



By-Laws of the Arizona Masterworks Chorale

Version 1.6
July 10, 2026

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AMC By-Laws Change Log

Date	Version	Change Description
July 2026	1.6	Updated definition Contract Positions to include description of engagement and term, removal, and unpaid leave of absence under Staff or Featured Artist Agreements; updated description of Assistant Conductor/Teaching Artist role to add reference to duties specified in the individual Staff Agreement.
July 2025	1.5	Updated description of responsibilities of Directors and Contractors; added Music Director goals; added new Contractor roles of Assistant Conductor/Teaching Artist, Business Manager, and Technology Manager; did a grammatical cleanup of the entire document.
March 2025	1.4	Minor updates to bring By-Laws into compliance with current practices.
May 2022	1.3	Added role of Section Leader to Contractors
August 2021	1.2	Minor updates to bring By-Laws into compliance with current practices.
May 2021	1.1	Minor updates to bring By-Laws into compliance with current practices.
March 2021	1.0	Initial post-COVID complete rewrite of AMC By-Laws

ARTICLE I – INTRODUCTION

These are the By-Laws of the Arizona Masterworks Chorale, Inc., (hereinafter “Corporation”, “Chorale” or “AMC”), an Arizona nonprofit charitable Corporation, as amended March 27, 2025.

The Corporation is formed as a non-profit organization for charitable purposes, to provide musical performances and education, and to collaborate with other civic and artistic organizations in arts education, community outreach, and performance opportunities.

Section 1 Members

AMC shall be a Membership Corporation unless the Board of Directors specifies otherwise.

Section 2 Governing Law

The Corporation shall be governed by laws of the State of Arizona, including Title 10, Chapter 24, “General Provisions – Nonprofit Corporations,” and may hold and exercise all such powers as may be thereby conferred upon a nonprofit, and as may be necessary or expedient.

The Corporation has been granted tax-exempt 501(c)(3) status by the Internal Revenue Service with federal tax ID 86-0405912. In no event shall the Corporation engage in activities not permitted by this section of the Internal Revenue Code.

Section 3 Principal Office

The Corporation shall always maintain a mailing address for legal and other purposes within Maricopa County, Arizona. Creation and maintenance of a physical office or other space shall not be required.

Section 4 Nonpartisan Activities

The Corporation shall be nonprofit and nonpartisan and shall not participate or intervene in any political campaign on behalf of or in opposition to any candidate for public office. The Corporation may engage in support for or opposition to non-partisan initiatives, referenda, or similar measures affecting its interests.

Section 5 Dedication of Assets

The properties and assets of the Corporation are irrevocably dedicated to charitable purposes. No part of the net earnings, properties, or assets of the Corporation, on dissolution or otherwise, shall inure to the benefit of any private person or individual, or any Director or officer of the Corporation. On liquidation or dissolution, all remaining properties and assets of the Corporation shall be distributed and paid over to an organization dedicated to similar charitable purposes that has established its tax-exempt status under Internal Revenue Code.

Section 6 Seal

The Corporation shall have a seal consisting of a circle within which the Corporation name and logo and the Corporation seal date shall be placed.

Section 7 Statutory Agent

A Statutory Agent of the Corporation shall be named and recorded as required with the Arizona Corporation Commission. The Statutory Agent may be changed from time to time by a simple majority of the Board of Directors.

Section 8 Fiscal Year and Season

The Fiscal Year and Season of the Corporation are coincident, from the first day of July through the last day of June of the following calendar year.

Section 9 Other Governing Documents

Other governing documents of the Corporation, including the Financial Procedures Manual, various Policies, and others adopted by the Board of Directors, extend the By-Laws and are incorporated herein by reference.

Section 10 Secular Corporation

The Corporation shall be secular and non-religious and shall not engage in any devotional exercises by or for its members, contractors, volunteers, Directors, or Officers. Performances of “sacred” musical literature, collaboration with religious organizations, or use of religious facilities and venues are undertaken solely based on artistic merit and for the advancement of the Corporation’s artistic mission.

ARTICLE II MEMBERS OF THE CORPORATION

Section 1 Definition of Members

Membership in the Corporation may be granted to persons who perform as volunteer singers with the Chorale, hereafter referred to as "Volunteer Choristers," or simply, "Choristers".

Section 2 Eligibility for Membership

Membership as Chorister shall be granted by the Corporation and acknowledged in writing, where practicable, in any program of the Chorale's performance. Persons become Choristers in good standing when the following conditions have been met:

1. A candidate's verbal or written application has been received and accepted as may be required by the Board of Directors and Music Director
2. The candidate's musical and performance ability have been satisfactorily demonstrated to the Music Director through individual audition, as defined in Article VII below
3. Any dues and fees in effect at the time of the candidate's admission into Membership have been paid, or arrangements made for their payment
4. Professional and artistic standards of the Corporation are demonstrated through attendance and participation in rehearsals and performances of the Chorale

Except as explicitly excluded in these By-Laws, individuals engaged as Contractors shall not be qualified as Members of the Corporation unless they satisfy the requirements as a Chorister.

A list of Choristers in good standing shall be maintained by the Music Director and Treasurer.

Section 3 Chorister Status

Choristers' status shall be identified as follows:

- **NEW CHORISTER:** Persons who are admitted as Choristers for the first time, or are returning after leaving the Chorale, are considered probationary through the end of the Season in which they were admitted. After satisfactory performance during the probationary period and approval by the Music Director, they become Continuing Choristers.
- **CONTINUING CHORISTER:** Persons who were accepted as Choristers for or during the previous Season and who are accepted as Choristers for the current Season.

Section 4 Auditions

Qualification as a Chorister shall be established through audition on an annual or semi-annual basis for New Choristers, and on an annual basis for Continuing Choristers. Auditions shall be conducted by the Music Director.

- 1) **New Chorister auditions** shall be scheduled and conducted according to procedures defined by the Music Director and approved by the Board. At the discretion of the Music Director a qualified candidate may immediately be accepted as a New Chorister, be placed on a waiting list, or not accepted. Persons who were Choristers in prior Seasons but who are not Continuing Choristers shall sing in New Chorister auditions. Applicants found to be unqualified and not accepted shall be allowed to re-audition later, at the discretion of the Music Director.
- 2) **Re-auditions for Continuing Choristers** will usually be at the beginning of each Season and individuals accepted or not accepted as a Continuing Chorister at the discretion of the Music Director.
- 3) Choristers may also be placed on artistic probation by the Music Director and required to participate in an **individual assessment re-audition** to address vocal performance issues. Following the audition, the Chorister may continue on artistic probation with a plan to correct deficiencies or be terminated as a Chorister at the discretion of the Music Director. Choristers on artistic probation may participate in rehearsals and performances at the discretion of the Music Director. Reinstatement from artistic probation shall be determined by the Music Director following a subsequent individual assessment re-audition.

Section 5 Leave of Absence

Choristers may request and be granted leaves of absence. Any dues paid for that Season shall be retained by the Corporation.

Section 6 Resignation

Choristers may resign from Membership at any time during the Season. Any dues paid for that Season shall be retained by the Corporation.

Section 7 Termination

The Membership of individual Members may be terminated for cause by the Music Director or the Board of Directors when efforts to resolve a concern with musicianship, vocal performance, or professional demeanor have been exhausted. Any dues paid for that Season shall be retained by the Corporation.

Section 8 Reinstatement

Any Chorister whose prior resignation was completed within a Season, with all dues and assessments paid in full and all Corporation Property returned, shall have the right to request reinstatement. Reinstatements shall be granted at the discretion of the Music Director. Individuals who have been terminated for cause may not re-audition for two calendar years.

Section 9 Wardrobe

Choristers are responsible for providing their own performance attire, per the standards set by the Board of Directors. This includes personal purchase of any specific wardrobe item, such as a special piece of clothing or accessory, deemed to be an "AMC standard" item.

ARTICLE III FINANCES

Corporation finances shall be managed by the Treasurer in accordance with the Corporation's published Financial Procedures Manual.

Section 1 Contracts

Except as described elsewhere in these By-Laws, the Board of Directors may authorize any officer, officers, agent, or agents to enter any contract or execute or deliver any instrument in the name of and on behalf of the Corporation. Such authority may be general or confined to specific instances.

Section 2 Loans

No loan shall be made by or received by this Corporation, and no evidence of indebtedness shall be issued in its name, unless authorized by the Board of Directors for a specific purpose. In no case shall loans be made to Members, Directors, or Officers.

Section 3 Chorister Dues

Choristers shall be assessed dues for each Season in an amount set by the Board of Directors. Choristers shall be eligible to participate in performances only when all assessed dues and fees payments have been received by the Treasurer. Special assistance may be made available to a Chorister for payment of dues at the discretion of the Board.

Chorister dues shall be non-refundable and may be prorated for any portion of the Season. Dues shall be waived for new Members who enter during the fourth quarter of the Season. Dues shall be collectible according to the following schedule:

- NEW CHORISTERS: Within thirty (30) calendar days following initial admission into active Chorale Membership.
- CONTINUING CHORISTERS: Within thirty (30) calendar days following the first ensemble rehearsal of the Season.

Unless they are suspended by the Board of Directors due to extraordinary circumstances, dues shall be payable to the Corporation and received by the Treasurer.

Section 4 Fees

For purposes of this section, Corporation Property shall be defined as all items owned, purchased, leased, rented, loaned or donated by or to the Corporation for Member use.

Choristers may be assessed fees for repair or replacement of Corporation Property, or special costs as determined by the Board of Directors for reasons including but not limited to purchase of music, wardrobe items, and other necessary expenses incurred in carrying out the Corporation's activities.

Fees for the repair or replacement of Corporation Property shall be assessed to individual Members. All repair and replacement of Corporation Property shall be arranged and/or procured through the Corporation. All costs in excess the annual fee shall be charged to the individual Member.

ARTICLE IV MEMBER MEETINGS

As a Member-managed Corporation, Member meetings shall be held periodically during the Season, for the purpose of conducting corporate business including election of Directors. The Board of Directors may submit questions to the Members for comment or approval, except for matters concerning Contract Positions as defined in these By-Laws.

Member meetings may be conducted in person, by teleconference, or both, where “place” shall be the appropriate physical or Internet address.

Section 1 Location

All meetings of the Members shall be held at the regular place of Chorale rehearsal or online over an Internet meeting platform, unless otherwise announced, and presided over by the President.

Section 2 Annual Member Meeting

An Annual Meeting of the Members shall be held within thirty (30) calendar days following the final performance of the Season, or at such other date as shall be designated by the Board of Directors. The agenda of the Annual Member Meeting shall include a summary report by the Treasurer on the state of the Corporation’s finances, election of Directors, and consideration of questions or issues submitted by the Board of Directors or raised by Members.

Section 3 Notice of Annual Meeting

Notice of the Annual Meeting, stating the date, place, and hour and including the meeting agenda, shall be posted and distributed to Members by the Secretary not less than fourteen (14) calendar days before the date of the meeting,

Section 4 Special Meetings

Special Meetings of the Members may be called by the President, or at the request of the Board of Directors or Music Director, or in response to a written request submitted by a simple majority of the current Membership of the Corporation stating the purpose of the meeting. Special Meetings of the Members may also be called by the President for emergency situations where official action of the Members is required within an immediate period.

Section 5 Notice of Special Meetings

Announcement of a Special Meeting stating the date, place and hour and the purpose or purposes for which the meeting is called, shall be made to Members by the President not less than seven (7) calendar days before the date of the meeting. Business transacted at any Special Meeting shall be limited to the purposes stated in the announcement. The usual seven-day notice to Members shall not be required for special meetings called in emergency situations.

Section 6 Quorum

Except as noted elsewhere in these By-Laws, a quorum of forty percent of the current Choristers, in attendance in person, online, by absentee ballot, or by proxy, is required for the transaction of Corporation business at Member Meetings.

If a quorum is not present and if it can be established that proper notice of the special meeting has been received by a majority of the Members of the Corporation, the President shall have the right to declare a quorum with the number of Members present. For Special Meetings called for emergency situations, the President shall have the right to declare a quorum with the number of Members present.

Section 7 Voting Eligibility

Each Member, including those on approved leave of absence or away from the greater Phoenix area, shall be entitled vote on matters presented to the Members. Written or electronic absentee ballots will be honored according to the procedures set forth by the Board of Directors for each election.

Section 8 Majority Required

When a quorum is present at any meeting, the vote of a simple majority of the eligible votes present shall decide any question brought before such meeting, unless the question is identified by the Board of Directors as requiring a different vote method or margin for adoption.

If a question has multiple exclusive choices, ranked-choice voting may be used to determine the outcome. Unless otherwise directed by the Board, the simple outcome of the ranked-choice procedure shall stand as the result of the election.

When a vote is taken by voice any Member has the right to call for a count by show of hands or by standing count.

ARTICLE V DIRECTORS

Section I Board of Directors

The business and affairs of the Corporation shall be managed and controlled, and its properties acquired and distributed, by a Board of Directors ("Board") elected by Members of the Corporation.

A. Number

The number of Directors shall be not fewer than five nor more than fifteen.

B. Powers

Subject to the Articles of Incorporation and By-Laws of the Corporation, the Board of Directors shall do and perform every act and thing whatsoever which it shall deem necessary, expedient, or advisable to carry out the purposes of this Corporation and have responsibility for all such actions.

C. Board Meetings

The Board of Directors may hold meetings at any place within or without the State of Arizona, in person or by teleconference, that a simple majority of the Board of Directors may from time to time approve. At meetings of the Board of Directors, each Director except any on approved leave of absence shall have one vote.

1) Regular Board Meetings

The Board of Directors shall hold at least six regular meetings, scheduled at appropriate intervals, during the Season or on such dates as may be established by the Board. One of these meetings may be the Annual Board Meeting.

2) Special Board Meetings

Special meetings of the Board may be called by the President or upon the written request of a simple majority of the Directors. Notice of Special Board Meetings shall be distributed at least three (3) calendar days before the meeting and state the purpose of the special meeting.

In situations where time is of the essence and official action of the Board is required within an immediate time, Special Board Meetings may be called by the President without a three-day prior notice to Directors.

3) Annual Board Meeting

An Annual Board Meeting shall be held following the final performance of the Season, and include election of Officers as needed, and reviews of:

- The Corporation's performance to its approved budget
- The status of all Contractors, including renewal of expiring Staff or Artistic Agreements as needed
- The Corporation's performance toward achieving strategic and tactical goals

4) Quorum of the Board

A simple majority of the total Membership of the Board of Directors shall constitute a quorum, and if a quorum is present, the acts of a simple majority of those present shall be the acts of the Board.

If a quorum shall not be present at any meeting of the Board of Directors, the Directors then present shall adjourn the meeting and identify a date for a second meeting. Each Member of the Board shall be notified of the rescheduled meeting. At a subsequent meeting at which a quorum is present, any business may be transacted which could have been transacted at the meeting originally called.

Article VI Directors

Section 1 Qualifications

Any individual in good standing in the community and who commits to carry out the Duties and Responsibilities described in this section of the By-Laws may serve as a Director of the Corporation and thereby a member of the Board of Directors. Prior Membership in the Corporation shall not be required as a condition for election as a Director except that a majority of the Board shall be composed of prior Members.

Section 2 Duties and Responsibilities

The Board is a “working board” responsible for all artistic and operational activities of the Corporation. Election as a Director requires an individual to accept in writing the *Arizona Masterworks Chorale Board Member Agreement*, indicating their understanding of the duties and responsibilities as an individual Director, including, but not limited to:

1. Creating, maintaining, and executing the Corporation’s strategy, governance, and financial policies, procedures, and programs.
2. Creating and tracking performance goals for Contractors and Officers as described in these By-Laws.
3. Leading one or more operational activities of the Corporation.
4. Preparing for and regularly attending Board meetings and working outside of Board meetings as needed for the advancement of the Corporation.
5. Annually giving a significant donation in cash or in-kind goods and services, in addition to any required dues or fees, where “significant” is defined within the context of each Director’s individual talents, capacities, and financial situation.
6. Raising money for AMC in the ways best suited to each individual Director.
7. Acting with the care and loyalty required of a Director, putting AMC’s interests first.

Section 3 Election and Service

A. Nomination

Individuals may be nominated to serve as Directors on a slate presented by the Nominating Committee, as defined in Article VIII, or from the floor during the Annual Meeting of the Members. The Board of Directors shall determine the number of openings for Directors to be elected at the Annual Members Meeting, except as provided in Part D of this Section. Prior to nomination, candidates must indicate their willingness to accept the responsibilities of office by signing the Board Member Agreement.

B. Election

Election: Nominees receiving the greatest number of votes, in descending order, for the number of Directorships available shall be declared elected. Not more than two-thirds of the total elected Directorship positions shall be filled at any general election in order that no Board shall ever consist entirely of new Directors.

C. Term of Office

The term of office for each Director shall be two (2) Seasons following the Season in which they are elected. Each elected Director shall take office on the first day of the Season

following the close of the Annual Members Meeting and shall hold office until the end of the second Season following their election. Directors may be re-elected without limit. No decrease in the number of Directors shall have the effect of shortening the term of any incumbent Director.

D. Vacancies

Vacancies created by an uncompleted elected term of office may be filled by the affirmative vote of a simple majority of the remaining Directors then in office. A candidate elected to fill such a vacancy shall fulfill the requirements of a Director for the unexpired term of his or her predecessor. If there are no Directors in office, then an election of Directors may be held in the manner prescribed by established parliamentary authority.

E. Leave of Absence

Any Director shall have the right to request a short- or long-term leave of absence from the Board. Such requests shall be submitted in writing to the President for review and decision by the Board. All leaves of absence shall constitute the relief of all duties and responsibilities of the Director, including meeting attendance and voting rights for the period of the approved leave.

All leaves of absence shall be approved for specified inclusive dates and may be renewed with Board approval. In no case will a leave of absence be extended beyond the last day of a Season.

F. Resignation

Any Director may resign at any time by giving written or electronic notice to the Board of Directors. Such resignation shall take effect upon the date specified in the notice.

G. Removal

Any Director may be removed with or without cause at any time by a two-thirds vote of the remaining Directors.

Section 4 Compensation and Expenses

Directors shall serve without compensation from the Corporation except when they are engaged as Featured Artists, as defined in Article VIII or to provide goods or services under the terms of a specific agreement. Directors may be reimbursed for approved expenses incurred for the benefit of the Corporation.

ARTICLE VII OFFICERS

Section 1 Officers of the Corporation

The officers of the Corporation shall be a President, a Vice-President, a Secretary, and a Treasurer, each of whom shall be elected by the Board of Directors. Prior Membership in the Corporation or the Board of Directors shall not be required as a condition of serving as an Officer. No individual may serve as more than one Officer at the same time.

Officers in addition to those described above may be created and elected or appointed by the Board of Directors and shall perform such duties as shall be assigned to them by the President or the Board of Directors.

Section 2 Duties of the Officers

The duties of the elected officers of the Board are as follows:

A. President

The President shall preside at all meetings of the Corporation Members and all meetings of the Board of Directors. Except as described elsewhere in these By-Laws, the President shall perform all duties incident to the office of President of a Corporation, together with such other duties as may be prescribed by the Board of Directors or provided by law or by these By-Laws.

The President shall sign any contract or other instrument which the Board of Directors has authorized to be executed, except in cases where the signing and execution thereof shall be especially delegated by the Board of Directors, or by these By-Laws, to some other officer or agent of the Corporation, or shall be required by law to be otherwise signed or executed.

B. Vice-President

In the absence of the President, the Vice-President shall perform the duties of the President, and, when so acting, shall have all the authority and responsibilities of the President. The Vice-President shall serve as the Chief Development Officer in charge of corporate fundraising and perform such other duties as may be prescribed by the President or the Board of Directors.

C. Secretary

The Secretary shall perform all duties incident to the office of secretary of a Corporation. The secretary shall record and report the proceedings of meetings of the board of Directors and Members; ensure that all notices are duly given in accordance with the provisions of these By-Laws or as required by law; be the custodian of records of the Corporation; maintain corporate registration and reporting with appropriate government entities; and perform any other duties appropriate to the office as may be prescribed by the President or the Board of Directors.

D. Treasurer

The Treasurer shall perform all duties incident to the office of treasurer of a Corporation and as required by the Corporation's Financial Procedures Manual, which the Treasurer shall be responsible for maintaining; and perform any other duties appropriate to the office as may be prescribed by the President or the Board of Directors.

The Treasurer shall be an ex officio Member of any committee of the Corporation empowered to receive, disburse, or commit funds of the Corporation.

Section 2 Service

A. Election and Term

Officers shall be elected at the final Board of Directors meeting of the Season and serve terms of two (2) years. Officers may be re-elected to successive terms without limit.

B. Resignation

Any officer may resign at any time by giving written or electronic notice to the board of Directors. Such resignation shall take effect on the date specified in the notice. The Board of Directors shall take immediate action to fill the position vacated.

C. Removal

A two-thirds majority of the board may remove any officer at any time, with or without cause. Removal of an officer without cause shall be without prejudice to any contract rights that such person may have with respect to the Corporation, but the election or appointment of an officer shall not of itself create contract rights

D. Vacancies

A vacancy in any office, for any reason, shall expeditiously be filled by the Board of Directors for the unexpired portion of the term.

Section 3 Compensation and Expenses

Officers shall serve without compensation from the Corporation except when they are engaged as Featured Artists or other Contract Position, or to provide goods or services under the terms of a specific agreement. Officers may be reimbursed for approved expenses incurred for the benefit of the Corporation.

ARTICLE VIII CONTRACT POSITIONS

Certain roles within the Corporation shall be performed by individuals engaged as independent contractors (“Contractor”), under terms of a negotiated individual Agreement, a binding contract describing their duties, compensation, and other terms and conditions of engagement, executed between the Contractor and the Corporation.

Such individuals stipulate that they are independent contractors under the Fair Labor Standard Act (29 CFR part 795, effective March 11, 2024), and as such the Corporation shall not be responsible for withholding or payment of taxes of any sort on the Contractor’s behalf, and the Contractor shall have no claim against the Corporation for worker’s compensation, health or disability benefits, unemployment insurance benefits, or employee benefits of any kind. Contractor earnings shall be reported to the IRS via Form 1099-NEC.

Except as specified in this Article, a Contractor shall not be a Member of the Corporation (a role reserved for “Choristers” or “Volunteer Choristers”), become an ex-officio member of the Board, or be elected as a Director or Officer

Engagement and Term

Contractors may be engaged on a season, per-production, or short-term basis as specified in the individual Staff, Featured Artist, or other Agreement that specifies the beginning and ending dates of the engagement. At the end of any contract position term, for whatever reason, the Contractor shall return any Corporation Property in their possession, after which the Corporation will convey any final payment due to the Contractor.

Removal

Engagement as a Contractor is “at will,” in conformance with Arizona law, therefore a Contractor’s engagement may be terminated:

- By the Contractor: At any time, with or without reason, effective as of the date indicated in a written notice sent to the Board of Directors.
- By the Corporation: At any time, with or without reason, by a simple majority vote of the Board of Directors, effective as of the date indicated in a written notice sent to Contractor.

Leave of Absence

Any Contractor shall have the right to request the Board to grant an unpaid Leave of Absence for specified inclusive dates within the term of their engagement. Such requests shall be submitted in writing to the President for review and decision by the Board. All leaves of absence shall relieve the Contractor of all duties and responsibilities under the terms of their agreement, and suspension of all payments to the Contractor, for the duration of the leave.

Section 1 Music Director

A Music Director shall be engaged by the Board of Directors to lead and be responsible for the overall artistic excellence of the Arizona Masterworks Chorale, including oversight of the Company’s artistic vision and activities, the performance of Contractors comprising the Music Staff, and setting and maintaining high artistic standards in music preparation and performance.

The term of engagement, specific authority, duties, responsibilities, and compensation shall be stated in the Staff Agreement negotiated between the Music Director and the Corporation.

A. Appointment

A Search Committee shall be named by the Board of Directors to identify, screen, and recommend candidates for the open position. The Search Committee shall select one candidate and negotiate with them a tentative Staff Agreement for engagement. The candidate selected by the Search Committee shall be confirmed by a simple majority vote of the Board of Directors.

Significant duties, responsibilities, and authority are delegated by the Board of Directors to the Music Director, as specified in the Staff Agreement.

The Music Director shall provide such tools of the trade needed to perform the position.

B. Term

The term of engagement shall be agreed upon in the Staff Agreement and be appropriate to the long-term needs of the Corporation. The Music Director's Staff Agreement may be renewed without limit.

C. Goals

The Board of Directors shall provide a set of goals for the Music Director for each season, on topics such as programming, recruiting, development, community relations, or other Chorale concerns. The Board shall periodically review the Music Director's progress toward achieving defined goals.

D. Termination

Except for any terms and conditions specified in the Staff Agreement, the Music Director's engagement may be terminated:

- 1) By the Music Director: At any time, with or without reason, effective as of the date in a written notice sent to the Board of Directors.
- 2) By the Corporation: At any time, with or without reason, by a simple majority vote of the Board of Directors, effective as of the date in a written notice sent to the Music Director.

Section 2 Collaborative Pianist

A Collaborative Pianist shall be selected by the Music Director or by a search committee formed by the Board of Directors and engaged under terms of Staff Agreement to provide keyboard accompaniments for the Chorale. The term of engagement, along with specific authority, duties, responsibilities, and compensation, shall be stated in the Staff Agreement negotiated between the Collaborative Pianist and the Corporation.

The Collaborative Pianist shall work under the direction of the Music Director as a member of the Music Staff and at minimum accompany all Chorale rehearsals and performances. By arrangement the Accompanist may also be engaged to accompany other activities, including but not limited to auditions and publicity events.

Section 3 Section Leader

Section Leaders are individuals selected by the Music Director with the approval of the Board, to perform with the Chorale for a season as members of the Music Staff to provide musical leadership and assist the Music Director in improving the skills and overall confidence of volunteer Choristers. The term of engagement, along with specific authority, duties, responsibilities, and compensation, shall be stated in the Staff Agreement negotiated between the Section Leader and the Corporation.

Section 4 Featured Artist

Featured Artists are soloists, supplemental choristers, instrumentalists, or members of an ensemble selected by the Music Director to perform with the Chorale for specific productions or events and engaged under the terms of a Featured Artist Agreement.

A Featured Artist is a temporary member of the Music Staff under the oversight of the Music Director.

Choristers, Directors, and Officers may be thus engaged as Featured Artists, for which they may receive monetary or other compensation.

Section 5 Music Librarian

A Music Librarian shall be engaged by the Board of Directors under the terms of Staff Agreement to manage the Corporation's musical assets, including but not limited to acquisition, maintenance, and disposal of sheet music in printed or digital form and audio and video recordings of performances.

The Music Librarian shall be an ex-officio member of the Music Staff and as such, collaborate with the Music Director on issues such as sheet music acquisition and library management and access.

The Librarian shall be an ex-officio member of the Board of Directors.

Choristers, Directors, and Officers may be engaged as Music Librarian, for which they may receive monetary or other compensation.

Section 6 Assistant Conductor/Teaching Artist

Multiple Assistant Conductor/Teaching Artists (ACTA) may be engaged and compensated by the Board of Directors as a member of the Music Staff under the terms of Staff Agreement to:

- Take direction from the Music Director to most effectively perform their roles, in accordance with duties and responsibilities described in their Staff Agreement.
- In collaboration with the Music Director, be responsible for shaping the sound of the Chorale by elevating the musicianship of its members.

A Volunteer Chorister who is engaged as a ACTA becomes part of the Music Staff and is no longer a Member of the Corporation.

Section 7 Business Manager

A Business Manager may be engaged by the Board of Directors under the terms of a Staff Agreement, including compensation, to manage the Corporation's operational activities, including but not limited to:

- Creation and tracking of season budgets.
- Negotiation and execution of Memoranda of Understanding (MOUs) and/or Agreements with Contractors, Collaborators, and other service providers.
- Negotiation and execution of facilities agreements for rehearsals, performances, and special events.
- Logistics at rehearsal, performance, and special event venues.
- Communications, including press releases, donor relations, newsletters, and social media.
- Creation of marketing content and collateral and its release across all relevant channels.
- Ticket sales, including paper and online pre-sales and at the box office.
- Reporting as required to royalty-paying organizations (e.g., ASCAP or BMI);
- Maintaining Chorale membership in relevant artistic, industry, and community organizations.

The Business Manager may delegate performance of any of these activities to Volunteers, Directors, or Officers, and shall regularly report status business operations to the Board.

Choristers, Directors, and Officers may be engaged as Business Manager, for which they may receive monetary or other compensation.

Section 8 Technology Manager

A Technology Manager may be engaged by the Board of Directors under the terms of a Staff Agreement, including compensation, to manage the Corporation's technology assets, including but not limited to:

- Internet resources (e.g., domains and related services)
- The AMC website, incorporating content from multiple sources, and website-related tools and services.
- Administration of digital tools (e.g., accounting, email and newsletters, office applications, cloud storage, Artificial Intelligence (AI), etc.) used by Volunteers, Directors, and Officers.

Choristers, Directors, and Officers may be engaged as Technology Manager, for which they may receive monetary or other compensation.

ARTICLE IX COMMITTEES

Section 1 Appointed Committees

The Board of Directors may create committees as appropriate to oversee, coordinate, or manage specific functions or operational activities on behalf of the Corporation, including but not limited to nomination of Directors; selection of a Musical Director; budget and finance; production management; sales and marketing; publicity and communication (including social media); and technology. The Board shall create a charter for each such committee describing the scope of the committee's work, its responsibilities or deliverables, and the authority delegated to it, including but not limited to expenditure of Corporation funds, use of Corporation resources, and execution of contracts on behalf of the Corporation. Committees may consist of a single Member.

Committee charters shall specify whether a limited timeframe is allocated in which a committee's work is to be performed, or that the committee's purview is to be open-ended.

The Board of Directors may at any time to revise the committee charter, fill vacancies, change the size or Membership of, or terminate the operation of any committee.

Section 2 Committee Organization

A. Composition

The Board of Directors shall name a chairperson to lead and oversee activities of the committee. All committees shall include at least one Director and may include such non-Directors as may be appointed thereto by the Board of Directors. Prior Membership in the Corporation shall not be required as a condition for serving in any committee role.

B. General Powers

Each committee shall operate according to its charter from the Board of Directors, delegating to the committee specific authority and responsibilities to act on behalf of the Corporation. The majority of all members of any committee may fix its rules of procedure unless otherwise established by the Board.

C. Meetings and Reporting

Committees shall meet at such time and place as the chair shall designat, keep minutes of its proceedings, and regularly report to the Board of Directors the status of its activities.

D. Resignation

Any member of a committee may resign from the committee at any time with written or verbal notice, effective upon its delivery to the committee chairperson. The committee chair may resign at any time with similar notice delivered to the President.

F. Compensation and Expenses

Committee members shall serve without compensation from the Corporation, except when they are engaged as Featured Artists or Music Librarian to provide goods or services under the terms of a Staff or Artistic Agreement. Committee members may be reimbursed for approved expenses incurred for the benefit of the Corporation.

ARTICLE X INDEMNIFICATION

Section 1 Corporate Liability and Indemnification

The Corporation shall maintain a General Liability insurance policy in an appropriate amount and issued by a provider licensed by the State of Arizona. The Treasurer shall provide proof of insurance to any venue, organization, or enterprise requesting such as a condition of an agreement or contract. Purchase of a General Liability policy shall be deemed a regular business expense.

Section 2 Director and Officer Liability and Indemnification

In accordance with ARS §10-3830, *General Standards for Directors*:

- A Director is not liable for any action taken, or any failure to take any action, if the Director's duties were performed in good faith, with care, and in the best interests of the Corporation.
- A Director is entitled to rely on information, opinions, reports or statements, including financial statements and other financial data, if prepared or presented by trusted sources.
- Directors are not deemed to be trustees with respect to the Corporation or with respect to any Property held or administered by the Corporation.

With approval of the Board of Directors, and subject to applicable law, the Corporation may purchase a Directors and Officers ("D&O") Liability Insurance policy to indemnify Directors, Officers, and Contractors against claims resulting from their actions while acting for the Corporation.

Purchase of a D&O policy shall be deemed a regular business expense.

ARTICLE XI PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Corporation in all cases to which they are applicable and in which they are not inconsistent with these By-Laws and any special rules of order the Corporation may adopt.

ARTICLE XII AMENDMENTS

The By-Laws of the Corporation may be altered, amended or repealed, in whole or in part, or new By-Laws adopted, at any regular or special meetings of the Board by a two-thirds affirmative vote of the membership of the Board of Directors.

A copy of all proposed amendments to the By-Laws shall be provided for each Director at least thirty (30) calendar days prior to the scheduled Board meeting at which they will be considered. A copy of all proposed amendments to the By-Laws shall be made available to any interested Member of the Corporation not less than fourteen (14) calendar days prior to the scheduled adoption date. A Special Meeting of the Members may be called for the purpose of review of the proposed amendments.

All Members shall be encouraged to submit written comments regarding proposed amendments to the By-Laws. The Board of Directors shall review and consider all Member comments, concerns and suggestions prior to formal Board action.

ARTICLE XIII STANDING RULES AND POLICIES

Standing Rules and Policies of the Corporation may be adopted and published by the Board to address specific practices and processes affecting the Corporation, its Members, Directors, and Officers, and other constituents. Such Standing Rules and Policies may be amended or rescinded by a two-thirds vote of the Board, without previous notice, and by a majority vote if previous notice was given.

Adopted by the Board of Directors of the Arizona Masterworks Chorale, Inc. at Phoenix, Arizona the 10th day of July, 2026.

President



Bob Altizer

Treasurer



Karla Allingham