

DIRECTOR SEARCH GRAND HARMONY CHORUS

Grand Harmony Chorus seeks an enthusiastic forward-thinking director with excellent interpersonal skills, and a strong musical background in the barbershop style.

We are an award-winning Sweet Adelines chorus from Waterloo region. Our hardworking and highly motivated chorus is seeking a director who will help us meet our goal of continuous improvement.

Please submit resumés by December 1st to:
shore.allana@gmail.com

Visit Grand Harmony at:

<https://grandharmonychorus.com/>

Visit Sweet Adelines International at:

<https://sweetadelines.com/>

Grand Harmony Director Search

The 'Director Search Committee' (DSC)

- A volunteer team was assembled (party of 4), and Chair was established
- Our advertisement (attached) was put together and fan-out tasks were divided among the team (direct invites were given to names brought forward from members within the chorus, Regional contact suggestions, and personal contacts), timelines were also set
 - email fan-out to direct invites, Region 2 choruses/directors, Region 16 choruses/directors, Harmony Inc. (District 2/5), Pioneer District and Ontario District (men's organization)
 - email/hardcopy advertisements sent to all local schools (having a music department; including colleges and universities), vocal teaching schools and choir organizations
 - advertisement posted on Region 2 and 16 websites as well as International website
- Interested parties were sent applications, invited for a guest night and ultimately an audition night
- Interview held with the applicant and the Director Search Committee and Financial Coordinator
- Surveys completed by chorus members following the audition.
- Recommendation made to management team based on application, personal interview, references, audition and chorus surveys, and presented to the chorus for a vote.

The Chorus/Music Team during our Search (June 22 – September 21)

- A chorus survey (indicated below) was given out to the members to see what they'd like to see as part of their rehearsals – it was important to include things people wanted to do, to keep the attention and members attending while conducting the search. It was agreed that it was a good time for individual attention to things.

Survey	Guest Dir	Choreo Rev	Old Rep Review	Section Practice (new)	Section Practice old rep	Breathing/ Singing Techniques	Fun Quartetting	Music Theory
Totals	100.00%	69.57%	82.61%	100.00%	56.52%	69.57%	86.96%	30.43%

- Our music team consisted of 9 members (including the choreographer), so during the 'search' we divided into 2 teams (Team A and Team B), each taking charge of an approximate 5 week period, and incorporating the ideas from the survey.
- Each team established an agenda distributed to the chorus, which included: volunteers for physical warm-ups, volunteers for vocal warm-ups, volunteers to direct existing repertoire (if no guest director), volunteers for 'fun' and section work was taken by the Section Leaders.
- We set up 'guest nights' with 6 different directors/assistant directors throughout Region 2 and 16 – the members loved this! The guest directors brought different methods, different techniques and loved helping us with our new songs..... it was definitely a treat for some of our newer members, to be able to experience different directors, so when the time came to audition, they had an idea of what they'd like to see in a director.
- Guest nights were encouraged for 'possible' applicants that weren't sure of who we were as a chorus, or if that was something they'd like to take on. The guest director night let the individual come with no pressure on them and let both parties have fun and 'check each other out' in a casual way.
- During our previous director search (2001), teams were also established to run rehearsal nights. Some of the activities included rotating modules. For example: the chorus was divided into 4 groups and were sent to mini-classes and rotated once during the night (thereby getting a chance to sit in on 2 different classes each week). Some of the modules were music theory (ie. reading notes (E, G, B, D, F), timing of songs, pitches, etc.), breathing techniques, keeping/finding the beat (what's a beat?), vocal techniques, posture, and general 'what don't you know/understand' and need to find out about barbershopping!.

All in all our chorus pulled together as a goal-oriented team and the wonderful talent within the chorus was utilized at every opportunity. We didn't have trouble getting volunteers when asked, and everyone pitched in and had fun. We had 75%+ attendance over the summer months and during our search, and members were eager to learn our new songs and to sing at every opportunity. I'm very proud of our chorus and look forward to working hard with our new director Ruth Carmichael. Good luck to all those still searching!

~ Lisa Thompson, Chair, Director Search Committee (Grand Harmony Chorus)