



2024 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

In late 2023, following the death of our Executive Director, Heidi Dressler, Threshold Choir found its way into uncharted territory. Under the reliable guidance of our Interim Executive Director Leeann Enright, a committed Board and our general membership base, Threshold Choir as an organization not only maintained but flourished in 2024.

We would especially like to express our gratitude to Leeann Enright for all the work she did in the last year to guide Threshold Choir through some challenging times. She came out of retirement to take up the leadership of running Threshold Choir and led the search for our new Executive Director and Member & Chapter Development position. She spent countless hours pouring over resumes and guiding the interview process for both positions. Leeann also helped guide us through the transition of a new web vendor and found a new legal team for us. Her organizational skills and expertise in Change Management were just what we needed at the time and we can't thank her enough for her efforts.

Listed below are the 2024 priority goals established at the January 2024 Board Retreat and the steps we made to meeting them:

- **Succession Planning**
 - Sarah Simoncini was hired as Executive Director in July 2024
 - Carrie Andrews was hired as Director of Member & Chapter Development (MCD) in February 2024
 - Leeann Enright, our interim Executive Director, joined the board

after successfully onboarding Sarah Simoncini and Carrie

Andrews. Her focus on the board was to continue to advise Sarah and Carrie and to develop plans for the Silver Jubilee celebration.

- **Member & Chapter Development goals accomplished by new MCD**
 - Developed relationships and attended meetings with Coaches, Repertoire Team, Waking Up to Diversity committee
 - Facilitated all First Friday and Sounding Board leadership meetings
 - Planned and/or hosted six programs for general membership
 - Assumed responsibility for newsletter compilation, streamlining the publication
 - Attended gatherings in Grand Rapids, MI and Stafford Lake, CA to meet members
 - Arranged a group of three Threshold Choir chapters to do a demonstration at a fall Deathcare conference
 - Held numerous Zoom and/or phone calls with individuals and chapter leaders, troubleshooting on a variety of topics
- **Policy and Procedure Updates**
 - Adopted a minimum age policy for members
 - Approved a policy for regular Cost of Living Adjustments and raises
 - Approved a policy for travel expenses for employees
 - Created a PTO policy for employees
 - Hired a new law firm to make sure we are in compliance with the IRS 501(c)3 regulations
- **Financial Stability**
 - Threshold Choir accounts remain at a net positive
 - Continued evolution of the virtual account methodology is necessary for Threshold to remain both solvent and in good legal standing
 - Membership donation compliance has helped us stay in the positive in 2024
- **Fundraising Development**
 - Completed a year-end campaign that raised 10% more than 2023
 - Planned for special Silver Jubilee fundraising efforts
- **Continued Website Development**
 - Changed our website vendor to Ars Mentis
 - We fixed several major issues to make the user experience smoother
 - Continue working with Ars Mentis to make further improvements and enhancements
- **Planning for Silver Jubilee**
 - March 21, 2025, was our 25th Birthday
 - Leeann Enright started the planning for the Silver Jubilee Celebration

We share great gratitude for the TC Board members who served in 2024:

Bridget Baker - Leeann Enright - Glenda Guinn-Gilles - Natasha Phillips
Sudie Pollock - Caitie Deranek-Stewart - C.J. Robinson

Bridget Baker
Glenda Guinn-Gilles

A Message From our Executive Director, Sarah Simoncini

Greetings!

2024 was another year of positive transition and change for Threshold Choir.

Leeann Enright and the Board made great progress on their goals in the first half of the year. Carrie Andrews started as our Member & Chapter Development Director in February and has since reached her first anniversary in this position.

Leeann and a team of TC leadership conducted a thorough search for an Executive Director, and I started in July. Leeann remained by my side through August to ensure a smooth transition.

I know the entire TC family joins me in thanking Leeann for her incredible efforts as Interim ED. Her ability to step quickly into a new position and strengthen our organization is an amazing testament to her dedication to TC's success. Leeann has now joined our Board and is serving as the Chair of the Silver Jubilee 25th Anniversary Celebration. She and all her committee members are doing an amazing job!

Financially, our trend upward continued even as we started the year with a budget in deficit. Everyone did a great job containing expenses and membership increased a bit, which translated into not needing to use any of our reserve funds as we had originally anticipated. The majority of our funds were raised through membership and year-end donations. Our 2025 plan calls for us to begin more "outward" facing development efforts, such as a grant support from Foundations and re-igniting our planned giving program.

While COVID will, most likely, never be completely gone, we did see the beginning of our "emergence" from the pandemic as chapters were able to start singing at the bedside once again. A few chapters also felt comfortable hosting small gatherings to sing and be together in person. It is exciting to see the 2025 Gatherings list grow every day!

As 2024 drew to a close, our Board remained strong with both Bridget Baker and Glenda Guinn-Gilles agreeing to remain as co-chairs for another year as I settle further into my new role. In addition to Leeann, Bridget and Glenda, I would like to thank Natasha Phillips, Caitie Stewart-Deraneck, Sudie Pollock and C.J. Robinson for their generous support and efforts this year.

Looking ahead, we are setting the standard for the next 25 years! The Board held a virtual retreat in January resulting in the creation of a solid strategic plan to chart our course for the next 12 months. It focuses on additional funding efforts, more education opportunities for our chapters, and increasing our awareness throughout the world, particularly through social media.

On a personal note, I appreciate the very warm welcome I have and continue to receive as I join the TC family. Thank you for all your dedicated efforts this

year and for never losing sight of our most important goal -- singing at the bedside for those in need.

In gratitude,
Sarah Simoncini

The Financial Picture

TC 2024 Financial Reports

Threshold Choir Balance Sheet As of December 31, 2024	
01/06/25 Accrual Basis	Dec 31, 24
ASSETS	
Current Assets	
Checking/Savings	
101 · Bank of America Checking - 1113	54,559.58
102 · Bank of America Savings - 1249	150,112.17
103 · Exchange Bank #5844 Open 08/17	2,661.11
104 · Exchange Bank Savings	500.13
116 · Paypal	2,101.79
118 · Stripe	1,047.28
Total Checking/Savings	210,982.06
Other Current Assets	0.00
Total Current Assets	210,982.06
Fixed Assets	
130 · Office Equipment	4,437.08
135 · Accumulated Depreciation	-2,104.00
Total Fixed Assets	2,333.08
TOTAL ASSETS	213,315.14
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
250 · Accrued Vacation	999.96
252 · ERC Overpayment	3,981.97
Total Other Current Liabilities	4,981.93
Total Current Liabilities	4,981.93
Total Liabilities	4,981.93
Equity	
300 · Fund Balance	171,873.20
310 · Retained Earnings	4,675.82
Net Income	31,784.19
Total Equity	208,333.21
TOTAL LIABILITIES & EQUITY	213,315.14

Threshold Choir
Profit & Loss
January through December 2024

	Jan - Dec 24	Jan - Dec 23
Ordinary Income/Expense		
Income		
PROGRAM		
406 · Presentations	146.88	1,478.00
Regional Gathering Income		
416 · Midwest	9,800.00	0.00
420 · BARG	4,787.00	0.00
Total Regional Gathering Income	14,587.00	0.00
Product Sales		
482 · CD Sales	295.05	230.90
486 · Lanyards	0.00	30.00
474 · Sales Tax Paid	-202.00	-195.00
480 · Songbook Sales	2,131.24	2,093.00
Total Product Sales	2,224.29	2,158.90
Total PROGRAM	16,958.17	3,636.90
FUNDRAISING		
405 · Membership Income	198,247.05	161,573.14
484 · Chapter Income	24,527.86	17,501.42
487 · Interest Earned	1,152.23	871.31
Donation Income		
455 · Donations - General	17,836.04	15,144.45
456 · Donations - Year End	31,572.33	29,531.58
457 · Restricted Gifts	0.00	3,000.00
Total Donation Income	49,408.37	47,676.03
Total FUNDRAISING	273,335.51	227,621.90
Total Income	290,293.68	231,258.80
Gross Profit	290,293.68	231,258.80
Expense		
ADMINISTRATIVE		
505 · Wages & Salaries	35,128.27	31,347.64
506 · Rent-Wages	0.00	2,500.00
507 · Payroll Taxes	10,565.01	2,853.05
508 · Worker's Comp	3,174.90	1,279.13
511 · Legal	14,940.00	0.00
512 · Accounting	9,159.97	7,075.00
513 · Bank Fees	7,298.19	6,253.66
520 · Consultants- Office	56,507.00	9,866.00
540 · Dues & Subscriptions	2,516.50	3,467.40
550 · Insurance	12,474.44	11,962.00
555 · Licenses & Fees	7,491.91	7,542.00
560 · ED Discretionary Fund	0.00	250.00
565 · Storage	725.00	840.00
567 · Office Supplies-Admin	2,257.66	390.20
585 · Utilities	40.00	2,644.00
589 · Website & Communication	23,568.69	59,733.77
Total ADMINISTRATIVE	185,847.54	148,003.85
PROGRAM EXP.		
604 · Presentations	300.00	0.00
605 · Program Wages	31,809.72	51,636.00
607 · Program PR Taxes	4,363.86	4,199.34
608 · Program W. Comp	0.00	283.02
617 · Consultants- Program	0.00	3,650.00
620 · Education & Conferences	1,416.28	0.00
628 · Volunteer Recognition	476.33	550.00
Regional Gathering Expense		

Threshold Choir
Profit & Loss
January through December 2024

	Jan - Dec 24	Jan - Dec 23
638 · BARG- Stipend	1,600.00	0.00
639 · BARG- Other	523.00	0.00
656 · Midwest- Stipend	2,551.98	0.00
657 · Midwest- Other	9,589.79	0.00
Total Regional Gathering Expense	14,264.77	0.00
Chapter Expenses		
6905 · Consultants	2,300.00	500.00
6908 · Dues & Subscriptions	625.69	187.14
6910 · Education & Conferences	500.00	250.00
6912 · Office Supplies-Program	100.00	839.64
6914 · Promotion & Outreach	400.00	300.00
6916 · Rent	8,865.00	7,420.00
6920 · Supplies & Materials	3,741.28	4,735.51
6922 · Telephone & Internet	159.90	563.64
6924 · Travel	610.83	0.00
6926 · Volunteer Recognition	107.58	398.53
Total Chapter Expenses	17,410.28	15,194.46
Product Expenses		
684 · Printing	578.77	1,515.32
686 · Postage & Shipping	2,041.94	1,550.99
Total Product Expenses	2,620.71	3,066.31
Total PROGRAM EXP.	72,661.95	78,579.13
Total Expense	258,509.49	226,582.98
Net Ordinary Income	31,784.19	4,675.82
Net Income	31,784.19	4,675.82

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, Caitie Deranek Stewart
Member, C.J. Robinson
Silver Jubilee Chair, Leeann Enright

Staff

Sarah Simoncini, Executive Director, Interim (Sarah@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 501(c)3 Tax Exempt Organization)

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