Board of Directors or Management Team??

(a complete guide to Chapter organization can be found in the Chapter Guide or on Sweet Adelines International website)

Which style of governance is best for your chorus?? It depends on leadership style of your chorus, director and chorus members

	Board of Directors	Management Team
Number of Members	6-12	5-8 elected members plus the chorus director with the option to appoint 3 additional members- max 12
Method of Selection	Elect	Elect/appoint
Term of Office	2 years(number of consecutive years stated in standing rules)	1-2 year terms (term and number of consecutive terms stated in standing rules)
Chorus Director Involvement	May participate in discussion but NOT a voting member	Team member
Required Positions (job descriptions can be found in Standard Form Chapter Bylaws)	President, Vice President, Secretary, Treasurer	Team Coordinator, Secretary, Finance Manager, Chorus Director
Selecting Officers	Board vote	Specified in standing rules
Committees Required	Membership, Nominating, Bylaws and Rules	Nominating- (others specified in standing rules)
Meeting Schedule	At least monthly-specified in standing rules	Specified in standing rules
Decision Making	Motion and vote	Discussion and consensus
Responsibilities	Manages chorus funds Plans for goal-achievement ** Oversees and evaluates Ensures open communication	Manages chorus funds Plans for goal-achievement ** Oversees and evaluates Ensures open communication

Before making this type of change, it is strongly recommended that your chorus hold a special meeting to discuss and agree on core values and goals ** as the chorus' leadership will make decisions based on the direction established by these goals and values

> *important note: a change of governance structure can only be made at the beginning of the fiscal year*

Some Important things to consider

➤ Under a Board of Directors, the Board makes decisions on administrative matters and approves musical decisions made by the musical team, headed by the Director

➤ The board also oversees the work of individual committees

➤ Imperative that the board seeks input from the chorus members when making decisions but the final decision is made by the board

➤ Consensus is an agreement among team members to support each other for the common good and can only be achieved when everyone has honestly participated in the decision making process and can support the final decision- even if they do not fully agree, the decision can be supported if only for a trial period

➤ Consensus is a flexible process that accommodates varying points of view, thorough discussion uncovers thoughts, ideas and solutions that may not have been initially apparent

➤ Consensus is not saying "yes" when you really mean "no" or the majority forcing the minority to go along- this will cause polarization of members, resistance and conflict

Regardless of structure a chorus' decision making body should be a place that promotes mutual respect, continuous learning, transparency, inclusiveness, fiscal responsibility, integrity, good faith, and the promotion of Sweet Adelines International, Regional and chorus stated missions and rules of governance.

** Goal setting should be an ongoing process and part of your annual chapter calendar, for assistance with goal setting please contact a member of the RMT