

Spirit of the Midwest Associate Program

What is the Associate Program?

It is a regional program designed to teach Associates about the Regional Management Team (RMT) and the various coordinator positions within the RMT. It will allow the RMT to view firsthand an individual's talents and quantify whether they will make good leaders for the region. The program also allows the Associate to determine if they truly want to serve on the RMT and in which capacity.

What is Shadowing?

Shadowing is when an Associate is training for one particular job. The Associate would follow and assist the activities of one coordinator for an appropriate amount of time. A perfect example is Financial Coordinator which requires certain skills.

What is expected of an Associate?

An Associate is expected to attend all RMT meetings, receive and read all emails, and accept various duties needed by the RMT. This could be a chair position for the region, or a one-time-only job. The Associate is expected to attend each regional weekend and/or any regional training by Sweet Adelines International (SAI) that occurs within the region. Additionally, the Associate must have email since this is the main communication tool for the RMT between meetings. If an Associate must miss a Regional Management Team meeting, she must notify the Team Coordinator. One absence is allowed; however, if she must miss a second meeting within the fiscal year, her resignation is expected at the same time.

Are there other criteria for the Associate?

Yes, she must be a member in good standing with Sweet Adelines International, Region 5, and her chorus or CAL.

Is the Associate promised a position on the RMT?

We can't make this promise to anyone, nor are the Associates obliged to take a position in the future.

How long is the "term" of an Associate?

The term is one fiscal year. It starts May 1 and ends April 30. An Associate may reapply or be appointed by the RMT for another year if both parties are agreeable. The term may be changed by consensus by the RMT or by resignation of the Associate.

How many Associates can be on the RMT in a given year?

Two is the recommended number with a maximum of four. The amount will depend on year-to-year circumstances.

What financial benefits does the Associate receive?

The Associate will receive one night's lodging (double room), one day's per diem, and mileage to and from meetings. They will receive direct costs relating to any chair position or job that they assume, i.e., long distance calls to team or supplies purchased to accomplish a task.

The Associate does not receive a free regional competition all-events pass, incentives to attend International Convention, or email reimbursement.

Are Associates included in email between RMT members?

Yes, and they are welcome to participate in discussions, but are not a part of email consensus.

What about meetings?

The Associate’s point of view and perspective will be welcomed by the RMT, but will not be a part of consensus or decision making. Also, Associates might be requested to leave the meeting if a sensitive subject is discussed.

How many times per year does the RMT meet?

The RMT meets face-to-face two or three times per year. This is generally in January, and the other dates are scheduled around regional and international events. Additionally, monthly skype calls may be held between the above-mentioned meetings. Meeting dates and locations are chosen by the RMT.

What coordinator positions exist on the Regional Management Team, and are they elected or appointed?

- Team Coordinator Appointed by the Regional Management Team
- Marketing Coordinator Appointed by the Regional Management Team
- Finance Coordinator Appointed by the Regional Management Team
- Events Coordinator Appointed by the Regional Management Team
- Communications Coordinator Appointed by the Regional Management Team
- Membership Coordinator..... Elected by membership
- Directors’ Coordinator Elected by the directors
- Education Coordinator Appointed by Sweet Adelines International

How long does a RMT Coordinator serve?

It is a two-year term. She may be re-elected or re-appointed for an additional two terms. Thus she may serve on the RMT for a total of six years.

How may I obtain a job description of the coordinators’ positions?

Job descriptions for each coordinator position can be found on Region 5’s website at www.sairegion5.org, or you may contact Team Coordinator Judy Kaeser at judy.kaeser@gmail.com.

Who will handle the implementation of this program?

The Associate Program is handled by Team Coordinator Judy Kaeser at judy.kaeser@gmail.com. If you are interested in becoming an Associate, please contact her and she will answer any additional questions you might have and send you an application.