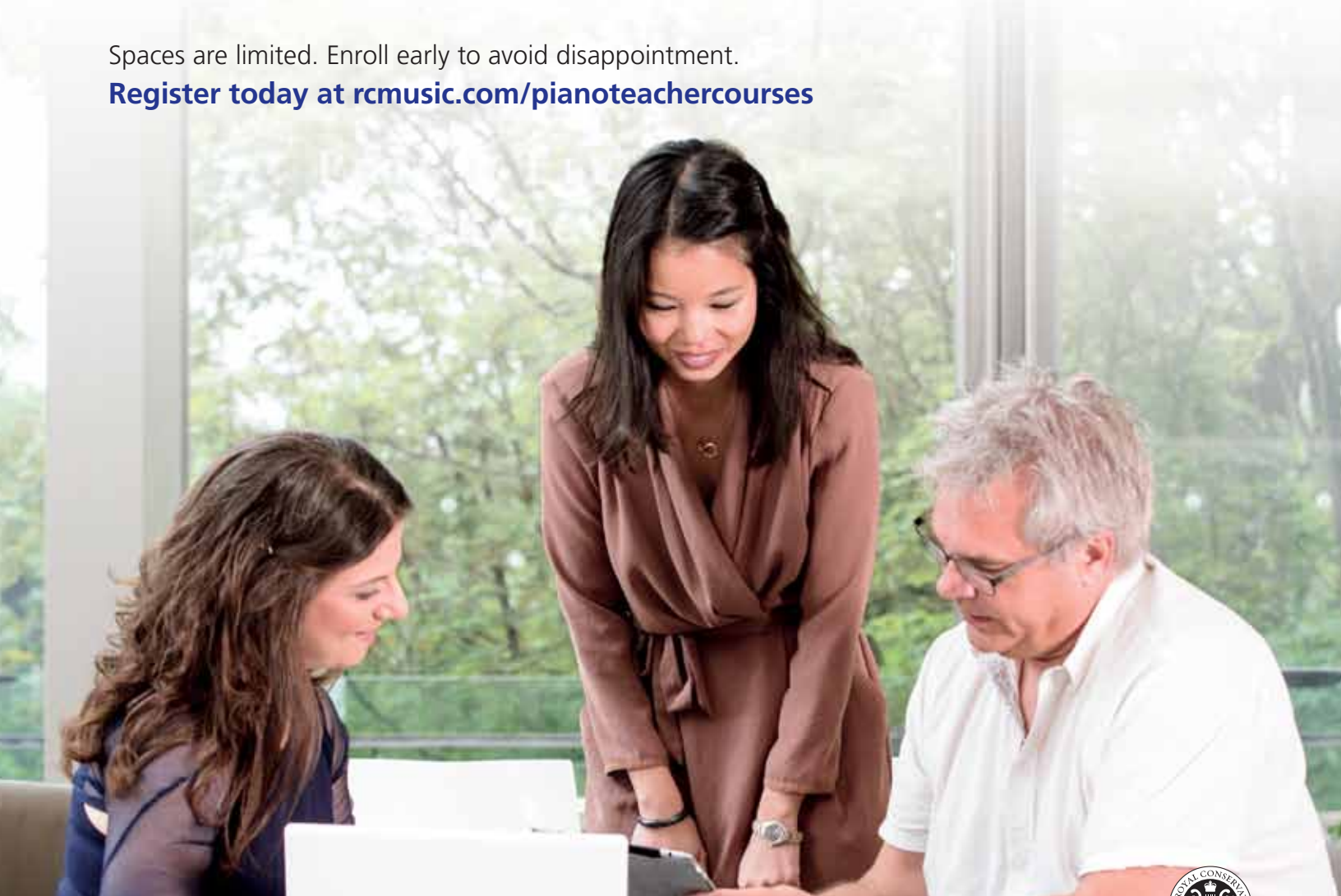
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Entries are open from February 1st to March 15, 2019 for the annual Music Writing Competition!

Christopher Norton is our esteemed adjudicator.

Students of ORMTA teachers in good standing are invited to enter.

Please go to ormta.org and find Provincial Competitions and Awards in the blue bar on the left. Be sure to read the rules. Good luck!

– Carol Ditner-Wilson

musicwritingcompetition@ormta.org



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From the

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WELCOME

NEW MEMBERS ACCEPTED SINCE OUR LAST ISSUE OF NOTES

EMILY PEPPER - CHATHAM - KENT BRANCH

SEAN CORCORAN - KINGSTON BRANCH

MOLLY KUHTA - KINGSTON BRANCH

AMY WEWIORA - KITCHENER-WATERLOO BRANCH

AMIE DEBRONE - KITCHENER - WATERLOO BRANCH

REINSTATEMENT - RONALD TOMARELLI - NORTH TORONTO BRANCH

CHRISTIAN ANDERSEN - NEWMARKET & AREA BRANCH

JEANNE YUEN - CENTRAL TORONTO BRANCH

ASHLEY FANOURGIAKIS - ETOBICOKE-MISSISSAUGA BRANCH

SARAH MURLEY-HAUSER - NORTH YORK-YORK REGION BRANCH

ZIXUAN (ESSIE) LIU - OTTAWA REGION BRANCH

VERITY MURRAY - OTTAWA REGION BRANCH

DIMITAR PENTCHEV - HAMILTON - HALTON BRANCH



Nancy Dale, Provincial Treasurer PO Box 1639 Niagara-on-the-Lake ON L0S 1J0 nanjd@hotmail.com

The 2019-20 membership fees have been prepared and the component breakdown may be viewed below.

The invoices will be generated on the ORMTA website (www.ormta.org) in late April 2019. Traditional paper invoices will be mailed for those who do not have an email address or access to a computer.

There are three available methods of payment: email transfer, PayPal (debit or credit card) by logging into the ORMTA website or cheque/money order sent by mail.

Please note that all branch levies (if applicable) are a mandatory annual fee.

- from ORMTA bylaws Part VIII

68. Branch Levy:

3. A Local Branch Levy is part of the Association's Annual Fees as determined by Council and as such will cause the suspension or cancellation of a membership if it remains unpaid. (Passed by the general membership in the July 2016 Matters for Voting)

On January 18, 2019, the Ontario Consumer Price Index (CPI%) for the year 2018 was officially confirmed at 2.3%. This percentage has been applied to the 2019-20 Provincial and Branch fees. (The 2017 CPI was 1.5%.)

The 2019-2020 CFMTA fees will remain at \$35.00 per member (optional for RETIRED and SEMI-RETIRED members).

The 2019-2020 Westland Insurance Company rates will also remain at \$35.00 per member.

The ORMTA member Venngo Perks program has been offered since September 2015. ORMTA members in good standing have access to over 2000 discounts and special deals from brand name companies and trusted local businesses.

ORMTA MEMBERSHIP FEES 2019-20/ Increased by Ontario 2018 CPI 2.3% (Provincial & Branch increases in brackets)

Totals include CFMTA & Insurance fees

***Notes Magazine optional hard copy \$25 annual subscription fee and Branch Levies are not included in total but will be included in invoices (if applicable)

Status	Provincial fee	Insurance	Branch Fee	CFMTA	Special Project	TOTAL
ACTIVE & PROVISIONAL ACTIVE	57.64 (1.30)	35.00 (Optional)	22.78 (.51)	35.00 (Mandatory)	8.00	\$158.42
AFFILIATE 1 & AFFILIATE 2	68.34 (1.54)	35.00 (Optional)	22.78 (.51)	35.00 (Mandatory)	8.00	\$169.12
SEMI-RETIRED	52.24 (1.17)	35.00 (Optional)	19.96 (.45)	35.00* (Optional)	8.00	\$150.02
RETIRED	29.49 (.66)			35.00* (Optional)	8.00	\$72.49
AUXILIARY	34.85 (.78)				2.00	\$36.85
HONORARY		35.00 (Optional)				\$35.00

ORMTA Provincial Council 2018-2019

EXECUTIVE

PRESIDENT	Kathy Schmidt - 588 Riverview Dr.; Thunder Bay; P7C 1R7; Phone: 807-251-0572 e-Mail: president@ormta.org Bylaws, CFMTA 1st Delegate
FIRST VICE PRESIDENT	Laura Gray - Harriston; N0G 1Z0; Phone: 519-338-5891 e-Mail: 1stvicepresident@ormta.org Advertising
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