

# Mosaic Harmony Town Hall Meeting

## January 4, 2022

### Meeting Summary

- **Eddie** reviewed Vision 2025, and sections of outreach email to GenOUT (see attached PPT)
- **Laura** discussed the formation and purpose of the Strategic Advisory Group (SAG)
  - SAG is comprised of past board members and the current board president who acts as liaison between SAG and the board. It was formed to:
    - Create recommendations to help reduce stress/burnout for board members (who focus on the day-to-day needs of the choir) and choir members.
    - Maintain continuity and historical information for the choir, ensuring new boards don't have to "reinvent the wheel" each season, and helping ensure "lessons learned" are passed on to new boards.
    - Create clear organizational goals (mission and vision) and follow-up on those goals.
    - Find alternative(s) to "fundraising fatigue."
    - Recommend additional plans and/or campaigns which will help ensure the sustainability of the choir.
- **Eddie** talked about the small MoHa team that interacts with the GenOUT student leadership team and our conversations to date
  - MoHa team
    - Eddie Adkins (he/him/his)
    - Karen Flann (she/her/hers)
    - Nikki Harrell (she/her/hers)
    - Kelly Miller (she/her/hers)
    - Kala Payne (she/her/hers)
    - Laura Romstedt (she/her/hers)
    - Lisa Wysocki (she/her/hers)
  - GenOUT student leaders
    - Two co-presidents
    - Four section leaders
    - One more additional student
  - We have had 2 planning sessions with GenOUT student leaders, and they have been very engaged
- A question submitted in advance asked whether the GenOUT youth were involved in the decision to form the relationship with MoHa.

Eddie shared that he and Laura had discussions with Paul Heins from the very beginning about the importance of engaging the GenOUT youth, and that Paul was very committed to it. For example, prior to our first interaction with the youth (the October 30 joint rehearsal in DC), Paul shared that he had been talking a lot to the GenOUT youth about Mosaic Harmony and the relationship. Eddie also shared that Paul seems very much of top of things, and we really trust his judgment. We do not know whether Paul put the question of whether to form a relationship to a vote among the student leaders or the entire chorus, but we are seeing very good engagement amount the student leaders.

## Open Dialogue:

- **This is a new experience for us and we benefit by informing ourselves.**
  - It is important for us to inform ourselves about LGBTQ+ issues and not look at our collaboration with GenOUT as a science experiment.
  - It is our responsibility to educate ourselves.
  - We should relate to people as people, and it's ok to be curious, as long as we are genuine in intent and spirit.
  - Shut up and **listen**.
  - We want to have a genuine conversation, but know that we will screw-up, and if we make a mistake, apologize.
  - It's about respect.
  - It is all about intent.
  - There is a difference between gender identity and sexuality.
  - Don't assume all the youth are trans. Some may even be straight, since GenOUT is open to allies.
  - **It is part of MoHa's DNA to evolve, learn, grow, and accept.**
    - David talked about his 1996 interview with the MoHa search committee and his acceptance into the choir.
  - Even our name, Mosaic Harmony, models that. We create commonalities.
  - The first reason GenOUT was selected was because was a youth choir, and that was what first drew us to consider them for an opportunity to collaborate.
  - The GenOUT youth need people to advocate for them.
  - Develop and build trust.
  - We can create commonalities.
  - It is important to not be hung up on LGBTQ+ issues. Look past the labels. **We are people loving people.** Teenagers can see when you are not genuine.
  - Not all GenOUT youth are going to be engaged in the relationship.
  - Recognize that there is diversity among the GenOUT youth – for example, some are introverts, some are extroverts.
  - Remember they are teenagers. They have good days and bad days. Some days they are communicative and other days they would rather be quiet.
  - **Be sincere, be genuine, be authentic, be vulnerable, be humble.**
  - We have value "showing up" as allies.
- **Remember it is MUSIC that we have in common.**
  - Most of the March 26 combined choir retreat will focus on music.
  - We want to sing authentically.
  - How exciting it will be when our two groups sing on stage together.
  - We get to sing with young people, and it is awesome.
  - Remember the message we are delivering to ourselves and others through music.
  - The joy of music is the great equalizer.
  - Music is the main thing.
  - Remember to strive to be a quality choir; strive for musical excellence.
  - Remember Peace, Love and Joy
  - It's about commitment. Commitment to each other to learning music.

**Other information:**

- **January 8 rehearsal**
  - David, Darren, Eddie, Laura, and Paul Heins will be meeting Thursday evening (via Zoom) to discuss possible ideas for virtual rehearsal of some sort on January 8 – stay tuned!
  
- **January 21<sup>st</sup> GenOUT Retreat**
  - Nikki will be facilitating two sessions on leadership: one with student leaders, and another with the whole GenOUT choir.
  
- **Ideas from GenOUT student leaders**
  - Creation of buddy system
  - Creating a name for our combined groups (instead of Mosaic Harmony and GenOUT)  
Nikki will be sending out a survey to the choir as preparation for the March 26 joint choir retreat.
  - Creating rules of engagement (our rules as a group – what is important to us)
  - Supporting their three social justice issues as a way of building collaboration.
  
- **Career Directory:**
  - Nikki is creating a career directory as a way MoHa can provide resources to GenOUT youth. MoHa members share their education, background, occupation, interest as something GenOUT youth may want to explore. Nikki will be sending out more information to the choir.
  
- **March 26 Retreat: Ideas from student leadership team**
  - Break into small groups and figure out what things we have in common.
  - Break into small groups and talk about social justice issues we've been involved in
  - Have a town hall-style meeting talking about allyship: how MoHa members can be allies to GenOUT youth, and vice versa.
  - Develop a name for our combined choirs
  - Have a buddy system