



2023 Delegates/Associate Members Meeting

Zoom Videoconference 2:00 PM ET

Sunday, November 19, 2023

Mission: Empowering all Women through singing, education, friendship.

<p>1. Call to Order Parliamentarian - Debbie Parmarter</p>	<p>All members were asked to rename themselves to first name and chapter, associate, and area or International Board of Directors position when they were let in at 2:01 pm.</p> <p>The meeting was called to order at 2:07 pm</p> <p>Rules of meeting:</p> <ul style="list-style-type: none"> - Everyone to be on mute unless called upon to speak. - Please use the raise hand feature if you wish to speak and you will be called upon in order. - Kelly Peterson and Debbie Parmarter to monitor. - Try using speaker view so you can see who is speaking at all times. - Please do not use the chat function. - Please have your cameras on.
<p>2. Introduction of Board Members Parliamentarian – Debbie Parmarter</p>	<p>Introduction of Board Members present:</p> <p>Debbie Parmarter - Parliamentarian Angie Morton-Locke - Recording Secretary Kelly Peterson - Corporate Assistant Gaye LaCasce – outgoing Executive Vice-President, incoming International President Linda Brehaut – outgoing International President, incoming Immediate Past President Jan DelVecchio – Vice-President Finance Donna McKay – outgoing Immediate Past President, incoming Executive Vice-President Sara Stone – outgoing Director of Programs (Music & Education), incoming Vice-President Convention & Contests Anne Bureau – outgoing Chorus Director Development Coordinator, incoming Director of Marketing & Communications Kim Meechan – Director of Philanthropy</p>

Harmony, Inc. – Associates/Delegates Meeting 2023

Mission Statement: Empowering all women through singing, education, and friendship.

	<p>Sarah Thorne-Miller – Area 3 Director Susan Spencer – Area 4 Director Julie Schwingbeck – Area 2 Director</p>
<p>3. Roll Call Corporate Assistant - Kelly Peterson</p>	<p>Debbie Glenn - A Cappella Showcase - President Ellen Messer - Atlanta Harmony Celebration! - President Sandra Atkins - Barre-Tones, Inc.- Alternate Melissa Hartman - Bella Nova - President Mary Spencer - Bluegrass Harmony - President Patricia Day - Breton Songbirds - Alternate Kathy Custis - Covered Bridge Harmony - President Linda Terry - Crystal Chords - Alternate Anne Wilkins - Elm City Echoes, Inc - President Karen Trotter - Harmony Falls - Alternate Anne Diggle - Harmony Heritage - President Roberta Trainor - Harmony in Motion - President Sharalee Lyons - Harmony Magic - President Nancy Graves - Harmony Sound Waves - President Brenda Smith - Island A Cappella - President Chris Hurd-Clem - Lake Ridge Legacy - Alternate Linda Franco - Liberty Belles - President Sue Staples - Maine-ly Harmony - President Deborah King - Montreal City Voices - President Jennifer Palus - Music City Sound - President Lynn Gresock - New England Voices in Harmony - President Dawn O'Rourke - Newfound Sound - President Nadine Neurohr - Niagara Frontier Chord Authority - Alternate Jen Harvey - NoteAble Blend - Alternate Jolie Thompson - Panama City A Cappella - President Alexandra French - Reading A Cappella Voices - President Andrea Younie - Rhythm of New Hampshire Show Chorus - President Michelle Buckenmeyer - Rochester Rhapsody Chapter - President Elizabeth Houghton – ScotianAires - President Dianne Humphrey - Seaside A Cappella - Alternate Laurie Walker - Shades of Harmony - Alternate Cathy Gobes - Silk'n Sounds - President Kathryn Traynor - Sing Niagara - President Shannon Shelton-Muller - Sisters of Sound - President Cinda Langhoff - Sound Celebration - Alternate Joyce Auger - Sounds of the Seacoast - President Linda Parviainen - Surround Sound - President Barb Ries - The Misty River Music Makers - President Karen Atkinson - The Over Tones, Inc. - President Beth Mahy - Toronto Accolades - President Deb Moreau - Valley Voices - President</p>

	<p>Fran Strohm - Village Vocal Chords - President Karen Schutt - White Sands A Cappella - President Amy Harker - Women of Note - President Carolyn Prime - Area 1 - Associate Joanne Ings - Area 1 - Associate Carole' Mensing - Area 2 - Associate Nancy Weisbein - Area 3 - Associate Sandra Morris - Area 5 - Associate</p>
<p>4. New Chapters Parliamentarian – Debbie Parmarter</p>	<p>Welcome to the new Harmony, Inc. chapters and their representatives. Music City Sound – Jennifer Palus Sunshine Harmony Chorus – no representative White Sands A Cappella – Karen Schutt</p>
<p>5. Prospective Chapters Parliamentarian – Debbie Parmarter</p>	<p>No representatives from the following prospective chapters: A Cappella Project, Carolina Fire, East Wind Harmony, Greater Montreal Chorus, Soundsation Harmony, and Spirit of Michigan</p>
<p>6. Election of Associate Member Delegate Parliamentarian – Debbie Parmarter</p>	<p>Welcome to the Associate members present.</p> <p>An Associate Member Delegate will represent Associate Members if a vote is required by Delegates during the year. This delegate will be elected at this meeting and continue throughout the year.</p> <p><u>Nomination/Volunteer</u> - Nancy Weisbein - Area 3 Associate – volunteered. No other nominations or volunteers.</p> <p>A poll was created for associates to cast their vote for Nancy Weisbein to be the Associate Members Representative. All votes for. Nancy Weisbein was elected to be the Associate Members Representative.</p> <p>Nancy Weisbein will cast any further votes in this meeting and throughout the year on behalf of the Associate Members.</p>
<p>7. Delegate Responsibilities Parliamentarian – Debbie Parmarter</p>	<p>If you wish to talk, use the raise hand feature, and wait to be called on. Give your name and Chapter when addressing the Delegates.</p> <p>Each Delegate (or Alternate) will have one vote on each matter of business to come forward at this meeting. There will be no proxy vote.</p>

	<p>The voting privilege of Associate Members will be exercised through the vote of the Delegate elected by the Associate Members at this meeting, Nancy Weisbein.</p> <p>Remember, only Chapter Presidents or Alternate may vote.</p>
<p>8. 2024 Elections Committee Parliamentarian – Debbie Parmarter</p>	<p>Elections for the International Board of Directors and Area Directors run concurrently from June 1-15.</p> <p>The Elections Committee has two tellers (one from Canada and one from the US). The tellers are responsible for receipt of all mailed or emailed ballots and submitting a summary of ballots received to the Chair. Several zoom meetings are held with the Elections Committee and the International Parliamentarian.</p> <p>The Chair of this committee will work closely with the International Parliamentarian to ensure a proper election process. They must be able to commit to the time involved with all the steps that must be taken. They are responsible for updating all emails to the membership, HI Note articles, emails to all nominated candidates, etc. This position has set deadlines that must be met.</p> <p>Accepting volunteers or nominee, both countries must be represented (need 3 – one from Canada, one from US and another from either country). If you wish to volunteer or nominate someone, use the raise hand feature and you will be called on in turn.</p> <p><u>Nominees/Volunteers</u></p> <ul style="list-style-type: none"> - Linda Parviainen – Surround Sound – volunteer - Sandra Morris – Area 5 Associate – volunteer - Melissa Hartman – Bella Nova – volunteer <p>Poll was created to ratify the Elections committee as Linda Parviainen, Sandra Morris, and Melissa Hartman.</p> <p>Reminder to Associates that only Associate Members Representative, Nancy Weisbein should be voting on their behalf and IBOD members do not vote.</p> <p>Linda Parviainen, Sandra Morris, and Melissa Hartman were elected as the Elections Committee for 2024.</p> <p>Elections Committee and Donna McKay went to a breakout room to select the Elections Chair between Linda Parviainen and Melissa Hartman as they were the two US nominees.</p>

	<p>The Elections Committee returned having chosen Melissa Hartman as the Elections Committee Chair.</p> <p>A poll was created to vote on the election of Melissa Hartman as the Elections Committee Chair. Melissa Hartman was elected as the Elections Committee Chair.</p> <p>All three members were asked to remain after the meeting to have a quick chat with International Parliamentarian, Debbie Parmerter.</p>
<p>9. Bylaw Reminder Parliamentarian – Debbie Parmerter</p>	<p>As a reminder to all Chapters, you must review your bylaws at least every five years. Please look to see when the last time was that they were reviewed. If you are unsure or need assistance, contact Debbie Parmerter.</p> <p>If it has been five years and there are no changes please let International Parliamentarian, Debbie Parmerter know.</p>
<p>10. Financial Overview Vice-President Finance – Jan DelVecchio</p>	<p>Harmony, Inc is in an excellent financial position. The Financial Dashboard was shared with the Delegates and Associates. (see Supporting Documents below) All numbers are reflected as of October 31, 2023, except for the membership numbers. Reminder that our year end is November 30.</p> <p><u>Membership</u> – A reminder that the numbers used are effective April 1, 2023. We are not quite back to where we were a few years ago but making a strong recovery and on the right path. Slightly below 2019 and 2020.</p> <p><u>Dues Income</u> – Dues is our major source of income. Tracked year to year to make sure all financial goals can be met. Decrease in dues in 2020 and 2021 due to COVID. There has been a gradual increase in dues since 2021.</p> <p><u>Assets</u> – For the most part, this money is the cushion for a financial disaster. It is wise financially to have some kind of plan, especially since we book International Convention & Contests about 5 years in advance and most of those contracts involve a cancellation penalty. Money in reserve helps with those cancellation policy.</p> <p><u>Income & Expenses</u> – As of October 31 there were not a lot of the expenses from International Convention & Contests yet paid although a profit from this year’s International Convention & Contests is anticipated.</p> <p>No questions asked. If you think of anything later, please email Jan DelVecchio, Vice-President Finance.</p>
<p>11. International</p>	<p>No reports</p>

<p>Board of Directors Reports</p>	
<p>12. Future International Convention and Contests Convention Manager – Allison Thompson (absent)</p>	<p>Future planned International Convention & Contests are:</p> <ul style="list-style-type: none"> - 2024 Louisville - 2025 Hershey - 2026 Louisville - 2027 Niagara Falls - 2028 Hershey.
<p>13. Board Assistant Vacancies International President – Gaye LaCasce/ Linda Brehaut</p>	<p>Currently there is a vacancy for a co-Quartet Development Coordinator. This position will be posted shortly.</p>
<p>14. New Board Assistants International President – Gaye LaCasce/Linda Brehaut</p>	<p>The following new board Assistant positions were approved at the Annual Meeting 2023</p> <ul style="list-style-type: none"> - Focus Group Coordinator - Video Editor Assistant <p>Job Descriptions of new positions will be approved at Q1 2024 Meeting and posted.</p> <p>All other job descriptions can be found in the Corporate Manual.</p>
<p>15. Review of 2023 International Board of Directors Annual Meeting Minutes International President – Gaye LaCasce/ Linda Brehaut</p>	<p><u>Key points of Annual Meeting</u></p> <p>a. Agenda Item – Request to pay dues in more than one area. Members who are dual members of chapters in two areas now have the option to pay dues in both areas and have an area vote in both areas. This will not affect their one corporate vote which is still in place. Area votes could include such items as Area Director, Area Convention & Contests Locations, Education Days. This also allows for the members to receive communication from both areas.</p> <p>b. GOA vs Expansion Area Currently Geographically Outlying Area (GOA) and Expansion Area (EA) are being used interchangeably. As Expansion Area is a more positive term and reflected more of the ideology Geographically Outlying Area will be replaced with Expansion Area.</p> <p>c. Bylaw Voting</p>

Currently our bylaws have 7 days to discuss and vote on any changes. This has been modified to 30 days to allow members more time to discuss and review any bylaw changes. This was a member-driven decision.

d. Agenda Item – Affiliate members of Harmony, Inc. as part of the judging program

This discussion has been tabled at the International Board of Directors table as the International Contest & Judging committee will be discussing it at their meeting in January and will report back to the IBOD with their thoughts and suggestions.

e. Approve Corporate Assistants

Kelly Peterson, Angie Morton, and Judi Johnston have been approved as Corporate Assistant, Office Assistant and Finance Assistant for another year.

f. Harmony Future Award

The Harmony Future Award defined as 3 or more youth when it was introduced. This definition did not coincide with the descriptions of similar awards that areas had put into place. The International Board of Directors reviewed the award and has revised the description to be 4 youth effective the 2024 Contest Season.

g. Musical Leadership Program

This program is still in the pilot phase but has been a success with those who have participated. There will be a survey sent to those who participated to review the program and determine if it will continue.

h. Leadership Program

This is a new program coming. You will hear more in the next while.

i. Director's First Program

This program will continue for another year. If you have directors or leaders who would benefit from this program, please have them apply.

j. 1959 Legacy Society

This was launched this year at the International Convention & Contests with Tom Gentry being one of eight members of the inaugural group. Each member of this Society received a pin honouring them at the International Convention & Contests.

k. Philanthropy at International Convention & Contests

The Steve Hagerdon Bright Future Fund was introduced at the International Convention and Contests with year. This fund will have a focus on youth programs. Mr. Hagerdon has donated \$10,000/year over

the last 5 or more years to Harmony, Inc., and more than \$11,000 was raised during the International Convention & Contests 2023.

l. Social Media Policy

Effective 2024 any new members to the International Board of Directors will need to sign a Social Media Policy. Current members of the International Board of Directors are being asked to sign the policy, but it is not being mandated.

Any reports from this policy will be managed by the President as they would manage any other complaint.

This policy is not being put into effect to quash anyone's freedom of speech but so that International Board Members are held accountable for serving the organization at the highest level possible, holding the Harmony, Inc values. As a Board member your voice is elevated to a different level.

m. Quartet Focus Groups

Thanks to all the people who put their name forward for quartet focus group and those that completed the survey. Three focus groups are planned.

n. Reserve Status of Chapters

Currently chapters can only be on reserve status for one year. This was changed during Covid to two years. Previously there was a cost to having chapters on reserve status when everything was done by mail and paper. As that is no longer the case the timeline for reserve status has been removed and the Board will provide support for these chapters as needed.

o. New Chapter Guide

As Harmony, Inc. grows, and new chapters are forming it has become apparent that a new chapter guide may be needed to help these chapters get through the initial set up stages. This is a new initiative being put into place.

p. Agenda Item – International Contest & Judging Committee manual updates

The International Contest & Judging Committee submitted manual updates relating to renumbering contest rules to coincide with the Barbershop Harmony Society rules to make it easier for programs and judges.

A manual update regarding adding Mixed Barbershop Harmony Association quartets and choruses to the contest rules was also submitted.

Both items were approved by the International Board of Directors.

	<p>q. Agenda Item - Harmony Creed</p> <p>A member of Harmony, Inc. submitted an agenda item regarding their concerns with the line “neatness in our dress and thinking” in the Harmony Creed and that you must agree with the Harmony Creed to be a member of the organization. The motion for this change was lost at the Board table but it did spark an excellent conversation among Board members.</p> <p>Some of the discussion was about other lines that members are not always comfortable with, and reciting a creed makes some members uncomfortable. There is tradition behind our Harmony Creed and how do we move forward within this tradition?</p> <p>Some thoughts brought forward were to focus on our Code of Ethics which is written from the Harmony Creed.</p> <p>The Board will be moving forward carefully with this discussion involving the members with town halls and having their input and discussion.</p> <p>Linda Brehaut let the Delegates and Associates know that it has been a pleasure to lead this board of directors, they are committed to be a member-driven board. During the Annual meeting this year the following became our tag line - harmony heals! And don't be afraid to sit on the board.</p> <p>Gaye LaCasce is looking forward to being a part of next year's Associates/Delegates meeting as our International President.</p>
<p>16. Roundtable Discussions Parliamentarian – Debbie Parmarter</p>	<p><u>Accessibility at International Convention & Contests</u></p> <p>Accessibility at future International Convention and Contests was brought up as a concern.</p> <p>This has been brought to the International Convention and Contests Manager by other choruses as well and will be part of the debriefing conversation.</p> <p>There will also be a post International Convention & Contests survey coming out over the next couple of days. Members are encouraged to complete the survey and provide feedback.</p>
<p>17. Adjournment Parliamentarian – Debbie Parmarter</p>	<p>Reminder that the meeting minutes will be coming out and only the Presidents and Alternates present at this meeting and Associate Delegate are to vote on approval.</p> <p>Motion: To adjourn the 2023 Associates/Delegates meeting. Motion by Cathy Gobes, seconded by Debbie Glenn <i>Motion carried.</i></p>

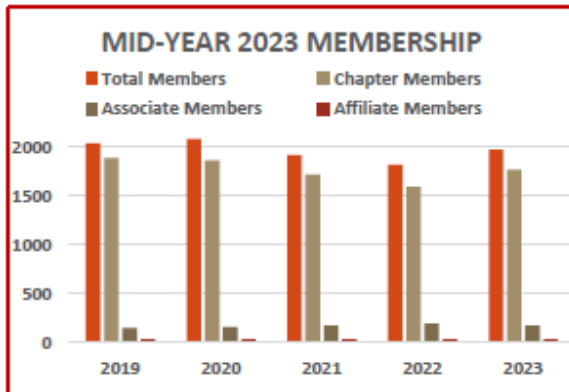
	Meeting adjourned at 3:19 pm
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Motion to approve the minutes of the 2023 Delegates/Associates meeting by Joyce Auger,
Seconded by Linda Franco
Motion carried: December 22, 2023

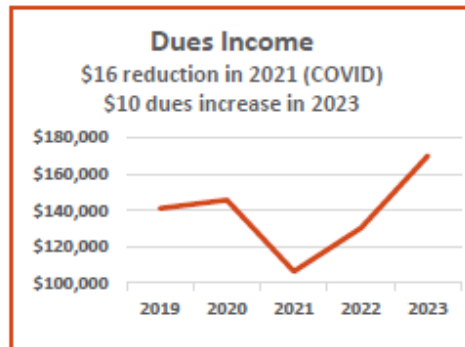
Supporting Documents:

Financial Dashboard

**HARMONY, INC.
FINANCIAL REPORTS
ANNUAL 2023**

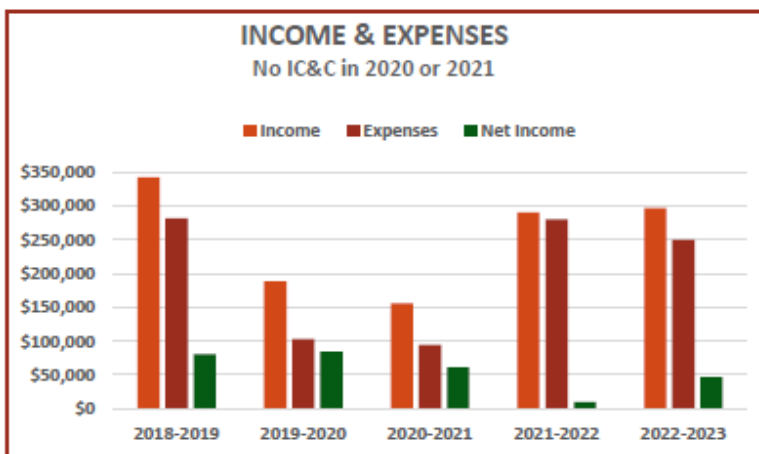
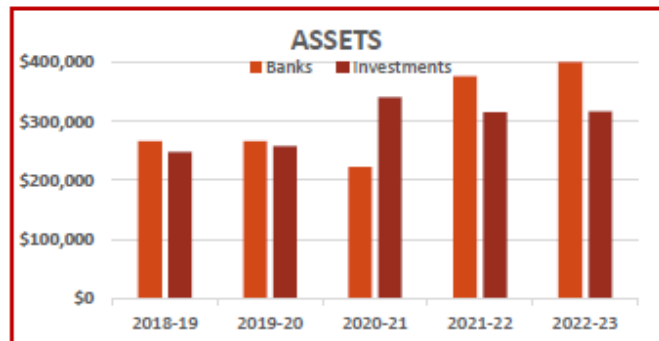


Membership is gradually returning to pre-Covid numbers and creates more stable income. Dues are our primary source of income.



Some money in Banks and Investments is earmarked for special projects and is earning interest until drawn upon.

Harmony, Inc. books locations for IC&C 5 years in advance. In most contracts there are significant financial penalties for cancelling an event. Most of the money in Banks and Investments provides us with security against any major financial loss.



Income includes dues, donations Interest, IC&C profit and assorted fees.

Expenses include financial support paid to Areas, Category School and Corporate Office Expenses.