

Minutes

Mosaic Harmony Board Meeting

July 1, 2025

Attending (via Zoom): David North, Jim Price, Barbara Ott, Kurt Jaeger, Hey-Jin Kong, Teri Bertsch, Beverly Cosham, Amy Havaich

Because of severe storms in the area the meeting, originally planned to be in-person, was moved to Zoom.

The meeting was called to order at 6:41 pm

APPROVAL OF MEETING MINUTES

After a brief discussion, Hey-Jin Kong moved to approve the minutes from the June 3 board meeting as well as the June 24 annual meeting. Jim Price seconded the motion, and it was approved unanimously.

A question was raised regarding whether board meetings are open to all choir members. All agreed that although meetings are not generally publicized to all members, they are welcome to attend if they make a request to do so.

INTRODUCTIONS

Hey-Jin welcomed our newly elected board members, Beverly and Amy, and invited all members to introduce themselves and give a brief biography.

DIRECTOR REPORT

David did not have a lot to report. He welcomed everyone and commented to Amy and Bev that this was a great group of people to work with. He is still working on a theme for next season but is considering something about “encouragement”.

FINANCIAL REPORT

Jim noted that most of our financial situation was reported during the annual meeting. He has prepared a revised draft of the budget for next year containing the corrections noted at the June meeting. He suggested that we increase our performance fees for the concerts at Holy Cross and UMD from \$1,500 to \$2,000 each. This will increase our overall income from performance fees by \$1,000. The board agreed to make that change and discuss the new fee with Laura Weiss so she can make that request when arranging concerts for next season.

The vote on the budget was deferred to the end of the meeting.

BOARD OPERATING PROCEDURES.

There was a discussion of normal operating procedures for the benefit of the new members. This covered the Google workspace accounts that the board uses to manage email and document

sharing. There was also a discussion of the difference between the elected board members who have the power to vote on official business vs. the director and assistant director members who are present for discussions but to not have a vote.

There was also a discussion of the Strategic Advisory Group (SAG) which acts as an advisory council for the benefit of the board. While the board handles the day-to-day operation of the choir, the SAG takes on more strategic issues and projects. For example, this season the SAG is reviewing the bylaws and suggesting updates. For the upcoming season we have asked them to look at how we frame our messages on the web and social media.

Discussion moved to meeting times for the upcoming season. We have been meeting on the first Tuesday of each month on which there is no rehearsal. Everyone agreed that this was a good approach, and we will continue it into the 2025-2026 season. However, we also discovered that several board members had specific conflicts on August 5 and agreed to hold the August meeting on August 12 instead.

BOARD OFFICERS

Discussion moved on to the topic of board officers. We reviewed the various officer positions and responsibilities, noting that we have not had anyone to act as fundraising chair or community building chair in the past year. Everyone talked about their abilities and preferences as far as the various positions were concerned. We agreed on the following assignments for the upcoming season.

- President – Hey-Jin Kong
- Vice President – Beverly Cosham
- Treasurer – Jim Price
- Secretary – Kurt Jaeger
- Membership Chair – Teri Bertsch
- Fundraising Chair – Barbara Ott
- Community Building Chair – Amy Havaich

NEXT MEETING

The next board meeting will be in person at the home of Hey-Jin Kong on August 12, 2025

At 8:10 the non-voting members, including Amy and Beverly, were dismissed so the board could discuss personnel matters; However, at 8:15 Kurt's internet connection failed and the meeting was suspended.

The meeting resumed on Wednesday, July 2 at 4:00 with only current voting members present.

PERSONNEL DISCUSSION

We have been planning to have a discussion with Laura Weiss about her performance in her new role as concert coordinator. Hey-Jin has still not heard from her regarding times when we can do this but will let us know as soon as she hears back. In the meantime, the board members discussed how we want to conduct this meeting and the topics for discussion.

We also addressed the topic of David North's salary, and all agreed that he is underpaid for everything he does. The board voted to approve a 10% raise for him.

BUDGET APPROVAL

The board voted to approve a revised budget containing the salary raise for David and the increased performance fees proposed earlier. Jim said he would prepare the revised budget and send it to everyone.

The meeting was adjourned at 5:00 pm July 2.

ACTION ITEMS

1. Convene a meeting with Laura Weiss – Hey-Jin Kong
2. Send revised 2025-2026 budget to the board – Jim Price