

2016 DIRECTOR'S COMPENSATION SURVEY

OVERVIEW

104 chapters requested access to the survey; 70 completed surveys were received. If, upon seeing this report, there are more chapters that would like to contribute their data to the survey, I can re-open the survey. Note: the chapters requesting survey access are known by name, but the survey itself is anonymous. I do not know which 70 of the 104 actually completed the survey.

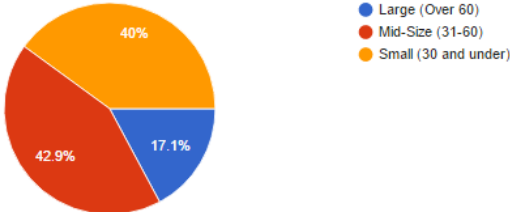
Thank you to those who shared their chapter data to enable this report!

PARTICIPATING CHAPTERS

CHAPTER DEMOGRAPHICS

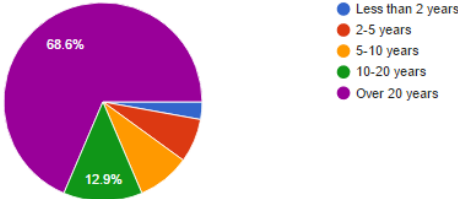
Chapter Size (70 responses)

Chapters from all size divisions are represented: 12 Large, 30 Mid-size, and 28 small.



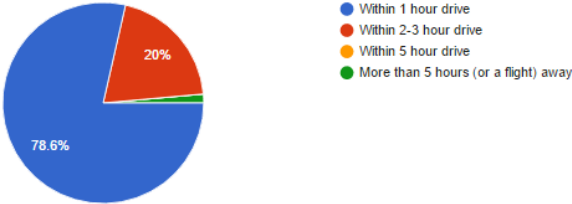
Chapter Age (70 responses)

The majority of participating chapters are more than 20 years old, with only 13 less than 5 years old.

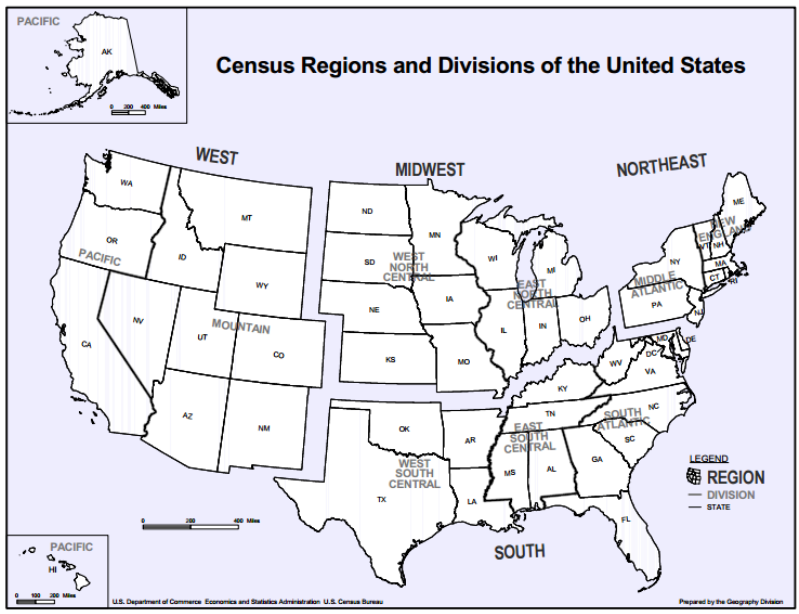
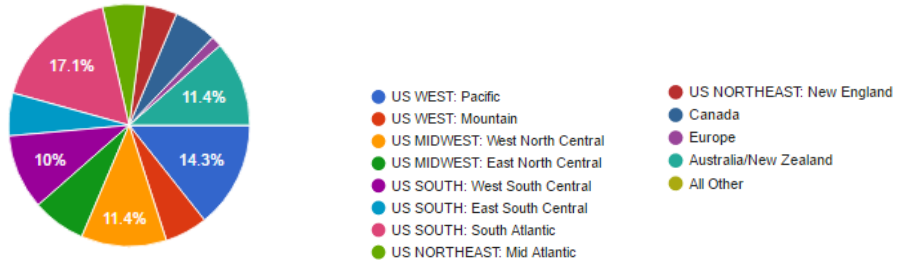


Nearest Chapter (70 responses)

Most participating chapters have another chapter within a one-hour drive of their location.



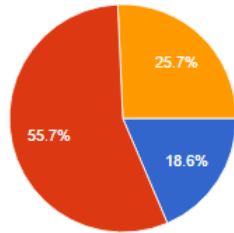
Chapter Geography (70 responses)



	Chapters	Percent
Australia/New Zealand	8	11.4%
Canada	4	5.7%
Europe	1	1.4%
US MIDWEST: East North Central	5	7.1%
US MIDWEST: West North Central	8	11.4%
US NORTHEAST: Mid Atlantic	4	5.7%
US NORTHEAST: New England	3	4.3%
US SOUTH: East South Central	4	5.7%
US SOUTH: South Atlantic	12	17.1%
US SOUTH: West South Central	7	10.0%
US WEST: Mountain	4	5.7%
US WEST: Pacific	10	14.3%
Grand Total	70	100.0%

CHAPTER LEVELS

Chapter Level (70 responses)

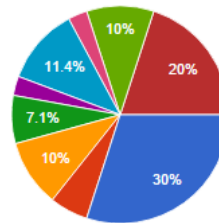


- Over 632 (A- to A+)
- 480-632 (B- to B+)
- <480 (C+ and below)

Participating chapters represent a range of levels, based on last regional: 13 A range, 39 B range, and C and below.

Highest Regional Placement - Last 10 years (70 responses)

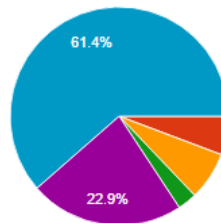
30% of the respondents have been Regional Champions in the last 10 years and 50% have medaled but not won their region.;



- Regional Champion
- 2nd Place Overall
- 3rd Place Overall
- 4th Place Overall
- 5th Place Overall
- 1st Place A or AA
- 2nd Place A or AA
- 3rd Place A or AA
- None of the above (yet!)

Highest International Placement - Last 10 Years (70 responses)

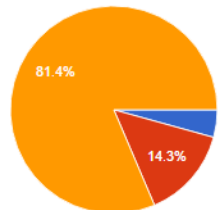
Almost 40% have competed at International



- International Champion
- International Top 5
- International Top 10
- Harmony Achievement Award
- International Competitor
- Have not competed at International (yet!)

Highest Harmony Classic Placement - Last 10 Years (70 responses)

About 20% have competed in the Harmony Classic.



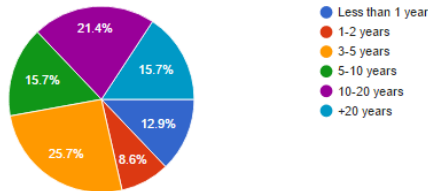
- Harmony Classic Champion
- Harmony Classic Medalist
- Have not competed at Harmony Classic (yet!)

DIRECTOR DEMOGRAPHICS

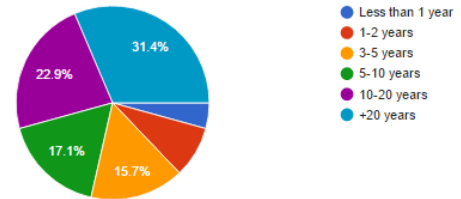
91% of responding chapters have one director, and 83% are female.

More than half the directors have more than 10 years' experience (with any chorus).

Director Tenure (Your Chorus) (70 responses)

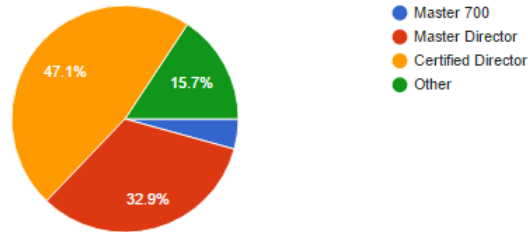


Director Experience (Any Chorus) (70 responses)

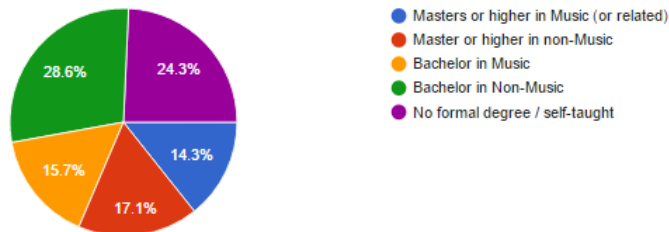


About half the chapters are led by a Master or Master 700 Director. About a quarter of the directors are self-taught.

Director Level (70 responses)



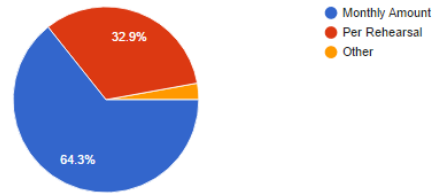
Director Education (70 responses)



DIRECTOR'S COMPENSATION

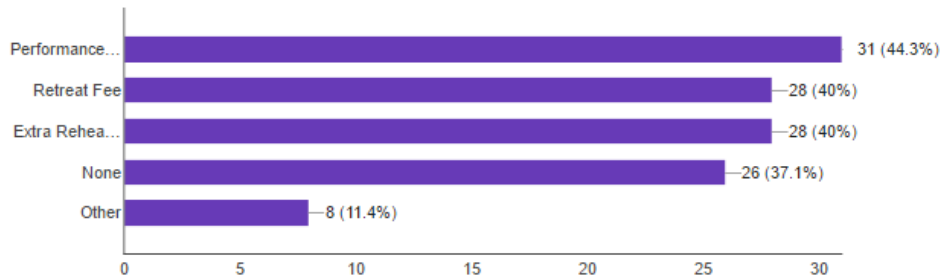
Most chapters pay director a flat monthly amount; about a third pay per rehearsal.

Compensation Base (70 responses)

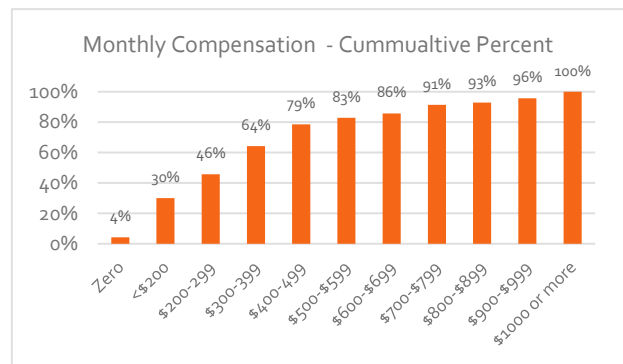
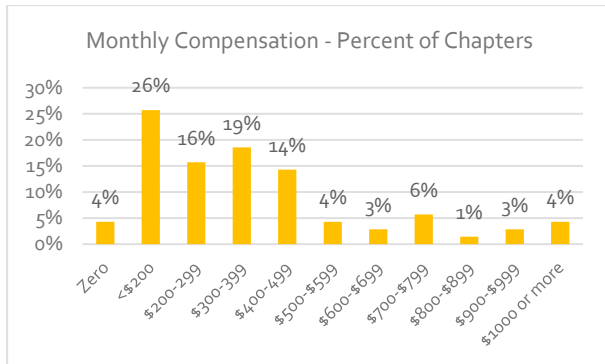


In addition to base salary, chapters also reported compensation addition:

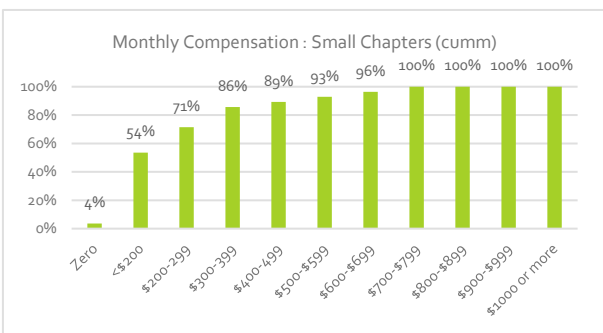
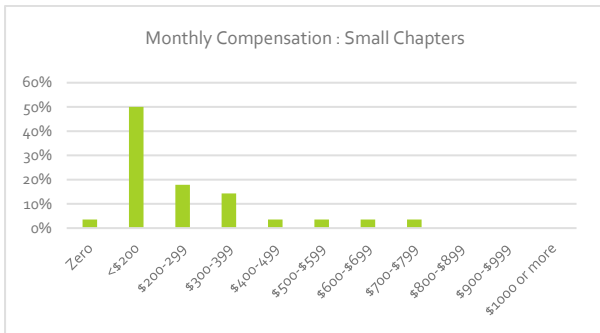
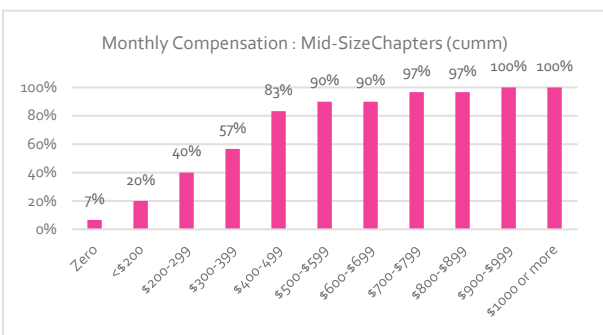
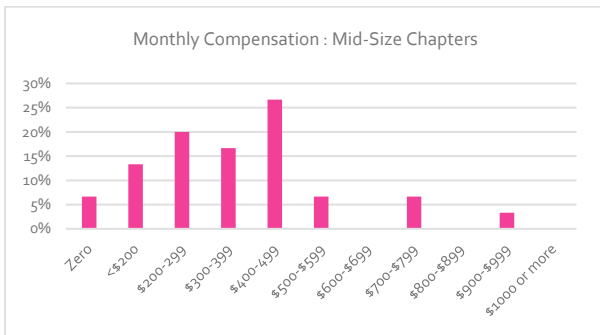
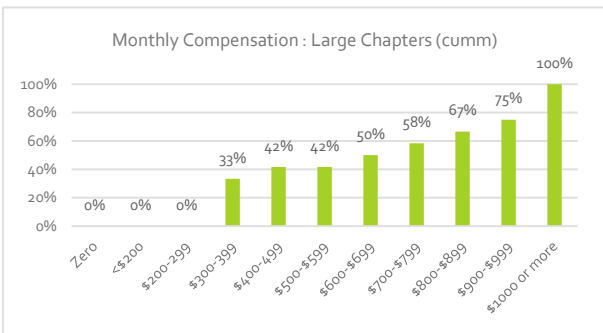
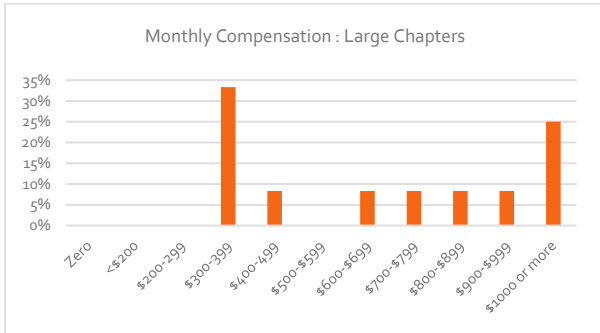
Compensation Additions (70 responses)



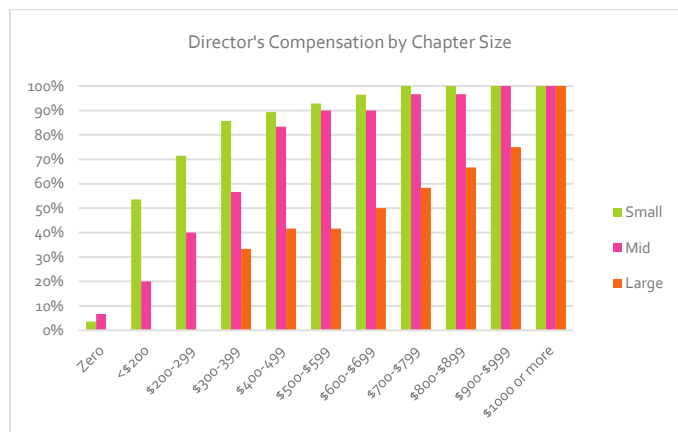
46% of chapters pay their director under \$300/month (US\$). Only 4% of responding chapters pay more than \$1,000/month. The average chapter (mean and median) falls in the \$300-399 range.



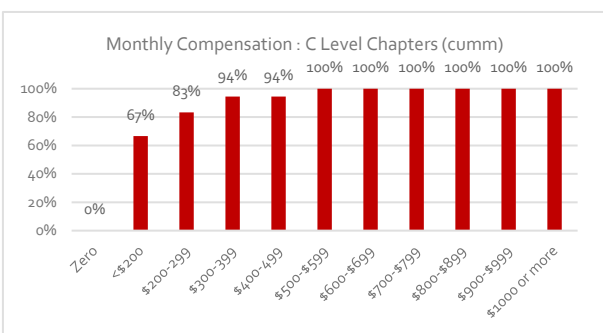
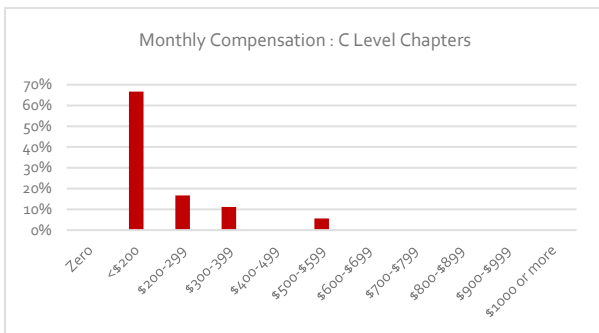
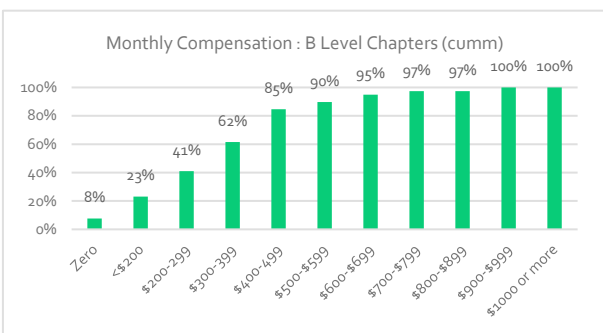
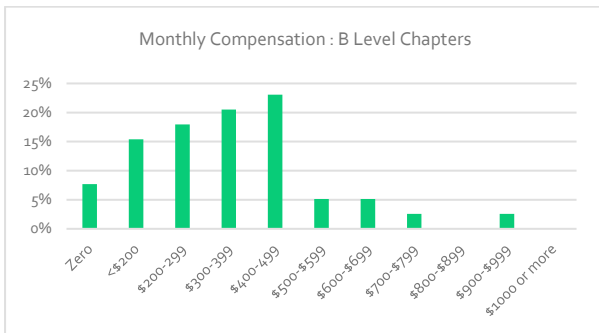
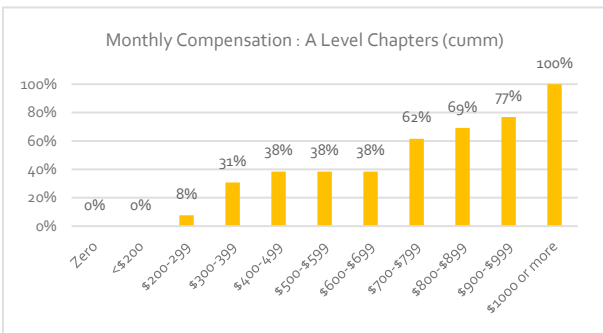
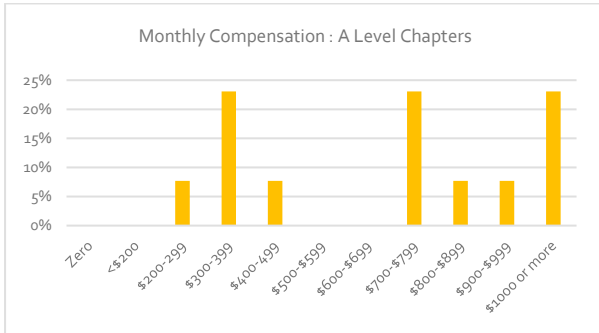
COMPENSATION BY SIZE



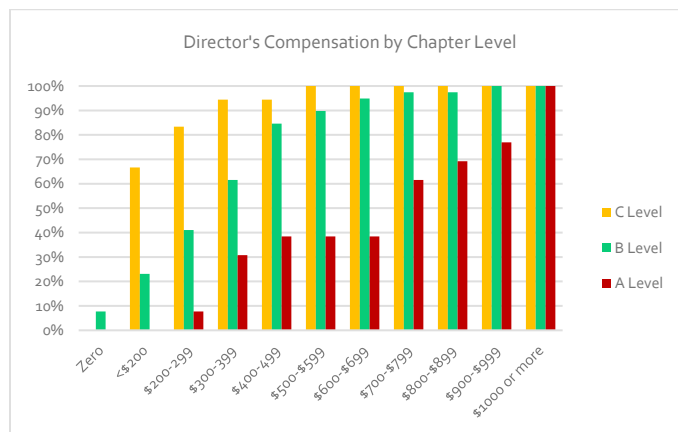
The chart below overlays the cumulative chapters by compensation range and size.



COMPENSATION BY LEVEL

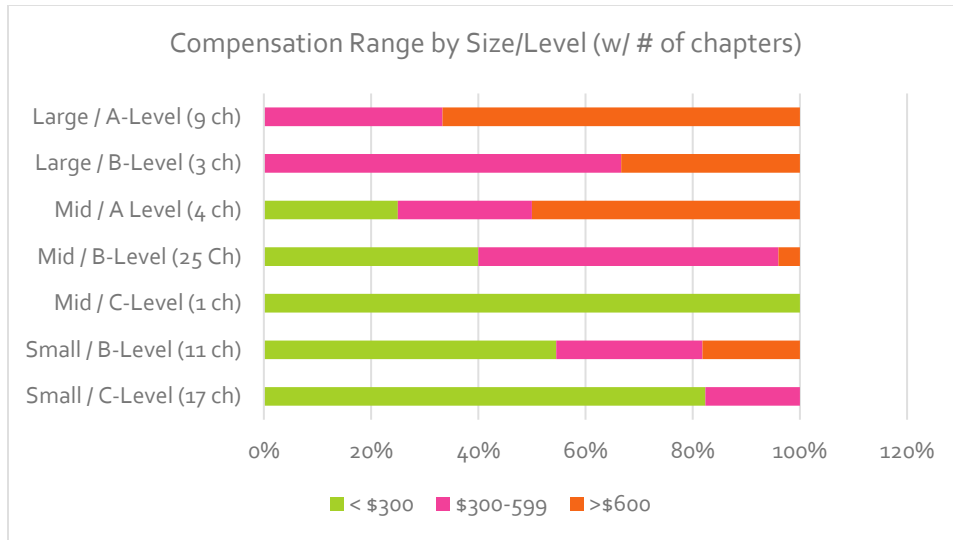


The chart below overlays the cumulative chapters by compensation range and chapter level.



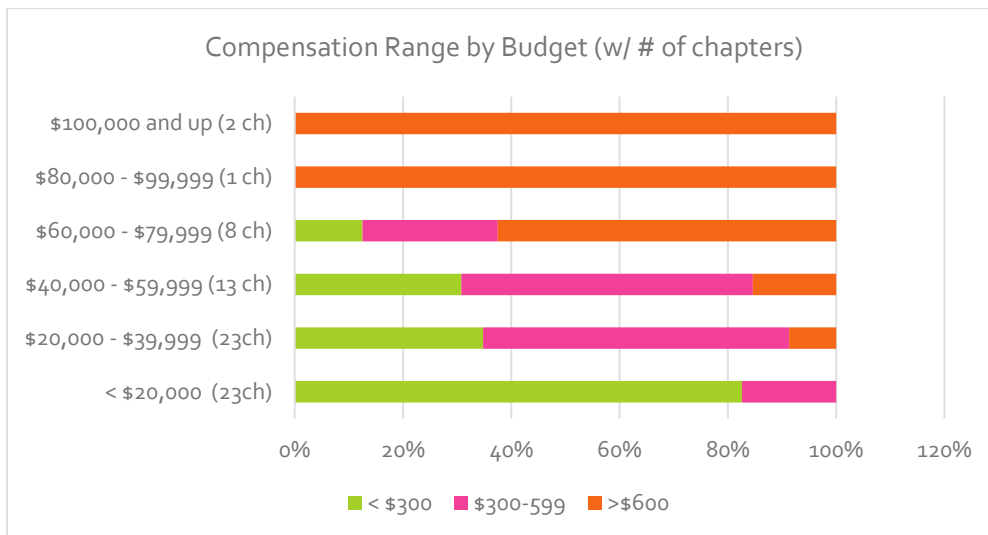
COMPENSATION BY SIZE & LEVEL

When we look at size and level, some of the cohorts very small (just a few responding chapters) so the results do need to be viewed with that in mind. In other words, Mid-Size B-Level with 25 chapters is more likely representation of the larger Sweet Adeline universe than Mid-Size A-Level with only 4 chapters in the group. For this chart, compensation ranges were combined to 3 level to make it easier to see the trend.



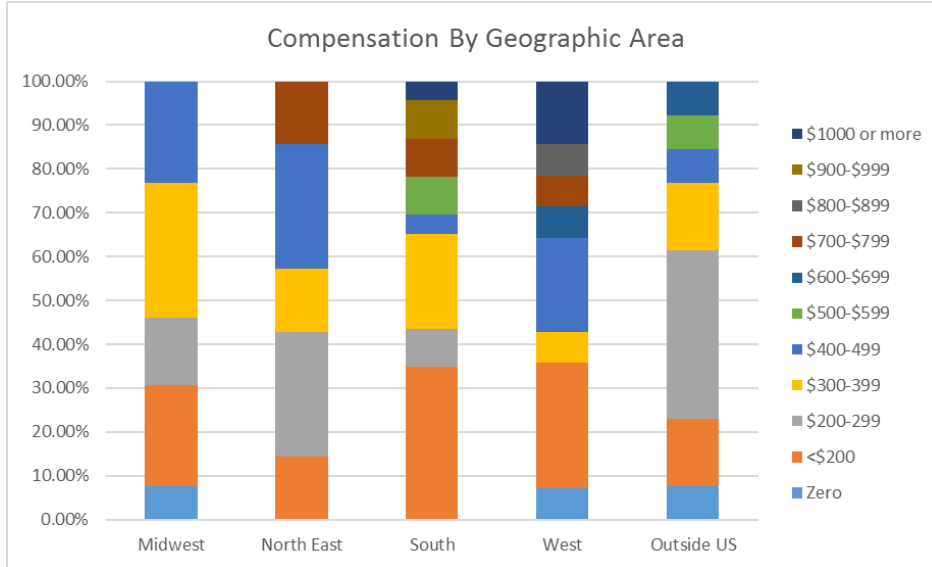
COMPENSATION BY CHAPTER BUDGET

Chapters also provided their approximate annual budget. The chart below shows how compensation varies with size of budget.



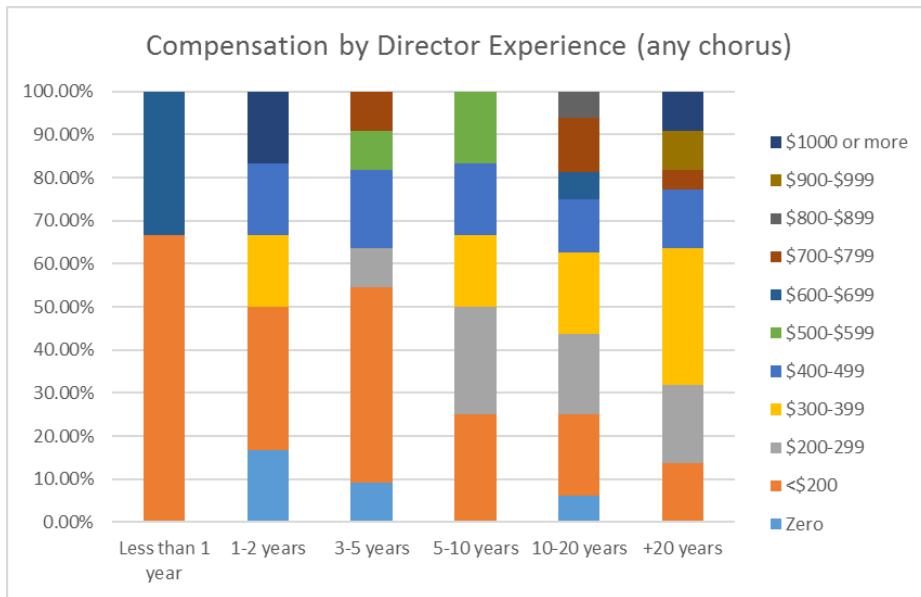
COMPENSATION BY DIRECTOR GEOGRAPHIC AREA

Within the chapters who responded, the Western US chapters were more likely to have the highest levels of director compensation, and the Midwest trended to the low end.



COMPENSATION BY DIRECTOR EXPERIENCE/TENURE

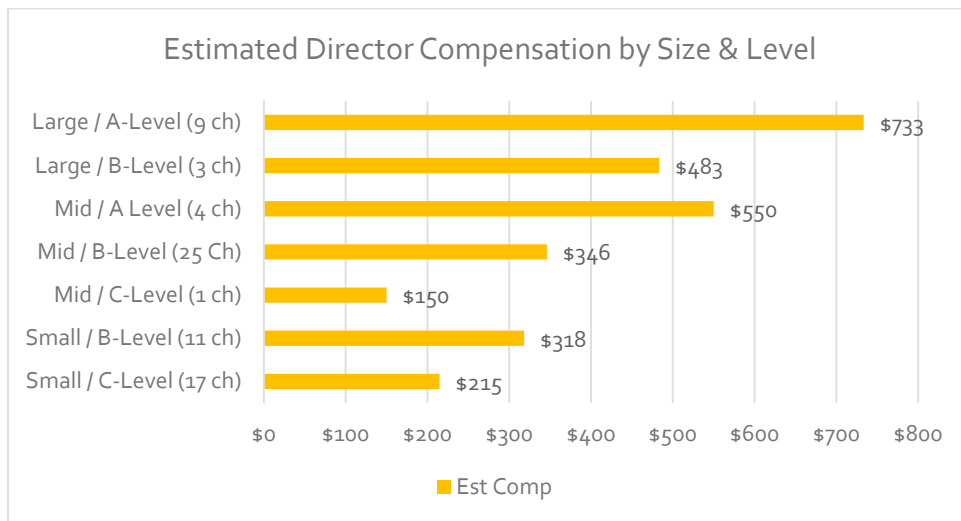
Charting by director experience, not surprisingly, shows a correlation between greater experience and greater compensation.



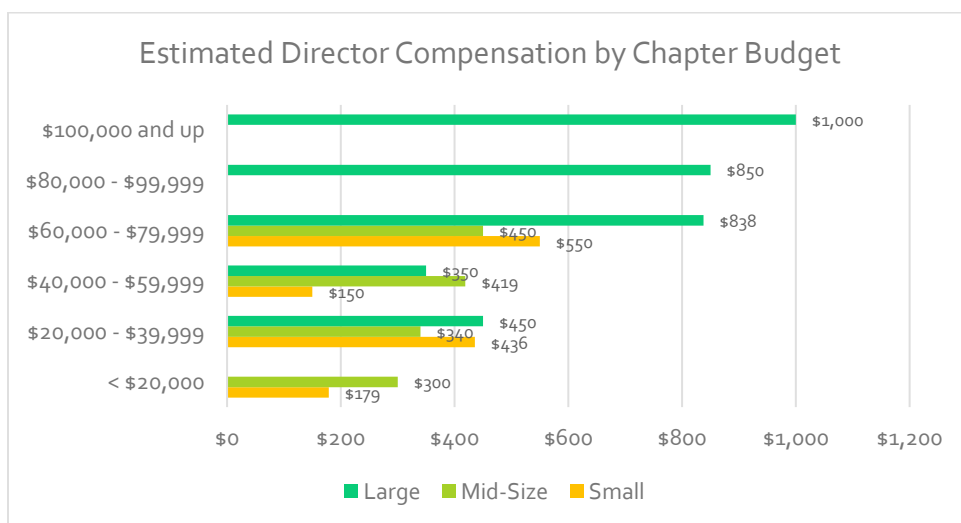
COMPENSATION ESTIMATES

Chapters were asked to provide a range for their director compensation, not the exact amount. The charts below use the midpoint of the ranges to estimated averages (e.g., for \$200-\$299 range I used \$250 estimated compensation). It's not exact, but it enables some math.

The size of chorus *tends* to correlate to director's compensation. That makes sense: more member means more dues, more fundraising, more ticket sales and a larger overall budget. Though, of course, there are some smaller choruses with big budgets and vice versa. (As mentioned earlier, the size of sample must be considered on several of these cross-sections.)



Another way to look at the scale of chapter to director compensation is annual budget. It looks like a monthly compensation of about 1% of budget might be a good rule of thumb or at least a starting point.



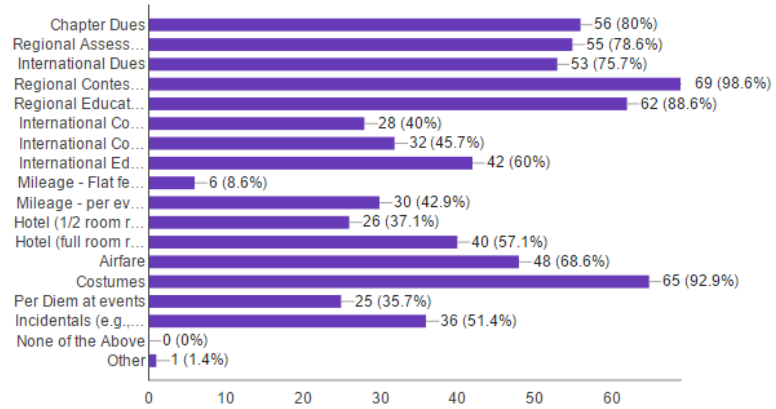
OTHER COMPENSATION SURVEY QUESTIONS

20. Expenses Paid for Director

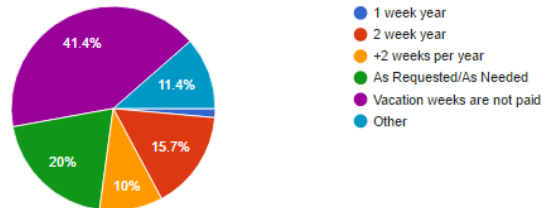
Check all that apply.

- Chapter Dues
- Regional Assessment
- International Dues
- Regional Contest Expenses
- Regional Educational Event Expenses
- International Convention Expenses (non-competing year)
- International Convention Expenses (if competing)
- International Educational Events
- Mileage - Flat fee per month
- Mileage - per event (e.g. regional)
- Hotel (1/2 room rate)
- Hotel (full room rate)
- Airfare
- Costumes
- Per Diem at events
- Incidentals (e.g., chorus photographs)
- None of the Above
- Other: _____

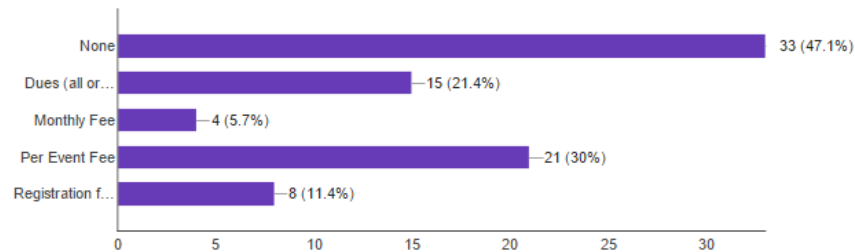
Expenses Paid for Director (70 responses)



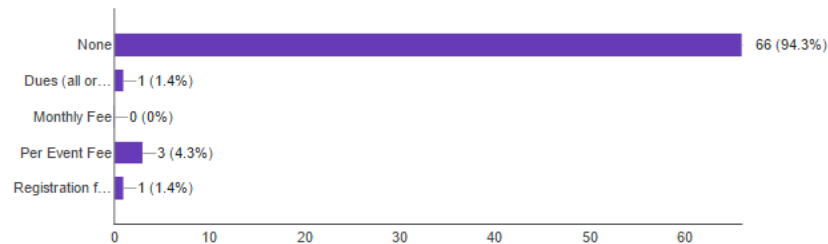
Director Paid Vacation (70 responses)



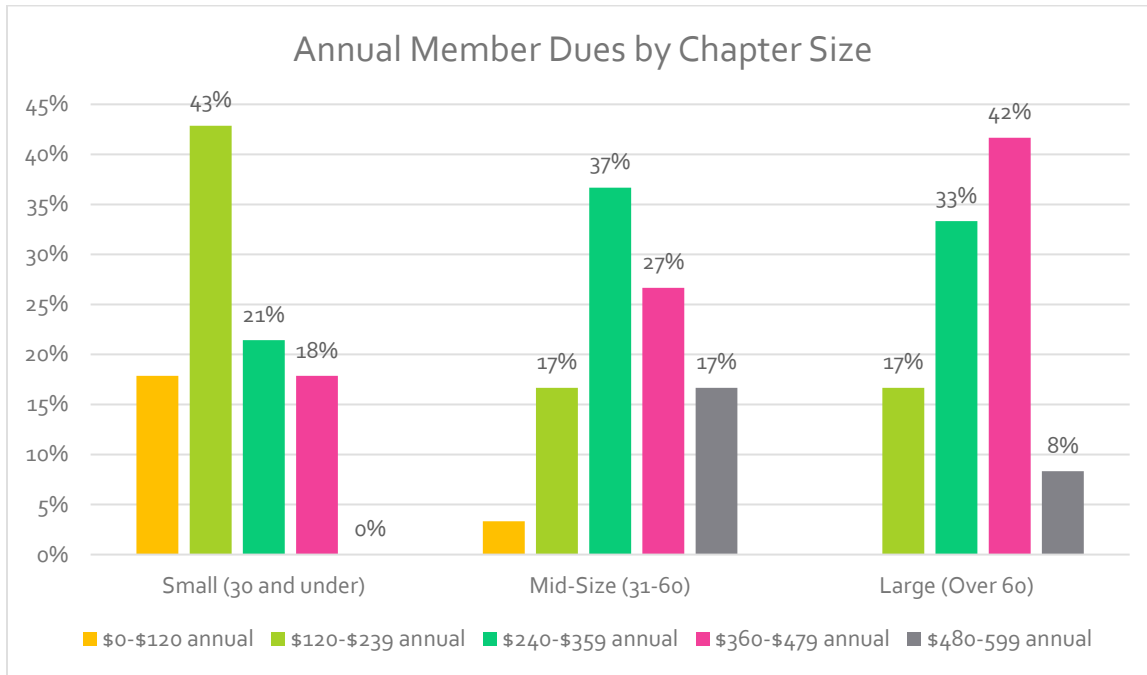
Assistant Director(s) Compensation (70 responses)



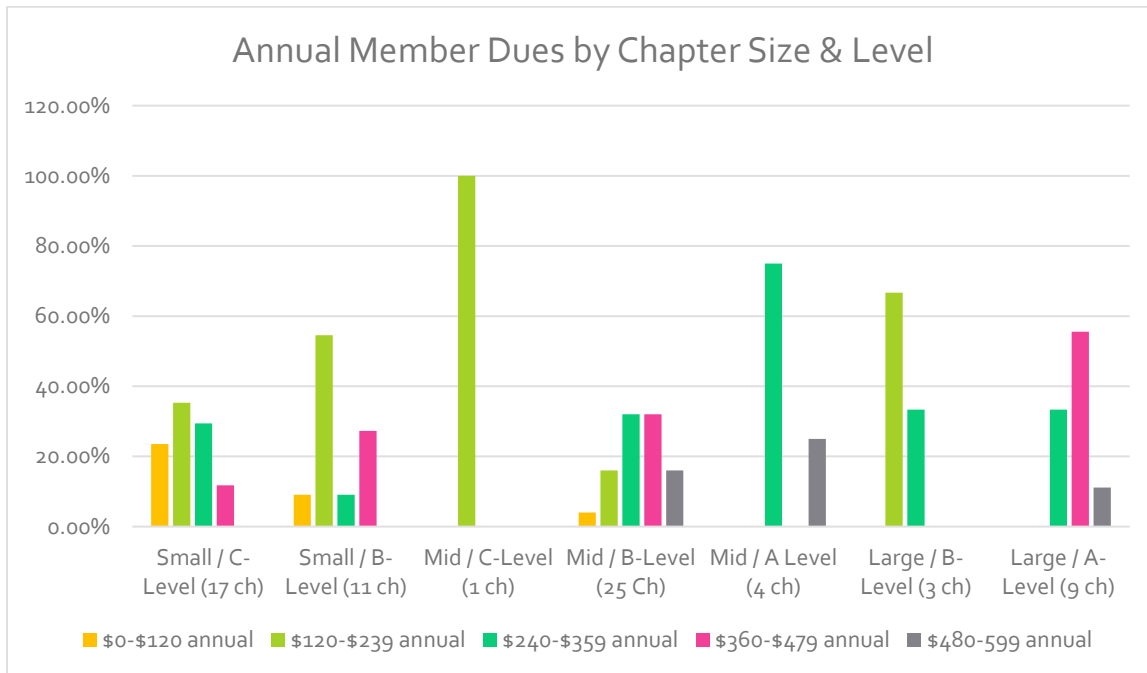
Choreographer(s) Compensation (70 responses)



CHAPTER DUES

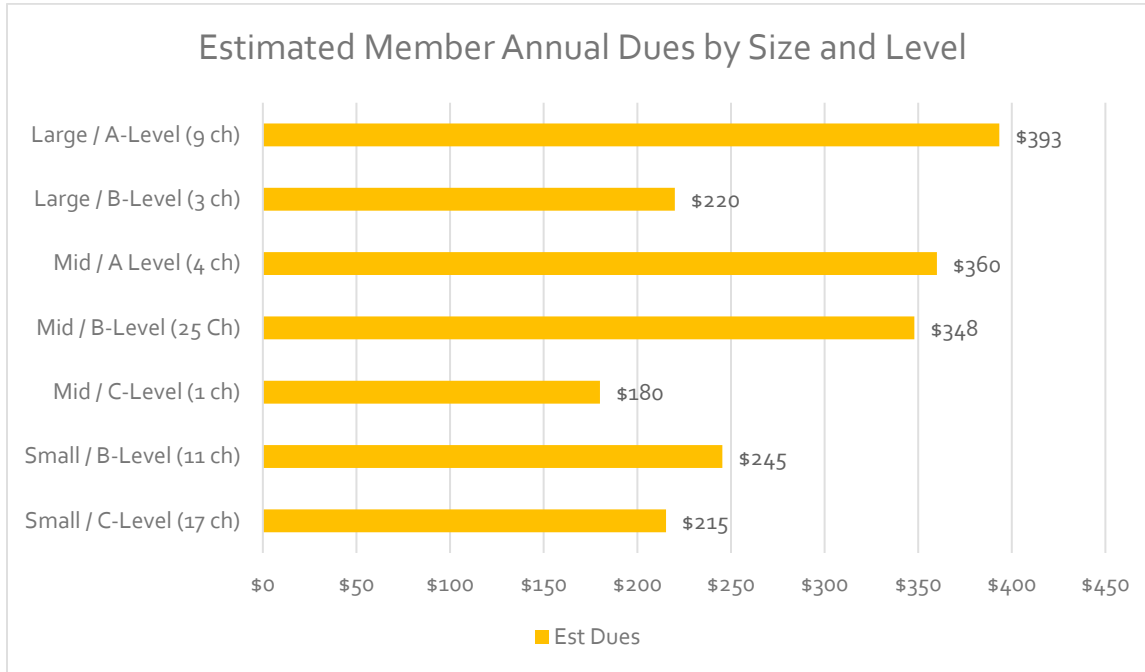


Reminder to consider the size of sample in the groups below.



ESTIMATED DUES

The chart below uses the midpoint of dues range (e.g., \$180 for range of \$120-239) to estimate average dues by chapter.



CHAPTERS REQUESTING SURVEY ACCESS

4-States Fusion	Harmony Shores	Seneca Soundwaves Chorus
a cappella Joy	Headliners	Show Me Sound Chorus
Abilene Star	Heart of Columbia	Skyline Harmony Chorus
Acappella Omaha Chorus	Heart of Essex	Sooner Sensations Show
Alaska Sound Celebration	Heart of New Jersey Chorus	Chorus
Austin Harmony Chorus	Hickory Tree Chorus	Song O' Sky
Baton Rouge Chorus	Hilton Head Shore Notes	Song of Atlanta Show
Bay Area Showcase	Honolulu Blend Show Chorus	Chorus
Bella Acappella Harmony	Inland Empire	Song of Sonoma Chorus
Chorus	Jacksonville Harmony	Sound of the Smokies Show
Brindabella Chorus	Chorus	Chorus
Cascade Harmony	Jersey Harmony Chorus	Sounds of Pittsburgh
Central Coast Celebration	Jet Cities	Sounds of Superior
Chorus	Kansas City	Southern Accord Chorus
Chisholm Trail Chorus	Lady Luck Showtime Chorus	Spirit of Harmony
Christchurch City	Laurel Harmony	Spirit of the Gulf
Cincinnati Sound	Lake Country Harmony	Spring Valley
City of The Hills	Chorus	St. Louis Harmony Chorus
Coastal a Cappella	Lions Gate	Stockholm City Voices
Crystal Chimes Chorus	Melbourne Chorus	Suncoast Harmony
Enchanted Mesa Show	Metro Mix Chorus	Surrey Harmony
Chapter	Metro Nashville Chorus	Sweet Adelines Australia
Fox Valley	Northumberland Chorus	Sweet Georgia Sound
Gateway Spotlight	Northwest Harmony	Top of the Rock Chorus
Geelong Harmony	Notably North Texas	Topeka Acappella Unlimited
Gem City Chorus	OC Sound	Velvet Hills
Georgia Sensation	OK City Chorus	Vienna-Falls Chorus
Grand Traverse Show Chorus	Onkapainga Harmony	Vocal Dimension Chorus
The Greater Auckland	Orangeville Sweet Adelines	Vocalescence
Chorus	Pensacola Sound Chorus	Voices in Harmony Chorus
Greater Cleveland Chorus	Piney Hills Harmony Chorus	Voices United
Greater Nassau Chorus	Riverland Harmony Chorus	West Shore
Greenville in Harmony	Riverport Chorus	Westwind Harmony
Harborlites	Rochester	Wollongong Harmony
Harmony Celebration	San Diego Chorus	Women of Note
Harmony Central Chorus	San Francisco Sound Wave	The Woodlands Show
Harmony Hills	Scarborough Chorus	Chorus
Harmony River Chorus	Sea Breeze Harmony Chorus	

Reminder these chapters submitted a request for the survey link. By design, there is no way to know which 70 chapters actually completed the survey.