

LLSC Management Team & RMT June Meeting Minutes

(June 19, 2025 Began 7:00 p.m. Adjourned: 9:36 p.m.)

In-Person Attendance: Jan Sloan, Rose Hettinga, Joy Beth Clarno, Aimee Green, Carole McSimov, Joanne Ianacone, Marilyn Kujat, Quin Rivers, Marla Mumford

Absent: Stephanie Edey

In-Person Guest: Kristen Kujat

Zoom: RMT- Kim Alley, Monica Taukus, Debbie Curtis

Chorus Guests: Robbe, Lorraine, Donna, Paula, Robin, Frankey, Anita (Rosalia attempted to join around 8:30 pm. Aimee gave her permission to enter, but she had already left the waiting room).

I. Discussion led by Team Coordinator, Joy Beth, and mediated by RMT, Kim Alley.

a. Discussion of Directors' Resignations

*Joy Beth explained that she believed that because the directors resigned, it was not required by the Management Team to give them notice and that the Team did NOT break any rules.

*Since directors Jan and Rose rescinded their resignations, the next steps are to follow our 2017 Standing Rules.

*Jan and Rose explained that they had agreed to resign because they felt blindsided by the idea and couldn't think.

*Team believed that to start a Director's Search, directors' resignations were needed first.

*Clarification was asked of the RMT as to whether directors had to resign before a Director's Search could begin. Kim Alley explained that they do not, but it might raise questions from candidates if the position is not vacant yet and no reason is given.

*Lorraine felt that the team should have had the chorus vote first for a director's search and director resignation. She questioned why past members, now non-members, attended.

*Kim Alley explained that the team did NOT act unethically.

*Kim said that Non-members or past members are permitted to attend open meetings since our Standing Rules do not say they can't.

Debbie explained that Morgan and Rhonda were permitted to be there and could be potential members who may return. They were respectful and wanted to hear what the region said about bullying from directors since they were impacted.

*Kim asked each director what they wanted to do under the current circumstances.

*Jan said she initially wanted to stay and step down to an assistant role since the chorus needs a familiar face, but now she feels hurt and isn't sure what she wants.

*Rose said she would stay if $\frac{2}{3}$ of the chorus votes for her to stay. She has considered resigning for the last 6 months or so and admitted to having a "snarky" attitude.

*Kim explained that as directors, "honesty" must be delivered in kindness.

*Kim asked, “If 50% of the chorus votes 'yes', and 50% vote ‘no', how will you fix this?

Can you direct the chorus, knowing 50% voted “no” ? Rose answered that she could.

Kim said that although the Directors’ Contract is written for 1 ½ years, the Management Team is permitted to propose a vote to the chorus.

b. Reasons for RMT Involvement

*Kim Alley said she was contacted by chorus members back in October regarding cultural concerns and was disappointed to hear that those concerns were not resolved.

*Kim and her team read over our Open Forum Meeting Minutes, Long-Term Goals, 2024 Directors’ Contract (not the current one), and 2017 Standing Rules.

*Kim said our chorus culture needs to be fixed, that directors need a broader understanding of their role, and that our chorus infrastructure is fractured.

*Due to unprofessional emails, all non-moderated emails must stop. They must be moderated.

*Several people spoke for and against Jan and Rose being directors at the June 16, 2025, meeting, but more discussion is needed, and people’s voices must be heard.

c. Schedule Meetings

***The Open Forum Meeting will be held on June 23, 2025.**

*Ground rules and manners must be set.

- Members must talk from their own experience (not hearsay)
- Use i-statements
- Don’t share any “he said/she said” stories
- Only current, active members should attend
- Assign a mediator who will redirect the group to stay on topic and keep the peace
- Ask a non-team member, Colleen or Chrissy, to mediate.

***The chorus will vote on the current directors on June 30, 2025.**

- Send a 10-day notice to membership by June 20, 2025.
- Read the Mission Statement and ask if that’s how it feels in this chorus
- Survey the chorus and ask what we want for our future.
- Stick to the facts
- Explain that the Team feels the directors’ search is needed for the chorus to have a leader who can help us grow and move forward.
- Ballots should not be handled on paper, but should be handled electronically.
- Voting must be anonymous using a Google Form on an iPad, so there’s no question as to how votes were tallied.

d. Discussion of What Led to the Need for a Directors' Search

- *Directors needed to look to the health of the chorus. Members haven't been happy.
- *Poor chorus culture, snarky remarks, and a lack of kindness, appreciation, and respect
- *Loss of Membership due to poor treatment. (Liaisons talked members off the ledge.)
- *Some new members didn't feel included or welcomed.
- *Coaching advice (costly) and visual aids were not consistently applied.
- *Competition scores had a 37-point drop. Rather than taking ownership, there were excuses and finger-pointing.
- *Open Forum issues not consistently addressed (only in the short term, not long term)
- *2025 Monthly Goals were not met- Ad Hoc Quartet Event; Buddy System, Sectionals- Only leads met; Directors' Vision, Mission Retention Goals not submitted monthly.
- *Members felt unprepared on Friends & Family Night since "Go The Distance" and "Cohen Medley" were added 2 weeks prior. Some songs were performed poorly.
- Members felt unprepared for the Patriotic Show. After Contest, a new song, Don't Stop Me Now, was worked on instead of Patriotic Music. The Show Song List wasn't given in April, reducing preparation time for the show.
- *Numerous negative verbal comments, emails, and texts from directors and members were sent to the team and chorus, affecting chorus culture.

Examples of Verbal Comments

- *To coach Gary - "This is a chorus of lazy singers."
- *Director was overheard saying "None of them can do it" after One Voice Auditions.
- *We need to do drudgery work on our songs.
- *Rehearsal breaks taken away without a clear explanation.
- *Lack of teamwork and compromise (bullying behavior by the Director and past TC)
- *Members' concerns were dismissed rather than being addressed and taken seriously.
- *No leadership and direction for assistant directors who asked for guidance.
- *Director didn't follow the agreed-upon process by all directors for One Voice Auditions.
- *Rather than settling disagreements amicably, directors' Zoom meeting was shut down.
- *Music wishes (no sad songs or men-bashing) weren't taken into consideration.
- *Members with health issues or loss of family members didn't feel supported.
- *No budget prepared for 2025 by the past Management Team.
- *No long-range plans were provided or planned out, even after requests.
- The Patriotic Show plan was not communicated by the past team and left to the incoming team to pick up the pieces.
- *Derogatory comments were made toward members when trying on new costumes.
- *Members were being put down by section leaders rather than spoken to privately.
- *Opportunities for members to discuss music with the section or neighbor weren't given..
- *Announcing Guests and Good News were frequently forgotten.
- (Rose apologized for her actions and thanked a member.)*

e. Termination Letter/Contract

- *If a letter is needed, it must be very factual.
- *Although a 60-day notice is given, directors are not directing during those 60 days.

f. Director's Contract

- *The contract needs to include "must-dos"
- *Include Musical Education
- *Goals are unclear. (Can directors need to articulate them?)
- *Do we follow the 30-day Notice stated in Standing Rules or 60-day Notice stated on the Director's Contract? Answer: The contract does not stipulate the rules.
- *Co-Directors have separate Contracts and although the role is shared, they are to be treated separately and voted on separately for renewal.
- *Having two directors is double the cost and is putting a strain on the budget.
- *Last year's budget was in the red by approximately \$2,000 - \$3,000.

g. Fix LLSC Standing Rules

- *Fix the 2017 Standing Rules. They are not written clearly. Add an addendum.
- *Our 2025 Proposed Standing Rules are too detailed and too long. They need to be simplified. List SAI references on a separate document to support the rules.
- *Example: Under Youth Program, don't use "may" have 50% off- be clear.
- *Cindy Barford with the region is in a position to review Standing Rules and has revised several choruses' rules.

h. Cultural Shift through Revitalization Plan

- *Kim has a manual to follow for Revitalization
- *Revitalization takes time and must be done by going through the region.
- *It takes a lot of structure.
- *A list of values is needed.
- *Ask, "Where are we going?" What are our 1 yr. 3 yr. 5 yr. Goals? That must be done before finding a new director.
- *We can still do a Directors' Search while doing the plan.
- *Good leaders "tell why". Members should be able to ask for an explanation.

i. What is a Consensus?

- *All 10 members on the team must have a consensus.
- *It means everyone must agree or you go back to the table for more discussion.
- *If you feel something is right with 70% confidence, that's enough for a consensus.
- *Additional meetings may be necessary to reach an agreement.

j. Hierarchy/Roles/Performances

- * Without the administration structure (Management Team), there's no music, so it is not the role of the Music Team to make decisions that belong to the Management Team.
- *The Management Team and/or Events Chair can schedule performances.
- *We are to prepare 3 performance packages- 20, 30, and 60 minute packages. The Management Team, in conjunction with the Music Team, can choose the package that is best suited to the audience.
- *If Directors can't attend the performance, Assistant Directors may direct instead.