

MOSAIC HARMONY ANNUAL MEETING

June 25, 2024

The meeting was called to order by Crystal Jefferson, Board President, at 7:35pm.

Election of Board Members:

There was a quorum present allowing the election of Board candidates to proceed.

The following slate of candidates was elected by unanimous vote (all "Ayes"):

Teri Bertsch, Barbara Ott, and Kurt Jaeger

Jim Price and Hey-Jin Kong will serve on the Board again next season. Teri, Barbara, and Kurt will join the current board at the final 2023-24 Board meeting on July 11, 2024. The new Board for the 2024-25 season will determine Board roles at that meeting. The new Board officially assumes its duties on August 1, 2024.

Committee Reports:

President – Crystal Jefferson

Crystal shared her gratitude for all who helped make the 30th anniversary season and concert such a success. She specifically thanked the Community Building Team, the band, and Lauren and Jim Ramenofsky for hosting Do Tell Mama - MoHa's biggest fundraiser. Crystal thanked David, Laura W, and Sabine for their wonderful collaboration as well as the section leaders, the technical crew and webmasters who kept the choir informed. Crystal continued with thanks to SAG, singing members, and supporting members who "have our backs." She mentioned her appreciation for her mentors (Laura R and Sue Price), as well as for fellow board members who donated their time and talents. Lastly, Crystal thanked the Concert Committee for delivering an awesome 30th Anniversary Weekend. This year, Crystal led the Board's efforts to reduce redundancies and increase efficiencies. The Board took on the job of researching and updating job descriptions for three staff positions: The Director, Assistant Director and the Director of Programs and Administration. The descriptions outline job responsibilities and reporting structures. They will be posted on the website. Crystal challenged each choir member to use the upcoming summer break to reflect on how they will show up and support Mosaic Harmony and each other during the upcoming season.

Director of Programs and Administration – Sabine Creamer

Sabine organized and coordinated nine concerts this past season - the IFC Unity Walk, Annunciation Catholic Church, Holy Cross Hospital (MLK Celebration), the Northern Virginia Mental Health Institute, World Harmony Week, MedStar Washington Hospital, MoHa's Annual Spring Community Concert, Fairfax Pride, and finally, the 30th Anniversary Concert at Schlesinger Hall. Four of these nine performances were paid concerts which generated \$4,200 in concert revenue.

There are two confirmed performances for next season – the annual Unity Walk on September 8 and a concert requested by former member Jackie Igoe to be held at the Arlington Adult Day Care Center on November 15. Additionally, potential concerts for next season include an October celebration at Greenspring Village, two MLK celebrations (Holy Cross and MedStar), a Black History Month Concert at

MedStar Montgomery Medical Center, a repeat performance at NVMHI, and our Annual Community Concert in Spring of 2025. Sabine will research other concert opportunities over the Summer. She suggested that the Board may consider a promotional campaign that will help increase the number of concerts during next season.

Vice-President – Karen Stern

Mosaic Harmony (MoHa) performed nine concerts during the 2023-2024 season.

The good news is that we are performing at or above pre-pandemic levels! In 2018, for example, we performed eight concerts. The Concert Planning Committee (CPC) consisted of Sabine Creamer, Peggy Kramer, Kim Moss, Claudia Stallings, Karen Stern and Amaris Whitaker. We started planning for the 30th Anniversary Spring Concert in August 2023. Tickets for the event went on sale on November 1, 2023. The extensive preparations paid off, and we performed before an audience of 300 people in Northern Virginia Community College's Schlesinger Auditorium on June 23, 2024. (The same venue was used for our 10th Anniversary Concert in 1994.)

Music Directors - David North, Director and Laura Weiss, Assistant Director

David expressed how wonderfully the Anniversary Concert went. He thanked the choir for their spirit and energy. As a preview of next season, David shared that the theme for the repertoire will be "onward and upward in hope." David and Laura W are reviewing the MoHa archives as well as researching new songs to determine the full repertoire for next season. Laura W shared that she has offered a song she wrote after the Parkland shootings that David may consider. Laura W and David are even looking at the possibility of adding songs in the musical theater tradition. Stay tuned!

Membership – Jan Callaway

At the end of the 2023 season, the Board voted to raise the membership fee for the 2023-24 season by \$25 taking it from \$125 to \$150 per season. Membership fees had not increased in a few years, and it was hoped that this action might help on the income side of the budget for the next year. Scholarships were still available upon request to the Board if the increase was a hardship to any member. MoHa began this season with forty-three members (36 singing and 7 supporting). Efforts to increase membership were discussed at Board and SAG meetings and the "Thirty for Thirty" Membership Project (thirty new members for our thirtieth season) was initiated. Nikki Harrell created a thermometer poster to follow our progress. This progress was discussed in newsletters and at rehearsals. Although several individuals came on their own to rehearsal to experience our choir community, Jan shared that few returned so perhaps we were not a good fit for them. On the bright side, our present members brought in friends and there were also several alumni who decided to re-join. Currently, the 30th season Membership Project has achieved 50% of the goal. Mosaic Harmony is ending the season with 62 members (47 singing and 15 supporting). This is great work, and next year will be even better. One of our generous members, Nikki Harrell, offered a \$200 gift card for 2941 Restaurant in Falls Church (or the restaurant of the winner's choice) for the person who recruited the most members this season. Jan announced that the winner of the gift card was long-time member of Mosaic Harmony, Menda Ahart. Jan asked that all members please continue to spread the word about Mosaic Harmony by inviting friends, colleagues, MoHa alumni, and family members to join a rehearsal so they can experience our choral community. The Membership Chair and Section Leaders will follow up with visitors, letting them know how much we enjoyed meeting and singing with them.

Strategic Advisory Group (SAG) – Laura Romstedt

Laura R presented a summary of SAG's activities this past season and planned activities for next season. During the current season SAG's accomplishments included:

- August meeting with the Board and SAG members about the 2023-2024
- Held "Getting to Know You" with Tema in the Fall
- Attended the December 2023 Tema concert
- Jane Cruz and Dick Van Duizend provided grant-writing support to Tema
- Hey-Jin Kong continued volunteer support to GenOUT
- Nikki Harrell provided leadership workshop for GenOUT Student Leaders (Oct 2023)
- GenOUT and Tema singing at our March 2023 concert
- Neil and Laura R provided photographic and audio-recording support at Tema concerts
- SAG proposed and the Board approved adding gender identity to the "Who We Are" Mission Statement
- SAG provided feedback on community partners to consider for a ticket subsidy grant
- Talked with Laura W about our organization
- Began talks about succession planning
- Developed the idea of the "30 for 30" membership recruitment

Next Season SAG plans include:

- Succession planning (Music Director, other as needed or requested by the board)
- Plans for continued partnership with Tema and GenOUT
- Discussion about potential additional partnerships (Sufi)
- Continued review of the overall Strategic Plan for MoHa
- Following the Board's requests/tasks

Secretary and Grants – Sallie Williams

As Board Secretary, Sallie attended monthly Board meetings, recorded board actions, drafted Meeting Minutes to include highlights of reports from the Music Director, Director of Programs and Administration, Board Members and Guests. She forwarded the monthly Minutes to the Board and attendees for review before having the Minutes finalized and approved. Once approved, the minutes were forwarded to MoHa webmasters to be posted on the website.

As Grants Coordinator, Sallie worked with the Board and Staff to gather information and apply for multiple grants. During recent years, the average grant income has been \$4,000 to \$6,000 per year. To put this in perspective, grant income makes up five to seven percent of MoHa's annual income. This past year, Mosaic Harmony received a 2023-24 Operating Support grant (\$3,902) from ArtsFairfax. We received a product grant (\$500 value) from 4Imprint, an advertising specialties company. The 4Imprint grant allowed MoHa to provide members and alumni with free Tote bags embroidered with the MoHa logo. Currently, there are two outstanding grant applications – ArtsFairfax 2024-2025 Operating Support grant and the Virginia Commission for the Arts 2024-25 Operating Support grant. Both award announcements are expected in July/August. Sallie is not continuing in the Grants role next year. Jane Cruz, former singing member and now supporting member of SAG, has volunteered to take on the

Grants Coordinator Role. Jane and Sallie will be getting together in the coming weeks to ensure a smooth transition.

Treasurer – Jim Price

Mosaic Harmony had a challenging season financially. We started the season with approximately \$38,000, which represents six months of operating expenses. So far, we have had five months with positive cash flow and five months with negative cash flow. This continues a cycle MoHa has experienced over time. Jim shared a graph of the ups and downs of the annual financial cycle. The choir ended May with \$41,000 in the bank. Based on past season's patterns, Jim projected that June and July will be money losing periods. Things can change quickly, however. Jim invited Laura R to the front to share that the choir just received a very generous donation from an alum, Suzanne Reynolds. Suzanne was so touched by the Anniversary Concert weekend that she donated as her way of giving back to the Mosaic Harmony Community. Suzanne asked Laura R to send her appreciation and love to the choir.

Jim encouraged all choir members to think of what steps they can take to ensure the financial viability of Mosaic Harmony, whether contributing their voice, their time, or their support by donating to Mosaic Harmony on a regular basis. Members might think about what benefits they receive from MoHa – companionship, personal growth, professional music training – all are of great value. As we prepare next season's budget with annual expenses in the \$72,000 range, our greatest resource is member donations. Think about what you can do to help Mosaic Harmony remain financially viable.

Community Building/Nominating Committee – Hey-Jin Kong

The community building team members were Hey-Jin Kong, Karen Flann, Teresa McConnel, and Lauren Ramenofsky. They started gathering in September to brainstorm ideas to build community. The committee decided that since we were coming back from the pandemic years, it would be nice to have people come early before the rehearsals to get together and catch up with one another. The gatherings, known as "mingles" went from 6:45 p.m. until rehearsals began at 7:30 p.m. Mingles were held at least once a month. Snacks and drinks were provided. Choir members enjoyed this time to get to know one another better. The Community Building Committee also wanted to encourage attending performances of other choirs' concerts as a group, as a way of socializing. Several members attended the choral tribute to Dr. Martin Luther King and heard David North perform with the Washington Performing Arts "Men and Women of the Gospel" Choir at the Kennedy Center. The Community Building Committee also sent announcements encouraging MoHa members to attend GenOUT and Washington Gay Men's Chorus concerts. The Community Building Committee took on the additional task of recruiting members to serve on the Board during the 2024-25 season. Three candidates - Teri Bertsch, Barbara Ott, and Kurt Jaeger – agreed to serve.

The Board asked Hey-Jin to present flowers and special thanks to three individuals - Kim Moss for her role helping plan the 30th Anniversary Event, Crystal Jefferson for her outstanding Board Leadership, and Karen Stern for her steady calm leading the Concert Planning Committee, helping keep members moving forward together to produce an outstanding Anniversary event enjoyed by all.

After sharing Joys and Concerns and singing "Make Us One," the meeting adjourned at 9:40 p.m.