



2023 Annual Report

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Nash Hale '05

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In Memoriam

Rory H. O'Neil '65-'66-'67
Lisle B. Leete '81



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1. Charity Purpose

At the 70th Anniversary Jamboree & Bacchanal of the Society of Orpheus & Bacchus in 2009, several alumni met to discuss the formation of an Alumni Board to advise the undergraduate group on preservation and development of tradition, financial sustainability, and musical quality – stopping short, perhaps, of general probity.

Leaders of the undergraduate group presented a financial report convincing the alumni present that the costs of sustainably operating an a cappella singing group at Yale have substantially and permanently outstripped what can be recouped through paid performances, recording sales, and contributions from members' families.

After several ad hoc meetings over the subsequent years, those alumni moved to establish a public charity embracing the broader mission of preserving and propagating the music and history of the American collegiate a cappella tradition embodied by the Society of Orpheus & Bacchus, the nation's second-oldest such musical group. The Board has set a fundraising goal of \$1M over five years, with at least \$200K pledged by members of the Board. The Board is reviewing this prior goal, which was not met, and is in process of setting a new goal.

The Cyrus T. Elk Foundation is the formal name of our group's charitable vehicle for contributions to help ensure the perpetuation and thriving of all things a cappella — that is, how each of us can support the SOBs and what our organization stands for. Managed by a cross-generational cadre of alumni, the foundation stands for several key points:

- financial resources for the undergraduate SOBs to promote a cappella singing in celebration of the art of song craft and performance, by financially supporting Rush, Retreat, and Recording
- support for allied organizations that value traditional a cappella song craft and performance,
- contributions to the audio/visual archive of a cappella history, including oral history and biography of important singers in this genre

The foundation's general funds are intended to support "The Three Rs" (Retreat, Rush, and Recording) through a process of prospective grants formally applied for by the Society of Orpheus & Bacchus.



2. 2023 President's Report

On July 29, 2023, the Cyrus T. Elk Foundation board of directors had an energizing conversation at our twice-yearly Godhead Transition meeting. All of the incoming and outgoing Orpheus, Bacchus and Prometheus were able to join us. Almost all board members attended, and we were impressed with the enthusiastic and ambitious spirit of the incoming Godhead. Former Prometheus, Justin Scheerer, will be Bacchus this year, and his mentorship to the incoming Prometheus will create strong continuity and institutional knowledge.

The SOBs had an enjoyable, back to normal year in 2022-23. They traveled to the Czech Republic for spring tour, and they have ambitious plans for a tour of South Korea next spring. There are 17 group members heading into Rush, including 6 Newmen and a load of Juniors. The Godhead reported very strong friendships and cohesion among the group post-pandemic – not to mention some really good singers. Each of the New Men has been tapped to take on a business task this year, encouraging a sense of ownership and teamwork to strengthen the SOBs even more.

Musically, the group is actively arranging new songs to add to its repertoire and the Virtual Book of Song (VBOS). In the past year, group members arranged 10 new tunes, many of which debuted at the Jamboree and Bacchanal last spring.

The Elks continue to make grants in support of youth music education, including Retreat, Rush and Recording through a grant-making process formally applied for by the Society of Orpheus & Bacchus. We also offer a sponsored concert program, where we encourage the group to perform (and conduct workshops, as opportunities arise) for youth/school audiences that would not be able to pay their usual fee.

We also sponsor the annual donor and alumni celebration dinner in San Francisco on the first Wednesday after Thanksgiving. This stewardship event was endowed through the generous donations of 15 alumni and friends of the SOBs. This year's donor and alumni dinner will take place, as is tradition, at the Family Club in downtown San Francisco on Wednesday, November 29, 2023. Any and all alumni are welcome to attend.

SAVE THE DATE: March 2, 2024 for 85th Reunion. Old Bacchus Winston Venderbush '21+1 has agreed to serve as Chief Goat Herder and alumni reunion manager to lead logistics and event planning alongside a member of the current group in New Haven. As the weekend's program comes together, the SOBs and the Elks will be in regular communication with all alumni. Plan to join the fun!

The Elks Foundation welcomes the interest, participation, and charitable contributions of any and all alumni and friends of the Society of Orpheus and Bacchus. We hope that this report of our foundation's First Decade of Operations will inspire interest, questions, and pride in the many creative ways that alumni can help perpetuate the distinctive qualities of the SOBs in the world of collegiate a cappella.

Thank you to all members of the Cyrus T. Elk Foundation for your time, treasure, and dedication. It's a pleasure to serve with each of you.

Candler Gibson '87



3. 2023 Grantee Update

Candler Gibson President
Cyrus T. Elk Foundation for the Promulgation of Youth Music Education
Esteemed Elks,

I write on behalf of the Society of Orpheus & Bacchus, the world's oldest collegiate, greco-roman themed a cappella group to express our sincere gratitude for your support through the last year and to provide an update on the impact of your generosity.

As you well know, your grants go to support the group's efforts in Rush, Retreat, and Recording.

As it concerns the fever dream known as Rush, the group received grants totaling \$2,755.88. These funds were put to use recruiting and inducting an astounding class of eight Neophytes. Notably, expenditures such as a beautiful Singing Dessert at the tables down at Mory's, and a "slime table" at our afterparty drew acclaim from our rushees and were only possible through the support of the CTEFPYME¹.

We enjoyed a fantastic year of retreats supported by grants totaling \$4,942.94. These included a week in the halls of Olympus² before the school year began, a weekend Neophyte Retreat, and—for the first time ever—a holiday party in New York City to cap off the annual "Neo Hunt"! These retreats were absolutely critical to both the social and musical functioning of the group.

Thanks to the hospitality of Dr. Jeff Warren, we had a sacred space to escape the stresses and social conventions of the real world. Olympus prepared the group to perform at the highest levels as we recruited new members and bonded the group before running headlong into one of the most challenging periods of our year. This year's bonding was especially important for a number of reasons, namely:

- Bacchus had been absent the prior year and needed to establish trust, rapport, and culture among the group
- The majority of the group entering the year were Newmen who until this point had never seen the real inner workings of Rush or the group
- We were entering our first Rush actively recruiting women with the group's first female active member who had not been a tapped member of the SOBs for nearly the entire preceding year.

Neophyte Retreat introduced our new taps to the culture and music of the group and helped us transition to an all-gender group both socially and musically.

Finally, the holiday party not only served as a reward for the Neophytes after a long day of shenanigans, but was the first opportunity for most of the Neophytes to engage with the Old Men. Through the generosity of the CTEFPYME and Fritz Reichenbach's bar tab, much of the group was able to engage in the intergenerational revelry and camaraderie that is a hallmark of this Society. While I understand that it was a unique and special occasion, I do hope to see it continue in some form into the future.

While the SOBs did not record any music this past year, I must celebrate the release of our latest, greatest, most up-to-date album, Odd Jobs which occurred during our retreat at Olympus. This album was made possible through the contributions of the CTEFPYME. A grant of \$1,658.25 ensured that not one, not two,

¹ CTEFPYME is an acronym for the Cyrus T. Elk Foundation for the Promulgation of Youth Music Education

² Pre-school retreat once held at Rivendell and now hosted graciously by Jeff Warren in Green Cove, VA



but three classes of SOBs saw their voices immortalized in solos on a studio album. As a beneficiary of this privilege, words cannot express my gratitude.

[But songs can! Go stream Odd Jobs now!!](#)

Finally, and (I believe) most importantly, the CTEFPYME generously granted the SOBs a total of \$1,750 to support pro-bono performances throughout the year. These performances took place at Central Union Mission in DC and Palm Beach Garden High School—audiences that could have never afforded the group’s current asking rate for concerts or workshops. By providing these grants, the Foundation lived up to its name and brought music to communities that otherwise would have gone without. The mission of both our organizations is to spread music and merriment to audiences far and wide. It is only with the support of the CTEFPYME that the SOBs are able to accomplish that.

I cannot thank you enough for your support during my time at the helm of this organization and I look forward to seeing how our storied relationship continues to evolve.

MTGBWY

Sincerely,

Joshua Robert Vogel

Old Bacchus Nostos

The Society of Orpheus & Bacchus



4. 2022 - 2023 Grants

The Foundation makes grants to the current group for purposes established in Foundation mission, pending Group financial need. No fixed budget or guarantee, but current baseline estimated ~\$10K/year. The intention is for twice-yearly cadence, but interim grants are possible – faster approval is possible (minimum 1 week). The current group submits a standard form to the Foundation for its consideration. \$50,384 in rush, retreat, and recording grants and sponsored concert grants have been made to the group to date.

The following grants were submitted to the Foundation for the 2022-2023 academic year: (Please see the previous section, **2023 Grantee Update**, for details on how the group earned and spent the funds.)

<u>Grant Request Purpose</u>	<u>Amount Granted</u>	<u>Amount Requested</u>	<u>Date Requested</u>	<u>Date Granted</u>
Album Poduction	\$ 1,658.25	\$ 1,658.25	8/15/2022	8/21/2022
Olympus (formerly Retreat)	\$ 4,026.69	\$ 4,026.69	10/25/2022	11/9/2022
Rush 2022	\$ 2,755.88	\$ 2,755.88	10/25/2022	11/9/2022
Neo-Retreat (held after tap)	\$ 916.25	\$ 916.25	10/25/2022	11/9/2022
Performance at Central Union Mission in D.C.	\$ 750.00	\$ 1,000.00	11/12/2022	1/28/2023
Performance at Palm Beach Garden High School	\$ 1,000.00	\$ 1,000.00	1/28/2023	2/6/2023
Total Granted for Fiscal Year	\$ 11,107.07			



5. Fundraising

Since its inception in 2013, the Elks Foundation has received gifts totaling \$617,655 through July 24, 2023). There are some small pledges remaining to be fulfilled by board members that total an additional \$57,500. Three alumni and friends have informed us that they intend to leave a bequest to the foundation through their charitable estate.

In 2022, the Foundation raised \$17,048 for its general purposes and for the SF Bay Area donor and alumni celebration dinner. Thus far in 2023, no gifts have been received. The President typically sends an end of year email to all alumni with an email address asking them to consider donating before the end of the calendar year.

At our July board meeting, the Elks board members discussed publishing an annual Honor Roll of Donors in future annual reports for alumni and friends.



6. Endowment

6.1. Philosophy and Strategy

- Preserve and grow our capital over multi-decade horizon
- Passive approach – i.e., not trying to “beat” the market. Rather, trying to earn the market return while minimizing fees. Our key decision will be around what percent of our capital is invested in equity markets vs. fixed income
- Our fund’s long-term time horizon affords us the ability to wait through market corrections. As such, we think the majority of our capital should be invested in equities, which over the long term have historically offered higher returns albeit with higher volatility than fixed income. . Our current target allocation is 70% equities, 30% fixed income.
- Fund distributions via gains/income, not principal

6.2. Investment Committee

- Investment Committee is chaired by Nash Hale and includes Candler Gibson and Brian Molina.

6.3. Investment Process

- Investment Committee (IC) periodically reviews and sets long-term target investment allocations in consultation with MYeCFO (<https://www.myecfo.com/>), the Foundation’s financial advisor.
- MYeCFO team executes necessary trades on behalf of IC to rebalance the portfolio when allocations move ~3pts off target due to returns or inflows/outflows
- IC and Treasurer periodically reassess how much of total assets to keep in investment account (Schwab)

6.4. 501(c)(3) Status

The Cyrus T. Elk Foundation for the Promulgation of Youth Music Education, Inc is a California corporation (filed Sept 18, 2013) and recognized by the IRS as a public charity in the category of 501(c)(3) (EIN 46-3546124). The Foundation is a public charity under IRS code 501(c)3 – not an alumni association or social club (typically classified as 501(c)7). The board met and commenced operations on November 11, 2013.



6.5. Annual Fundraising Celebration Fund

Starting around 2004, Art Kern ’68 personally sponsored an annual holiday dinner in San Francisco for alumni and friends of the Society of Orpheus and Bacchus. Nearly twenty years later, the first Wednesday after Thanksgiving is the day that many dozens convene at the Family in Union Square to eat, drink, sing, and celebrate the legacy and traditions of the Society of Orpheus and Bacchus.

The 2022 dinner was the first to be hosted by the Cyrus T. Elk Foundation as its official annual fundraiser. Art himself anchored a dedicated endowed fund with a generous six figure gift, while fourteen other alumni rounded out the endowment with contributions totaling another \$108,000.

Income from this dedicated endowment will sponsor the annual fundraising dinner in perpetuity, ensuring that any interested alumnus or other friend of the group may attend the dinner at no personal cost. The Annual Fundraising Celebration Fund is invested in a separate account from the broader Cyrus T. Elk Foundation corpus, but with an identical investment strategy.



6.6. Historical Cash Sources and Uses

	Dec 18	Dec 19	Dec 20	Dec 21	Dec 22	Jul 23	Total
Foundation							
Opening Capital	209,910	223,814	329,220	377,375	407,659	322,318	209,910
Contributions	18,220	112,908	29,825	13,107	15,074	830	189,964
Fundraising Expenses	-	(20,496)	-	-	-	-	(20,496)
Sponsored Concerts	-	-	-	(500)	(2,000)	(1,750)	(4,250)
Grants	(5,950)	(10,000)	(7,150)	(11,377)	(9,857)	(1,800)	(46,134)
Fees	(320)	(1,061)	(2,735)	(3,729)	(3,601)	(4,894)	(16,340)
Implied Gain/Loss	1,954	24,055	28,215	32,783	(84,957)	8,086	10,136
Closing Balance	223,814	329,220	377,375	407,659	322,318	322,790	322,790
Annual Fundraising Celebration Fund							
Opening Capital				-	203,298	168,993	
Contributions				199,754	2,098	-	201,852
Annual Fundraising Expense				(125)	(8,197)	-	(8,322)
Fees					(1,326)	(1,000)	(2,326)
Implied Gain/Loss				3,669	(26,880)	3,754	(19,457)
Closing Balance				203,298	168,993	171,747	171,747
Combined							
Opening Capital	209,910	223,814	329,220	377,375	610,957	491,311	209,910
Contributions	18,220	112,908	29,825	212,861	17,172	830	391,816
Use of Funds	(5,950)	(30,496)	(7,150)	(12,002)	(20,054)	(3,550)	(79,202)
Fees	(320)	(1,061)	(2,735)	(3,729)	(4,927)	(5,894)	(18,666)
Implied Gain/Loss	1,954	24,055	28,215	36,452	(111,837)	11,840	(9,321)
Closing Balance	223,814	329,220	377,375	610,957	491,311	494,537	494,537
Average Balance	216,862	276,517	353,298	494,166	551,134	492,924	
Use of Funds as a % of Average Balance	2.74%	11.03%	2.02%	2.43%	3.64%	0.72%	



6.7. Portfolio Performance

As of Dec 31, 2022, the portfolio has yielded a net return of 6.6% with 2.7% cumulative fees over 5 years (2018 - 2022) or 0.54% per year. Equity holdings comprising 69% of the portfolio include (holding % as of 12/31/2022): Schwab US Broad Market ETF (24%), Schwab International Equity ETF (18%), Vanguard FTSE Developed (6%), Schwab Emerging Markets Equity (4%), Vanguard S&P 500 ETF (1%), Vanguard FTSE Emerging (1%). Bond holdings comprising 25% of the portfolio include (holding % as of 12/31/2022): Schwab US Aggregate Bond ETF (22%), PIMCO Invest Grade Corp Fund (3%). 4% is held in Treasuries (SNVXX) and 1% is held in cash.



7. Program, Event, and Content Updates

7.1. Sponsored Concert Program

Adopted Saturday, January 28, 2023

The Cyrus T. Elk Foundation for the Promulgation of Youth Music Education offers a sponsored concert program to support Yale student a cappella groups in sharing their music with a broad range of audiences that might not otherwise have access to music in the style of the Society of Orpheus and Bacchus.

The intent of this program is to bring music to underserved communities and to compensate singing groups for their efforts in sharing that tradition.

7.1.1. The Rules

Amount: \$750 per concert, or \$1000 if the event includes both a concert and a workshop

Regularity: Up to 2 grants per academic year.

Approval: Applicants must pre-clear sponsored concerts with the Board of the Cyrus T. Elk foundation at least two weeks before the performance date

7.1.2. The Guidelines

As above, this program is intended to bring the Yale a cappella tradition to organizations that would not otherwise be able to afford such concerts and their constituents who might otherwise not see such music performed live.

The intention is to inspire collegiate performers to serve as ambassadors for Yale University and outstanding representatives of Yale's collegiate a cappella tradition, in turn to inspire younger audiences in particular to see themselves as performers.

We encourage applicants to look to Yale alumni who have knowledge of local community needs to suggest sponsored concert locations in their geographies. We favor, but do not require, concerts that support the promulgation of youth music education specifically.

The following concert types are examples of (but not fully exhaustive of) the kinds of venues intended to be supported by this grant program:

- Public and charter schools, preferably in underserved communities
- Venues that serve the New Haven community beyond Yale
- Retirement homes
- Community centers

The sponsored concert program does not subsidize concerts with ticketing fees or those open to the broad public. The above examples do not bind the board to approve any specific requests — all cases will be considered on a case by case basis, whether or not they are reflected in the above examples.



7.2. Content

7.2.1. Virtual Book of Song (“VBOS”)

Project led by Bob Eggers ’73, Nash Hale ’05, and John Clayton ’13

The VBOS ([link here](#)) comprises over 300 arrangements scanned from the original documents *and* engraved in Finale for permanent archive at maximum legibility. Out of these the VBOS has recorded and posted audio learning tracks for approximately 50%

The 2022 - 2023 VBOS updates were truly watershed.

- 21 new arrangements with recordings,
- *Odd Jobs*, a new 11 track album available now
- More than a dozen live performances and tour videos
- The critically acclaimed Elks/SOBs crossover project, *Walking in the Rain*
- Bob Egger’s incredible production of the 75th Reunion Alumni Concert

New Arrangements added to the VBOS:

When the Party's Over	Walak
Loving Is Easy	Tillitski, Venderbush, and Walak
Easy On Me	Venderbush and Walak
Doktor Civanim	Akdere and Gregson
Up & Up	Walak
Good 4 U	Walak
Evermore (S)	Walak
Don't Wanna Know (S)	Walak
Concorde (S)	Walak
Ain't Nobody Here But Us Chickens (S)	Walak
Wellerman	Walak
Walking in the Rain	Bass and Eggers
Valentine	Scarola and Walak
Holubí dům	Černý and Walak
Oranges	Walak
EVERGREEN	Walak
Za tú horú	Černý and Walak
Jožin z bažin	Černý and Walak
Breaking Free	Walak
Goodbye Yellow Brick Road	Xiao
If I Ain't Got You	Xiao



7.2.2. Standard Repertoire

One of the most gratifying parts of SOB gatherings the world ‘round is the singing. As the group continues to age and diversify, one of the risks to that tradition is that we might not all know the same music! In response to this, a subset of the Cyrus T. Elk Foundation Board led by Bob Eggers has worked to develop a “standard repertoire” (to be revisited on a regular basis) of SOB songs that we will encourage all iterations of the SOB group to learn, preserving these arrangements across generations for our history, and allowing multi-generational singing to continue. We worked to select a few songs from each decade of the SOB’s history, with a focus on those songs that have demonstrated the most lasting appeal. The SOB’s learned most of these songs in 2021-2022 but not 2022-2023.

The draft follows:

- Javi
- House of Blue Lights (inherited from the Bachelors, revised by Gooding)
- Country Boy (Everett)
- Blues in the Night (Everett)
- Jerusalem (Leete)
- Chattanooga Choo Choo (Randoph)
- Hallelujah (Ehrlich)
- My Man (Campbell)
- For Me and My Gal (Campbell) Shenandoah
- Ride the Chariot
- Loves Me Like A Rock (Leo)
- MLK
- Tennessee Waltz
- Danny Boy
- The Rangers Song (Bass)
- Stoney End
- John Henry (Bass)
- Pretty Girl (Walradt)

7.2.3. 75th Reunion Concert Documentary

Bob Eggers never stops. Bob never stops learning, leading, organizing, delivering. Bob never stops contributing- to the SOB’s, the Elks, the Whiffs, and the musical universe at large. We are so fortunate to have such a generous soul directing and advising our musical legacy. Once again, Bob has gone above and beyond all expectations in recreating the 75th alumni concert from start to finish. If you have yet to see and hear this incredible piece of SOB history, do yourself a huge favor and click the link below. The amount of work involved was daunting. With no map or legend to follow, Bob dug into thousands of files to find the usable audio and video, pieced together the entire concert with only a few notes from the program, mixed and mastered the sound, produced the titles and credits, then topped it off with a wonderful collage showcasing the joy and camaraderie of our immortal bonds. Perhaps the following excerpt from a Bob Egger’s email in the midst of the project best describes the video.

“I made a better mix and could not hit the stop button once I previewed it. It’s not compressed or EQ’d or anything. I just panned each track to match the floor pattern of the mikes and tweaked the lead and side solo mikes up a tiny bit and holy shit! It was as if I was standing directly in front of the horseshoe in an intimate rehearsal space, except the audience is there in the background. It’s riveting!

You hear the struggles, and the flubs, and you hear every wisecrack, clear as day. Surreal. But the main thing you hear is all these guys from so many generations, singing their hearts out and making an amazing program. And how much they love the music and the psyche of the group and each other. How they love their soloists, their clowns and their arrangers. And that love is dripping from every song they sing.

If we get the audio right, this will blow some minds.”

-Bob Eggers (Dec. 17, 2022)

[75th Bacchanal Alumni Concert](#)



8. Annual Fundraising and Awareness Building Events

8.1. SAVE THE DATE: 85th Anniversary Reunion, New Haven, March 2, 2024

- The 85th anniversary reunion, bacchanal, and jamboree will take place on March 2, 2024.
- Given this is a reunion year, we hope to see a large crowd turnout! We will be planning multiple events, including meals, singing opportunities, and more.
- We are looking for volunteers to help plan the event and to encourage classmates to attend — please reach out to Winston Venderbush '21+1 (winstonvenderbush@gmail.com) or Doug Streat '16 (doug@cyrustelk.org) if you're interested in getting involved.

8.2. Regional Annual Gatherings

8.2.1. Annual Fundraising Celebration in San Francisco

For 16 years, the SOB alumni in the San Francisco Bay Area have gathered on the first Wednesday after Thanksgiving to feast, toast, sing, and celebrate our shared connections as members of the Society of Orpheus and Bacchus. A distinguishing feature of our group is the range of years of our attendees: SOB's from the early 1960s to immediate Yale graduates come together to deepen our bonds and strengthen new friendships. Of course, we also tell a few classic stories from our fabled youth and sing songs from all generations of the group!

All SOB alumni and other friends of the Foundation are welcome to attend with their significant others at no cost, though fundraising appeals for the main Foundation fund will be a central part and purpose of the evening's events.

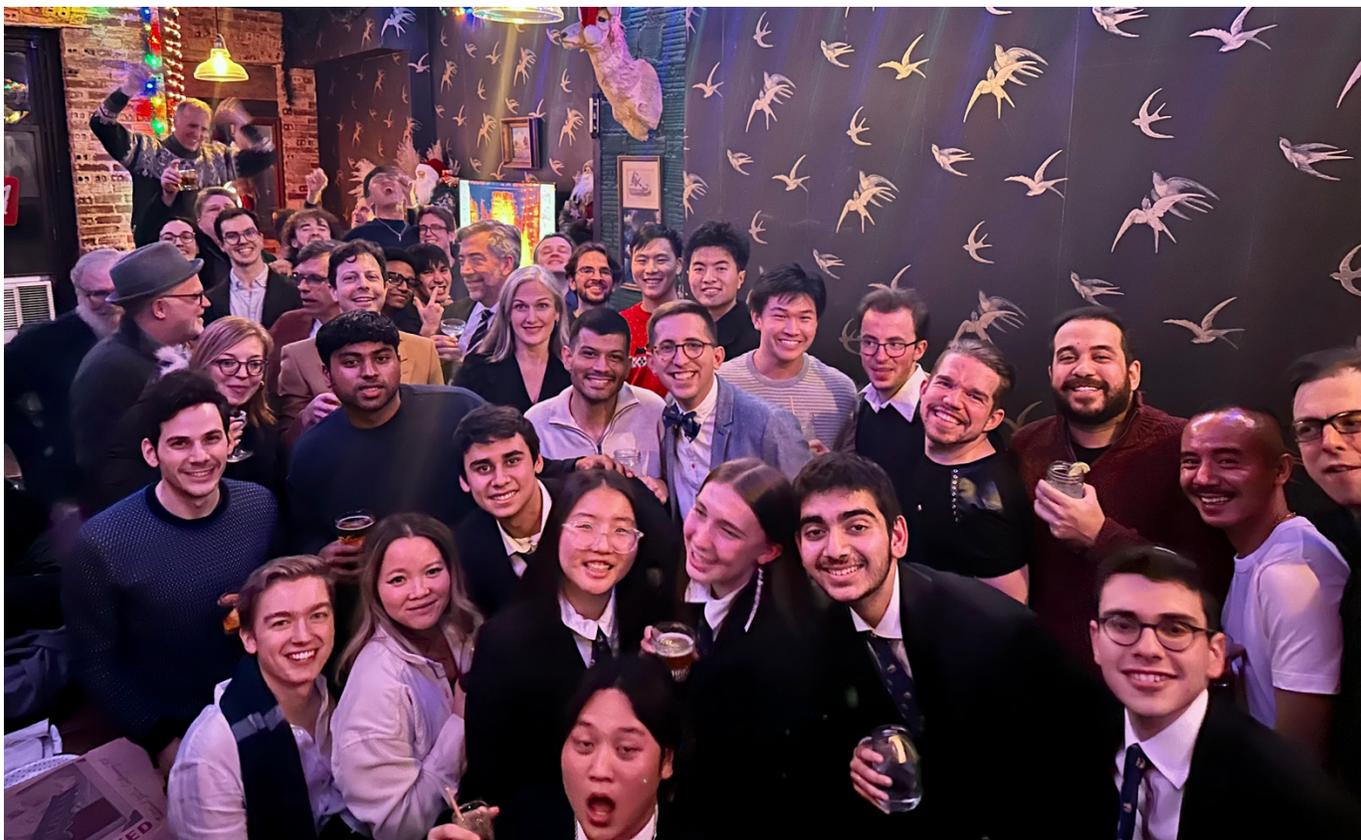




8.2.2. Annual Fundraising Celebration in New York

Why should the West Coast get to have all the fun? This year, inspired by the Bay Area tradition, Doug Streat '16, Fritz Reichenbach '88, Kyle Picha '14+1, Tad Low '88, and others organized what they hope will be an inaugural east coast Annual Fundraising Celebration party in New York City!

The event was scheduled to overlap with the end of the annual “Neophyte Hunt,” a tradition that was created in the early aughts where the SOB neophytes spend the day on a surprise scavenger hunt through NYC. Their last stop this year? A bar full of SOB alums! We had more than 50 attendees from all over NYC and up and down the east coast — and hope to see even more attendance next year. We'll advertise broadly, but reach out to doug@cyrustelk.org if you'd like to get a personal reminder once we nail down the date.



8.2.3. Annual Bacchanal Dinner at Mory's

For the last several years, as the group has been emerging from COVID, some members of the Cyrus T Elk board and other dedicated alumni have made extra effort to attend “off-year” bacchanals between reunions to support the group. It's been a lot of fun, and with the leadership of Fritz Reichenbach '88, we've gathered for pre-concert dinner and post-concert dessert at Mory's. Cups, singing, and mediocre food! What could be better? Thanks to all who attended this year.

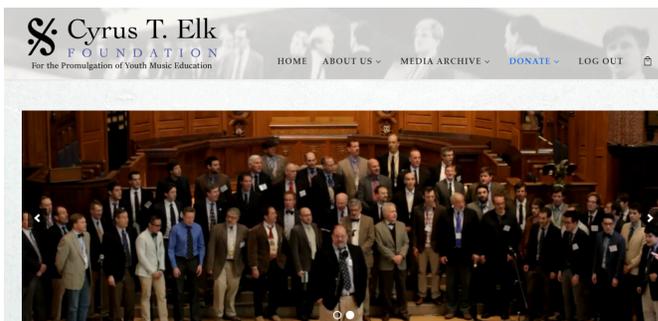


9. Appendix - Content, Programs, and Events

9.1. Content

9.1.1. Cyrus T. Elk Foundation website (<https://www.cyrustelk.org>)

- Central virtual location and public resource showcasing and preserving the history and traditions of collegiate a cappella singing and the contribution of the Society of Orpheus & Bacchus
- Public repository and gallery of images, recordings, and other materials
- Ready for donations, reunion registrations, and other logistical tasks
- Site is currently managed by Brian Molina '94



9.1.2. Old Fartnet Google Group (oldfartnet@groups.io)

- E-mail discussion started by Candler Gibson list for SOB alumni and related parties, operating continuously since 1993
- Currently 213 subscribers
- Currently hosted on groups.io and administered by Bob Eggers and Ethan Prater — potential move TBD to Cyrus T. Elk Foundation website/email relay

9.1.3. Membership Roster

- The Cyrus T. Elk Foundation Board maintains the first and only definitive list of SOB alumni, with names, class years, and current contact information
- Scrubbed every few years against AYA records; mailing addresses updated with postal bounce information from Reunion invitations
- Not yet easily accessible to all alumni and donors, pending ability to authenticate access, but available on request

9.1.4. Reunion and Oral History Video Project

- Led by Sam Weisman '69, Fortunato Procopio '80, and Fritz Reichenbach '88
- Professional film crew conducted dozens of interviews and recorded 75th Anniversary weekend events (\$12,000 funded by directed alumni contributions)
- Short clip produced and shown at Association of Yale Alumni Assembly in '14 as example of alumni leadership and connection to Yale (\$2,500 funded by directed alumni contributions)
- Full-length documentary contemplated but remains unfunded (est. \$25,000)



- Publicly available to showcase and preserve for the public good the tradition of collegiate a cappella singing
- [The Society of Orpheus and Bacchus Official Teaser Video](#)

9.1.5. Virtual Book of Song (“VBOS”)

Project led by Bob Eggers ’73, Nash Hale ’05, and John Clayton ’13

The VBOS ([link here](#)) comprises ~285 arrangements scanned from the original documents *and* engraved in Finale for permanent archive at maximum legibility. Out of these the VBOS has recorded and posted audio learning tracks for approximately 50%

Historically, a Board member chased Orpheus to collect arrangements for posting to the VBOS. This approach was error prone and unreliable. In 2022 the board approved a new plan to transfer ownership of the archival responsibilities to the group in an ongoing way, while giving the Elks Board oversight of this important task.

To help ensure the obligation is met each year, the Board has adopted a carrot and stick approach.

The Carrot - The group shall receive a \$500 grant upon annual fulfillment of this obligation. This grant may be applied in any way the group deems fit.

The Stick - Any year the group fails to update VBOS with its digital production, they will not be eligible for grants from the Foundation until this obligation is fulfilled.

Each spring, as the group is winding down, the process of collecting these assets should begin. The group should designate ownership of this responsibility in any way they see fit. The designated member could oversee the collection of and posting of these data. These assets could be posted to VBOS over the summer, and by the fall, as the group is reconnecting with the Elks as part of our usual cadence, applying for grants and setting expectations for the coming year, they can report the task's completion in order to collect the \$500, no strings attached grant.

9.1.6. Recording Discography and Audio Archive

- The VBOS also includes a folder, linked here, with all known recordings of the Society of Orpheus & Bacchus, with complete known discographical information.
- If you have recordings that we haven’t archived, please share them with Bob Eggers so we can preserve them for posterity!
- Audio files for all recordings not currently for sale by the Society of Orpheus & Bacchus

9.2. Past Fundraising Event Summaries

9.2.1. 75th Anniversary Reunion: New Haven, April 2014

- Coordinated by Nicholas Clemm ’10, with leadership from Barry McMurtrey ’88 and others
- 178 alumni attendees (46% of 380 known living alumni); 30 guests
- Cost ~\$42,000 (\$39,500 funded by attendee registration fees; \$2,500 funded by directed alumni donations)

9.2.2. 80th Anniversary Reunion: New Haven, March 2019

- Coordinated by Doug Streat ’16, with leadership from Brian Molina, Bob Eggers, and others



- 94 alums and 22 guests
- Bequest of the Queen Mother Mory's Cup to Barry McMurtrey '88
- Introduction of Cyrus T. Elk Foundation by Jeff Warren '78 and John Lang '77



10. Appendix - By-Laws

BYLAWS OF

CYRUS T. ELK FOUNDATION FOR THE PROMULGATION OF YOUTH MUSIC EDUCATION, INC.

ARTICLE I NAME AND PURPOSE

SECTION 1. Name. The name of the organization shall be Cyrus T. Elk Foundation for the Promulgation of Youth Music Education, Inc. It shall be a nonprofit organization incorporated under the laws of the state of California.

SECTION 2. Purpose. The Corporation is organized for exclusively religious, charitable, educational and scientific purposes within the meaning of Section 501(c) (3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under said Section 501(c)(3) of the Internal Revenue Code of 1986. Specifically, the Corporation will provide charitable giving to other non-profit organizations.

ARTICLE II OFFICES

The principal office of the Corporation in the State of California, shall be located in the County of San Mateo. The Corporation may have such other offices, either within or without the State of California, as the Board of Directors may designate or as the business of the Corporation may require from time to time.

ARTICLE III MEMBERSHIP

Membership shall consist of the Board of Directors.

ARTICLE IV BOARD OF DIRECTORS

SECTION 1. General Powers. The business and affairs of the Corporation shall be managed by its Board of Directors.

SECTION 2. Size and Terms. The number of directors of the Corporation shall be fixed by the Board of Directors, but in no event shall be less than (3). Each director shall hold office for five years unless duly removed as prescribed in Article V. Each director must be reelected at the regular annual meeting.

SECTION 3. Regular Meetings. A regular annual meeting of the Board of Directors shall be held in January of each year the day of which shall be called by the President or designated Chairman. The Board of Directors may provide the time and place for the holding of additional regular meetings with notice as described in Section 5.

SECTION 4. Special Meetings. Special meetings of the Board of Directors may be called by or at the request of the President or any two directors. The person or persons authorized to call special meetings of the Board of Directors may fix the place for holding any special meeting of the Board of Directors called by them.

SECTION 5. Notice. Notice of any meeting shall be given at least two weeks previous thereto by written notice delivered personally, mailed to each director at his business address, or by electronic mail. Any directors may waive notice of any meeting. The attendance of a director at a meeting shall constitute a waiver of notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

SECTION 6. Quorum. A majority of the number of directors fixed by Section 2 of this Article IV shall constitute a



quorum for the transaction of business at any meeting of the Board of Directors. A quorum shall not be established if more than 50 percent of such quorum is related by blood or marriage or otherwise have joint financial interests, such as business partnerships, etc. If less than a majority is present at a meeting, a majority of the directors present may adjourn the meeting from time to time without further notice.

SECTION 7. Manner of Acting. The act of the majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors.

SECTION 8. Action Without a Meeting. Any action that may be taken by the Board of Directors at a meeting may be taken without a meeting if consent in writing, setting forth the action so to be taken, shall be signed before such action by all of the directors.

SECTION 9. Vacancies. Any vacancy occurring in the Board of Directors may be filled by the affirmative vote of a majority of the remaining directors though less than a quorum of the Board of Directors, unless otherwise provided by law. A director elected to fill a vacancy shall be elected for the remaining term of his predecessor in office. Any directorship to be filled by reason of an increase in the number of directors may be filled by election by the Board of Directors for a term of office continuing only until the next election of directors by the Directors.

SECTION 10. Compensation. No Director or Officer shall for reason of his/her office be entitled to receive any salary or compensation, but nothing herein shall be construed to prevent an officer or director from receiving any compensation from the organization for duties other than as a director or officer.

SECTION 11. Presumption of Assent. A director of the Corporation who is present at a meeting of the Board of Directors at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless his dissent shall be entered in the minutes of the meeting or unless he shall file his written dissent to such action with the person acting as the Secretary of the meeting before the adjournment thereof, or shall forward such dissent by registered mail to the Secretary of the Corporation immediately after the adjournment of the meeting. Such right to dissent shall not apply to director who voted in favor of such action.

ARTICLE V OFFICERS

SECTION 1. Number. The officers of the Corporation shall be a President, a Secretary, and a Treasurer, all of whom shall be elected by the Board of Directors. Such other officers and assistant officers as may be deemed necessary may be elected or appointed by the Board of Directors, including a Chairman of the Board. In its discretion, the Board of Directors may leave unfilled for any such period as it may determine any office except those of President and Secretary. Any two or more offices may be held by the same person, except for the offices of President and Secretary, or President and Treasurer, which may not be held by the same person.

SECTION 2. Election and Term of Office. The officers of the Corporation to be elected by the Board of Directors shall be elected annually by the Board of Directors at the first meeting of the Board of Directors. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as conveniently may be. Each officer shall hold office until his successor shall have been duly elected and shall have qualified, or until his death, or until he shall resign or shall have been removed in the manner hereinafter provided.

SECTION 3. Removal. Any officer, agent, or director may be removed by a unanimous vote of the remaining Board of Directors whenever, in its judgment, the best interests of the Corporation will be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the person so removed. Election or appointment of an officer, agent, or director shall not of itself create contract rights, and such appointment shall be terminable at will.

SECTION 4. Vacancies. A vacancy in any office because of death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors for the unexpired portion of the term.

SECTION 5. President. The President shall be the principal executive officer of the Corporation and, subject to the



control of the Board of Directors, shall in general supervise and control all of the business and affairs of the Corporation. He shall, when present, preside at all meetings of the Board of Directors, unless there is a Chairman of the Board in which case the Chairman shall preside. He may sign, with the Secretary or any other proper officer of the Corporation thereunto authorized by the Board of Directors, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors or by these Bylaws to some other officer or agent of the Corporation, or shall be required by law to be otherwise signed or executed; and in general shall perform all duties incident to the office of President and such other duties as may be prescribed by the Board of Directors from time to time.

SECTION 6. Secretary. The Secretary shall: (a) Keep the minutes of the proceedings of the Board of Directors in one or more minute books provided for that purpose; (b) See that all notices are duly given in accordance with the provisions of these Bylaws or as required by law; (c) Be custodian of the corporate records and of the seal of the Corporation and see that the seal of the Corporation is affixed to all documents, the execution of which on behalf of the Corporation under its seal is duly authorized; (d) Keep a register of the post office address of each Director which shall be furnished to the Secretary by such Director; and (e) In general perform all duties incident to the office of the Secretary and such other duties as from time to time may be assigned to him by the President or by the Board of Directors.

SECTION 7. The Treasurer: The treasurer shall keep full and accurate account of the receipts and disbursements in books belonging to the Corporation, and shall deposit all monies and other valuable effects in the name and to the credit of the Corporation in such banks and depositories as may be designated by the Board of Directors, but shall not be personally liable for the safekeeping of any funds or securities so deposited pursuant to the order of the Board. He shall disburse the funds of the Corporation as may be ordered by the Board and shall render to the President and Directors at the regular meeting of the Board, and whenever they may require accounts of all his transactions as treasurer and of the financial condition of the Corporation. He shall perform the duties usually incident to the office of treasurer and such other duties as may be prescribed by the Board of Directors or by the President.

ARTICLE VI INDEMNITY

The Corporation shall indemnify its directors, officers and employees as follows: (a) Every director, officer, or employee of the Corporation shall be indemnified by the Corporation against all expenses and liabilities, including counsel fees, reasonably incurred by or imposed upon him in connection with any proceeding to which he may be made a party, or in which he may become involved, by reason of his being or having been a director, officer, employee or agent of the Corporation or is or was serving at the request of the Corporation as a director, officer, employee or agent of the corporation, partnership, joint venture, trust or enterprise, or any settlement thereof, whether or not he is a director, officer, employee or agent at the time such expenses are incurred, except in such cases wherein the director, officer, or employee is adjudged guilty of willful misfeasance or malfeasance in the performance of his duties; provided that in the event of a settlement the indemnification herein shall apply only when the Board of Directors approves such settlement and reimbursement as being for the best interests of the Corporation. (b) The Corporation shall provide to any person who is or was a director, officer, employee, or agent of the Corporation or is or was serving at the request of the Corporation as a director, officer, employee or agent of the corporation, partnership, joint venture, trust or enterprise, the indemnity against expenses of suit, litigation or other proceedings which is specifically permissible under applicable law. (c) The Board of Directors may, in its discretion, direct the purchase of liability insurance by way of implementing the provisions of this Article VI

ARTICLE VII CONFLICTS OF INTEREST

SECTION 1. Purpose. The purpose of the conflict of interest policy is to protect this tax-exempt Organization's interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest application to nonprofit and charitable organizations.



SECTION 2. Definitions.

- 2.1 Interested Person. Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.
- 2.2 Financial Interest. A person has a financial interest if the person has, directly or indirectly, through business, investment, or family: (a) An ownership or investment interest in any entity with which the Organization has a transaction or arrangement, (b) A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or (c) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial. A financial interest is not necessarily a conflict of interest. Under Section 3.2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

SECTION 3. Procedures.

- 3.1 Duty to Disclose. In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.
- 3.2 Determining Whether a Conflict of Interest Exists. After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.
- 3.3 Procedures for Addressing the Conflict of Interest.
- (a) An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest. (b) The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- (c) After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- (d) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.
- 3.4 Violations of the Conflicts of Interest Policy.
- (a) If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
- (b) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

SECTION 4. Records of the Proceedings. The minutes of the governing board and all committees with board delegated powers shall contain: (a) The names of the persons who disclosed or otherwise were found to have a financial interest in



connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest is present, and the governing board's or committee's decision as to whether a conflict of interest in fact exists. (b) The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

SECTION 5. Compensation.

- 5.1 A voting member of the governing board who receives compensation, directly or indirectly, from the Organization is precluded from voting on matters pertaining to that member's compensation.
- 5.2 A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- 5.3 No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation. The majority of our Board of Directors will be non-salaried and will not be related to salaried personnel or to parties providing services. In addition, all compensation decisions will be made by the Board of Directors.
- 5.4 Further, all compensation paid will be reasonable and will be based on the following factors: (a) the type and amount of compensation received by others in similar positions, (b) the compensation levels paid in our particular geographic community, (c) the amount of time the individual spends in their position, (d) the expertise and other pertinent background of the individual, (e) the size and complexity of our organization, and (f) the need of our organization for the services of the particular individual.

SECTION 6. Annual Statements. Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person: (a) has received a copy of the conflicts of interest policy, (b) has read and understands the policy, (c) has agreed to comply with the policy, and (d) understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax exempt purposes.

SECTION 7. Periodic Reviews. To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, period reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects: (a) Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining; and (b) Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

SECTION 8. Use of Outside Experts. When conducting the periodic reviews as provided for in Section 7, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

ARTICLE VIII CONTRACTS, LOANS, CHECKS AND DEPOSITS

SECTION 1. Contracts. The Board of Directors may authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation, and such authority may be general or confined to specific instances.

SECTION 2. Loans. No loans shall be contracted on behalf of the Corporation and no evidences of indebtedness shall



be issued in its name unless authorized by a resolution of the Board of Directors. Such authority may be general or confined to specific instances.

SECTION 3. Checks, Drafts, etc. All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Corporation, shall be signed by such officer or officers, agent or agents of the Corporation and in such manner as shall from time to time be determined by resolution of the Board of Directors.

SECTION 4. Deposits. All funds of the Corporation not otherwise employed shall be deposited from time to time to the credit of the Corporation in such banks, trust companies or other depositories as the Board of Directors may select.

ARTICLE IX FISCAL YEAR

The fiscal year of the Corporation shall begin on the first day of January and end on the last day of December each year.

ARTICLE X CORPORATE SEAL

The Board of Directors may at its discretion provide a corporate seal, which shall be circular in form and shall have inscribed thereon the name of the Corporation and the State of incorporation and the words, "Corporate Seal".

ARTICLE XI WAIVER OF NOTICE

Unless otherwise provided by law, whenever any notice is required to be given to any director of the Corporation under the provisions of these Bylaws or under the provisions of the Articles of Incorporation or under the provisions of the applicable Business Corporation Act, a waiver thereof in writing, signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice.

ARTICLE XII AMENDMENTS

These Bylaws may be altered, amended or repealed and new Bylaws adopted when necessary by a two-thirds majority of the Board of Directors.