



Director's First Program

Final Report

Harmony Incorporated

Date: December 1st, 2024

Prepared by: Director Philanthropy

1. Executive Summary

The Director's First Program was launched in the fall of 2016 Harmony, Inc. and a fundraising campaign called Directors First began. The goal was simple: over a five-year period, send a musical director or member of the music leadership team from each chapter to Harmony University, a world-class educational experience hosted by the Barbershop Harmony Society. We knew it would expose our directors and musical leaders to an extraordinary barbershop harmony education, which would trickle down to every set of risers in our organization.

The Directors First program has now concluded. 57 members benefitted from this program. We are grateful to those who financially contributed to the program. Over 100 donors participated and donated funds to ensure its mission was accomplished – furthering education for our musical leaders, and stronger director equal stronger chapters, which equal stronger Areas, which equal a stronger international organization.

2. Program Overview

The program was structured around raising funds so that Musical Directors and Musical leaders could attend Harmony University.

The membership donated to the program through Harmony's treasury (in a restricted fund) as well as through Harmony Foundation, Incorporated (HFI). In 2024, eight years after the program was established, restricted funds for the program remained in the treasury.

3. Financials

As of October 25, 2024, the Harmony Foundation, Inc account paid \$5,414.86 out which depleted Harmony's Directors First account with Harmony Foundation, Inc. Harmony was invoiced an additional \$4,585.14 by the Barbershop Harmony Society. A small amount of restricted funds remained in our treasury (\$454.95 – not enough to send another musical director to HU), and the board agreed at the Annual Meeting 2024 to move the remaining amount to the Growing Harmony Fund which supports directors and chapter leaders through education and mentorship, in addition to other initiatives.

4. Outcomes and Achievements

There is a lot to celebrate over the success of this program. I'm sure many of these stories of success can be shared. Here is a list of impact over the years:

2017 - \$3,600 USD paid to Harmony University by Harmony, Inc. for six attendees

Scholarships awarded directly from Sing Canada Harmony to three attendees.

2018 - \$6,307 was paid to Harmony University by Harmony, Inc.

From Mid-Year 2018 meeting minutes: *This is the second year of the program. From the USA twelve scholarship winners will be sent to Harmony University. Sing Canada Harmony will be sending six members as part of the Directors First program (as well as other Harmony, Inc. members outside the Directors First program). At the present acceleration, the program of sending a music leader from every chapter will complete in 4 years. Some Areas are helping with travel expenses.*

The agreement with Harmony Foundation, Inc took effect in 2019.

2019 - \$5,000 paid to Harmony University by Harmony Foundation, Inc. The rate was to be \$625 per member but was increased to \$925. A negotiated rate of \$5,000 for seven participants was reached.

Sing Harmony Canada scholarships awarded to three attendees with Harmony, Inc. contributing \$111.32 to complete the remaining HU tuition cost ("top-up").

2020 – Harmony University was canceled due to Covid.

2021 – Harmony University was held virtually. \$1,044.80 was paid to Harmony University by Harmony Foundation, Inc. for four attendees:

2022 - \$875 paid to Harmony University from Harmony Foundation, Inc. for one attendee.

2023 – It was reported in the HI Note that six US members were approved for scholarships, however, only four scholarships were paid through Harmony Foundation, Inc. Tuitions charged by Harmony University to Harmony Foundation was \$4,000) for the following:

Two additional attendees received a total of \$2,300 from Sing Canada Harmony scholarships with top-ups totalling \$948.42 from Harmony, Inc.

2024 – We awarded eight US scholarships (\$10,000) and one Canadian Scholarship partially funded by Sing Canada and topped off by Harmony, Inc. (\$537.06) for a total spending of \$10,537.06.

7. Conclusion

The Director's First Program has laid a strong foundation for Harmony's Musical Leaders. Strong Leaders equals Stronger Chapters. The lessons learned and insights gained through sending these leaders to Harmony University will be instrumental in shaping the future of Harmony, Inc.

Empowering all women through singing, education, and friendship.

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