

MOSAIC HARMONY BOARD MEETING
THURSDAY, OCTOBER 14, 2021

MINUTES

Attending (virtual): Mary Butler, Sue Price, Teresa McConnel, Lisa Wysocki, David North, Sabine Creamer, Muriel Evans-Buck, Laura Romstedt.

The meeting was called to order at 7:03pm.

The Minutes from the 9/9/21 Board meeting were approved as revised.

Treasurer's Report:

Kurt was out of the country but he had emailed the September report to the Board.

Membership Report:

*Lisa will remind members at the next rehearsal to pay dues if they have not done so. She reported that there are currently 31 paid memberships, 22 singers and 9 supporters. *She suggested that the Directory might be updated by mid-November. Sue suggested that members should pay by the end of November, and if they want to pay by credit card they can do so on the website.

Concert Coordinator Report:

Sabine reported that she has had a request from Daniella from Ft. Belvoir (US Army) for us to do a virtual performance around Martin Luther King Day. They were talking about either a 30-45 performance, or maybe 3 or 4 songs. They want to use "Microsoft Teams" as the online platform. Daniella said for fees, they are flexible and have budgeted up to \$1500. They would like to establish a relationship with us in the coming years. Our name was in their database from years ago, and she watched some of our videos on our website. David was in favor of doing this event. Daniella asked if David could do an introduction, and David said he would be glad to be an "MC." David said we will soon have 4 virtual recordings, and up to 2 videos that could be used.

There was a discussion about whether the fee for virtual performances should be the same as in person performances. Muriel thought that the fee should be the same due to all the resources that went into making the virtual performances (David agreed). Muriel also stated that she thinks we should increase the fees since expenses for most things have increased over the last year(s). She said she thinks we should have a different fee for corporate/ government, and nonprofit organizations. Sabine said that our current fee is \$2000 for a full performance. David remembered that in the past, sometimes other organizations or even individual choir members have "underwritten" the full cost when an organization cannot pay the full fee. Teresa said that she thinks there are some events that the choir wants to do that align with our mission (like the Mental Health Institute that we used to do for many years) that should not have to pay full fee if they cannot. It was agreed that part of Muriel's work of bringing in additional grants money, corporate sponsors, etc. was so that we might be able to do concerts with organizations that cannot afford the full fees.

Mary suggested that we develop a 'fee policy' so that there is something written to guide us (and future Board members) about such decisions. Sue suggested that we also look at Sabine's "Standard Operating Procedures" that she sent to the Board a couple of months ago.

Sabine has the responsibility to negotiate fees with various organizations, and every situation and concert may be a little different. *It was decided that a 'committee' be formed to discuss and agree on a 'tiered performance' fee/pricing. The committee members would be: Mary, Kurt, Teresa, Sabine, and Muriel. *Sabine would set up a zoom time for the committee members to meet.

Cloud Storage: Related to the problem of where to 'store' videos of rehearsals, board meetings, etc., Sabine reported that Kurt looked into Google Cloud storage. He found out that we could get storage for \$72 a year. The Board agreed to this plan.

VOTE : *Sabine/Kurt will arrange to pay for the Google Cloud Storage account for MoHa.

Spring Concert Venue: The Board agreed previously that Sabine and Laura would look into possible venues for the 2022 Spring Concert with seating capacity of 300-400 (for June 11, dress rehearsal, and June 12 Joint Concert). They will also need to look for space for two other joint rehearsals in VA (for Jan. 8, and May 21). Laura reminded us that Kurt said that an anonymous donation of \$10,000 had been given to MoHa to fund anything needed for the GenOUT/Mosaic Harmony partnership. Laura said that it is possible that a venue for the Spring concert could be up to \$4000. She and Sabine looked into the Harris Theatre on the GMU campus, and the price there was \$2000 plus \$500+ for fees. Lisa mentioned that she knew there was good rehearsal space at Arlington Unitarian Universalist and suggested looking into that.

VOTE: *Sabine and Laura has the approval to continue looking at venues and to arrange for a Spring concert venue for up to \$4000. They will also look for the VA rehearsal venues.

It was also agreed that the Joint Retreat date (in Bethesda) would be put on the MoHa calendar for March 26, pending any religious holidays etc. that may be on that date. The Dec. 18 joint rehearsal has been cancelled. There was a discussion about helping the choir to feel informed and a part of the GenOUT partnership calendar plans. *Laura will make a calendar of the remaining agreed upon dates and send to us. There was a discussion on whether to give the entire calendar to the choir now, or whether that would be overwhelming. Sue thought that choir members would like to be able to put all the known dates on their calendars now. *Sabine will post on our website, and in Choir Notes. *Laura will provide hard copies of the calendar and give out at the next rehearsal. Eddie and Laura are the official 'ambassadors' between GenOUT and MoHa and will be responsible for communicating about activities, etc. In addition, Kelly has volunteered to speak to the choir briefly at the next rehearsal about the pronouns that we were asked to choose for our name tags.

Director of Development Report:

Muriel reported that she continues to be in contact with Sylvia Johnson (JI Solutions) and is promoting that MoHa be introduced to other colleagues with the goal of getting more corporate sponsors for MoHa. Sylvia is also running for state delegate (PGCo. In MD) and said she would like us to sing at her inauguration. Related to the Pivot grant, they requested financial documents in a different format and Kurt was able to send that to them. She also submitted a grant to the AMFunds for the Arts. In November, she plans to initiate another popcorn fundraiser. Our Holiday Appeal will go out on Nov. 30.

President's Report:

Mary stated that she is in charge of helping to make a "Succession Plan" for MoHa. This idea was brought up by our previous President and Vice President (Vic and Rosemary) and taken up

as a goal of the SAG. The idea is that MoHa needs to transition over the next 5-10 years from a 'David-centric/dependent' organization to a more 'Team-centric' organization (since David will eventually retire from directing). David gave some examples of how this has been happening over the last few years: the Concert Announcing Team (CAT) for Spring concerts; working as a team with Darren on musical decisions; Sabine being a resource for virtual recordings, etc. David gave an example of another organization he is familiar with (Sojourners) in which they had a Search Committee for a new Director which began well before the founder/director retired. *Mary said she would be working on this over the next month.

Director's Report:

David discussed all the work that went into creating the virtual recordings for the choir. He would like to find a way for the messages of the songs to get 'out there,' whether that be with YouTube, CD Baby, I Tunes, ASCAP.

Old Business:

Singing Masks: There are 12 more members who preordered singing masks who have not picked them up yet. We have 14 masks remaining. *Lisa and Teresa will compare their lists to see who may need to be contacted to get their masks. We discussed the idea of purchasing more masks to have for new members during the year. David wanted to know how many logo patches we had left. He said they can be ordered 10 at a time.

Professional Photo of Choir:

*Sabine will ask the marketing director from GenOUT for suggestions of photographers. It was suggested that possibly Dennis Bertsch would consider doing the photographs. *Sabine will email him and ask about the possibility and what he would charge.

New Business:

Carpooling:

Mary said that the Directory can be sorted by zip codes for members interested in who lives nearby. It was suggested that someone can look up who is going to a concert on SignUp Genius, and then check those people's addresses/zip codes in the Directory. *Sue volunteered to explain how this can be done at the next rehearsal, and to ask if anyone needs a ride/can give a ride to the October 30 event in DC.

Section Leaders:

VOTE: The following members will be the Section Leaders for this season: Eddy Nalls for Sopranos (pending confirmation); Jan Callaway for Altos; Sally Williams for Tenors; Ron Staley for Basses.

*Lisa will check with Eddy to see if she is still willing to continue as Section Leader for Sopranos. There was a discussion about giving information to the Section Leaders about what their duties are. *David and Darren will setup a zoom meeting with the Section Leaders to go over the duties, expectations, etc., including recruitment and retention: keeping in touch with the members in their sections, encouraging members to use SignUp Genius and participate in concerts, etc. Lisa and Mary would also like to participate in this zoom meeting.

Masks for the Musicians: Teresa said that David had asked the musicians if they would like black cloth masks with logos like the choir members. The musicians would like them, but not the singing masks. The consensus was that it would be better to order them online than to go through the company that made the singing masks. *Teresa will look into this.

Miscellaneous:

Technical difficulties with the zoom/microphone at the rehearsals: Sabine reported that the biggest problem seems to be when the musicians are playing. She said that Kurt knows about these difficulties and she thinks he will be there at the next rehearsal.

David stated that the musicians will be needed for the Oct. 30 rehearsal.

Lisa mentioned that getting the name tags ready with the pronouns on them is a really big job. We discussed whether they could be hand written onto the existing name tags. *Sabine said that she could help Lisa by printing them out.

The meeting was adjourned at 9:30pm.