

**Minutes of the Meeting of the Executive Board of the
Twin Cities Chapter of the American Guild of Organists
August 26, 2013**

Present: Laura Edman, Dean; Sharon Kleckner, Sub-Dean; David Geslin, Treasurer; Kirsten Falc Uhlenberg, Secretary; Phil Asgian, Sarah Garner, Jim Hild, Mary Newton, Jane Nienaber.

Excused: David Jenkins, Jungjoo Park, Jeff Patry, Carsten Slostad

Guests: Michael Edwins, Chaplain; Sean Vogt

I. Call to Order

Dean Edman called the meeting to order at 6:41 PM at our meeting location, the office of David Geslin, 5775 Wayzata Boulevard, Suite 700, Minneapolis, Minnesota.

Rev. Mike Edwins opened the meeting with scripture readings from Psalm 48:9 and Hebrews 10:24-25, and a prayer.

II. Secretary's Report

Phil Asgian moved to accept the minutes from the June meeting with a minor change and Jane Nienaber seconded. The June minutes were approved.

III. Treasurer's Report

David Geslin reported on the Chapter's Year-to-Date finances; the Board discussed making minor adjustments. Sharon Kleckner moved to accept the Treasurer's report with these adjustments and Phil Asgian seconded. The report was approved.

IV. Committee Reports

A. Program: Sharon Kleckner reported that the committee met August 19, 2013. Bob Vickery was excused (he was in Canada). All others were present, including new member Bob Luther. Carsten Slostad was present to represent the Hospitality Committee.

Programs are confirmed for the next season except for a social event in June 2014. Details for the year's events are on the TCAGO website, www.tcago.org. The committee hopes to present organ builder Bertrand Cattiaux on January 11, 2014 to discuss French organ building from the 16th century to the present. The venue would be MPR.

Players are encouraged to sign up for the masterclass with Rachel Laurin on Saturday, November 9, 2013. She would welcome performances of her compositions. Maria Bucka and Bob Vickery will schedule performers.

Members are encouraged to play on a Members Recital on May 9, 2014. Details to follow, including screening repertoire and players.

A discussion regarding fees charged by churches for use of their facilities resulted in no policy agreement. Last year the committee voted to avoid using churches who charged fees to

TCAGO, other than specified janitorial fees, kitchen fees, etc.

B. *Professional Development*: Sean Vogt, along with Jeffrey Patry on speaker phone, presented new salary guidelines to better reflect the cost of living in the Minneapolis/St. Paul metropolitan area and to include the cost of benefits, since most church music positions do not include benefits. They believe it is the role of the TCAGO Board to support the vision of the National Council and therefore started their calculations with the salary guidelines posted on the national AGO website (which are a national average and *not* adjusted for the New York City cost of living).

Significantly higher salary guidelines were presented after factoring in salary guidelines from the Presbyterian, Lutheran, and Anglican churches (the Catholic Church does not provide any), a cost of living adjustment at 105% of the national average (i.e., the cost of living in the Twin Cities is 5% above the national average), and 20% additional salary for the employee's cost of securing benefits (insurance, etc.).

A lengthy discussion among Board members followed, voicing concerns about churches struggling with budgets, employee/employer tension around salary, and how to raise the issue of a significant raise. Concerns were also voiced about the cost of higher education required for many positions, raising a family, and being compensated for not only “on-site” hours, but “non-visible” preparation hours, as well. Several suggestions were made by the Board:

1. Present the new figures without benefits to better compare with the current salary guideline format.
2. Clarify if “years of experience” represents “years of playing/directing professionally” or “years with a particular academic degree.”
3. Add various examples of how the chart would be used to calculate salaries for different types of church music positions.
4. Use the same chart format as the current chart to better compare the two.
5. Present the new guidelines against the guidelines with a typical 3% increase for the current year.

With these changes in place, the Board is planning to vote on the new salary guidelines at the September meeting.

C. *Website*: The committee reported that the new website has been launched, and the substitute and teacher lists are now accessible by the public by default; no password (member log-in) is required. However, members are able to make any aspect of their information private, if they wish, on the member profile page.

D. *Membership*: Jane Nienaber, Registrar, reported that three membership reports have been sent to National and the fourth is almost ready to send. The flurry of activity in June and July has come to a halt. At this point, we have 261 people who have renewed or become new members.

Here is the breakdown:

143 Regular Members	8 Friends
93 Special	2 Dual Chapter
13 Students	2 Partner

The following are new members since the last report: Jerry Salitros (Regular), Eric Bigalke (Voting Student), Dr. Mary LeVoir (Non-voting Dual), Luke Foster (Regular), Stella Wiering (Voting Student), Jen Bierlein (Regular), Daniel Zillmann (Friend), and Fred Graham (Regular) who just transferred from Central Arkansas.

E. *Publicity*: David Jenkins, along with Program Committee member Jeremy Haug, submitted a list of short- and long-term goals prior to the board meeting. The major goals are summarized as: 1) developing a publicity planning worksheet for better communication between those involved in planning events; 2) update and expand contact listings (denominational and professional) for more publicity options; 3) expand publicity efforts through social media tools; 4) develop annual planning cycles for chapter programming and publicity.

Phil Asgian identified the need for one committee to manage all TCAGO publicity for a consistent message throughout the various media outlets, including print, social, or other media.

V. New Business

A. Donation to AGO: Phil Asgian moved to donate \$100 to the AGO Annual Fund and Sarah Garner seconded. The motion passed.

B. New Publicity Chair recommendation: Sharon Kleckner moved to accept David Jenkins as Chair of the Publicity Committee and Phil Asgian seconded. The motion passed

C. New Hospitality Co-Chair recommendations: Jane Nienaber moved to accept Carsten Slostad and Bjorn Gustafson as Co-Chairs of the Hospitality Committee. Sharon Kleckner seconded, and the motion passed.

D. Paul Westermeyer celebration: Colleagues of Paul Westermeyer are planning a hymn festival at Luther Seminary on September 28 to celebrate his contributions to church music. The Board has been asked to help support the festival by contributing to the cost of the reception and the printing of programs. David Geslin moved to donate \$500 toward the cost of the event and Phil Asgian seconded. The motion passed.

E. Summer Get-togethers: Ten people attended the event in Bloomington and twelve attended the Fridley event. Mary Newton will submit a list of the wedding repertoire suggested by attendees for inclusion in *Pipenotes*.

F. Recruiting members: Phil Asgian suggested a brainstorming session for ways to reach out. David Geslin suggested forming small groups for playing for each other. Additional Membership Committee members would be helpful as an overall strategy.

Phil Asgian moved to adjourn and Mary Newton seconded at 8:31 PM.

The next meeting will be held on Monday, September 23, 2013 at 6:30 PM at Centennial United Methodist Church in Roseville.

Respectfully submitted,

Kirsten Falc Uhlenberg, Secretary