

[www.legato-choirs.com](http://www.legato-choirs.com)

annual report

**2023 / 24**





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# Dear Singers and LGBTQ+ Choirs of Europe

As the fizz and excitement of the Bologna Various Voices Festival subsides, we begin to feel that festival fever again at the Brussels Rendezvous this summer, with the impressive venues and the exciting outline of a diverse programme, our warm memories, fun and exhilaration of previous festivals returns.

With the opening of Choir Registration for Brussels Various Voices 2026, it's time for choirs to decide to join in the festival fun. We understand that there have been financial challenges but with over 20 months to go, you could consider organising some fundraising activity to bring your choir to experience Brussels Various Voices 2026. Have a look at the choirs' support programme so that we all support those less able to have the life-changing experience of our Various Voices Festivals.

Your board remains committed to serve and support you all, along with all LGBTQ+ queer people across Europe. As the war continues in Ukraine, the needs of queer refugees, those fleeing the war and all affected by Russian oppression are ever-present. We have continued to promote donations to Munich Kyiv Queer through our website, meeting the direct needs of our family directly on the ground in Ukraine and those scattered across Europe.

We are increasingly concerned that our human rights and hard-won queer rights remain under attack in many countries across the world. We need to be vigilant, to take action to protect and promote equal rights for all.

The Board wants to expand the diversity of our membership, to better reflect our communities and to build our ability to deliver our **Singing for Equality** programmes and projects.

This June we hosted the first **LEGATO Leadership College** in Brussels. “Be the Best that You Can Be” was a success with the opportunity for LGBTQ+ music makers, choir leaders and aspiring leaders to learn, network and acquire knowledge together. There is a full feedback report linked in our Projects section. This event will now feature as an annual event every spring when we plan to grow and develop a fulfilling educational sociable event as part of our Singing for Equality visionary programmes. If you would like to host a college in your city please get in touch.

Our Membership Team have worked on supporting, reinforcing and connecting our queer choral community with a variety of **Membership Services** to make sure that each choir experience is rewarding as members enjoy meeting, sharing and singing with other like-minded singers across the continent.

We invite you to consider **board** service and assist the board by volunteering to join **Team LEGATO**. We need your energy and enthusiasm to build a better tomorrow for all. Email us today to share how we can build a stronger mission for LEGATO in Europe.

This Annual Report outlines our work, achievements and challenges. Our Various Voices experts on our **Projects Team** and Team Bologna have continued to support Team Brussels with their planning for Festival 2026,

The Projects team were delighted to shortlist 3 locations for the **2030 Various Voices Festival**. Teams in Brighton (UK), Manchester (UK) and Reykjavik (Iceland) are working hard to finalise their bid and video for your choir to choose their preferred host to help the Board decide our destination in 2030.

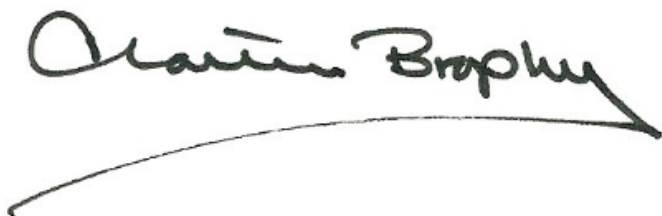
The **Finance and Governance Team** have managed our finances and is proposing a revision to our governance structure to allow us to grow the board as our activities expand and our needs.

The New Team LEGATO Support Team is to help identify and process volunteering needs, recruit, train and support.

We continue to welcome new choirs to our family and cooperate with our partner LGBTQ+ choirs associations, through the Global Alliance of Queer Choirs. Having a worldwide perspective offers opportunities to learn and cooperate to support singers in Africa, South America and Asia as well as in Southern, Central and Eastern Europe. We continue to foster cooperation and partnerships with Europe based groups and organisations like ILGA (International Lesbian, Gay, Bisexual, Trans and Intersex Association) and ECA (European Choral Association). As well as our Queer choir member associations across Europe.

Thank you for continuing to place your trust in us and we invite you to become more engaged and volunteer to join the Board. Our visionary plan for the next 20 years Singing for Equality is ambitious and we invite you to join Team LEGATO to help us, working with your board on our exciting and challenging future together to bring a Queer / LGBTQ+ choir opportunity to every city and town across Europe within 20 years.

Your president

A handwritten signature in black ink that reads "Martin Brophy". The signature is written in a cursive style with a long, sweeping underline that extends to the right and then curves back under the name.

Martin Brophy MBE (he/him)

# LEGATO Leadership Team



**Martin Brophy**  
London



**Ásta Ósk**  
Reykjavík



**Alice Simone**  
Turin



**Hsien Chew**  
London



**Martin Gerrits**  
Munich



**Juancho Almenara**  
Madrid



**Dan Jarvis**  
Manchester

## **President** **Secretary** **Treasurer** **Members**

Martin Brophy  
Martin Gerrits  
Dominik Jakob  
Ásta Ósk  
Alice Simone  
Juancho Almenara  
Hsien Chew  
Daniel Jarvis

London  
Munich  
Düsseldorf (Team Legato)  
Reykjavík  
Turin  
Madrid  
London  
Manchester

## **Fundraising** **Team LEGATO**

Martin Kaufman  
Simon White  
Francesco Gallio  
Theo Wieldraaijer  
Richard Mohr

# Financial Report 2023

INCOME		EUR
	Membership	4.020,00
	Festival License	5.000,00
	<b>TOTAL Income</b>	<b>9.020,00</b>
<b>EXPENSES</b>		
	Bank fees	9,90
	Paypal fees	23,99
	Notary	0,00
	Internet	349,33
	Travel	0,00
	Meeting	30,00
	Festival Activities	406,79
	Other Costs	0,00
	<b>TOTAL Expenses</b>	<b>820,01</b>
<b>INCOME MINUS EXPENSES</b>		<b>8.199,99</b>



# Budget for coming year 2025

<b>INCOME</b>		<b>EUR</b>
	Membership	3.500,00
	Other income	1.250,00
	<b>TOTAL Income</b>	<b>4.750,00</b>
<b>EXPENSES</b>		
	Bank fees	10,00
	Paypal fees	30,00
	Notary	100,00
	Internet	400,00
	Travel	500,00
	Training / Support	3.300,00
	<b>TOTAL Expenses</b>	<b>4.340,00</b>
<b>INCOME MINUS EXPENSES</b>		<b>410,00</b>

# Auditor's Report

Bericht des Kassenprüfers zur Legato-Mitgliederversammlung am 19.10.2024

Als Kassenprüfer habe ich die Kassenunterlagen eingesehen. Die Vermögensaufstellung mit einem Bestand von 60.389,21 Euro gibt nach den Unterlagen die Finanzsituation des Vereins zum 31.12.2023 korrekt wieder.

30.000,00 Euro des Vereinsvermögens wurden im Jahr 2022 als Darlehen an die Ausrichter\*innen von VariousVoices 2026 in Brüssel gegeben, so dass der Kontostand zum 31.12.2023 bei der Volksbank 30.389,21 Euro betrug.

Alle Belege des Geschäftsjahres 2023 wurden vorgelegt und sind korrekt verbucht.

Nach meiner Überzeugung wird die Kasse von Dominik Jacob sehr zuverlässig geführt. Ich empfehle als Kassenprüfer die Entlastung des Vorstands für das Geschäftsjahr 2023.

Hamburg, den 09.10.2024

Richard Mohr

Legato-Kassenprüfer

# Auditor's Report

Statement of the auditor for the Legato General Membership Meeting on October 19th 2024

As auditor I have checked the documents of the Legato accounts. The documents show Legato`s correct status of the financial situation with a total balance of 60.389,21 Euro on December, 31st 2023. The Amount of 30.000,00 Euro was given as a loan for the next VariousVoices 2026 to the organizers in Brussels. So the bank account balance on December, 31st 2023 was 30.389,21 Euro.

I have seen all documents for the year 2023 and checked their correct assignment.

I am convinced that the accounts of Legato are reliable managed by Dominik Jacob and do recommend the discharge of the board for the year 2023.

Hamburg, October 9th 2024

Richard Mohr

Legato-Auditor

# Membership Report

## New members 2024

**Spreeklang** (Berlin, Germany)

TTBB - founded 2016 - 10 singers

**Showgetten** (Münster, Germany)

SSAA - founded 2022 - 16 singers

**Chorillas** (Cologne, Germany)

SSAA - founded 2005 - 22 singers

**Queerilla Singers** (Munich, Germany)

SATB - founded 2018 - 15 singers

**Coro LGTBI Torremolinos** (Málaga, Spain)

TTBB - founded 2017 - 30 singers

**Goed Gestemd** (Gent, Belgium)

SAA - founded 1997 - 10 singers

**Belle Alliance** (Hamburg, Germany)

SATB - founded 1994 - 20 singers

**Queer Voices Glasgow** (Glasgow, United Kingdom)

SAB - founded 2019 - 45 singers

**Oxford Proud Voices** (Oxford, United Kingdom)

SATB - founded 2024 - 30 singers

**Amaryllis\_berlin** (Berlin, Germany)

SATB - founded 2023 - 29 singers

**LOUDER Vienna Gay Men's Chorus** (Vienna, Austria)

TTBB - founded 2024 - 45 singers

**Thames Valley Gay Chorus** (Reading, United Kingdom)

SATB - founded 2003 - 20 singers

# LEGATO Member Statistics

Countries	Member Choirs	SATB choirs	TTBB choirs	SSAA choirs	non- choirs	performing singers	supporting singers	total singers
<b>22</b>	<b>149</b>	<b>76</b>	<b>51</b>	<b>24</b>	<b>3</b>	<b>5833</b>	<b>588</b>	<b>6421</b>
Austria	1		1			45	15	60
Belgium	5	4		1		175	25	200
Czech Republic	1		1			36		36
Denmark	3	3				80		80
Estonia	1	1				36	2	38
Finland	4	2	1	1		80	3	83
France	5	3	4			310	22	332
Germany	50	16	16	15	3	1276	162	1438
Iceland	1	1				78	2	80
Ireland	4	2	2			176	1	177
Italy	12	10	1	1		757	31	788
Netherland	14	4	8	2		412	8	420
New Zealand	1	1				65		65
Poland	2	2				113	5	118
Portugal	1	1				25		25
South Africa	1	1				50	5	55
Spain	6	3	3			253	8	261
Sweden	2		2			82	200	282
Switzerland	5		3	2		144	3	147
Ukraine	4	4				55		55
United Kingdom	25	18	8	2		1545	94	1639
USA	1		1			40	2	42
Regular members	143							
Sub ensembles	5							
Supporting Member	6 (= 3x instrumental / 3x outside Europe)							
total	154							

# Membership Services

The LEGATO Membership Team currently consists of 4 people: two members of the LEGATO board - Hsien Chew (Barberfellas, London) and Martin Gerrits (Philhomoniker, Munich) - and two members of Team Legato - Francesco Gallio (the Pink Singers and London Gay Men's Chorus, London) and Theo Wieldraaijer (ZangZaad, Groeningen). Our role is to make sure that your choir finds being part of our queer choral community as rewarding as your members enjoy meeting, sharing and singing with other like-minded singers across the continent.

In 2024 we focused on delivering "Singing For Equality" while also meeting our own needs as members of LEGATO, namely to:

In 2024 we focused on delivering "Singing For Equality" while also meeting our own needs as members of LEGATO, namely to:

1. Support the setting up of new queer choirs in Europe (increase accrual).
2. Support the long-term viability of existing queer choirs (reduce attrition).
3. Develop value-adds to LEGATO membership (enhance retention).
4. Create opportunities for and promote cooperation between choirs (enhance retention).

Our project streams this year are:

1. Choir membership survey

2. New choir guidance
3. Promotion of choral exchanges
4. National choir associations and festivals group
5. (LEGATO Leadership College)

## **Project Streams**

Launched on 2 Feb 2024, the choir membership survey aims to expand the knowledge of our membership base by collecting quantitative data to identify specific strengths and challenges to gauge resources within the network. The questionnaire, an extensive exploration of choir demographics, organisation, strengths and challenges and finally relationship with the whole LEGATO organisation, has been distributed via email and by September 2024 a total of 25 choirs have filled in their answer, in at least 4 languages. The granularity of the data collected will inform the discussion of the team around future projects to support membership growth and retention over the upcoming years.

## **New Choir Guidance**

Launched on 14 Mar 2024, our new choir guidance arose out of one of the most frequent questions LEGATO is asked. New choirs are a key part of the Singing For Equality strategic vision. Support takes 3 forms: virtual meetings, a guidance document and the formation of choir buddy groups consisting of a new choir with choirs 1 year and 5 years into their growth. This year we have helped with the formation of one new choir and will be rolling out the programme more widely.

## Promotion of Choral Exchanges

Launched on 14 Nov 2023, the promotion of choral exchanges promotes LEGATO as a conduit for musical and queer cultural exchange, enhancing connectivity between participating choirs and celebrating the shared successes of our member choirs. Reels involving 5 choirs were created and shared on LEGATO social media to build engagement. We are keen to identify future choir collaborations so that we can work with choirs to produce content. January 2024 and the Barberfellas (London) / The Friends of Dorothy (Helsinki) / Kleine Berliner Chorversuchung (Berlin) in London on 16 March 2024 were identified. At the events video interviews (on handheld mobile phones) were recorded, asking choir members what they enjoyed most about the exchange. These clips were compiled into reels for social media.

## National Associations and Festivals Group

Launched on 12 Jan 2024, the National Associations and Festivals Group meets every quarter. The development of regional festivals within Europe has created opportunities for queer choirs to meet and sing together in large numbers outside of the Various Voices festivals but these events require specialised expertise to administer. This group brings established national networks and festivals together to share knowledge, create opportunities for collaboration and assist in the formation of choral networks in places where these do not currently exist. We have participation from Italy (Cromaticca), the UK and Ireland (Proud Voices), the Netherlands



(Rozekorenfestival), Poland (Summer Queer Choral Festival), with observers from France, Spain and Ukraine. Representatives from the German and the Nordic queer choral festivals are also in the group. This meeting is still in development and we are still clarifying the terms of reference.



# **Projects Team**

## **Creating educational and singing opportunities for our members**

The projects team bring together our event organisers, who build choirs, communities and festivals, to share, support and facilitate the creation of new and exciting opportunities for our members to enjoy. The volunteers in each teams are project-based.

The team, Martin Brophy, Martin Gerrits, Hsien Chew and Simon White are the custodians of the Various Voices Festival, who motivate the creation of great festivals that are challenging, creative and enriching experiences for all participants, to change and enrich the cities that host them. The team of experienced experts create and updates the documentation and oversees the whole process so the best choice of host city for our festivals is recommended.

Reviewing, assessing bids, supporting bidding teams with constructive feedback and encouragement, working with each team to bring the finest bid for each host city and making recommendations based on a fair and thorough process that gives confidence and integrity to the process.

Once the host city is awarded and the Various Voices License Contract is negotiated to include a list of 6-monthly tasks, that are managed for the Board. Providing expert advice and support, helping with promoting the festival and ensuring key elements like the LEGATO Choirs Support programme are fully costed and included in the festival core budget. To provide oversight to ensure the investment in the festival is safeguarded for choirs of Europe.

That the legacy and financial viability of the festival are protected to ensure continuity and the influence of LEGATO and queer choral singing grows and prospers.

In August 2023 the bidding for the host city for the 2030 Festival was launched. The bidding documents have been revised and updated. LEGATO is unique in that each festival has its festival vision created by the hosts to manifest a different festival for each Various Voices experience. There was an initial notification of interest from five cities, with a shortlist of three cities announced in 2024, Brighton (UK), Manchester (UK) and Reykjavik (Iceland). The final bids will be submitted this year and in 2025 you will be able to tell us where you want to sing and party in 2030.

Team Brussels hands back the Various Festival to LEGATO at the end of the Various Voices 2026 Brussels Festival. The host city for Various Voices 2030 will be announced and awarded by the LEGATO President on the closing day in Brussels.

## **Brussels Rendezvous 2024 and Various Voices Festival 2026**

The next edition of the Various Voices festival will take place in Brussels from 24 to 28 June 2026. The Brussels Rendezvous 2024 brought choir directors, managers and leaders to see the city, meet the organising team, visit the festival venues and get a sneak preview of the shows on offer. It was planned to be on the same weekend as the LEGATO Leadership College.

Held in the capital of the European Union, Various Voices will convey a strong message to the nations of Europe where the

LGBTQI+ community is under attack. It will be an opportunity to celebrate our pride and make our voices heard as the LGBTQI+ / Queer community.

To mark the "Rendezvous à Bruxelles", the host choir Sing Out Brussels! Organised a "Various Voices Rising" concert with the Polish choir Voces Gaudii and the Dutch choir DynamiQ.

## **LEGATO Leadership College**

LEGATO developed the concept of a Leadership College, to improve and acquire new skills that can help you build a strong happy choir to run exciting and innovative sessions for our members.

The 2024 LEGATO Leadership College was managed by the projects team in Brussels on Friday 14 June 2024 and was coupled with the Brussels Rendezvous.

The Leadership College sessions were curated around Three Streams but delegates could choose to attend any of the three 2-hour sessions in each stream:

**It's all about the music** - for musicians, music makers, choir music directors and music committee people:

- Choral conducting for beginners
- How do our values affect our work as MDs?
- Conducting Toolbox

**Get Organised** - for choir managers, directors and management committee / team members of choirs to grow and expand knowledge,

- Do you really know who you are, what you want and how you

are going to get there - no really?

- Helping your choir's audience and membership to thrive
- Finding the sweet spot between your choir and your community

**Let's Talk Choirs** - interactive sessions with an open agenda. This may suit younger choirs or choirs facing growth, to talk about obstacles to change and how to find strategies for problem solving organisations and people challenges.

- Health check-up - turning problems into opportunities for choirs
- Singing the rainbow: equity, diversity, inclusion and belonging in choirs
- Make a dream come true.

Sessions were facilitated by choral leaders with the expertise and skills to support fellow choir leaders from across Europe. We are grateful to all the college facilitators and Team Brussels for helping to host the weekend of learning and wonder, with a 3-choirs concert, venues, brunches and social events to share and enjoy.

## Future LEGATO Colleges

The LEGATO College will be a regular event held on the second Weekend in March each year. **The 2025 LEGATO College will be in Warsaw, Poland from the 7th to the 9th of March 2025.** If you are interested in being a LEGATO College host city in future years, please email us.

More details soon - we are looking for a range of workshop leaders so if you have an idea for a workshop YOU would like to run, please get in touch.

We are also looking for funding and sponsors for future LEGATO College so if you are able to help or have any ideas please get in touch. In 2024 attendees registered for a minimum donation of 50 Euros with bursaries offered to choirs that met the LEGATO Supporting Choirs policy criteria. Venue, food and expense costs were paid for by LEGATO using the licence fee paid by Bologna Various Voices Festival.

## **Evaluation**

We carried out a full evaluation of our 2024 LEGATO Leadership College (and the Brussels Rendezvous) to understand more about who took part, and what experience they had. You can read the feedback and evaluation report from the LEGATO Leadership College and Brussel Rendezvous on our website.

When asked about the highlights, the most common feedback was the opportunity to come together and share experiences and approaches to challenges in an honest and safe forum. There were also positive comments about decisions around diversity in queer choirs, decision-making processes, and Icelandic choral leader Helga Marzellíusardóttir's 'Intelligent Choirs' workshop and the conducting course. 100% of Leadership College attendees are interested in attending another college in 2025.

We know we have work to do in making the LEGATO College more representative of our LGBTQ+ Communities - both in the attendees but also our workshops leaders. Please help us spread the word and if you have any recommendations for workshop leaders, please get in touch. We also heard that you would like more opportunities to sing together!

We also received feedback that the title “LEGATO Leadership College” might put off attendees who don’t see themselves as leaders. This is something we are reviewing, but we would like to assure you that our LEGATO College is open to all people from our Member choirs.

Read the Full Evaluation Report on our website.

The LEGATO College is a fundamental part of our visionary fundraising plan “Singing for Equality”. The Projects Team will continue to create, develop and organise other events for members to meet, sing, learn and have fun.

# Communications Sharing, listening, and engaging

We invite you to help us to join our communications team to review our communications to understand our members needs and what are the best channels to deliver those communications. From this work we will develop a revised communication strategy and will setup a team of volunteers to deliver on each channel of communication. If you would like to help please email us at [board@legato-choirs.com](mailto:board@legato-choirs.com) with your thoughts or offers of help.

The communications team is led by Juancho Almenara Robles and supported by Martin Brophy.

We want to recruit, motivate and manage a team of volunteers to share our work, challenges and achievements with our music-making and queer communities across Europe and beyond.

This review will include looking at email, newsletters, social media and a revised resources section of our website, as we gather and grow support and help documents to share with our members and others to enjoy and enhance the power of music. To enrich our worlds, strengthen our communities and our lives, for healthier living and well-being.



## **Governance / Finance accountability and transparency**

The Finance and Governance Team manage our organisation's finances, authorises and scrutinises payments, draws up accounts and arranges for them to be audited.

We are proposing a revision to our governance structure to allow us to grow the board as our activities expand and as our needs grow. We are asking for your support to give the Board the flexibility to grow the board in line with our activities in the coming years. We don't want to keep on asking you to revise our governance structure, we want to manage the board size, as we grow and develop.

## Fundraising - "Singing for Equality!"

Earlier this year, board member Dan Jarvis stepped forward to lead our fundraising efforts, with a key focus on revitalising the 'Singing for Equality' strategy.

'Singing for Equality' is our roadmap for creating a bold and ambitious programme to support LGBTQ+ choirs across Europe. Initially developed through fundraising workshops led by respected fundraising consultant Martin Kauffman, the strategy outlines our goals and makes a compelling case for securing funding.

Over the last few years, the strategy has taken a pause whilst LEGATO has continued to recover from the Pandemic, rebuilt its capacity and supported Various Voices 2023 in Bologna. We are now in a position where we want to reinvigorate 'Singing for Equality'.

In recent years, while LEGATO has focused on pandemic recovery, rebuilding its capacity, and supporting Various Voices 2023 in Bologna, the 'Singing for Equality' strategy has taken a pause.

Now, with renewed energy, we are ready to relaunch and push this initiative forward.

You can view the Singing for Equality Strategy on our website.

### **What has happened this year**

Over the past six months, Dan has dedicated his efforts to building on previous work, familiarising himself with the core

mission, vision, and values of both LEGATO and the 'Singing for Equality' strategy, and laying the groundwork for future progress. Key activities include:

- Engaging with Martin Kauffman to explore the origins and history of the 'Singing for Equality' programme.
- Creating a new Terms of Reference for a new Fundraising Group (as part of TEAM LEGATO)
- Supporting the Membership Team with the development of a new Members survey to create baseline demographic data on our Membership. (Please complete the survey if you have not already as it is incredibly useful – you can complete it by clicking [here](#))
- Completing evaluations for both the LEGATO Leadership College 2024 and Brussels Rendezvous, providing recommendations for future years and creating baseline data to support future funding applications. More information on the LEGATO Leadership College 2024 will be given later in this presentation.
- Leading a session on audience development as part of LEGATO Leadership College 2024. You can view the presentation [here](#).

## **Plans and Priorities for the next year**

Looking ahead, our priorities for the next year include:

- Establishing and launching the new 'Singing for Equality Fundraising Group' within Team LEGATO. The group will meet bi-monthly, with actionable goals to drive fundraising. Following the AGM, we will begin recruitment, particularly seeking choir members with expertise in:

1. Identifying and applying for European funding;
  2. Developing fundraising communications campaigns;
  3. Corporate and business sponsorship;
  4. Individual donations and giving
- Launching a donations platform on our website, which can also be used across social media and newsletters for future fundraising campaigns.
  - Creating a consistent data and evaluation framework to measure and demonstrate our impact. This will include standardised questions to develop benchmarks.
  - Incorporating demographic data collection as part of the registration process for future events such as the LEGATO College.
  - Mapping and exploring European funding opportunities to support projects outlined in the 'Singing for Equality' strategy.
  - Offering advice and guidance via the 'Singing for Equality Fundraising Group' to future hosts of the Various Voices Festival to support their fundraising ambitions.
  - Reviewing and updating the 'Singing for Equality' strategy to include a clear Theory of Change, an Action Plan, and a timeline for achieving our fundraising goals.
  - To launch an effective marketing and communications campaign to drive donations and raise awareness.

## **How You Can Help**

We are actively looking for passionate individuals to join the 'Singing for Equality' Fundraising Group. You don't need to be a choir leader to participate, so please share this opportunity with your choir members and encourage them to get involved.

We are particularly seeking those with experience in:

- Securing European funding
- Leading social media and communications fundraising campaigns
- Corporate donations and business sponsorship
- Individual donations and giving

If you are interested or know someone who might be, please contact Dan at [daniel.jarvis@legato-choirs.com](mailto:daniel.jarvis@legato-choirs.com)

Together, we can make a lasting impact on the future of LGBTQ+ choirs across Europe through our 'Singing for Equality' initiative.

# Team LEGATO Support Looking after you, to take care of us

This new LEGATO Support Team is to help identify and process volunteering needs as we grow and develop how we can assist choirs by expanding LEGATO's services. To outline volunteer opportunities, recruit and train volunteers, support them with their tasks, to look after them, recognise and reward all who volunteer for us all.

Looking after you, to take care of us.

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The team includes Alice Simone, Ásta Ósk and Martin Brophy.

If you would like to help shape this new team please get in touch.

## Access, Diversity & Inclusion

Dan Jarvis has volunteered to take on the role of Access, Diversity & inclusion lead for the LEGATO board, supported the experience of fellow board members and Team LEGATO. In this role Dan will act as first point of contact for any enquiries regarding how your choir can become more accessible and inclusive. For any advice or support please feel free to reach out: [daniel.jarvis@LEGATO-choirs.com](mailto:daniel.jarvis@LEGATO-choirs.com)

Dan's initial work has included updating the Access, Diversity and Inclusion guidance for Various Voices 2030 bidding process (which you can view [here](#)). His next steps will be to work with Hsien Chew and the membership team to create a companion resource to support member choirs in becoming more inclusive and diverse,

In June 2024, we held our LEGATO College in Brussels as part of the Brussels Rendezvous weekend, hosted by Sing Out Brussels, the fantastic hosts of the upcoming Various Voices 2026 festival. At the college we offered workshops on growing and diversifying your audiences and membership (view the presentation [here](#)), as well as an interactive discussion workshop on equity, diversity, inclusion and belonging in choirs. You can read the feedback and evaluation report from the 2024 LEGATO Leadership College and Brussel Rendezvous [here](#).

Looking ahead, the next LEGATO College will be held in Warsaw, Poland, from 7th to 9th March 2025 and is open to all member of our Member choirs – not just musical directors, chairs or board members.

## How You Can Help?

- Complete our Members Survey: Our new Members survey collects demographic data of our Member Choirs, as well as the strengths and challenges they are facing. The results will help us to see what impact we are making and where we still have work to do. It will also support us in applying for future funding. You can complete the survey by clicking [here](#).
- Read the Various Voices Access, Diversity & Inclusion Guidelines for Festival bidders: Although it is designed for festival planning, there are still a lot of valuable tips that can be applied to choirs.
- Share Examples of Positive Actions: We are looking for examples of choirs that have taken positive steps to become more accessible, diverse or inclusive, especially from choirs based outside of the UK, USA and Western Europe. If you know of any examples from elsewhere in the world then please email Dan!
- Take Small Steps Towards Inclusion: Don't let the scale of the task overwhelm you – even small changes can have a big positive impact.
- Contact us for support: If you have any questions or need advice on how to make your choir more accessible, inclusive and diverse, don't hesitate to reach out to Dan at [daniel.jarvis@LEGATO-choirs.com](mailto:daniel.jarvis@LEGATO-choirs.com)

By continuing to work together, we can create a more inclusive and diverse network of choirs, where everyone in our LGBTQ+ community feels welcome and valued.





**LEGATO**

European Association of LGBTQ+ Choirs

**General  
Meeting**

**2024**

# LEGATO Annual General Meeting

Saturday, 19. October 2024, at 1 pm CET (Central European Time) by Zoom for video-/audio-presentation (please install the application on your device) and simultaneously VotesUP for secured online voting (browser-based and no additional application needed).

The access data for the two online systems will be sent to the registered persons three days before the event.

**Important note:** only registered persons can attend the meeting. So we kindly ask all members to register the voting delegate (one per member choir) and unlimited additional non-voting persons from regular, supporting members or further guests before Midnight (CET) on Saturday, 12. October 2024.

Registration Form: <https://forms.gle/bSEk2wt8cNoSPa637>

Please note that this link will be shared exclusively with this email - and nowhere else. Please let us know via the link if your choir will not be participating.

# Meeting Agenda

1. Welcome
2. Formalities
  - annual report of the board
  - (all reports will be online on our website after 1. September)
  - report of the auditor
  - discussion and voting on the reports and discharge of the board
3. Various Voices Festivals
  - Preview Brussels 2026: Report from and questions to team Brussels
  - Information about bidding for the festival 2030
4. Legato Leadership College 2025 in Warsaw
5. Voting on an amendment to the articles of association for expanding the board (for all details see appendix)
6. Board election: new elections of the entire Board (7 persons) for the 2024-2026 election term (note: Unfortunately, the previously amended articles of association are not yet relevant for this election, but only after confirmation by the German register of associations)
7. Any other business

After the General Meeting, there will be an open forum to talk and share.

Please note the board election: We call on all interested persons from the member choirs to stand for election and to apply via the e-mail address <[board@legato-choirs.com](mailto:board@legato-choirs.com)>.

The Board will also be happy to assist with any queries.

Information about the board's tasks can be found on our website:  
<https://www.legato-choirs.com/board-job-outline>



# Our future together

The LEGATO Board, Advisors and Team LEGATO Volunteers are very proud of our progress to provide support to our members, sharing information and enabling creative and exciting singing and social opportunities. Please consider joining us and helping to widen the scope and effectiveness of our work. We are keen to expand into every country in Europe.

Our objective over this year is to build on our success, to be more inclusive of women/ SSAA, queer, classical music orientated and smaller choirs, to be welcoming as we celebrate and interact with our allies and all those who support safe spaces for our choir members. Join us at the LEGATO Leadership College next March, join in the fun of deciding on festival 2030 and engage and help to increase our influence across the queer choral work in Europe and worldwide for equal rights and help us with our Singing for Equality vision for LEGATO.

Be well, enjoy singing, and take care of each other and yourself.

**LEGATO Board**



**Juancho Almenara Robles**  
LEGATO Communications Team  
September 2024  
[juancho.almenara@legat-choirs.com](mailto:juancho.almenara@legat-choirs.com)