

Administrative Affiliation 2021 Frequently Asked Questions

Q. Are the two organizations merging?

A. No. The Pittsburgh Camerata and Pittsburgh Girls Choir will remain separate and independent 501(c)(3) organizations, each with its own mission and strategy.

Q. What does it mean to affiliate? How will you manage the affiliation?

A. The affiliation is a legal agreement to share specific roles and responsibilities while maintaining the independence of each organization. We have a comprehensive Affiliation Agreement that spells out our guiding principles and levels of accountability. Each organization has an equal voice in the decision-making and strategy development process for issues pertaining to the affiliation and shared operations. A Joint Affiliation Oversight Committee of four individuals with equal representation from both organizations will meet regularly to oversee the affiliation and report to both boards.

Q. What are the advantages to doing this?

A. Together we can offer competitive and equitable compensation for a full-time executive director that we couldn't do on our own. A full-time executive director will enable both organizations to grow in audience size, recruitment of participants and financial resources. This and other shared services will provide even better behind-the-scenes stability and efficiencies than we already have.

Overall, this alliance will allow us to broaden and strengthen our artistic presence in our community. We anticipate music education and performance opportunities will expand.

Q. What is happening to Gail Luley? To Mark Anderson? To Kathryn Barnard? How does this impact them?

A. Gail Luley announced her desire to retire by the end of 2021. She is an active member of the transition team and will remain on-board for as long as needed to provide a solid foundation for the new Executive Director. Mark Anderson will remain Artistic Director of the Pittsburgh Camerata. Kathryn Barnard will remain Artistic Director of Pittsburgh Girls Choir.

Q. Who will hire the new Executive Director?

A. The Executive Director Search Committee includes the Artistic Directors and representative board members of both organizations. A unanimous choice candidate of the Search Committee will be presented to both boards for approval.

Q. To whom will the shared Executive Director report?

A. A Joint Affiliation Oversight Committee composed of four individuals (equal representation from both organizations) will monitor and evaluate the affiliation as well as the Executive Director. The elected head of the Committee will serve as the single point of contact for the Executive Director.

Q. Will my financial support stay with one organization, or will it be shared?

A. Your financial support will go to the specific organization you designate.

Q. Why did you choose each other?

A. Our organizations have already been allied through our complimentary work and four years of artistic collaboration. Both The Pittsburgh Camerata and Pittsburgh Girls Choir are steeped in the richness and depth of choral tradition. We have our own missions and strategies yet are united around the common purpose to honor, maintain and grow enthusiasm for choral arts in our region. This affiliation positions us for more creative collaborations that will truly enrich the local arts community and specifically foster growth in choral arts.

Q. Will the two organizations do more artistic work together? Will the concerts be merged or kept separate? What will be different? How will this impact participants and audiences?

A. The administrative affiliation provides a natural basis for us to recognize and explore partnering opportunities beyond what we've seen before. Our concerts will remain separate, and, in general, participant experiences will remain consistent. But we expect more opportunities for creative collaborations that will truly enrich the local arts community and specifically foster growth in choral arts. For example, we envision mentoring opportunities for Camerata singers with girls in the choir. And we hope to expand and deepen community connections and broaden and diversify our outreach.