

Director Survey Narrative

Approximately 10% of the Sweet Adeline choruses responded to the SING list Director Compensation Survey. Among respondents, there was a broad spectrum from small to very large. While compensation varied based upon the size of the chorus, contest achievement did not have an impact. The vast majority of choruses pay the directors' dues and expenses for regional contest and workshops. Many pay for international contests whether or not the chorus is a competitor. In general, assistant directors do not get a monthly fee, though some choruses pay a stipend if she takes the rehearsal or performance and a few waive dues.

85% of directors receive a monthly wage or rehearsal stipend. The salaries/stipends generally trended higher as the chorus size grew. The majority of small and mid-size directors earn \$300/mo or less while the large and very large choruses earn more than \$400. The highest salaries were \$800+. Paying for performances is consistently in the 35% range, regardless of size. About half of the directors get paid vacation, generally 2+ weeks per year.

Almost all choruses pay for regional and international registration and hotel costs – most pay for double, some paying for single and a few paying quad or a flat amount. Most also reimburse transportation costs – in general mileage (either the IRS rate or a stated rate). If geographically dictated, airfare is paid. About 2/3 receive per diem or actual amounts.

Choruses also mentioned other types of compensation – a discretion account; bonuses; gifts; phone costs; photos; special meals etc. Creativity abounds!

2009 Director Compensation Survey

Based on responses via SING list

compiled by Lea Beverley

	SMALL - 22	MID-SIZE - 17	LARGE -19	VERY LARGE - 3
Salary Analysis				
Salary/Stipend:				
\$0	10%	12%	16%	
<\$200	27%	12%		
\$200 – 299	23%	22%	5%	
\$300 – 399	5%	0%	5%	
\$400 – 499	13%	18%	21%	33%
>\$500		18%	26%	67%
R'sal Stipend [\$30-\$200wk]	22%	18%	26%	
Fee for performances	Yes 34%	Yes 36%	Yes 39%	Yes 33%
Range	\$15 - \$100	\$25-\$150, or pays 10%	\$50-%70 or %	\$400 or 10%
Mileage for r'sals/show:	Yes 16 %	Yes 18%	Yes 5%/17%	No
Mileage	11%	12%	5%/17%	
Flat Fee/Percentage	5%	6%		
Vacation:	Yes 47%	Yes 48%	Yes 56%	No
Vacation Time:	3/4 2 weeks; 1/4 4 weeks	½ - 2 weeks; ½ >2 weeks	1/3 1 - 4 wks	n/a
			2/3 variable	
Fee for extra r'sals:	Yes, if pay/r'sal	Yes 30%	Yes 61%	No
Fee Range	\$15 - \$100	\$25 - \$150	\$20 - \$100	
Regional Contest & Workshops				
Dues:	All choruses pay dues (if applicable); 1 must pay Chapter dues	All choruses pay all dues	All choruses pay dues (if applicable); 11% must pay Chapter dues	All choruses pay all dues
Registration/Costumes:	90% pay costume: 95% registration	All pay registration fees; all except 1 pay for costumes	Yes 100%	Yes 100%
Hotel: regional contest & other workshops:	Yes 100%	Yes 88%	Yes 100%	Yes 100%
Single	10%	48%	38%	67%
Double	60%	42%	28%	33%
Quad	5%		6%	
Flat Amount		10%		
Unstated	25%		33%	

	SMALL - 22	MID-SIZE - 17	LARGE -19	VERY LARGE - 3
Mileage/Air:	Yes 64%	Yes 82%	Yes 61%	Yes 67%
IRS rate	10%	24%	5%	33%
Range of \$.32 - .52/mile	31%	30%	28%	33%
Flat rate	5%	6%	6%	
Unstated		24%		
Actual	18%		22%	
Per diem:	Yes 59%	Yes 65%	Yes 72%	Yes 67%
Actual	14%	6%	11%	
\$20-80/day	45%	59%	39%	67%
Unstated			22%	
International Contest & Workshops				
Registration Yes	95%	94%	95%	100%
Maybe/partial	5%	6%	5%	
Hotel Intl & other workshops:	95%/73%	94%	95%	100%
Yes	5%	6%	5%	
Maybe/partial	5%	6%	38%	67%
Single	68%	42%	28%	33%
Double		6%		
Flat Amount	5%	40%	6%	
Quad	17%		28%	
Unstated				
Mileage/Air:	Yes 64%	Yes 88%	Yes 61%	Yes 100%
mileage rate or air	10%	28%	33%	100%
air or partial air	31%	12%		
Flat rate	5%	12%	6%	
amount not stated		36%	22%	
Actual	18%			
Per diem:	Yes 14%	Yes 55%	Yes 72%	Yes 67%
actual	33%	6%	11%	
\$20-80/day	67%	49%	39%	67%
Unstated			22%	
Assistant Director Wages:				
Salary/Other:	YES 15%	YES 42%	YES 30%	YES 67%
Dues		6%	18%	
Workshop fee		6%		
50 or 75% of Dir		6%	6%	
\$20 - \$75/MO	15%	24%		
R'sal stipend			6%	67%