



The Las Vegas Men's Chorus creates safe spaces for our community and allies through musical experiences which inspire all of us to be stronger together.

Dear Prospective Board Member,

Thank you for your interest in serving our worthy cause! Without folks like you, we wouldn't be able to grow the LVMC's Mission and expand our reach. We are on track to give 13,000+ community service hours to the Las Vegas Valley this year! We'll perform for 5,000+ patrons this year across our Mainstage Concerts and Community Concert Series. Our impact is amplified across the globe through digital channels including YouTube where viewers watched our inspiring content ~32,000 times across 15+ countries this past year alone. All thanks to folks like YOU and your expertise!

Our Board of Directors is both a Working Board and a Governance Board. We each play a "player-coach" role in our small, non-profit organization to ensure daily operations exceed member, patron, and community expectations, while providing key strategic direction, financial oversight, and raising funds. We need folks who have a variety of professional expertise across business, finance, law, government, human resources, sales, nonprofits, fundraising, administration, networking, arts, marketing, public relations, technology, and more. Above all else, we need folks committed to our cause who want to enthusiastically change the world by giving of their time, talents, funds, and networks.

Does this sound like you? I hope so! Please review this packet to gain a better understanding of what LVMC board service entails. You'll find application instructions on the final page. We'll meet one-on-one prior to moving forward to ensure all your questions are answered.

On behalf of the Las Vegas Men's Chorus, THANK YOU! We couldn't do this life-saving work with you.

My Sincere Thanks,

Ryan Miller  
*president & producer*

**LVMensChorus.org | 702.505.1886 | Info@LVMensChorus.org**

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The Las Vegas Men's Chorus is a 501(c)(3) nonprofit organization EIN 05-0573828, meaning that your donation is tax deductible as allowed by state and federal law. Consult your tax professional for more information.



## MISSION STATEMENT

The Las Vegas Men's Chorus creates safe spaces for our community  
and allies through musical experiences which inspire all of us to be stronger together.

## GUIDING PRINCIPLES

Community | Harmony | Opportunity | Respect | Unity | Service

## ORGANIZATIONAL OVERVIEW

The Las Vegas Men's Chorus (LVMC) was founded in 1993 by a small group of men who simply wanted to sing. Over the next 30 years, the LVMC found itself providing much more than music: a place to create and foster community and safe spaces through live performances. Social justice, inclusion, diversity, and equity are now at the forefront of LVMC's programming. From humble beginnings of 10 members and 30 patrons, we now boast 100+ active members and 2,000+ patrons in the audience annually at three fully-produced Mainstage Concerts with many Community Outreach Events benefitting thousands more interspersed throughout. Patrons describe attending an LVMC concert as "experiencing joy".

Although not specifically a "gay" chorus, ~85% of members identify as LGBTQIA2+. ~40%+ of members have or are currently experiencing homelessness, addiction, mental and physical health issues, abuse, or incarceration. ~40% of members identify as BIPOC with age diversity ranging from 18 to 76. Membership has grown +300% since 2021 from 32 to 100+ members with consistent double-digit growth each concert cycle, showcasing our work is needed more than ever. Ryan Duff, Artistic Director, often says "When you are part of something special, you are special". This sentiment is desperately needed by both our members and patrons, be it seeking fellowship after coming out or an inspirational respite from the chaotic world.

We extend safe spaces to the Las Vegas Valley with members giving 13,000+ community service hours annually. We ensure we "use our voices for good" through Community Outreach events including World AIDS Day, Las Vegas Aviators Pride Night, Latin Grammy Awards "Los Producers" benefitting the Michael J. Fox Foundation, Las Vegas Pride, Ribbon of Life benefitting Golden Rainbow HIV/AIDS fund, Aid for AIDS of Nevada, Sin City Sisters, Las Vegas Prime- Timers, Las Vegas Clark County Library District benefits, Christ Church Episcopal Community Concerts, Arthur Murray Las Vegas Showcases, Harry Reid International Airport Showcases, and Gateway Arts Foundation. Each year in partnership with the Clark County School District, we co-produce "Sing Out: A Tenor/ Bass Choral Festival" intended to bolster confidence and lifelong love of singing in our community's young people. As a GALA (Gay and Lesbian Choruses of America) Chorus, we represent Las Vegas and Nevada at GALA Festival alongside 15,000+ singers in five days of singing, education, connecting, and creating at the largest LGBTQ choral event in the world.

Our in-person impact is typically conducted in Southern Nevada, specifically the Las Vegas Valley, although performance and community event requests are regularly submitted from the broader Southwestern U.S.. Our patrons are increasingly diverse ranging across income, age, sexual orientation, race, religion, and education. Our impact is amplified across the globe through digital channels including YouTube where viewers watched our inspiring content ~32,000 times across 15+ countries this past year alone.

The LVMC is a registered 501(c)3 nonprofit organization.

## KEY FACTS

- **Annual Revenue** ~\$154,000
- **Annual Expenses:** ~\$149,000
- **Reserve Fund:** \$10,000
- **Active Members:** ~100
- **General Liability Insurance:** \$2,000,000
- **Directors & Officers Insurance:** \$1,000,000 beginning January 2025
- **Board Composition:** Singing and Non-Singing Members and community leaders; 5-15 directors
- **Election Process:** Majority vote of Active Singing Members, nominations permitted from the floor
- **Officer Composition:** President, Vice President, Treasurer, Secretary, & Member-At-Large
- **Officer Election Process:** Majority vote of Active Board Members, nominations permitted from the floor
- **Board Term:** Two years, no more than five consecutive terms
- **Officer Term:** One year, no term limits
- **Fundraising Commitment:** \$800 annual minimum, “give or get”
- **Time Obligation:** Four hours weekly average, more for Officers and Committee Chairs
- **Meetings:**
  - Monthly in-person and virtual two-hour Board meetings on the second Sunday evening
  - Monthly virtual 30-minute 1:1 meeting with the President on a fourth weekday evening
  - Semi-Annual in-person one-hour General Membership meetings on a Sunday in January & June
  - Annual in-person day-long Retreat on a Saturday in August
  - Ad hoc Committee & Special meetings
- **Annual Events:**
  - Three mainstage concerts in December, March & June
  - One Spring Fling gala fundraiser in February
  - One Cabaret in May
  - Multiple casual fundraising and social events
  - Multiple Community Concert Series and volunteer events

## KEY RESOURCES

- [Board of Directors](#)
- [Staff](#)
- [FY24 Profit & Loss Statement](#)
- [FY25 Annual Budget](#)
- [Strategic Plan](#)
- [Member Handbook](#)
- [Bylaws](#)
- [One-Minute Introduction Video](#)
- [30-Minute KNPR Interview](#)
- [30<sup>th</sup> Anniversary Commendations](#)
- [Press Packet](#)

## JOB DESCRIPTION

The Board of Directors (Board) is legally, morally, and fiduciarily accountable for the financial health, Mission effectiveness, and brand reputation of the organization. The Board will provide mission-based leadership and strategic governance alongside execution of day-to-day operational activities.

The Board ensures that the organization achieves its mission in an ethical, transparent, accountable, and prudent manner. Each Board Director is accountable for the functions described below, all of which are accomplished at Board meetings, committee assignments, and scope of work assignments through critical review of information, strategic questioning, negotiation, decision making, and action.

- Serve as a trusted advisor to develop and implement the Strategic Plan
- Articulate, advance, and evangelize the Mission through development and fundraising through considering LVMC a philanthropic priority by making \$800 in minimum annual gifts given by the director or raised from external funding, while supporting fundraising and solicitation goals
- Define and monitor key areas of performance compared with short and long-term strategy, assess results, and ensure that steps are taken for continuous improvement in all areas
- Ensure financial sustainability and fiduciary responsibilities by reviewing and approving the annual budget, reports, and material business decisions and practices
- Assist the President in identifying and recruiting other Board Directors to ensure competent and consistent succession
- Define criteria for Board membership, ensure proper recruitment of candidates, elect members and officers, and ensure diversity and development of Board members
- Define and enforce parameters of the Board's work, including its committees and self-directed work, and the role and performance of individual Board members and assess overall Board effectiveness
- Serve on Committees or task forces and take on special assignments by owning a tangible body of work with key inputs, outputs, and success metrics
- Help set standards, controls, and policies that support sound risk management practices
- Ensure compliance with relevant laws and regulations affecting the organization and ensure that adequate corporate risk management practices are in place like safety and security, insurance, data controls, personnel management practices
- Act as both a collaborative think tank and key executor of issues regarding organizational health, effectiveness, and key constituency development like members, donors, sponsors, advocates, and partners
- Foster professional and clear-but-kind relationships internally and externally with respectful discourse
- Possess a functional ability to regularly use and implement business technology such as email, online calendars, mobile applications, Google Suite, and Microsoft Office
- Regularly attend Mainstage Concerts, fundraisers, and events while encouraging your network to attend
- Function at an executive level using an autonomous, proactive approach with limited oversight and strong organizational skills
- Become an LVMC Member, Non-Singing or Singing, and agree to all requirements of the Member Handbook while advocating for member satisfaction and retention
- Act with integrity and confidentiality where-applicable while ensuring LVMC, and your relationship to LVMC, is always seen in a positive light
- Prioritize all decisions through the lens of diversity, equity, and inclusion

## CODE OF CONDUCT

- I will regularly attend Board, committee, working, & 1:1 meetings. I will prepare for these meetings by reviewing provided materials ahead of time. I will participate in conversations and ask strategic questions at the meetings.
- I will act in a way that contributes to the effective operation of the Board by sharing my skills/expertise; use my knowledge to influence strategy, maintain confidentiality, support decisions once made regardless of my vote, support the policies & procedures for conducting business, etc.
- I will keep informed about LVMC and evangelize our work externally and within my networks. I will focus on the good of the organization, independent of personal agenda, self-interest, or influence of others. I will participate in opportunities to better understand the organization's mission and service delivery.
- I will help support the charitable contributions operation of LVMC by making an annual gift of \$800, attending a majority of events, and participating in other brand development activities by taking on various tasks tailored to my skills.
- As appropriate, I will use personal and professional contacts and expertise to benefit LVMC without compromising ethics or trespassing on relationships.
- I will inform the Board of any potential conflicts of interest, whether real or perceived, and abide by the decision of the Board related to the situation.
- I will respect the authority of the President, Executive Committee (Officers), and staff while understanding the difference between governance and management decisions.
- I will tender my resignation and step down from the Board if I am unable to fulfill these and other reasonable expectations.

## APPLICATION PROCESS

Submit interest to [Info@LVMensChorus.org](mailto:Info@LVMensChorus.org) along with:

- Full Name, Pronouns, & Contact Information
- Current Employer & Job Title
- Current & Previous Board Service
- Resume or CV
- Headshot
- Personal Statement
  - Tell us about you! Personal and professional history, passions, and interests
  - What other board service or non-profit experience do you have?
  - What interests you about Board Service? How will you contribute?
  - What do you want to gain from Board Service?
  - How did you hear about LVMC? Have you seen a Mainstage Concert?