

Bread and Roses Board Meeting, 12/22/25

Present: Julie, Linda, Laura F. Shawna, SHerri, Sharon and Bobbi

Sherri began by voicing some concerns and areas that need clarification and/or improvement, such as the roles of the committees, ways to respectfully disagree and work toward consensus, and how to manage Bread and Roses music; with our both our first year of being an official nonprofit (thus increasing fundraising abilities) and the increased membership of Bread and Roses. Some of these also impact our informal accompanists, who sing as well as step in during rehearsals and during concerts.

Julie stated that the By-Laws had been rewritten during our transition period while we had no full time director, and could certainly be improved. We discussed how our current chorus members/accompanists, Lynn and Jan, had enjoyed being able to make the additional contribution to the chorus, but that given the changes (as above) we needed to have one musician who would be the accompanist for rehearsals and performances. It was also agreed that the Board and the Director (Sherri) head the search and ultimately make the decision of who we would hire as an accompanist. How much this accompanist would be paid would depend on the individual and their experience, but the "going rate" was approximately  $\frac{1}{3}$  to  $\frac{1}{2}$  of the accompanists' salary. This decision will be determined by what is in the best interests of Bread and Roses, as determined by consensus of the Board, Director and membership as applicable. We set a goal of April to have a new accompanist. Sherri will take on both roles as we search. Julie, Sharon and Sherri have contacts they are exploring for another accompanist. The Festival Chorus director had been invited to fill in for Jan while she recovers from her surgery, but this did not go through Sherri or the board. Sherri will encourage Jan to sing with the Sopranos after she has recovered, as Jan has a broad range and more Sopranos are needed. She welcomes others to join this discussion.

Sharon had two contacts she will get in touch with: Travis Erickson at DHS and Steve Lundeen. Julie will check with a person she knows at Kirkland High School. Sherri shared that the Festival Chorus director could be a good candidate for the regular position. Even 1 semester would be a benefit. The Board will follow up with finding an accompanist and talking to Jan about accepting a new role.

We also discussed how to manage our music going forward. The easiest, most straightforward way is to have members purchase their music, which they can then store as convenient for them and mark up with highlights as desired. Using highlights to make also helps the chorus and director learn and perform, as highlighters are easier to see and can be color coded by how singers are able to follow direction better. Since singers already pay through their dues, this additional request is not a huge change. Covered in our discussion is how to manage knowing who needs music which has been sung before. This is not a difficult task. As we consider how to purchase and store music, we need to remember it is becoming more and more digital, with many scores available as a pdf, and some working towards keeping their music on a tablet,

rather than a physical copy. We wondered why we are keeping the “c” level music, which could make storage easier of music already used.

Perhaps we should bring all the new music to the retreat and have stacks of them so members can collect the music they need and number them with their current “membership” number.

As we continue to grow and change we can look at other options to distribute and keep music, keeping in mind the need to be flexible to new ideas.

Jenny Covert and Peggy Stafford have announced they will not be participating in our next semester, and are not sure when they will be able to return.

Members who have resigned should not continue to have digital access to our web page, etc. Those passwords have been changed.

Sherri asked for newsletter topics:

**Shawna asked that members be reminded to sign up for SSN. Early Bird registration lasts until Feb. 14th. Laura asked that members be reminded of the retreat Jan. 31st. Our next board meeting will be Sunday Jan 11th at 6. Searching for an accompanist is ongoing.**

Laura asked that the board meet monthly. She was unanimously voted to be our At Large Member per Jenny’s resignation.

We need to keep track of who is collecting the music for the retreat and first rehearsal. Laura and Sherri will bring music to the retreat and the first rehearsal.

