

Queer Urban Orchestra
December 2020 Board Meeting

Date: December 8, 2020
Zoom Video Conference

Board Members In Attendance: Bjorn Berkhout, Christopher Campbell, Lynn Caron, Alan Hyde, Navin Manglani, Ron Nahass, Scott Oaks, Kevin Schmitt

Non-Board Members In Attendance: Luke Nosal, Todd Porter, Ian Shafer

Call to Order: 7:05pm

Approval of November 2020 meeting minutes

1. Staffing Issues - need assigned position with clear roles. Traditionally this has been separate from the Board but has been difficult to keep filled due to burn out.
 - Current staff positions filled and vacant
 - Orchestra Manager (Todd)
 - Events Coordinator - high need
 - Marketing Coordinator - high need
 - Recruitment & Membership Coordinator - high need
 - Development
 - Librarian (Nick)
 - Website Management (Scott has assumed responsibilities)
 - Community Outreach
 - Filling staff positions
 - Responsibilities of the positions - [Bjorn, Ian, and Todd will solidify roles and responsibilities before next meeting](#)
 - Additional staff needs
 - Potential for having committees that individual board members oversee
 - Small stipends may allow more accountability
 - Structure/accountability
 - Concerns about not requiring dues leading to less member accountability and investment in orchestra
 - Many board members are willing to step up and assist with these positions but need to know what exactly would be required of them
 - Keep the momentum going!
2. Keep the Music Going project
 - Luke will post as submissions come in. They have already collected interviews from some members.
3. December get-together - Navin taking lead
 - Schedule for Wednesday, December 30
 - Planned ice-breaker
 - Breakout rooms w/ discussions or musical games - [Navin will draft out options in Google docs](#)

- Come together- Ian and Bjorn update members
 - Invitation to be sent out by December 16. Navin will draft and Ian will send out.
4. Promoting Amazon Smile
 - Many members not aware of this as an option
 - Amazon donates .5% of purchase price toward charity of choice- QUO is registered here
 - Luke notes that it often takes seeing information 10 times on a social media platform for it to register.
 - [Information for Amazon Smile will be posted on Facebook, Instagram, Chimpmail](#)
 5. End of Year Fundraising Campaign
 - End of tax year final call for donations
 - [Bjorn, Ian, and Todd will discuss plan](#)
 6. Strategic Plan Committee Document
 - [To be shared on Google Drive](#)
 - Timeline - Board sets end date, committee determines timetable, try to meet beginning of January through end of summer
 - Look into hiring an outside consultant to help us with this work. May alter timeline
 7. 2021-2022 Season
 - Tabled for next meeting. [Bjorn will discuss with Ian between meetings.](#)
 8. Covid resurgence and further activities for 2021
 - No further concerts in person until at least June
 - End of year- possibility of small chamber flash-mob style performances outdoors
 - Focus efforts on social events and filling positions

Move to Executive Session: @ 9:05pm