

## **MAKING CHORUS FUN AND PRODUCTIVE ENCOURAGEMENT**

**Develop a Rookie program to help new members catch up, review with whole chorus every once in a while**

**Develop an education program for all members (new and current)**

**Keep track of members not attending regularly, contact them outside chorus just to chat and catch up with their lives**

**Foster an atmosphere of guilt-free membership**

**Discover skills and abilities and match to jobs that need to be done**

**Make sure everyone in the chorus has a job to do - even a small one, like putting out the mailboxes. Feeling involved is important for retention.**

**On the other hand, avoid overloading those willing few who volunteer for everything, and end up being so overwhelmed that they can't do any of the jobs and quit out of embarrassment.**

**Reach out to riser buddies**

**Plan activities to encourage participation in a positive and enthusiastic manner**

**Reward positive attitude and enthusiasm and even attendance**

**Encourage the director to be passionate and enthusiastic**

**Have open dialogue with all members (prospective, new, and seasoned)**

**Have a member retention program and sell it to chorus**

**Have the director be the champion of the program**

**Have a Big Sister Program – this could be in conjunction with the Rookie program**

**Send chorus bulletins to inactive members, keeping interest up and the door open**

**Sing well and have fun ! Make sure rehearsals are well planned and high energy. A regular positive experience is hard to give up.**

**Be nice to each other; pay your dues and learn your music. Many choruses have adopted these as their only “rules”**

**Accept each member exactly the way she is ... even if her talents and commitment are different from yours**

**Be sure that all members feel welcome in chorus, not just new members**

**Bring in outside people to coach, motivate, and train members**

**Offer personal vocal instruction on a monthly basis thru section leaders. Have monthly sectionals outside of chorus. Stress to section leaders’, open communication with members on a weekly basis. Make sure they send out a weekly “touch base with you” email. Encourage section leaders to keep tabs on at risk members.**

**Provide choreography assistance to all members, new and current, outside regular rehearsal time or before chorus**

**Develop a solid musical product; be committed to musical excellence. Encourage members to record themselves to listen during the week and work on their weak spots. Stress personal responsibility “CPR” (choose personal responsibility)**

**Actively search for performance opportunities – why rehearse if you never sing for anyone, make sure you present a good and well balanced product when performing**

**Offer creative financing such as “angel funds”**

**Find creative fund raising activities that everyone can be involved in and that doesn’t cost members money. Provide a variety of options and do not require each member to participate in all events. Some people just can’t ask for money**

## **FOUR AGREEMENTS**

**DON'T TAKE ANYTHING PERSONAL**

**DON'T MAKE ASSUMPTIONS**

**BE IMPECCABLE WITH YOUR WORDS**

**ALWAYS DO YOUR BEST**

**Many inter-personal disputes can be avoided if we put these four things into our lives.**

**\*\*\* The Four Agreements by Don Miguel Ruiz**