



# Threshold Choir

2014 Annual Report

## From Our Board Co-Chairs

Threshold Choir continues to evoke “the shiver” for singers called to offer song as comfort. The organizational structure that supports this beautiful work remains lean, relying on volunteers at all levels.

In 2014, our founder Kate Munger completed two major projects. She coached 13 women in a Leadership Learning Circle (LLC). These gals met in person and online to craft working groups to support singers and leaders, as well as to outreach to allied organizations. Meet them on the Leadership Learning Circle page on our website. Kate also produced “Walking Each Other Home”, completing the foundational CD trilogy of Threshold songs.

In December, Kate retired from her role as Creative Director. She has now rejoined the ranks of volunteers who joyfully and freely give. We celebrate her courage and faith to step back and allow the organization to find its own footing.

As we look ahead, we see so much potential! We are confident that the movement of threshold singing will continue to spread. We have an obligation to provide the organizational trellis to support that growth.

The role of co-chairs continually reveals both opportunity and challenge. We constantly seek a path that both honors the varied relationships that weave our one Threshold Choir and welcomes innovation.

In 2015 our 5 top priorities include:

- Support singers and chapter leadership through gatherings, online resources, the directors’ list-serve.
- Focused work teams with clear goals. These teams develop a work-plan, self organize, and have a designated liaison to the board. These are lead primarily by LLC members.
- Improved member communications. Who knew how hard it would be to provide regular communications? We now have an internal communications committee. This is currently chaired by Heidi Dressler, but we hope to announce a volunteer chair soon.
- Improved data management. We want to integrate our PayPal, website, and other donor and member datasets into a comprehensive database. This is essential for fundraising.
- Fiscal planning/management. In order to support the quality of managing a growing organization, we must set goals and explore varied income sources.

Our greatest joy remains the work we all do, singing at the bedside.

Joyfully,

Cesca Wright & Susan Randazzo

Threshold Choir Board of Directors Co-Chairs

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# Leadership Learning Circle

Charlotte Million and Marissa Bentivoglio

When Threshold Choir Founder Kate Munger decided to retire from her position as creative director last year, she and the organization faced the question: what's next?

Armed with a \$10,000 grant from The Lia Fund, the board searched for a group of people representing a range of Threshold Choirs from across the United States and Canada to help chart the way. Thirteen people successfully applied for the opportunity to meet for a weekend in Chicago to begin to strategize what the future might look like and how to develop support systems that will enable the growing entity of Threshold Choir International to thrive.

Initially called the Leadership Learning Circle (LLC), the group was diverse in geography and in longevity with Threshold Choir. The 13 members represented seven states—Arizona, California, Colorado, Connecticut, New York, Oregon, Washington—and Vancouver, Canada. Years of experience ranged from two to 14.

Based on goals established by the TC board, the LLC initially identified these initiatives that would most support the Threshold Choir:

**A Trained Network of Trainers:** Train TC leaders who offer leadership and other skill development activities for members, chapters and regions.

**Examination and Establishment of Skills:** Articulate and demonstrate the values and techniques imbedded in Kate's foundational work, applied to such areas as bedside singing skills and the practices essential to organizing, nurturing and delivering threshold singing.

**Chapter Resource Guide:** Collect existing—and when needed create new—materials to aid in our organization and work. Develop a smart strategy to deliver these resources online.

**Mentor Others:** LLC members serve TC needs, whether in nurturing new choirs through personal coaching or by offering leadership to regional gatherings and meetings.

The June meeting in Chicago was packed with information, processes, questions, and the most-important task of getting to know each other. Kate was able to impart substantial information on how to lead gatherings and community sings. She demonstrated a presentation one might give to hospice and palliative care workers.

Helen Greenspan facilitated the Death Salon she has developed. It was a profound experience. Similarly, Kri Schlafer led the group in an Attunement exercise, in which singers get in touch with music throughout their body, mind and spirit.

Following the retreat, LLC members met bi-monthly through GoToMeeting, a VOIP. Up to six people could be pictured at a time in this virtual meeting that enabled members to feel more connected across 3,000 miles and three time zones—even for those who could only dial in by phone.

Marissa Bentivoglio provided outstanding technological support and advocacy when she, Claire Paul and Doreen Conte took over leadership of the LLC after the retreat. The group appreciated the work of Jana Freiberger, who facilitated the Chicago meeting.

The group also communicated via Facebook in a private site. Google Docs was also employed and still provides benefit in communicating both spreadsheet information and document creation. This collaboration tool helped LLC members co-create several resources, which will eventually be published online for access by all members.

Finally, in 2014, Kate gave specific feedback to LLC members who led songs or gave presentations at eight gatherings, an opportunity to benefit from her expertise in leading and holding rapt attention in a room.

## What's Ahead

Although the "Leadership Learning Circle" will not exist as a distinct group, members continue to actively serve Threshold Choir. Three significant initiatives emerged from the nine-month birthing process in 2014.

**New Chapter Coaches.** Currently five people are coaching a total of 23 choirs in various stages of development, throughout the U.S., Canada and British Isles. They are on board to continue this work in 2015.

**Resources.** Robin Rose has provided substantial leadership in creating and collecting resource materials across a wide range of topics. As part of that work, she is developing the best way to access this information online.

**Gatherings.** Claire Paul is chairing this group, with assistance from Jan Alexander. Specifically, they are taking a leadership role in the annual international gathering as well as regional gatherings as requested.

Directors who have experience in leading large group singing are ready to provide leadership when asked.

Two others, Doreen Conte and Marti Mariette, are co-chairing the Hospice and Palliative Care Outreach Committee to initiate and strengthen TC's ties to hospice and palliative care professional organizations.

Marissa Bentivoglio, Winnie Lee and Charlotte Million are on the Communications Committee, providing support to the organization through internal and external channels.

Our thanks to all of the LLC for their contributions and participation: Doreen Conte, Marti Mariette, Jean Turrell, Charlotte Million, Jan Alexander, Robin Rose, Kristin Masters, Winnie Lee, Helen Greenspan, Claire Paul, Marissa Bentivoglio, Marilyn Rampley, and Kri Schlafer.





## A Message from the Executive Director, Heidi Dressler

Dear Friends and Colleagues of Threshold Choir,

What a wonderful year 2014 was for this beautiful organization. We celebrated the birth of 17 new choirs. We were blessed with many new members. We are seeing tremendous growth in new parts of the United States and abroad and we have added many more men to our choirs.

One of our greatest accomplishments last year was the Leadership Learning Circle. While the outcome was different from what we expected when our pilot program began, the value of this leadership training far exceeded any expectations. We are so grateful for the 13 pioneer women who comprised this group and gave us incredible energy moving forward. Their commitment cannot be praised enough! They are already participating in creating a new, broadened leadership model for Threshold Choir with tangible results.

As an organization, we are in the midst of tremendous change and growth. Our board continues to do the heavy lifting of policy-creating and decision-making. They are the glue that bonds this together. And what would we do without Ellen Rose, Member Services Coordinator? Above and beyond as a volunteer each and every day. As a team, we will continue our focus on supporting our leaders and singers, supporting regional training and gatherings, and making as many resources as possible available on our website.

I sincerely hope you will consider being part of our leadership. Whether as a work group member, a gathering coordinator, or a Board member, we need your energy whether you are a member or not! Please consider bringing your skills and commitment to the greater good of our mission.

Threshold Choir is grateful to have you as part of our community and I am grateful to be of service to this incredible organization.

Heidi Dressler  
Executive Director

*Music in the soul can be heard by the universe. ~ Lao Tzu*

# Balance Sheet as of December 31, 2014

<b>ASSETS</b>	
Current Assets	
Checking/Savings	
105 · Wells Fargo Checking *0045 (QB)	71,925.66
110 · WF Market Rate *0491	6,342.11
116 · Paypal	17,924.09
120 · Petty Cash	60.00
Total Checking/Savings	<u>96,251.86</u>
Total Current Assets	96,251.86
Fixed Assets	
130 · Office Equipment	<u>1,941.42</u>
Total Fixed Assets	<u>1,941.42</u>
<b>TOTAL ASSETS</b>	<b><u>98,193.28</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
200 · Accounts Payable	32,359.50
Total Accounts Payable	<u>32,359.50</u>
Other Current Liabilities	
2111 · Direct Deposit Liabilities	-904.36
240 · FICA/MC Liability	3,057.78
242 · Federal Inc Tax Withheld	4,081.00
246 · State Income Tax Withheld	1,330.96
248 · SDI Liability	<u>199.86</u>
Total Other Current Liabilities	<u>7,765.24</u>
Total Current Liabilities	<u>40,124.74</u>
Total Liabilities	40,124.74
Equity	
300 · Fund Balance	90,482.67
310 · Retained Earnings	11,100.00
Net Income	<u>-43,514.13</u>
Total Equity	<u>58,068.54</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>98,193.28</u></b>

## Our Board of Directors

*Francesca Wright*, Co-Chair

Davis, CA

*Susan Randazzo*, Co-Chair

Groton, MA

*Karen Friis*, Secretary

Sutter Creek, CA

*Leeann Enright*, Treasurer

Prospect Heights, IL

*Susan Graves*

Beacon, NY

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*The only thing better than singing is more singing.*  
~ Ella Fitzgerald

