



2023 Annual Report

Our Vision

A world where all at life's thresholds may be honored with compassion shared through song.

Our Mission

Singing for those at the thresholds of life.

A Message From Our Board Co-Chairs

It's been an eventful and pivotal year for both the Threshold Choir organization and the Board. The Board has navigated the past year as well as could be expected and is poised for the next exciting phase of growth and development of the organization.

Our priority goals for 2023 were established at the January 2023 Board retreat. They were:

- succession planning,
- getting our organizational house in order,
- financial stability,
- updating our membership fee structure,
- the new website launch, and
- strengthening our member/chapter development pathways.

We were able to accomplish the following:

Succession planning

- Reinforced the importance of planning succession for all leadership roles within the organization at all leadership gatherings
- Made highest priority for plans for Executive Director (ED) succession planning after Heidi Dressler's initial hospitalization in March
- Developed contingency plan for short-term ED absence
- Created the interim ED position after Heidi's death in October
- Started the search process for a new halftime ED position for 2024

Member/chapter development

- Created a new half-time position for a Director of Member & Chapter Development (MCD)
- Consulted closely with coaching team in creating the MCD job description
- Approved (2) new videos by Deborah Carrithers for new members and for public website
- Communicated regularly with chapter leaders about ongoing ED health challenges and organization changes

Policy/procedure clarification

- Updated draft documents for chapter agreements/charters, virtual accounts/chapter funds, correction plan for non-compliant chapters-- to be shared 1st quarter 2024

Financial stability

- Recruited new Board member with significant fundraising expertise to broaden donations beyond member giving
- Created new administrative positions without increasing our FTE amount
- Created a new initiative for Leave Behind cards, as part of a larger strategy to encourage community grassroots support of local Threshold chapters – to be started 1st quarter 2024

Membership fee structure

- Consulted with key membership groups in creating new membership fee structure
- Educated membership at all levels re: the bottom-line cost of running TC per member
- Rolled out new fee structure in May, which resulted in increased overall membership fees

Continue website development

- Website committee formed of skilled Threshold members to expedite ongoing website development with vendor Kanopi
- Ongoing high-level oversight from the Board, website committee, and the ED/Interim ED to move the website rollout to completion

Additional highlights for the Board include:

- Ongoing COVID monitoring – balancing public health recommendations, hospice requirements, and chapter monitoring of vulnerable members
- Plan for regional gatherings -- working group will be established first quarter 2024 for establishing guidelines for successful local and regional gatherings of members
- Ongoing Board recruitment – communicating the opportunity for members to bring their voice and life experience into a time of growth, change, and transition for the Threshold organization
- Organization of 'celebration of life' virtual gathering to honor the life and legacy of our longtime ED, Heidi Dressler

With great gratitude for the Board members who served in 2023:

Bridget Baker

Karen Hendrickson

Sudie Pollock

Jan Booth

Caitie Deranek Stewart

Nancy Roberts-Brown

Glenda Guinn-Gilles

Natasha Phillips

Betty Szatkowski

Aly Lynch

Jan Booth
Bridget Baker
Co-Chairs, Board of Directors

A Message From our Interim Executive Director, Leeann Enright

2023 was a year of great transition for the Threshold Choir. Foremost was the death of Heidi Dressler, the only Executive Director Threshold Choir has had since becoming a 501(c)(3) over a decade ago.

The organization is so very grateful for all that Heidi brought to Threshold, her deep knowledge of nonprofits, her excellent financial skills, development of a strong Board of Directors, and her thoughtful leadership during the early years of the pandemic. During her tenure, Heidi's stewardship of the Threshold mission resulted in significant growth of members and chapters, an increase in the number of people touched by our mission, and financial health. It was fitting and an honor that Threshold singing was part of Heidi's last days.

I became interim Executive Director (ED) in November 2023. I have been singing with Threshold Choir since 2010 and served on the Board of Directors from 2012-2017. What I found as incoming interim ED is an organization full of people dedicated to the Threshold vision of "a world where all at life's thresholds may be honored with compassion shared through song."

We are a strong, healthy organization.

The rotation of the Board chairs is a great illustration of our strength. With continual Board recruitment we can maintain a balance of knowledge and new perspectives in these important roles. I want to say thank you to our Board Chairs who completed their terms in 2023 – Nancy Roberts-Brown and Jan Booth – who carried the Threshold mission forward so beautifully, effectively and held with great love and tenderness the mission of Threshold through challenging times. I welcome with gratitude, our two new Board Co-Chairs, Bridget Baker and Glenda Guinn-Gilles. Bridget became co-chair in mid-2023 and Glenda joined her in the co-chair role in January 2024.

In the midst of the unexpected changes in the Threshold Choir offices, the mission of singing for those at the thresholds of life has not wavered. Our over 2000 members in over 200 choirs have continued to serve: singing bedside, providing song baths, singing at vigils, the DC chapter even having the honor of singing as part of the Smithsonian Folklife Festival in Washington DC. In 2023 we reached over 15,000 people through song.

My charter as interim Executive Director includes three main goals:

- Maintain organizational function and stability during the months before a new Executive Director is hired
- Fill and onboard the new role of Director, Member and Chapter Development
- Conduct the search for new Executive Director

Looking forward:

We are a healthy, stable organization with distributed leadership and individual members worldwide actively sharing our mission of “singing for those at the thresholds of life.” We hired our Director, Member and Chapter Development in February of 2024 and are actively accepting applications for the Executive Director position.

Thank you to each of you who contributed and helped sustain our mission in 2023. I am grateful to every singer, leader, supporter, donor, and recipient that makes up the circle of our service of “kindness made audible.” 2024 is an exciting year of change and we are grateful to all reading this to be part of our journey into our 24th year.

The Financial Picture

TC 2023 Financial Reports

Threshold Choir
Balance Sheet
As of December 31, 2023

| | Dec 31, 23 |
|---------------------------------------|-------------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| 103 · Exchange Bank #5844 Open 08/17 | 8,630.04 |
| 104 · Exchange Bank Savings | 90,365.02 |
| 106 · Exchange Bank 6 Month CD #8468 | 25,969.77 |
| 107 · Exchange Bank 12 Month CD #8427 | 25,885.30 |
| 116 · Paypal | 591.98 |
| 118 · Stripe | 28,432.35 |
| Total Checking/Savings | 179,874.46 |
| Total Current Assets | 179,874.46 |
| Fixed Assets | |
| 130 · Office Equipment | 4,437.08 |
| 135 · Accumulated Depreciation | -2,104.00 |
| Total Fixed Assets | 2,333.08 |
| TOTAL ASSETS | 182,207.54 |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Other Current Liabilities | |
| 240 · FICA/MC Liability | 546.68 |
| 242 · Federal Inc Tax Withheld | 186.00 |
| 246 · State Income Tax Withheld | 39.76 |
| 248 · SDI Liability | 32.16 |
| 250 · Accrued Vacation | 999.96 |
| 252 · ERC Overpayment | 3,981.97 |
| Total Other Current Liabilities | 5,786.53 |
| Total Current Liabilities | 5,786.53 |
| Total Liabilities | 5,786.53 |
| Equity | |
| 300 · Fund Balance | 171,873.20 |
| Net Income | 4,547.81 |
| Total Equity | 176,421.01 |
| TOTAL LIABILITIES & EQUITY | 182,207.54 |

Threshold Choir
Profit & Loss
January through December 2023

| Ordinary Income/Expense | Jan - Dec 23 | Jan - Dec 22 |
|--------------------------------|--------------|--------------|
| Income | | |
| PROGRAM | | |
| 406 · Presentations | 1,478.00 | 4,001.11 |
| Product Sales | | |
| 482 · CD Sales | 230.90 | 603.16 |
| 485 · Lanyards | 30.00 | 330.00 |
| 474 · Sales Tax Paid | -195.00 | -298.00 |
| 480 · Songbook Sales | 2,093.00 | 2,276.00 |
| Total Product Sales | 2,158.90 | 2,911.16 |
| Total PROGRAM | 3,636.90 | 6,912.27 |
| FUNDRAISING | | |
| 405 · Membership Income | 161,573.14 | 125,607.81 |
| 484 · Chapter Income | 17,501.42 | 19,957.38 |
| 485 · Grants | 0.00 | 1,500.00 |
| 487 · Interest Earned | 743.30 | 86.02 |
| Donation Income | | |
| 455 · Donations - General | 15,144.45 | 7,078.74 |
| 456 · Donations - Year End | 29,531.58 | 48,778.61 |
| 457 · Restricted Gifts | 3,000.00 | 0.00 |
| Total Donation Income | 47,676.03 | 55,857.35 |
| Total FUNDRAISING | 227,493.89 | 203,008.56 |
| Total Income | 231,130.79 | 209,920.83 |
| Gross Profit | 231,130.79 | 209,920.83 |
| Expense | | |
| ADMINISTRATIVE | | |
| 505 · Wages & Salaries | 31,347.64 | 37,535.02 |
| 506 · Rent-Wages | 2,500.00 | 3,000.00 |
| 507 · Payroll Taxes | 2,853.05 | 3,185.57 |
| 508 · Worker's Comp | 1,279.13 | 664.23 |
| 512 · Accounting & Legal | 7,075.00 | 9,840.00 |
| 513 · Bank Fees | 6,253.66 | 6,019.98 |
| 515 · Board Retreat | 0.00 | 300.00 |
| 520 · Consultants- Office | 9,866.00 | 0.00 |
| 540 · Dues & Subscriptions | 3,467.40 | 3,302.01 |
| 550 · Insurance | 11,962.00 | 12,046.00 |
| 555 · Licenses & Fees | 7,542.00 | 6,617.00 |
| 560 · ED Discretionary Fund | 250.00 | 0.00 |
| 565 · Storage | 840.00 | 600.00 |
| 567 · Office Supplies-Admin | 390.20 | 935.68 |
| 580 · Rent | 0.00 | 285.00 |
| 585 · Utilities | 2,644.00 | 3,144.00 |
| 587 · Travel | 0.00 | 12.00 |
| 589 · Website & Communication | 59,733.77 | 66,385.98 |
| Total ADMINISTRATIVE | 148,003.85 | 153,872.47 |
| PROGRAM EXP. | | |
| 605 · Program Wages | 51,636.00 | 53,813.25 |
| 607 · Program PR Taxes | 4,199.34 | 4,385.01 |
| 608 · Program W. Comp | 283.02 | 85.79 |
| 617 · Consultants- Program | 3,650.00 | 5,000.00 |
| 628 · Volunteer Recognition | 550.00 | 250.00 |
| Chapter Expenses | | |
| 6905 · Consultants | 500.00 | 250.00 |
| 6906 · Website | 0.00 | 417.12 |
| 6908 · Dues & Subscriptions | 187.14 | 97.20 |
| 6910 · Education & Conferences | 250.00 | 416.52 |
| 6912 · Office Supplies-Program | 839.64 | 335.85 |
| 6914 · Promotion & Outreach | 300.00 | 434.30 |
| 6916 · Rent | 7,420.00 | 3,425.67 |

Threshold Choir
Profit & Loss
January through December 2023

| | Jan - Dec 23 | Jan - Dec 22 |
|-------------------------------|--------------|--------------|
| 6920 · Supplies & Materials | 4,735.51 | 3,048.84 |
| 6922 · Telephone & Internet | 563.64 | 755.59 |
| 6926 · Volunteer Recognition | 398.53 | 315.31 |
| Total Chapter Expenses | 15,194.46 | 9,496.40 |
| Product Expenses | | |
| 680 · Songbook Production Exp | 0.00 | 1,634.29 |
| 684 · Printing | 1,515.32 | 424.82 |
| 686 · Postage & Shipping | 1,550.99 | 2,069.72 |
| Total Product Expenses | 3,066.31 | 4,128.83 |
| Total PROGRAM EXP. | 78,579.13 | 77,159.28 |
| Total Expense | 226,582.98 | 231,031.75 |
| Net Ordinary Income | 4,547.81 | -21,110.92 |
| Other Income/Expense | | |
| Other Income | | |
| ERC Income | 0.00 | 17,220.00 |
| Total Other Income | 0.00 | 17,220.00 |
| Net Other Income | 0.00 | 17,220.00 |
| Net Income | 4,547.81 | -3,890.92 |

2024 Board of Directors and Staff

Board of Directors (Board@thresholdchoir.org)

Co-Chairs, Bridget Baker & Glenda Guinn-Gilles
Secretary, Sudie Pollock
Treasurer, Natasha Phillips
Member, Jan Booth
Member, Caitie Deranek Stewart
Member, C.J. Robinson

Staff

Leeann Enright, Executive Director, Interim (Leeann@thresholdchoir.org)

Carrie Andrews, Member & Chapter Development Director (Carrie@thresholdchoir.org)

Priscilla Green, Administrative Assistant (Priscilla@thresholdchoir.org)

Founder - Kate Munger (Kate@thresholdchoir.org)

Threshold Choir

(A 501c3 Tax Exempt Organization)

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707-596-8531

Tax ID#: 26-1852507

thresholdchoir.org

DONATE



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