

# ***Steeton Male Voice Choir***

## **New Singers and Mentors Guide**

The purpose of this document is to provide some guidance to choir members operating as mentors to potential new recruits.

**Week 1** : Any new potential recruit should be introduced and welcomed by the Chair and introduced to the MD. They should be introduced to the secretary who should ensure contact details are provided.

**As has always been the case all choir members should make new men welcome and invite them to take part in post rehearsal refreshment.**

If the recruit is uncertain of their voice range the accompanist should briefly check on their range and suggest an initial section of the choir.

The new recruit should be supported by the part rep on their first evening. If we are aware they are coming to give the choir a try it would be appropriate for the part rep to identify a likely mentor(s). It would make sense to name 2 men in case of absence.

The part rep should make the librarians aware that music will be needed for new men. Initially the mentor should provide a copy.

**Week 2** : recruit, mentors and MD should check the new man is in the appropriate section of the choir – adjust if required.

Part rep to confirm the establishment of mentor(s),

**Over subsequent weeks** the mentor should support the individual with the singing of the appropriate part and feedback to the MD on progress / concerns etc. The mentor should check on how the recruit is attempting to learn music at home and check if they wish to access Personal Composer. The mentor should inform the individual of the voice test which will take place somewhere between 6 and 12 weeks into their induction – when mentor and individual feel they are ready for this. The mentor should ensure that the new man understands that the voice test is an informal exercise with the MD and accompanist in private using an item they have been learning (of their choice). The new man may have their mentor with them or other men from the choir for support. New men to be provided with an induction pack including current music, Notes for New Members and 'How SMVC Works'.

Should a further period of induction be required this would be determined by the MD and accompanist and further guidance provided if required.

Once a voice test is successful the individual will be presented with their jacket and arrangements made for a debut concert at an appropriate point.

There will be no requirement for a new recruit to pay membership until they start performing at concerts and membership costs will be related the point in the year when performing with the choir starts.

### **Effective mentoring:**

- Provide reassurance and emphasise that timescale is not an issue – we all learn at different rates and have different musical experience
- Ensure access to music pieces
- Provide clear and honest feedback – be positive with praise
- Encourage the recruit to listen and follow the MD and avoid overdependence on 'head in the music'
- Listen carefully to the recruit and try to be aware of difficulties and strengths
- Seek advice and guidance from MD and others if needed
- Ensure they are provided with a name badge
- Explain / reinforce that the voice test will only happen when the recruit is comfortable with giving it a try – reinforce the informal nature of the test and that the MD and accompanist will be looking for ability to pitch their singing appropriately, hold a harmony line and maintain tempo and rhythm
- Encourage the recruit to attend concerts (free of charge) to get feel for performance etc