

Seattle Girls' Choir  
1828 12<sup>th</sup> Ave., Suite A  
Seattle, WA 98122



November 11, 2007

Dear Parent Community –

Thank you so much to those of you who attended the annual meeting and potluck held on October 28. It was a strong turnout, with good food and community.

At the meeting, we discussed and voted on the revised Articles and By-Laws for Seattle Girls' Choir. Thank you for your patience and support. Several questions were raised at the meeting that we did not have time to address given the schedule for the evening.

I am writing this letter to address some of those questions, and encourage further communication.

Most of you know that in July 2007, Dr. Wright and the parent Board of Directors implemented a very important organizational transition – in order to:

- establish an organization that could thrive into the future
- provide Dr. Wright with flexibility and certainty in planning for his retirement
- change the organization to fully non-profit, to enable charitable funding opportunities
- provide better facilities and administrative resources.

#### How it Was Before July 07

Before June there were two separate organizations: SGC, Inc. and the SGC Guild. “Inc.” was a corporation solely owned and managed by Dr. Wright, and “The Guild” was a volunteer parent support organization.

For Inc., Dr. Wright took in tuition, hired faculty, provided education, made all artistic decisions, paid rent at the choir center, managed auditions and built and maintained the music library.

For The Guild, parent volunteers took in fundraising and concert revenue, organized and produced all concert/performance opportunities, produced advertising, purchased and managed uniforms, and managed summer camp.

The Guild was organized as a non-profit 501(c)(3) organization, so that fundraising money could be tax-deductible. However, because the Guild did not have any paid staff and did not provide any services to the girls, the Guild was not able to receive grant funding. The Guild was established with the choir in 1982, with articles and by-laws that set it up as a membership organization in which all parents were members, and a quorum of all the parents had to vote in person on important items.

### The Current (New) Organizational Structure

On June 30 2007, the Guild purchased the Inc. from Dr. Wright, and the functions of both Guild and Inc were brought together into one non-profit organization called the Seattle Girls' Choir. One of the votes made by a quorum of the guild parent membership on the 28<sup>th</sup> was to ratify that purchase.

An organization chart of the new organization is attached, and is also available at [http://www.seattlegirlschoir.org/parent\\_info/parent\\_info.htm](http://www.seattlegirlschoir.org/parent_info/parent_info.htm)

Dr. Wright, now an employee, remains in the position of Artistic Director, and still controls artistic and educational decisions, including selection and management of faculty.

The Working Board, made up of parent volunteers, still manages all of the tasks that the Guild used to do, and in addition keeps watch over the governance and financial management of the organization.

Our intention in the future is also to build an Advisory Committee of people with significant status in the musical or grantmaking community who can be advocates for us.

We now have an office on Capital Hill, to which the music library has been relocated from its former location at Dr. Wright's house. Stacia Cammarano (also a parent volunteer) has been hired as the office manager, currently a half-time position. Her duties are described on the attached chart.

### Parent Involvement

All parents of current choristers are members now of what we are calling the Parent Auxillary. It is the work of parent volunteers that really is the engine of success for the choir. The organization chart attached lists all of the currently active committees, which meet and do work throughout the year.

With the new non-profit status, we are really just starting our "development" and "recruiting" committee work, ramping up PR, planning for an annual fund and patronage, and developing new approaches to recruiting. We would very much like additional volunteers in these areas.

I really encourage you to get involved. Much of the volunteer work can be accomplished from home, or during rehearsals or concerts. Please call Stacia at the office (206-526-1900) to talk about what sort of involvement would best match your interests and availability.

If you are interested in participating on the Board of Directors, please let me know. We meet the first Monday of every month, during rehearsal. The meetings are open and you are welcome to observe. Each board member is liaison to at least one of the parent committees, and much of the work at board meetings is coordinating the efforts that are going on in the committees. Our goal is to have balanced representation from the different choir levels, of parents who have spent some significant time working on the committees prior to becoming a board member.

### New Articles, By-Laws and Annual Reporting

The other vote we received on October 28 was to approve new Articles and By-Laws for the organization. A letter from our attorney, Jamie Pedersen of K&L Gates, that describes the key elements of these new documents is available at [http://www.seattlegirlschoir.org/parent\\_info/parent\\_info.htm](http://www.seattlegirlschoir.org/parent_info/parent_info.htm) (remember the password is fun.choir). The Articles and By-Laws are available there as well. The goal of these

documents was to put a structure in place that is appropriate for a fully non-profit organization, incorporates the educational purpose, and updates to current standards for this type of organization.

As part of the process, we changed our fiscal year to synch with the organizational transition and the choir seasons. Our fiscal year now ends on June 30. Following the close of the fiscal year, we will be publishing an annual report that will be distributed to the choir community in the summer. We will continue to have an annual meeting for all parents in October at which we will review the content of the annual report and plans for the current year.

#### Dr. Wright's Future and Artistic Direction

Dr. Wright maintains the position of Artistic Director and Conductor of Prime Voci.

Our shared expectation is that when Dr. Wright begins to think about retirement, he will give the Board approximately eighteen months notice. We will then work together with Dr. Wright to implement a process to advertise for, interview, hire and transition to a new world-class Artistic Director. We anticipate one full year in which Dr. Wright and a new Artistic Director would overlap, during which Dr. Wright would mentor his replacement. Dr. Wright would not then fully retire. Our shared expectation is that he would keep the title of Artistic Director Emeritus, and continue to work with the choir at least 8 hours per month as long as he is inspired to do so.

I hope that this helps to clarify the organization. We totally appreciate your support and involvement. I encourage you to get involved. Working with these girls and the other members of the parent community is extremely rewarding.

Please let us know any time if you have any questions or concerns.

All the best to you and your girls,



Kate Snider

[3sniders@comcast.net](mailto:3sniders@comcast.net) 206-781-7682

#### Current Seattle Girls' Choir Board of Directors

Kate Snider, President (Riley Snider, Prime Voci)

Sernya Codd, Secretary (Megan Codd, Cantamus)

Stacia Cammarano, Treasurer (Stacia Cammarano, Prime Voci)

Celia Castle, Concert Manager (Nicola & Robbie Castle-Bower, PV & Cantamus)

Amy Schlueter (Hannah Schlueter, Cantamus)

Mary Yglesia (Celeste Yglesia, Allegra)

Joan Fuller (Natalie Fuller, Vivissimi)