

# *Secret Chorus Business*

*Integrity – Commitment - Fun*  
*Dare to be Different*

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## **REHEARSAL**

Another Zoom rehearsal this week. I know you were all looking forward to a face to face rehearsal, but we are still working with St Josephs and the logistics of being back face to face. Your management team have a meeting this Thursday night so we will be discussing resuming face to face rehearsals and will have more information available for you after that. Plus it is rather cold and wet...

Join Zoom Meeting: <https://us02web.zoom.us/j/8345956112>

Meeting ID: 834 595 6112

The meeting will open around 7.15pm.

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## **REHEARSAL ACTIVITIES**

The Music Team have been presenting some interesting items and activities at recent rehearsals. Now we would like to open this up to anyone in the chorus. If you have an activity you would like to share during a rehearsal, please send all the details to Vicki so it can be scheduled for an upcoming rehearsal.



## **STAR OF THE WEEK**



Noticed one of our CKC members doing something fabulous lately? Why not recognize them with a nomination for the Star of the Week?

**To nominate a member:** Please email Anne Thompson ([amthompson@live.com.au](mailto:amthompson@live.com.au)) with the member's name and short description as to why you would like to nominate them.

## CKC WEBSITE



Check Your  
Calendar

Please update your event attendances on website.

If you are going to be absent from rehearsals – please send an email to [absence@circularkeys.org](mailto:absence@circularkeys.org)

Please note that fees are payable whilst you are on leave.

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## UPCOMING BIRTHDAYS

Maria Priestley	October 14
Alison Anderson	November 05
Emma Edwards	November 21
Anne Thompson	November 23
Arpy Iskikian	December 03



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## DIARY DATES

2021	
Thursday 14 <sup>th</sup> October	Management Team Meeting – Management Team
Wednesday 27 <sup>th</sup> October	IBOD Vote
November 2021	Puppy Picnic – Fagan Park

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## CHORUS PAYMENTS

Please be advised that EFT should be used for your payments to chorus. Please contact Sue Gray if you need further details, or if you have an issue that prevents you from paying using EFT.

Make sure you include your relevant information in the reference field so Sue knows who the payment is from and what it is for.

### CKC Bank Account Details for online payments:

Westpac Bank

BSB 032170

Account Number: 273702

Account Name: Circular Keys Chorus Incorporated



## ANNUAL PUPPY PICNIC?



At the management team meeting last week, a hot topic for discussion was how we are all longing to catch up face to face and very hopeful that we can all meet up safely before Christmas.

Whilst we don't think we will be able to sing and rehearse in an indoor setting, we are confident that restrictions may lift enough for us to plan an outdoor COVID Safe catch up. It would be so good to spend an afternoon together.

Last year, we had a puppy picnic at Fagan Park which was enjoyed by a number of members. So, we decided to tentatively plan for another one in late November with fingers and toes crossed that the restrictions will be lifted enough for us to hold another puppy picnic in late November.

Stay tuned for more details in the coming weeks.

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## MEMBER LEAVE

Are you planning on taking holidays or unable to attend rehearsal?  
If so please email [absence@circularkeys.org](mailto:absence@circularkeys.org)

Using this email address ensures the Musical Director, Membership and the Music Team are all notified at the same time.

Please note that to retain your membership, fees are payable whilst you are on leave.

### Current member leave

Karen Pike	8/9, 29/9, 20/10, 10/11, 1/12 & 22/12	
Daniela Groeschel	17/06 – Sept 2021	Anne-Maree Magi 15/7 – 17/9/2021
Crystal Forbes	7/07 – 29/09/2021	Judith Bourne Sep – Dec 2021



## INTERNATIONAL BOARD OF DIRECTORS VOTE

It is time for the membership of Sweet Adelines International to elect three members who will serve three-year terms on the International Board of Directors beginning May 1, 2022. The 2020 election of International Board of Directors members for the 2022-2025 term will be conducted electronically.

Each Chapter President/Team Coordinator is responsible for ensuring that her chapter casts its vote by the December 1, 2021, 3:00 p.m. Central Time deadline.

So that I can cast CKC's vote, we will run an anonymous poll at our rehearsal on 27th October to collect your votes and then we will submit CKC's vote to SAI.

In the poll, you will need to select your 3 preferred candidates from:

- **Jeanne d'Arc (JD) Crowe**  
Canadian Showtime Chorus  
Region 16  
25-year member
- **Annika Dellås**  
Rönninge Show Chorus  
Region 32  
35-year member
- **Deborah Ferenc**  
Greater Cleveland Chorus  
Region 17  
27-year member
- **Elaine Hamilton**  
Forth Valley Chorus  
Region 31  
31-year member
- **Jenny Harris**  
Harbor City Music Company Show Chorus and Arundelair Chorus  
Region 19  
18-year member
- **Kelli Hinton**  
Rich-Tone Chorus  
Region 25  
16-year member
- **Valerie Taylor**  
Vocal Dimension Chorus  
Region 31  
24-year member



Jeanne d'Arc (JD) Crowe  
Canadian Showtime Chorus  
Region 16  
25-year member

**EDUCATION:** High School; College Business Administration Degree

**SPECIALIZED TRAINING:** Customer Service, Human Resources, Coaching & Mentoring, Facilitation & Mediation, Leading Highly Effective Teams, Change Management

**CURRENT AND PAST OCCUPATIONS:** Currently retired. Past: Human Resources, Payroll Operations Manager for NAV CANADA (Air Navigation Service Provider), Executive Office Manager for Privy Council of Canada - Royal Commission on Aboriginal Peoples, Executive Office Manager for Privy Council of Canada - Canadian Panel on Violence Against Women and Children

**LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL:** International Board of Directors including Treasurer/Executive Committee/Finance Committee Chair, Task Force Specialist, RMT Member including Team Coordinator, Chair Regional Convention, Chapter Team Coordinator (1998 – 2003 and incoming 2021 - 2023)

**HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS?** I am a strong, inclusive and compassionate leader who believes in empowering people by equipping them with training and tools that will give wings to their full potential! My strong professional background, people skills, managerial skills and experience in human resources makes me a strong contributor and suitable candidate for the Board.

**WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD?** I am dedicated, innovative and organized with great facilitation skills. I am approachable, a good listener and a motivator. I have led large teams that have developed and rolled out strong employee relations programs in the areas of equity, diversity and peer support. All this experience I will continue to bring to the IBOD table.

**WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION?** An organization that provides opportunities for musical and personal growth and where everyone can achieve their greatest potential in a diverse and inclusive environment.

**WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS?** Our focus needs to be on membership growth and retention. We need to continue exploring avenues that makes us appealing, affordable and attractive to more people. Declining membership translates into a loss of revenue so re-inventing ourselves and finding other sources of income becomes another priority area.

**DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW:** This organization will be thriving and have spread to parts of the world yet uncharted! Flex membership models designed around work/life balance will make us accessible. We will have multiple revenue sources that will make it affordable to deliver education all over the world. We will be the best of the best!!



Annika Dellås  
Rönninge Show Chorus  
Region 32  
35-year member

**EDUCATION:** Bachelor of Science in Public Administration, specialized on Human Resources, 1980-1983

**SPECIALIZED TRAINING:** Facilitation program to facilitate meetings and workshops at Move Management, workshop & follow up meetings. Swedish Academy of Board Directors certifying course for future board members. Labour Law, advanced. Business Economy at Uppsala University. Developing Leaders Program organized by AstraZeneca focusing on three different leadership roles. Leading the organization, leading myself and leading the team.

**CURRENT AND PAST OCCUPATIONS:** HR Management Consultant/Owner Dellås People Management Inc. since January 2015, HR Director/Employee Relations Manager at AstraZeneca, British/Swedish pharmaceutical company 2004-2014 in Croatia & Sweden, Business Unit Manager for HRM at Thomson Fakta AB 2000-2002, HR Director at Volvo Aero Engine Services Inc. 1996-2000.

**LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL:** Team Coordinator for the Regional Management Team from 2017 and ongoing, Member of the SA Editorial Review Board 2020-2021, Leadership for Section Leaders workshop (2000), Regent in the regional board 1995-1997, President Gothia Show Chorus, 1987-1989.

**HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS?** I will contribute with my experience and result in leading change, my ability in strategic thinking and by adding an international perspective to our work. I will also contribute by challenge the present, by seeing the overall picture and building a sustainable vision for the organization.

**WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD?** I will bring leadership and facilitation skills to the table, including how to build good teams, engage and hold people accountable. I will also contribute to problem solving. I will bring board of directors, employee relations and governance skills that will add valuable knowledge and insights to the board.

**WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION?** My vision is for us to set a direction for the future and be a leading force to develop the art form of barbershop without jeopardize the quality or the foundation of Sweet Adeline International.

**WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS?** Membership retention to attract new generations and singers. Challenge our thinking to simplify administration and cost models. Develop the barbershop/a cappella style to stay relevant and set the scene for the future. In a changing environment, build diversity and success with other organizations without losing ourselves and our uniqueness.

**DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW:** Sweet Adeline International will be the natural choice for women singing a cappella music and will have a natural position in the worldwide network of barbershop singing. Sweet Adeline International will promote diversity and work with music development for all singers worldwide. Sweet Adeline International will develop women skills, self-management and confidence.





Deborah Ferenc  
Greater Cleveland Chorus  
Region 17  
27-year member

**EDUCATION:** High School, Some College, Voice, Music School Settlement, Case Western Reserve.

**SPECIALIZED TRAINING:** Ken Blanchard Management Training, Zig Ziglar Motivational Training, Conflict Management, Time Management Training, Licensed Cosmetologist.

**CURRENT AND PAST OCCUPATIONS:** Currently Vice President and co-owner of Flashpoint Communications, Retired Executive Director - Breast Cancer Fund of Ohio, Director of Membership - NARI (National Association Remodeling Industry), Manager of Illusion Unlimited Salons, Motivational Leader & Trainer - Weight Watchers.

**LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL:** International Membership Committee, International Chorus Growth & Membership Incentive Task Force, International Philanthropy Committee, International Chorus Tool Kit Subcommittee, Regional Management Team.

**HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS?** Most of my 27+ years as a Sweet Adeline has been in leadership roles. My background includes a strong combination of administrative, performance, and non-profit organizational skills. I work well as a team and believe that good leadership starts with open communication, hard work, adaptability, dedication, and empathy.

**WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD?** My opportunities with Sweet Adelines on the chorus, regional, and international level have refined my skills in effective communication (verbal, written and virtual), leadership through compassion, committee management, strategic planning, decision-making, time management, and general organization/administration. Membership growth and retention, fundraising, and sharing our organization are my biggest passions.

**WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION?** I envision Sweet Adelines as the most internationally recognized singing organization across the globe, with stable corporate funding/sponsorships, and the first choice for a diverse array of talented singers worldwide who seek to continuously grow through education, feel connected by a shared love of music, and empowered among other members.

**WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS?** Focus should be given to (1) increasing membership by incorporating the interests and needs of the next generation to the core Sweet Adeline values, (2) developing young new leaders for a successful tomorrow, and (3) striving to unify, empower, embrace, and motivate our members both current and new.

**DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW:** Together with the experience of our seasoned members and the ingenuity of tomorrow's singers, we will build on the foundation of Sweet Adelines to expand barbershop-style singing, promote music education, foster strong leadership and confidence, empower each other, embrace diversity, and unite our voices across the world!



Elaine Hamilton  
Forth Valley Chorus  
Region 31  
31-year member

EDUCATION: High school

SPECIALIZED TRAINING: Training/Coaching, HR, Recruitment, Leadership, Facilitation, Customer Service, Leading Teams and Presentation Skills, DCP Certified Director and Regional Faculty trained.

CURRENT AND PAST OCCUPATIONS: Currently self-employed vocal/quartet/chorus coach. Previously Musical Director of the Edinburgh Police Choir and Assistant Director with a men's barbershop chorus. My previous employment was with a worldwide bank, where I was employed in the HR, Recruitment and Training departments.

LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL: International Board of Directors member - 2020 to 2022, member of the Regional Leadership Committee - 2020 to 2022, member of the Small to Mid-size Value Proposition Task Force 2020 to 2022, Co-Chair of IES 2019, and member of the Region 31 Education Steering Group.

HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS? I listen to members' issues, whilst being conscious of the needs of the organisation, asking challenging questions where necessary, striving to find the balance that works for all. As an IBOD member, recent unique challenges have given me the opportunity to contribute on another level only deepening my passion for Sweet Adelines.

WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD? I am fair, honest and articulate and dedicated towards meeting the needs of members, balanced with the organisation's Vision, Guiding Principles and Strategic Plan. I can provide input from an International perspective where there may be cultural differences and consider all aspects of a debate with care and attention.

WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION? With barbershop at our core, we will be leaders in a cappella singing worldwide, with a growing membership. Exceptional education will continue to be a priority to help members be the best they can be. Lessons learned from the Zoom era will continue, e.g., improving communication, effective use of technology.

WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS? Capitalising on using technology to inspire, educate and, most importantly, connect. Continuing to build greater two-way communication between members, RMTs and the IBOD so we better understand the needs of everyone. Membership retention and recruitment is a key focus as we rebuild after the pandemic.

DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW: The premier provider of education for a cappella singers, whilst maintaining our barbershop heritage. Members will feel valued, attrition will be at an all-time low and we will have a diverse pool of new members wanting to join us through new, innovative promotion of our unique product.





Jenny Harris  
Harbor City Music Company Show Chorus and Arundelair Chorus  
Region 19  
18-year member

EDUCATION: BS in Mathematics, Univ. of Oklahoma 1989, Nathan Hale High School in, Tulsa OK, 1986

SPECIALIZED TRAINING: Front-line, mid-level and executive management, communication, presentation skills, business writing, change management, situational leadership, conflict management, emotional intelligence, mentoring, teaming.

CURRENT AND PAST OCCUPATIONS: Retired June 2013, National Security Agency 1989-2013, GS-15 Upper Level Manager, organizational Chief of Staff, Budget Officer, Mathematician.

LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL: Member, International Board of Directors, 2019-2021, Task Force Co-Chair - Small and Mid-size Chorus Value Proposition Task Force 2020-present, Task Force Chair - 75<sup>th</sup> Anniversary History Display Task Force 2019-2021, Arundelair Chorus Director - January 2018-present, Region 19 Faculty - 2013-present.

HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS? I'm eager to continue bringing fresh perspectives and ideas to the table related to social and cultural change and growth for the organization. I hope to continue bringing my skills to bear on our organization's challenges, especially those unique to small chapters around the world.

WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD? I'm a people-focused, service-minded leader who establishes a vision, creates a positive can-do environment, and leads others in action to achieve goals. I'm an organized, energetic, and efficient critical thinker, and a compassionate and collaborative teammate. I love tapping into the passion and creativity of others to help them succeed.

WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION? Ideally, we'll expand membership in two dimensions: wider geographical reach, and richly diverse and inclusive connections within our existing communities. We'll give more educational opportunities to more women in ways that meet their lifestyle needs. We'll continue to raise the bar on musical entertainment.

WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS? Continuing our work in the Diversity, Equity and Inclusion sphere, developing modernized membership options, continually evolving marketing efforts, reaching members where they are with programs that meet their needs, education programs that can be accessed online.

DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW: We'll be thriving and growing, with a diverse membership who feel empowered to explore themselves artistically. We'll have maintained excellence in barbershop style while celebrating success in other a cappella genres. We'll have successfully adapted to the changing needs of our members (membership options, technology usage, funding models, etc.).



Kelli Hinton  
Rich-Tone Chorus  
Region 25  
16-year member

**EDUCATION:** University of Oklahoma – Sports Management

**CURRENT AND PAST OCCUPATIONS:** Director of Operations for Financial Planning Firm, Patient Access Manager for freestanding Emergency Room.

**LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL:** Regional Leadership Committee member, Panel Secretary, Region 25 Finance Coordinator, Rich-Tone Chorus Team Leader, Rich-Tone Chorus Finance Coordinator.

**HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS?** My financial background and long-range planning skills will allow me to be beneficial for the organization as we work together to maintain a strong fiscal organization. I'm not afraid to ask anyone to do anything for our incredible organization, as I believe that everyone wants to be involved in some way.

**WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD?** My involvement at the chapter/regional level allow me the insight into what our members are facing. I'm a creative problem-solver and anticipate needs of the organization. As a member of the RLC, chapter/regional leader, and in my career, I have visioning/strategic planning experience. I look forward to bringing that strength to the Board.

**WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION?** To joyfully harmonize the world means the world needs to know about us! I would love for SA to make a difference in the world. We need be a force in the musical world – one that people look to as an example of an inclusive group that embraces music, education, and strong leadership.

**WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS?** Maintain a strong fiscal organization that can be enjoyed for years to come. The development of creative solutions for how to safely get back together in-person as well more education through technology. Maintain the connectivity that we've established through technology at all levels. Offer creative membership options to increase involvement and success.

**DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW:** I think Sweet Adelines will be a leader in the world in harmony and leadership development. We will continue to be #SweetAdelineStrong and expand our relationships with others in the music world. We will be a diverse, equitable, and sought-after group that provides a safe place to create harmony and build one another up.



Valerie Taylor  
Vocal Dimension Chorus  
Region 31  
24-year member

**EDUCATION:** Law degree from King's College London, postgraduate legal practice qualification, postgraduate diploma in intellectual property, postgraduate qualifications in privacy and freedom of information law.

**SPECIALIZED TRAINING:** Charity Trustee Training (National Council for Voluntary Organizations), The Role of a Non-Executive Director (Whitehall & Industry Group).

**CURRENT AND PAST OCCUPATIONS:** Privacy lawyer in private practice and industry, independent privacy law consultant (2002 to date). Board member of *Making Music*, a UK charity supporting amateur music groups (2015 to date).

**LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL:** Certified Sound Judge, DCP Review Committee Member, Worldwide Coordinator & Mentor (Europe), Region 31 RMT (Education Coordinator & Communication Coordinator), Master Director of Vocal Dimension Chorus.

**HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS?** As a lawyer and a charity Trustee, I have gained a unique insight into different styles of governance and strategy, which I can share with the Board. My roles as a judge, chorus director and educator enable me to reflect the needs of the organization and our members in decision-making.

**WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD?** I am both a "big picture" and a detail person. I know how important good communication is, and I can put complex ideas across clearly. I love to build collaboration between different groups, finding opportunities to align objectives and achieve things together. And I am passionate about Sweet Adelines!

**WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION?** Sweet Adelines will set the global standard for women's a cappella singing. We will touch women's lives in a way that enriches them personally and musically. Membership will increase in countries where SA is already active, and we will seek opportunities in other countries, which have a rich musical heritage.

**WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS?** The immediate priority is to get back to singing safely and rebuild confidence! I would like to develop the connection between the International organization and our members even further, and continue to explore the use of technology to help us communicate, educate and inspire.

**DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW:** The organization will offer musical, educational and leadership opportunities for women of all backgrounds on a global basis. We will continue our commercial growth, allowing for an increased investment in the organization at all levels, including alternative membership options to engage with the widest possible audience.