

AAM 2022 Ballot Motions

MOTION TO AMEND BY-LAWS OF THE ASSOCIATION (*Honorary Membership*)

A motion is before the Association to amend Article Six, paragraph 1, sub-paragraph (c) as follows:

c. Honorary Membership: Distinguished persons may be nominated by any Regular or Retired Member of the Association. Such nominations shall be in writing, seconded by an additional Regular or Retired Member of the association, and shall be submitted to the Board of Directors no later than the 90th day preceding the annual meeting of the Association. The written nomination shall state in detail the basis upon which the nominating person believes the person nominated should be an Honorary Member of the Association. If the nomination is approved by the Board of Directors, it will be brought before the Annual Meeting of the Association for a vote. Honorary Members are not required to pay dues and otherwise retain the privileges of Regular Members.

Discussion: There has been a lack of clarity as to how and why persons should be nominated for and granted Honorary Membership. The purpose of this amendment is to regularize (1) the procedure for nomination of such persons and (2) the review of such nominations by the Board of Directors.

MOTION TO AMEND BY-LAWS OF THE ASSOCIATION (*Affiliate Membership*)

A motion is before the Association to amend Article Six, paragraph 1, to add a sub-paragraph (f) as follows:

f. Affiliates of the Association. Persons who are sympathetic to the aims, goals and purposes of the Association but who are not eligible for Regular, Retired, Clergy or Student Membership may apply for membership as an Affiliate of the Association in the same manner as provided for Regular and Student Members in Article Six, Paragraph 1. Application and voting for this class of membership shall be made in the same manner and form as for Regular membership. Affiliates of the Association shall pay dues and receive all other benefits of Regular Membership except that Affiliates of the Association shall not have a vote in elections and other matters brought before the membership.

Discussion: Though AAM has had a “Friends of AAM” category for persons who wish to support the goals and aims of the Association, but who are not eligible for membership (such as is the case when a person is not an active member of the Anglican Communion or is working in an institution that is not part of the Anglican Communion), this amendment changes “Friends” to the more professional “Affiliate,” leaving open the possibility in the future for a fundraising program that allows non-members who wish to contribute to AAM’s mission to be considered a “Friend,” as is customary in other non-profit organizations.

MOTION TO AMEND BY-LAWS OF THE ASSOCIATION (*Lifetime Membership*)

A motion is before the Association to amend Article Six, paragraph 1, to add a sub-paragraph (g) as follows:

g. Lifetime Membership. A category of membership for regular, clergy, affiliate and retired members called "Lifetime Membership" shall be established. The cost of this membership will be an amount twenty-five times the applicable annual dues for the member in question.

Discussion: The AAM office was approached by a few members who desired a lifetime membership option as a matter of convenience. Cost research was conducted by comparing similar options within the American Guild of Organists and other non-profits. We hope this membership option will also ease the task of paying annual dues for those members who are retired or who have on-going health issues.

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MOTION TO AMEND BY-LAWS OF THE ASSOCIATION (*Promoting Equity*)

A motion is before the Association to amend Article 2, Paragraph 2(a) of the By-Laws of the Association as follows:

Being an effective forum for promoting equitable and just working environments between musicians and clergy.

Discussion: This amendment addresses a concern raised by President Sutton, in that the original language of the sub-paragraph could be interpreted as a justification for use of coercive means, in the fashion of a labor union, by the Association. This new language clarifies that the Association promotes but does not impose or enforce any type of employment relationship between clergy and musicians.

MOTION TO AMEND BY-LAWS OF THE ASSOCIATION (*Maintaining Financial Records*)

A motion is before the Association to amend Article Eight, paragraph 5, as follows:

The Treasurer shall be the chief financial officer of the Association and the custodian of its funds, securities, and property. The Treasurer shall oversee the collection of all dues and other income of the Association, shall oversee payment of all bills authorized by the Board of Directors, and shall supervise the keeping of all financial books and records pertaining to the Association. All financial records of the Association shall be maintained in accordance with Generally Accepted Accounting Principles (“GAAP”) as they relate to non-profit organization fund management. The Board of Directors shall define and maintain a record of all organizational fund categories and restrictions associated with each fund. Financial records will be kept with accrual basis of accounting.

Discussion: This proposed amendment is to clarify and make specific the manner in which the financial records of the Association shall be maintained and the standards applicable to such records. This is a technical amendment.

MOTION TO AMEND BY-LAWS OF THE ASSOCIATION (*Endowment Finances*)

A motion is before the Association to amend Article 12, paragraph (3) of the By-Laws of the Association to add the following language:

In addition, the records of all transactions pertaining to management, use and/or disbursement of the funds in the Endowment, whether such transactions are authorized by the Grants Committee, the Board of Directors, or both, shall be maintained in accordance with Generally Accepted Accounting Principles (GAAP).

Discussion: This is a technical amendment to make clear that the financial records of the Endowment Fund of the Association are maintained in a form that complies with standards applicable to a non-profit organization.

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MOTION TO AMEND BY-LAWS OF THE ASSOCIATION (*Audits*)

A motion is before the Association to amend Article 13 of the By-Laws of the Association to provide:

The financial records of the Association shall be reviewed and audited in alternating years by an accounting professional. Such audit shall comply with Generally Accepted Accounting Principles (“GAAP”). The President of the Association may, at any time and in their discretion, appoint a committee to conduct an internal review of the Association’s financial records.

Discussion: This amendment is intended to reduce the cost of audits to the Association by requiring one from an accounting professional once every two years. The right of the President to appoint a committee for additional internal review of finances is maintained but is discretionary rather than mandatory.

MOTION TO AMEND BY-LAWS OF THE ASSOCIATION (*In-person Conference alternatives*)

A motion is before the Association to amend Article Seven, Paragraph 1 of the By-Laws of the Association to add the following language:

Upon circumstances that preclude the Association from conducting an in-person conference, as the Board of Directors may determine in their discretion, the Annual Meeting of Members to conduct the business of the Association may be conducted telephonically, by video conference or by other means approved by the Board, so long as the ability of voting Members to cast ballots (whether by proxy, by mail, by electronic mail or other means) on nominations, motions, and properly submitted resolutions is not curtailed.

Discussion: This Amendment is intended to conform the By-Laws to the practices necessitated by the current pandemic. As the most recent Annual Meeting demonstrated that such practices are both workable and effective, there is no reason not to allow for them explicitly while expressly preserving the voting rights of Members.

MOTION TO AMEND BY-LAWS OF THE ASSOCIATION (*Investment Committee*)

A motion is before the Association to amend Article Twelve, Paragraph 1 to add the following language:

The Investment Committee provided for in Article Twelve may include persons who are not Members of the Association when such persons have particular specialized skills and talents related to investments and the management thereof.

Discussion:

This amendment makes explicit what is already the practice of the Association. It is merely technical and does not change any aspect of the operation of the Endowment Fund.

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MOTION TO AMEND BY-LAWS OF THE ASSOCIATION (*Lapsed Membership*)

A motion is before the Association to amend Article Six, Paragraph 5 of the By-Laws of the Association replacing the first sentence of that paragraph as follows:

Persons whose membership has been terminated because of non-payment of dues may have membership restored by payment of a reinstatement fee equal to one-half of the sum of currently in-force annual dues plus annual dues in full for the current year at the time of reinstatement.

Discussion: This is a technical amendment to clarify the terms under which a lapsed membership for non-payment of dues can be reinstated and the amount of the fee for same. This codifies current practice and is technical only.

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ASSOCIATION OF ANGLICAN MUSICIANS *Proposed changes (in red) to the* CODE OF ETHICS

Recognizing the love into which we have been sealed at baptism, and our continuing struggle to show that love in every aspect of our lives, the several members of the Association of Anglican Musicians enter into covenant with each other and to themselves to uphold and abide by certain professional and personal tenets as members of the Association in good standing:

1. In the conduct of their personal and professional lives, members will strive for love, justice and peace in all their relationships and work, affirming the transforming power of the Gospel in their lives, *respecting the dignity of all persons with whom members work or come into contact, and living as best as members are able into the Baptismal Covenant.*
2. *While members may seek employment where and how they choose, seeking employment in a position that is not currently open and/or is currently occupied by another person presents troublesome moral issues and could also incur legal liability. If a position is held by another under an employment contract, interference in that employment relationship could be actionable as a wrongful interference with contractual relations. Members should take to heart the Golden Rule and also remember that, just because an action is legally permissible, such action is not necessarily moral or ethical.*
3. Members asked to perform any musical or liturgical duty within the premises of another's professional responsibility *should* seek the consent and counsel of the chief liturgical officer or other employment officer and, in the case of musical events, of the incumbent musician of that institution. In cases where a third party has requested that professional services for weddings, funerals, teaching, or the like *be performed by a person who is not employed by the institution, the appropriate incumbent employee should receive, and can reasonably expect to receive, compensation for (1) time incurred in determining the qualifications of the person in question, (2) time incurred in reviewing proposed music or other material to be used, (3) scheduling the person in question into the facility for practice or other preparation, and (4) acquainting the person in question with the facility, instruments, etc.* Whether such compensation is provided by the institution or the third party is a matter to be determined jointly by the institution and members. This provision does not apply, however, to the use of the institution for contracted events by professional organizations sponsoring recitals, concerts, lectures, and the like.
4. The consistent goal of each member shall be to promote and strengthen working relationships *among all persons served by or supervising the member in the employing institution. Members shall comply with the governing canons, discipline, constitutions or other codified regulations of the institution served. Members shall comply with all applicable statutes and regulations of the jurisdiction in which the institution is located and/or in which work is performed by the member. Members should honor all appropriate channels of authority for making decisions and/or expressing differences of opinion within the institution. Violation of the provisions of this section may result in the termination of the violator's membership.*
5. Members shall insist upon compliance with copyright laws within all areas of their responsibility.