



Winter 2025

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#### MPM Directors & Executive

##### President:

Charmaine Bacon

##### Vice-President:

Victoria Sparks

##### Secretary-Treasurer:

Nicole Lafrenière

##### Executive Board:

MJ Dandeneau

Chris Fensom

Greg Gatien

Boyd MacKenzie

Rodrigo Munoz

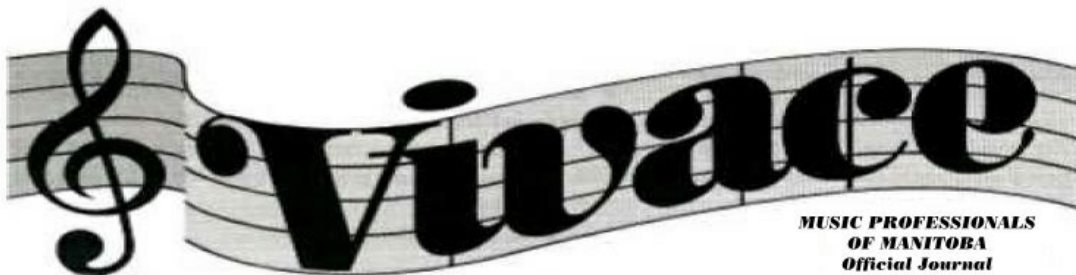
Jeff Presslaff

#### Music Professionals of Manitoba

208-383 Provencher Blvd.  
Winnipeg, MB R2H 0G9  
Phone: 204.943.4803  
[info@musicprosmanitoba.ca](mailto:info@musicprosmanitoba.ca)

##### OFFICE HOURS:

Monday - Closed  
Tues. to Thurs. – 9:00 - 3:15  
Friday. – 9:00 - 12:00 Noon  
Appointment Needed



*Season's Greetings  
Local 190's Executive Board  
extends their best wishes to  
you and your loved ones  
for a healthy, joyous,  
prosperous and musical  
New Year.*

## Nominations/Election/Appointments

The General Meeting for Nominations for President and Delegate to the AFM Convention and Canadian Conference was held on November 6<sup>th</sup>. The Local received only one nomination paper to fill the required seat, therefore the candidate was elected by acclamation. Two seats in the Executive became vacant, simply requiring appointments to fill them.

We would like to welcome new President Charmaine Bacon and new Board Member Rodrigo Munoz. Jeff Presslaff was also appointed as Board Member.

### 2026 Executive Board

Charmaine Bacon—President (1<sup>st</sup> of 2-year term)\*

Victoria Sparks—Vice-President (2<sup>nd</sup> of 2-year term)\*

Nicole Lafrenière—Secretary-Treasurer (4<sup>th</sup> of 4-year term)\*

Executive Board— MJ Dandeneau, Chris Fensom, Greg Gatien, Boyd MacKenzie, Rodrigo Munoz, Jeff Presslaff (each—2<sup>nd</sup> of 2-year term)

\*and Delegate to the AFM Convention and Canadian Conference

## Notice of Annual General Meeting January 13, 2026 at 1:00 p.m. via Zoom

*To register for the Annual General Meeting,  
send an email to [info@musicprosmanitoba.ca](mailto:info@musicprosmanitoba.ca)  
by January 12, 2026, at 3:00 p.m. to receive the link to the Zoom meeting.*

**AGENDA: Vote on Recommended Bylaw Changes (see page 2)**



## Words of Gratitude to Past-President Presslaff and Board Member Hickmott

A huge thank you to Jeff Presslaff for his role as president and to Justin Hickmott for his service on the Local 190 Board of Directors. Jeff has graciously accepted to continue as a member-at-large to ensure a smooth transition with our new President, Charmaine Bacon.

Jeff – Thank you for the steady leadership and unwavering support you provided during some of the most challenging times our union has faced. Through the uncertainty of the Covid pandemic and many other union challenges, your guidance, dedication, and calm resolve helped protect our members and strengthen our sense of solidarity. Your commitment to musicians and to the values of our union made a real and lasting difference. We are deeply grateful for your service, your advocacy, and the positive legacy you leave behind. Thank you for all you have done—and continue to do—for our union community.

Justin – Thank you for your contribution to the important work our Local does, and for your commitment to the values and mission of our union. We wish you much happiness and success in your new job at the NAC.

## Notice of Annual General Meeting January 13, 2026 at 1:00 p.m. via Zoom

### AGENDA:

The following are recommendations to be voted on by the membership:

- To delete Constitution **1.4.b)** as this is no longer a requirement according to the AFM bylaws.
- To amend Bylaws Section **2.1.d)** so that the financial statements are laid before the January General Meeting. This is to provide sufficient time for the accountant to prepare year end statements.

### Motions:

- That Section **1.4.b)** be deleted from the Constitution.
- That Bylaw Section **2.1.d)** be amended so that the financial statements are laid before the January General Meeting.

*To register for the Annual General Meeting, send an email to [info@musicprosmanitoba.ca](mailto:info@musicprosmanitoba.ca) by January 12, 2026, at 3:00 p.m. to receive the link to the Zoom meeting.*

*Memberships must be in good standing to attend.*



## WELCOME New and Reinstated Members

### New Members

|                       |                    |
|-----------------------|--------------------|
| Kelly Bado-Giesbrecht | James Ouellet      |
| Elie Boissinot        | Christian Paquette |
| Edward Bosnjak        | Corr Pearce        |
| Mina Dinic            | Quinn Robinson     |
| Nathan Gibbens        | Catarina Sgro      |
| Kendra Greiger        | Patrick Smithers   |
| Takumi Hayashi        | Evan Stewart       |
| Ilya Shterenberg      | David Swatek       |
| Matthew Knight        | William Thain      |
| Daniel Nemez          | Anica Warkentine   |

### Reinstated Members

|                    |               |
|--------------------|---------------|
| Paul Balcain       | John Sellick  |
| Jonathan Challoner | Stewart Smith |
| Liam Duncan        | Kayla Solomon |
| Nolan Gottfried    | Sasha Turgeon |
| Steve Hamilton     | Crystal White |
| Bede Hanley        |               |

## REQUIREMENTS FOR LIFE MEMBERSHIP

Member must be 65 years of age and must have  
35 years of membership with the A.F.M.  
If you qualify, contact our office.

### Changed your name, address or other contact information?

Log onto the **AFM website** and  
update your information.

Log into your **Musicians'**  
**Pension Fund of Canada** account  
and update your information.  
Please also advise **our office**  
for our database.

## 2026 MEMBERSHIP DUES

**REGULAR, STUDENT, YOUTH: \$200.00**  
(Early-Bird \$195) or \$60.00 quarterly

**LIFE: \$138.00** (Early-Bird \$135)

**INACTIVE LIFE: \$88.00** (Early-Bird \$85)

Payments can be made by e-transfer,  
Visa, MasterCard or cheque.

Early-Bird deadline is January 15, 2026.

**E-Transfer is the preferred form of payment as this  
saves the Local on bank fees.  
APPOINTMENTS are required for IN-PERSON  
PAYMENT.**

## RESIGNATION PROCEDURE

**Moving away?  
Job relocation?  
Retiring?  
Or just taking a break from  
the music scene?**

### Then please 'Resign in Good Standing'

A member wishing to resign in good standing from Local  
190, or any other Local of the American Federation of  
Musicians, must do the following:

1. **Send a letter of resignation to the Local (via  
Canada Post or email) by January 15, 2026.**
2. **Pay all financial obligations to the Local,  
including current work dues.**

\*A member who fails to obtain a proper resignation will be  
expelled from membership at the expiration of the period  
for which dues have been paid.

\*Expulsion from the Local jeopardizes membership in any  
other Local of the AFM.

\*If you have questions, please contact us  
204-943-4803  
info@musicprosmanitoba.ca

## COR GODRI MEMORIAL SCHOLARSHIP



Congratulations to clarinetist Savana F. who received the Cor Godri Award at the Provincial Senior Honour Band concert on November 1st.

Established by the Local Board in 2021, the Cor Godri Memorial Scholarship Fund was established to give a yearly award to recognize a student participating in the Manitoba Band Associations' Provincial Senior Honour Band.



Photo Credit: Chronic Creative

Anyone wishing to donate to the scholarship fund can do so through the **Manitoba Band Association's website** by clicking on the *Donate* button at the top of the page. The Cor Godri Scholarship Fund is #3 in the dropdown menu. Tax receipts will be provided.



**ARTISTI** has replaced **MROC** as the Canadian licensing body that has been managing the collection and managing of neighbouring rights for musicians and artists

We encourage you to register with ARTISTI to ensure that your rights and royalties are protected and efficiently managed while enjoying personalized support and exclusive resources.

Click here to visit their website: [Ressources - Artisti](#). Information is available in English and French.

## NEWS - RECORDING TARIFFS

### CBC Ratification – New Tariff Increase

**As of November 1<sup>st</sup>**, there was an additional 1.5% scale increase, representing a total wage increase of 7.5% in 2025. The CFM is still in the process of Agreement revisions, but for the time being, all updated rates and information can be found through the following links: [CBC Ratification :: Canadian Federation of Musicians](#) & [Broadcast and Non-Broadcast Media Agreements :: Canadian Federation of Musicians](#)

## FREELANCE MUSICIANS

Through your AFM membership, you are invited to participate in the new **Freelance Musicians Association** to have a stronger voice, build power and earn a decent living. Standing together is more powerful than standing alone!

As a member of the AFM, you belong to the largest union of musicians in the world. Don't go it alone—join 70,000 musicians throughout Canada and the U.S.A. making the music industry work for musicians.

Joining is FREE! Click here for more info: [Freelance - American Federation of Musicians](#)

## Follow Us on Social Media



@musicprosmanitoba



@musicprosmanitoba



## A Guide to Flying with Musical Instruments in Canada



Prepared by The American Federation of Musicians of the United States and Canada, operating in Canada as the Canadian Federation of Musicians (CFM)

The “**Guide to Flying with Musical Instruments in Canada**” is posted on our website. Log into the site, then click on the *Members Area* tab and choose *Travel for Musicians* from the dropdown menu.

### ACCOUNTING & INCOME TAX

**Milt Rhymer**

member of the AFM since 1968

- Experience in Accounting and Income Tax since 1965
- Familiar with regulations and tax breaks applicable to AFM members

**MILTON D. RHYMER  
& ASSOCIATES**

**1759 Main St., Winnipeg, Manitoba**

**Ph.: 204-338-7054**



## P2 VISAS

USCIS (U.S. Citizenship and Immigration) have advised that Regular Processing Times are minimum 8.5 months. If entry to the United States is required in less than 8.5 months, see Premium Processing details below. For more details, please email Liana White [lwhite@afm.org](mailto:lwhite@afm.org)

For **Regular Processing**, fees are \$510 USD payable to "Department of Homeland Security". Administration processing fee paid to the AFM is \$125 CAD for the first person, plus \$25 CAD for additional musicians/technicians. See USCIS Fee Remittance Changes below.



For **Premium Processing** it is recommended you submit your P2 package minimum 30 days prior to your first gig. Fees are \$510 USD and \$2,805 USD, both payable to "Department of Homeland Security", plus AFM fees. See USCIS Fee Remittance Changes below.

French Work Permit: [Permis de travail :: Canadian Federation of Musicians](#)

English Work Permit: <https://cfmusicians.afm.org/services/u-s-work-permits>

**P2 Visa check case status**, please go to <https://egov.uscis.gov/> and insert your receipt number. There is a delay with Regular files being processed.

If you have been approved for a P2 Visa, you **must carry with you at all times a copy of the approval notice and your printed I-94 departure record.**

**NOTE:** AFM does not have control over the decisions U.S. Immigration makes on their processing times. Therefore, USCIS processing times may increase/decrease at any time, without notice. The AFM's suggested processing timelines are based on weekly observance of the average turnaround time from submission of application to receipt of approval. You may contact the AFM office [immigration@afm.org](mailto:immigration@afm.org) to confirm times haven't drastically changed.

## USCIS Fee Remittance Changes

**Effective October 22, 2025** all P2 applications received in the AFM Canadian Office will require one of the following forms of payment to cover the Department of Homeland Security petition fees. The **petition costs have not changed**, only the method by which payment is issued to DHS/USCIS. Information on application requirement and fees can be viewed on the CFM website [www.cfmusicians.org](http://www.cfmusicians.org).

1. If paying by **Credit or Debit Card issued by a United States-based financial institution**, complete the *Department of Homeland Security Authorization for Credit Card Transactions* form <https://www.uscis.gov/g-1450> and include with your P2 application package.

**OR**

2. If paying by **USD-money order**, make payable to **AFM**.  
Some Canadian financial institutions have stopped issuing USD Money Orders when purchased through personal banking accounts. If unable to obtain a USD money order through your Canadian institution, you may consider the following:
  - a. Obtain a money order from Canada Post or the United States Postal Service
  - b. Inquire with a trusted personal or business contact who may have the ability to assist in obtaining a money order through their Canadian financial institution.

If none of the above is possible, please contact AFM to discuss by email [immigration@afm.org](mailto:immigration@afm.org) or call (416) 391-5161.

For more details, you may review the USCIS release here:  
[USCIS to Modernize Fee Payments with Electronic Funds | USCIS](#)



## Do You Have a Qualifying Gig?

The local still has funds available from this year's allotment from the **Music Performance Trust Fund**.

***THE PURPOSE OF THE TRUST FUND IS TO PROMOTE "LIVE MUSIC" AND TO PROVIDE MUSIC WHERE MUSIC IS THE PRIME PURPOSE FOR PUBLIC ATTENDANCE.***

- ◆ Requests for Project Funding are being accepted for the MPF allocation year, ending **April 30th, 2026**.
- ◆ If you have a project that you think qualifies, please contact the MPM office with the details and to submit requests. Requests are considered on a first come, first served basis and require proper timelines for approval. MPTF projects must be free and open to the public and will be funded at **50%** of scale wages for approved projects.
- ◆ Funding is **100%** for solo musicians performing at a seniors' residence or personal care homes.
- ◆ Black History Month (February), Women's History Month (March) and Jazz Appreciation Month (April) will be funded at **100%**.



### **MPTF Performances by Local 190 Members**

Pictured:  
 Danny Carroll (left),  
 WJO (top of p.8)  
 Jay Stoller (bottom of p.8)



## Thank you to the Music Performance Trust Fund

for co-sponsoring the engagements listed below. MPTF sponsored up to 100% of these Local 190 musicians' fees and pension. We also thank the Co-Sponsors from each engagement.

| Date             | Leader/Ensemble         | Co-Sponsor                             |
|------------------|-------------------------|----------------------------------------|
| November 13 & 14 | Jay Stoller             | Kent Road School                       |
| November 27      | Danny Carroll           | River East Personal Care Home          |
| December 5       | Danny Carroll           | Poseidon Long Term Care Home           |
| December 5       | Winnipeg Jazz Orchestra | Swan Valley Regional Secondary School  |
| December 7       | Winnipeg Jazz Orchestra | Western Manitoba Centennial Auditorium |
| December 11      | Danny Carroll           | Riverview Health Center                |
| December 18      | Danny Carroll           | Bethel Place                           |





**MUSIC PROFESSIONALS OF MANITOBA INCORPORATED**  
**STATEMENT OF REVENUE AND EXPENSES AND ACCUMULATED SURPLUS**  
**Year Ended August 31, 2025**  
**Prepared by Milton D. Rhymer & Associates**

|                                         | <b>2025</b>             | <b>2024</b>          |
|-----------------------------------------|-------------------------|----------------------|
| <b>REVENUE</b>                          |                         |                      |
| Work Dues                               | \$ 99,789               | 105,024              |
| Dues                                    | 78,075                  | 83,287               |
| Applications                            | 3,436                   | 3,158                |
| AFM – Co-Funding Grant                  | 2,726                   | 2,726                |
| Investment income (Loss)                | 1,525                   | 425                  |
| Advertising – Vivace                    | <u>50</u>               | <u>100</u>           |
|                                         | 185,601                 | 194,720              |
| <b>EXPENSES</b>                         |                         |                      |
| Administration                          | 21,959                  | 20,150               |
| Bank charges and interest               | 1,467                   | 2,326                |
| Conferences and conventions             | 5,674                   | 4,338                |
| Employees' pension plan                 | 6,753                   | 6,774                |
| Federation - affiliation                | 26,796                  | 26,758               |
| - initiation                            | 1,240                   | 1,105                |
| - work dues                             | 19,474                  | 19,456               |
| Goodwill and welfare                    | 386                     | 740                  |
| Insurance                               | 1,422                   | 1,422                |
| Office                                  | 3,469                   | 6,607                |
| Professional fees                       | 4,500                   | 2,795                |
| Professional fees - WSO                 | 6,557                   | 17,301               |
| Rent                                    | 10,458                  | 10,395               |
| Telephone                               | 1,234                   | 1,324                |
| Salaries and benefits                   | <u>71,474</u>           | <u>75,823</u>        |
|                                         | <u>182,863</u>          | <u>197,314</u>       |
| NET OPERATING RESULT FOR THE YEAR       | 2,738                   | (2,594)              |
| CAPITAL ASSET PURCHASES (Note 1)        | <u>          </u>       | <u>(784)</u>         |
| NET (DEFICIT) SURPLUS FOR THE YEAR      | 2,738                   | (3,378)              |
| ACCUMULATED SURPLUS - beginning of year | <u>38,540</u>           | <u>41,918</u>        |
| ACCUMULATED SURPLUS - end of year       | <b><u>\$ 41,278</u></b> | <b><u>38,540</u></b> |
| See accompanying notes                  |                         |                      |

**MUSIC PROFESSIONALS OF MANITOBA INCORPORATED**  
**STATEMENT OF REVENUE AND EXPENSES AND ACCUMULATED SURPLUS**  
**Year Ended August 31, 2025**

|                                                                                | <b>2025</b>      | <b>2024</b>      |
|--------------------------------------------------------------------------------|------------------|------------------|
| Deficiency) Surplus of Revenue                                                 | \$ 2,738         | (2,594)          |
| Adjustments to reconcile net income to cash provided from operating activities |                  |                  |
| Decrease (increase) in current (non-cash) assets                               | (4,313)          | (3,983)          |
| (Decrease) increase in current liabilities                                     | 4,695            | (982)            |
| (Acquisition) sale of fixed assets                                             |                  | (784)            |
| NET (DECREASE) INCREASE IN CASH                                                | 3,120            | (8,343)          |
| CASH – beginning of year                                                       | 31,049           | 39,392           |
| CASH – end of year                                                             | <u>\$ 34,169</u> | <u>\$ 31,049</u> |

**Note 1. SIGNIFICANT ACCOUNTING POLICIES**

**CAPITAL ASSETS**

Management has adopted the policy of recording capital assets at cost in the Capital Fund as follows:

|                         | <b>2025</b> | <b>2024</b> |
|-------------------------|-------------|-------------|
| Furniture and equipment | \$ 32,045   | \$ 32,045   |

No amortization has been provided for on the capital assets.

**CAPITAL SURPLUS**

|                                          | <b>2025</b>      | <b>2024</b>      |
|------------------------------------------|------------------|------------------|
| Balance – beginning of year              | \$ 32,045        | \$ 31,261        |
| Capital assets additions during the year |                  | 784              |
| Capital assets disposals during the year | 0                | 0                |
| Balance – end of year                    | <u>\$ 32,045</u> | <u>\$ 32,045</u> |

**Note 2. INVESTMENTS**

RBC – term deposits

Maturity Date: various

Interest Rate: various

Par Value: \$40,116

Cost: \$40,116

Market Value: \$40,116



# When your show is live, anything can happen.

## Insurance for professional musicians

↑ Equipment Coverage

↑ Liability

## For CFM Members

**Cristina Omar**

Tel: 519-325-1785

Toll: 1-800-463-4700

cristina.omar@hubinternational.com

[hubinternational.com](https://hubinternational.com)

**HUB**

**Advocacy. Tailored Insurance Solutions. Peace of Mind.**