



Florida
Orchestra
Association

Committee Name: Ethics Committee

Committee Chair Name: Justin Swaim, District 7

Committee Chair Email: justin.swaim@hcps.net

Date of Meeting: August 19, 2025 (7PM via Video Conference)

Committee Members Present: (first and last name):

Justin Swaim, *chair*

Cheri Sleeper, *FOA Executive Director*

Andrea Szarowicz, *FOA President*

Andrew Beckner, *District 12*

Mindy Curtis, *District 19*

Tim Fox, *District 7*

Summary of the Meeting:

The FOA Ethics Committee met to begin drafting a procedural document outlining processes related to ethical violations within the FOA membership. The goal is to create clear, practical guidance that reflects the organization's ethical standards and can be included in the FOA Handbook.

The committee had a productive discussion about the document's purpose, structure, and potential impact. Future meetings will focus on refining the content to ensure alignment with FOA's values and goals.

Members will continue collaborating on the live draft throughout fall 2025, allowing for ongoing input and refinement. The committee will reconvene virtually on December 15, 2025, at 7:30 PM to review progress and work toward finalizing the draft for submission to the Handbook Committee.

Our aim is to submit the final draft shortly after the December meeting so it can be reviewed, approved, and implemented into the FOA Handbook as a consistent resource for all members.

Recommendations to the board:

None

Motions to the board:

None