For December 21, 2014

Dear Board Members,

We are on a path of growth in the HGMC. Our recent Winter Concert was well received, well attended, and showcased our rapport with our talented and dynamic Artistic Director. We are so fortunate to have Dr. Adam Gustaffson guiding us. I believe Adam's experience and vision will continue to help us grow as a performing Gay Men's Chorus.

We received another Grant from an application I filed with the Harrisbrug Arts Legacy Fund. This Grant is for $1000. And has already been received and deposited in our account.

I attended A Grant Awardees recognition reception at JUMP STREET on Thursday December 11, with Robb Papappietro. The HGMC was singled out at the podium amidst two dozen or more awardees. I believe we have developed a reputation for using Grant money responsibly. I believe our other recent Grant Award was due in part to positive feedback from Jump Street on how we’ve handled our PPA Grants the past two years.

CHORUS CONCERN:

It was brought to my attention as a Chorus Concern (from three HGMC members) that the behavior of Wayne Minnich has become disrespectful of our AD and disruptive to Chorus rehearsals. Since this was brought to my attention as an official "Chorus Concern" the issue needs to be addressed with Wayne. I propose sending Wayne the following letter signed by all members of the Board:

If you have suggestions please let me know before Sunday so I can present another draft to vote on before the Board Meeting. Reminder, this is a confidential Board Matter.

*Dear Wayne,*

*The following was brought to the Boards attention as a Chorus concern from four of your fellow chorus members regarding your presence in the chorus during the fall semester of 2014.*

*There have been several occurrences of disruptive and disrespectful behavior from you towards our Artistic Director and the Chorus, over this past fall semester, 2014. In September, there were unwarranted complaints from you about Adam not rehearsing the arrangement you voluntarily submitted. There were three absences from you during fall rehearsal, two unexcused. On our Dec. 1st rehearsal you were disrespectful/ argumentative towards President Jeff Mitchell during notes. When Adam moved theT2's to the front row during rehearsal you disrespectfully questioned Adam's decision in front of the Chorus. You blurted out at our Dec. 6, Lancaster rehearsal, "That's too slow" regarding Adam's tempo when Adam was trying to get everyone to follow him for, "Will You Still Love Me." You arrived at our Performance call (unexcused) 20 minutes late on Sunday, December 7.*

*In order for you to continue as a member of the Harrisburg Gay Men's Chorus, disrespect towards the Artistic Director and other Chorus members will not be tolerated. As a Chorus member you are responsible for attending all rehearsals on time, rehearsing your music and following the direction of the Artistic Director.*

*At the November Board Meeting, the HGMC Board voted that Adam is responsible for providing rehearsal tracks for singers on Musetta. He is NOT RESPONSIBLE for providing individual singers with CD's. It is the singers responsibility to get the tracks off Musetta.*

*I know Robb and Steve both volunteered to make CD's for you. If you do not have access to Musetta yourself, it will be your responsibility to ask a section member to make a CD for you with your voice part.*

*We know you have had a difficult fall and hope the Winter Break will provide a chance for you to start the Spring season with a fresh outlook. You are valued as a chorus member and as a member of the Production Committee. We look forward to seeing you Monday, January 26 for the start of our Spring season.*

*Acknowledgement of this letter is requested by the HGMC Board.*

*Sincerely,*

*Signed by the HGMC Board*