

2018-19 CHARTER

Section A: Name

1. What is the name of your group?
East Shore Choir

Section B: Purpose

1. What is the purpose of your group?

The purpose of the Eastshore Choir is to develop choral skills among the members of East Shore, provide them with an outlet to express their love of singing, and to provide worship services with engaging, fun, thoughtful and beautiful music.

2. How is your work related to one or more of our Unitarian Universalist Seven Principles? They are listed in the Overview Section above.

The Choir will interact with each other, the church community and the larger community in accord with the 7 principles. In particular, we will welcome everyone who wishes to participate in the choir, making any accommodations needed.

3. How does your group connect with East Shore's Mission and Vision? Please see the Mission listed in the Overview Section above. The full Vision based on the Mission can be found at www.esuc.org under Governance and Bylaws.

We practice love by welcoming everyone who wishes to participate in the choir, we explore spirituality by exploring different kinds of music, we build community by working together to create beautiful music and we promote justice in the words of some of the music we sing.

4. In order to intentionally live our mission in our daily team work, a set of Right Relations guidelines is recommended for all Committees and Teams. Do you have an agreed upon set of guidelines? If not, please develop one this year. The Right Relations Committee will assist you as needed.

We have not yet completed our right relations guidelines, but Eric sets a very inclusive and welcoming tone. Choir has discussed use of non-gender limiting pronouns.

1. What relationship does your group have, if any, to the 2018/19 Ends a.k.a., Goals?

While the music program can support many goals with its topical focus, it most directly supports parts of Goal #2. During the tenure of the Developmental Minister, we will:

- **Inspire a healthier culture at East Shore**
- **Grow membership**

6. What are your group's specific goals for the next year? What impact do you expect from your efforts? If an activity is listed, what result do you expect from it? How will you evaluate the impact of your efforts?

- **Adult Choir prepared for and supported Sunday 11:00 services twice a month, plus a predominantly music service for the winter and spring.**
- **Adult Choir increased in size by 10%**
- **Adult Choir increased skills, knowledge and satisfaction**

The impacts of achieving these goals are:

- **increased skill and variety in musical styles, thus appealing to differing preferences, attracting visitors and new church members**
- **increased awareness of key Unitarian values and comfort with diverse populations and traditions**

We will evaluate the impact of our efforts by:

- **Holding successful performances as specified**
- **Counting the number of regularly performing members of the choir, and the number of people of color participating in the choir.**

Section C: Group Structure, Leadership & Decision-Making

1. Where does your group fit into East Shore's organizational structure – as a Board Committee, Ministry Team or Core Team? Who is your staff liaison or partner?

The Choir is a Core Team working with the Music Director. The Music Director reports to the Minister

2. What are the minimum and maximum number of participants? To ensure community representation, no fewer than five members is recommended. If you have fewer than five members, please explain. Who are your current team members?

About 30-35 members are currently active in the choir – minimum 15 for a performance but hoping to grow to 40 members on average.

3. What are the leadership roles and responsibilities within your group?

Leadership of the choir is provided by the Music Director, with volunteer roles of librarian and choir communicator.

4. How are leaders determined, and what are their term limits? Committees, please explain any differences from the term limits recommended in the Overview Section above.

The leader is a member of the staff. The Music Director appoints the volunteer roles of librarian and choir communicator.

5. What, if any, are the term limits for your members? Committees please explain any differences from the term limits recommended in the Overview Section above.

Not applicable

6. How are decisions made in your group (consensus, majority vote, officers, super majority percent)? What quorum is needed? Is email vote allowed?

Music Director makes all decisions, with input from members as required. He may seek volunteers and delegate program elements as appropriate.

7. How are records kept and passed on for your group? If you are a Board Committee, what one person on your team will send the meeting minutes to the Chair of the Archives Team?

Music copies are filed in the South Room. Order of Service provides a record of all music performed.

8. How are members recruited and oriented to your team?

Choir – regular open invitations mentioned during services, announcements in the church communications, and personal requests by director and choir members. New members are introduced at choir rehearsals and welcomed via email.

9. What, if any, qualifications are required for membership or leadership?

Volunteers of varying skills are welcome in the choir, although an ability to sing in tune is important. Willingness to attend Thursday evening practices and perform for Sunday services.

10. How does your group communicate and collaborate with the larger East Shore community?

Singing during Sunday services, and for special occasions such as Halloween concert, certain memorial services.

11. What one person on your team is authorized to approve communications publicized by Staff? Who is the designated back-up person?

Music Director approves communications. Communications volunteer can serve as a back-up.

12. What types of decisions is your group authorized to make?

Music Director decides what music to perform on Sundays. Group decisions are taken for participation in other events.

13. What kinds of recommendations, if any, does your group make and to whom (Board, Minister, Staff, congregation)?

Themes set by Minister and Worship Committee. Repertoire chosen by Music Director. The choir may make recommendations about choir budget to the budget committee or about other choir related issues to the Minister.

14. Does your group plan to sponsor any outside groups to use the church facilities? If so, please see Board Policy 1.16a and the Staff Procedures for Sponsorship of outside groups.

Guest choirs and musicians may be invited to perform together with the East Shore Choir, but this would not require a sponsorship agreement with an outside group.

15. What is the expectation for longevity of the group and the plan, if any, for disbanding the group?

Forever and ever, Alleluia, Alleluia!

Section D: Finances

1. Will your group present a budget proposal to the Budget Team next year?

The Music Director will present a budget proposal for the overall music program, including the needs for music copies, and any instrumentalists and soloists to supplement the volunteers available at the church.

2. If the Operating Fund is unable to grant the full amount of your budget request, will the group reduce its expenses or do its own fundraising?

Reduce expenses

3. If your group plans to do fundraising, please describe how it will go about this. If you plan to solicit donations, use the following wording: "Your donation goes to East Shore's operating funds which supports (name of your team) and other programs."

N/A

4. What kind of decision process exists for how money is used?

Music director decides with input as he sees fit.

5. Which one person on your team is authorized to approve team expenses? Who is the designated back up person?

Music Director

6. Does your group have the need for a Prudent Reserve (funds set aside to hedge against a contractual liability)? If so, how much and what for?

If paid musicians were to be employed for a specific event, funds may need to be set aside to pay them.