



Our Chorus

The Twin Cities Gay Men's Chorus (TCGMC) is Minnesota's largest LGBT non-profit arts and cultural organization. The Chorus provides a safe and welcoming environment for gay men to gather in fulfillment of its mission.

Our Mission

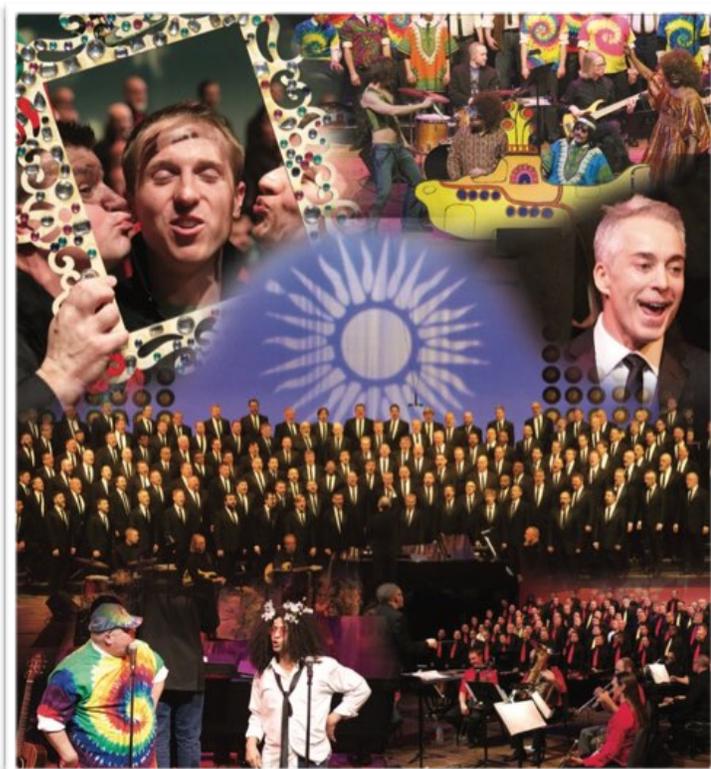
The mission of Twin Cities Gay Men's Chorus is **gay men building community through music.**

Our Vision

The TCGMC is a dynamic choral leader that changes people's lives through the excellent performance of significant music. We provide musical programming that is exceptional, entertaining, educational and essential. We see a world that celebrates equality and inclusion, inspired to action by the LGBT choral movement.

Thank you for your interest...

...in joining the Twin Cities Gay Men's Chorus (TCGMC) Board of Directors! TCGMC is one of the most prominent performing arts organizations, as well as one of the largest GLBT organizations in the state of Minnesota. Our organization celebrates diversity and uses music as a way to transform, educate, and heal. The Chorus works towards the elimination of homophobia and intolerance through community outreach performances. As a member of our Board of Directors you will join a team of passionate, dedicated individuals who work to ensure that the Chorus has everything it needs to continue pursuing its important mission for years to come.



Our Core Values

We live these values when creating our art, building our community and advocating for justice and acceptance. We apply them generously to our audience, our sponsors, our community and each other:

Courage. We challenge ourselves to continually grow beyond our current capabilities.

We confidently share our message to others. We take action to ensure long-term success, even when it's difficult and requires us to change.

Authenticity. We embrace the uniqueness that different cultures, ideas and people bring, knowing that together we are richer and stronger. We communicate with honesty and transparency. Our actions align with who we are and what we say.

Joy. We provide fun, uplifting and memorable experiences. We inspire a sense of pride in who we are and what we do. We encourage hope for a better future.

Respect. We show care and compassion. We listen and learn. We cooperate and collaborate toward our common goals.

Accountability. We follow through on the commitments we make. We responsibly steward the resources we are given. We act ethically - always striving to do what's right.

Board of Director FAQ's

What is the composition of the BOD? The Board of Directors of TCGMC is made up of singing members and non-singing members (community members). The Board must be composed of at least 50% singing members.

What is the length of a typical Board term? Board members are elected for three-year terms which begin on August 1st. Board members can serve up for two consecutive terms. A board member may also be asked to join by fulfilling the remainder of a three-year term; they can serve up to a maximum of two additional consecutive terms. Board members can also join for a shorter term based on their skills and immediate needs of the organization.

What are the fundraising and giving expectations of a Director? Board members strive for an annual giving/getting goal of at least \$2,000 through any combination of: personal giving; in-kind donations; obtaining corporate sponsorships; selling Season Ticket subscriptions; procuring items for fundraising efforts; or other Board-approved fund-raising endeavors. Each Board members is also involved in annual



fundraising efforts, including the annual spring fundraiser, *Sing It Forward*. Board members are expected to drive ticket sales to the event and host a table.

What sort of time commitment is involved in Board service? Board meetings are generally held monthly on the fourth Thursday of the month (starting with the 2011. In addition, each Board member serves on a minimum of one committee, attends monthly committee meetings, and fulfills the obligations taken on in those committees. Board members are also encouraged to attend the weekend Board retreat in the fall, attend all fundraisers throughout the year, and each of the three major concerts. Attendance for the Chorus' outreach concerts and other community events representing the Chorus is highly encouraged. A board member, serving on a regularly meeting committee, should expect a 5-hour monthly minimum time commitment.

What are the different committees?

Marketing Committee. The marketing committee provides strategic and tactical support to the Executive Director, Artistic Director, and other staff of TCGMC to promote TCGMC's concerts and products and to promote TCGMC in the community in general. The Marketing Committee identifies areas of focus within constituencies (e.g. audience members, corporations, universities, faith communicators, local business, other nonprofits, and media) to meet these goals.

Board Governance. The Board Governance Committee is responsible for the recruitment, orientation, nomination, and evaluation of Board members. The Board Governance Committee meets regularly as required to review prospective candidates, evaluate participation, and schedule training, recognition, or fellowship events. The Board Governance Committee also ensures that the Board of Directors, the Executive Director, and the Artistic Director engage in long-range and strategic planning of the organization.

Finance Committee. The Finance Committee is responsible for the management and accounting of all the finances of the Organization. The Finance Committee coordinates the budgeting process and recommends the budget to the Board of Directors for approval. The Finance Committee monitors the financial status of the Organization on a regular basis and ensures the preparation of an annual audit. The Finance Committee ensures that appropriate human resource policies and procedures are in place as required by law.

Membership Committee. The Membership Committee is responsible for the engagement and satisfaction of the Singing Membership. In consultation with the Artistic Director and the Executive Director, the Membership Committee develops and recommends to the Board of Directors policies regarding recruitment, acceptance, and retention of Singing Membership. The Membership Committee represents the interest of Singing Membership to the Board of Directors through periodic reports jointly issued through the President and Vice President of Singing Membership. The Membership Committee keeps Singing Members informed of activities and decisions of the Board of Directors

Resource Development Committee. The Resource Development Committee is responsible for supporting the financial viability, stability, and sustainability of TCGMC by planning and implementing

Board of Directors 2016-2017

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Glenn Olson*

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Health Partners

Vince Therrien
Talent & Development Consultant

Dr. Ben Riggs
Artistic Director, TCGMC

Jeff Heine
Executive Director, TCGMC

**Singing Member of Chorus*

dynamic approaches to securing contributed resources, including programs to identify and secure funding from major donors and corporation and foundation sources, and organizing donor-appreciation events. The Resource Development Committee focuses its efforts in the areas of community investment, board involvement, funding the artistic vision of TCGMC, and securing contributed resources that support TCGMC.

What is the selection process? Individuals who are interested in serving on the Board of Directors should identify themselves to the Board Governance Committee. Ideal candidates are those who enthusiastically support the TCGMC in building community, have an interest in community service, donate time, effort, and resources to support the TCGMC's mission, command community confidence and respect, possess special skills, knowledge, and expertise to support the TCGMC, assess information and make important decisions, courageously state one's views on important issues, make significant personal financial contribution and are willing to ask others to also make an investment in the community through the TCGMC, and have a desire to understand the concerns of the membership.

Board prospects meet with Board and/or staff members to further discuss the role of a Director as well as, the individual's talents and commitment to the organization. This is also a great opportunity for candidates to ask any questions they may have about Board service.

The Board Governance Committee will review each candidate and make recommendations to the Board. The Board will also review each candidate based on the Committee's recommendations and then vote yay or nay.

Who do I contact?

If you have questions, please contact Jeff Heine, Executive Director: jheine@tcgmc.org / 612-339-7664

**Thank you again
for your interest!
We hope to hear
from you!**

