



CHORUS TEAM LEADER/PRESIDENT MEETING

NOTES FROM JANUARY 15, 2023 ZOOM

Agenda

1. Welcome
2. Regional Information
3. Roundtable on Retention activities
4. International Information

The presentation with links to the resources is available [here](#).

Attendees

Sue Melvin – Team Coordinator Region 16 RMT, Limestone City Voices
Christine Yorke – Membership Coordinator Region 16 RMT, Circle of Harmony
Jill Ford – Acapella North
Karen Young – Bytown Beat
Alex Morris – Circle of Harmony
JD Crowe – Canadian Showtime
Lorraine Gagnon-Lacroix – Durham Shores
Susan Boissonneault – Eastside
Marion Boyd – Harmony North
Averill Ambrose – Kawartha Music Company
Julie Ambury – Limestone City Voices
Heather Parker – North Metro
Nancy Buott – Northumberland
Anne Somerville – Orangeville
Diana Simpson – The Heartland Singers
Martha Grant – York Harmony

Requests

- Internationally funded visits can be used for coaching by regional coaching faculty or in person visits to support administrative activities e.g., Core Values, Goal Setting, etc.
 - If you have not declared your intent to use the funds by the end of January, the visit will be reallocated to another chorus in the region.
 - If your chorus *does* plan to use the funding prior to April 30 of this year, please let [Diane Warner](#) know by the end of January if you have not already
- Please let Christine Yorke know if someone transfers into your chorus from another region so we can recognize them in the Sixteenth Notes and add them to the Regional mailing list. New members are being identified by a search of the database but transfers are difficult to pick out since their join date could be any date in the past.



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NOTES FROM JANUARY 15, 2023 ZOOM

Roundtable Discussion – Retention

- Include socializing, for example gathering after a performance
- Chorus engagement session to re-establish who the chorus is post covid and set a path forward. The questions they asked were:
 - (1) How are you feeling about (a) the chorus, (b) rehearsals, (c) if you weren't here
 - (2) What do you like?
 - (3) What don't you like?
 - (4) What can we do to make it better?
 - (5) Other thoughts?
- Chorus check in tools
 - [Pulse Check Google Form Example - from Katie Mac](#)
 - Stop, Start, Continue – Can be used to for a specific area or for the chorus overall by asking “What should we stop doing? What should we start doing? What should we continue doing?”
- Having activities and goals to focus on
- Celebrating the history of the chorus, asking members for ideas to engage them
- Having a strategic planning session with the chorus
- Create chorus alignment/covenant on participation, setting the expectations for critical events to participate in and defining times where members could step back if they needed to
- New members – they reinvigorate seasoned members with their excitement
- Ask someone who seems disengaged to complete a task for the chorus
- Asked the chorus to suggest motivational ideas during an in-person discussion at chorus
- Tag singing so people can try other parts & hear 4 parts even if one is missing that week
- Split the membership coordinator role into two with a person designated as membership ambassador – they are focused on connecting with current members
- Continuing Zoom, Facebook live or recording rehearsals to allow participation when in person is difficult
- Applied for a resiliency grant from Trillium
- Personal touch with missing members, phone calls to check in
- Engage them in behind the scenes work even if they can't be at rehearsal right now to keep them connected
- Use an individual approach – meet them where they are
- Communicate key dates so that they can work through issues, provide clarity about expectations
- Providing angel fund support if retention is related to a specific financial circumstance
- Inviting members to sponsor other members if they had the means to do so
- Encourage members to be flexible and compassionate regarding other members, we don't always know the circumstances that are leading to a different level of participation.



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Roundtable Discussion – Retention (cont.)

- **Ideas for Aging Singers**
 - Offer support for driving to events & rehearsals
 - Provide Facebook Live to watch
 - Include in socials
 - Go to them – social event at their location
 - Create a retiree program where they can participate in a non-singing capacity e.g., feedback at rehearsals, engaging with prospective singers at marketing performances

Chorus Bylaw Changes

- See page 13 of the [meeting PowerPoint presentation](#) for a high-level explanation on the nature of the changes.
- Additional information regarding the changes that need to be made to chorus bylaws and potentially standing rules regarding the change in membership definitions will be emailed from International in the next few weeks.

Roundtable Discussion – Other Questions

- Long Range Planning is identified in the [Chapter Guide](#) for January. What do choruses do for this?
 - Long range planning is tied to chorus goals and is focused on setting specific strategies to achieve these goals
 - Consider developing a 1 year, 3 year and 5-year plan. You can revisit every 3 years to see if the plan (and the goal) is still relevant.
 - COVID has changed our choruses, validate your goals before you start developing plans. The chorus will not support the plan if they are no longer interested in the goal.
- What is everyone wearing for foundation for contest? Each member choosing or wearing their own? Or everyone wearing the same stage foundation?
 - Some choruses are with exceptions for those with allergies
 - Others have moved to or are moving to two shades darker than your normal foundation. No comments were made on the judges' sheets when a chorus made this change in 2019.

The next meeting will be on **Saturday, March 18th at 10:00**. The zoom link for the meeting is <https://us02web.zoom.us/j/8473056850>.