

NZCF Youth Qualitative Research INSIGHTS PACK

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Background

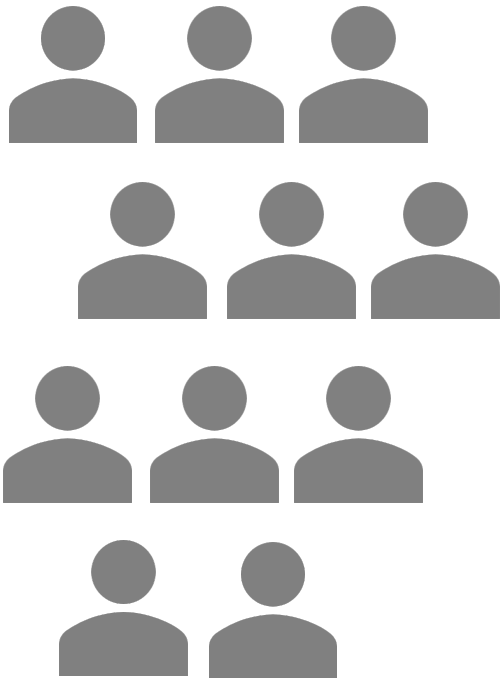
During the high school years, engagement in choirs is high. Large numbers of young people are actively engaged in school choirs across New Zealand and competitions like The Big Sing, and students have a real passion for singing with their peers.

Once students leave high school, engagement drops quite significantly across the country. The NZCF are keen to understand why that is, and learn what they might be able to do to support and encourage those singers back (that wish to) to doing what they love.

Through the focus groups we aimed to understand:

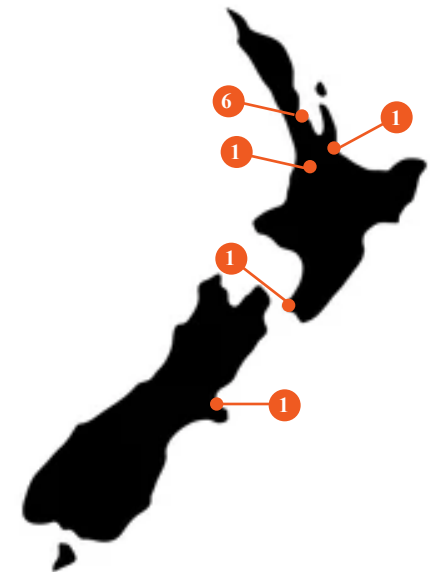
- **EXPERIENCE** – their experience of singing at school, what experiences they were currently looking for, and how accessible and easy it is to find relevant choirs post-high school
- **EXPECTATIONS** – how they expected to continue singing once they had left school, or what support they would hope to have
- **PAIN POINTS** – the pain points or blockers are they experiencing that may be getting in the way of engaging in singing in some way
- **OPPORTUNITIES** – any ideas or opportunities that exist that could better support their ability or motivation to stay engaged, or re-engage with the singing community in some way

Who did we talk to?



We talked to 11 people:

- 1 x focus group of 6
- 1 x focus group of 4
- 1 x 1:1 interview
- 3 men and 9 women
- aged 18-23
- 50/50 singing/not singing currently



Summary of findings

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1	10 years under the influence	School choirs and choir directors are mega-influencers Choirs and choir directors are having a huge impact on these students' lives and are going some way to setting these students up for life beyond school	5
2	You've got a friend in me	It's about way more than singing... it's connection too Much of the motivation to be in a choir is about being with people who 'get you' and doing something you love together	7
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7	If you've got the money, I've got the time	Time and money is a factor Time commitment is a factor but certainly not an overwhelming one. Money came up in the conversation in relation to the sometimes high price of events	18
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Themes

1. School choirs and choir directors are mega-influencers

Choirs and choir directors are having a huge impact on these students' lives, and are going some way to setting these students up for life beyond school

All the people we spoke to talked with huge passion about their singing experiences at school, and how influential it had been on their school life and themselves.

They referenced their choral directors as people who not only taught them to sing but also taught them values and disciplines that set them up for life after school, which they are still drawing on today.

They talked about the pre-emptive sense of loss they felt nearing the end of school about choir perhaps not being as big a part of their lives going forward.

"I had my last Big Sing competition in 2016 but I remember my choral days like it was yesterday because it was probably the most influential aspect of me being in high school."

OPPORTUNITY

How might we (HMW) leverage the passion these singers are feeling in a timely way and support them to create a singing pathway early?

1. School choirs and choir directors are mega-influencers

“You do a lot of growing as a musician but also as a person I think, the discipline that comes along with being in a choir I feel is an underrated thing.”

“I fondly remember like my first day in the choir, that was really really unreal, really great choral director.”

“Our choir leader... absolute legend.”

“When he ran the choir, it almost felt like a student-led choir.”

“There had been all these people that I'd looked up to for so many years and gone 'I wish I could be part of something like that' and then to see the impact you have just as one person in this choir is incredible.”

“My choir director...she's always said to us that when you're in this choir you're here to experience it but once you leave school it's not a thing if you don't take music further than school cos it's not really about that...it's about the lessons you learn while you're in this choir and then hopefully you can take the lessons from your time out into the real world and do some good.”

“Still very much in touch with my school and my music teacher...I'm still on call.”

“Mostly the experience of choir that I really enjoyed was the fun and the humour but also the high calibre and learning about voice and vocal technique...we were in good hands with our choral director, and he had very high ambitions which rubbed off on us.”

“When I first started choir at high school and it was super cool, it was a place that was just fun and music and you know, because you only did it if you wanted to you got to know everyone really well. And so that's really cool, we went to The Big Sing and in my last year we went to The Big Sing finale and it was you know really cool.”

“My choir was a big part of my high school experience, our choir director talked about it, it was very much his baby. We did whole bunch of different repertoire from different cultures in many different languages, we competed in The Big Sing finale, we went to Europe when I was Year 10 and then the choir also did a combined tour in Year 13 to China...students who, no one was left out because they couldn't afford it, there was that equity there which was really cool.”

2. It's about way more than singing...It's connection too

Much of the motivation to be in a choir is being with people who 'get you,' and doing something you love together.

Our focus groups talked a great deal about the friendships that were created both within their own school choirs but also across networks of choirs. The importance of this doesn't change when they leave school.

When they are looking for singing opportunities, they are also looking for a group that understands them, and that could provide friendships, "social connection" and "camaraderie". It's even more crucial when they have moved cities to study or work and are looking establish new friendships, which can be daunting.

It's interesting to note that these aspects are not always being felt in relation to some of the regional choirs that were mentioned.

The anchor point of having a shared goal together was also important to the groups as it meant a level of commitment they were used to, and a light on the hill to achieve.

(see related themes 3 and 4)

"For me, while the competition side was cool it was more the sort of days that you had out at the town... You got to meet other... You had that opportunity... to sort of socialise and sing and now not being in that environment... you see people for an hour a week... what was really good about that at school is you got to know everyone really well and worked better as a team."

OPPORTUNITY
HMW ensure that where these aspects are present in existing choirs it is obvious to those looking to join?

2. It's about way more than singing...It's connection too

"The very first year...I'll just join the non-auditioned junior choir, it's the most I've felt part of any school community activity."

"The Big Sing was...you get a day off school...it was also because I'd sung in Auckland Girls' Choir for a very long time...my social life was there...It was always this kind of amazing social place, more so than the singing."

"Choir camps...on a Saturday night we'd have a camp fire and the guitar comes out...special moments that create that bond between us and I think that's definitely the thing I cherish most about the choir and the effect it has on you."

"And just being around people that just care about it."

"We had choir camps once a year and choir camp was quite legitimately the thing I looked forward to every year...you spend the weekend with like-minded individuals and it helps so much with making closer friendships with other members of the choir."

"Just being around these intensely musical people...choir is their thing"

"The first thing you get taught in choir is it's home and family first...everyone needs a place to be first.."

"Choir camp was so good...such a good way to connect with people and make friends."

"The camaraderie, relationships and friendships that were made and have come from there."

"When the acceptability of people is really high. Yes, you're working towards a common goal but it's not competitive...I never felt like I'm the weakest link...we're all in this together."

"I think it's interesting to define what keeping choral music in your life means to you...It'll stay in your life if you're willing to keep it there and that may not be just participating in choirs."

"Choir camps...having 1-2 days where you just sit down buckle up and you work is both fun and good for social connections but it's also an opportunity to get everybody on the same page.."

"I knew that I wanted to pursue singing lessons...it was never a consideration to not be part of the choral scene...we knew that we were also doing it together so that was a very contributing factor to why I'm still doing it today.."

3. Striving for competition

Performing for friends and family is nice but doesn't quite cut it, singers are looking for a level of competition and a shared goal greater than this (this one came up A LOT and was a surprise)

All of those we spoke to talked about how much they enjoyed being involved in competitions like The Big Sing. They valued the opportunity to measure themselves up against others, receive constructive feedback (from professionals) and meet up with peers and friends.

They talked about performing at a competition driving choir commitment and a common goal. To date they hadn't really found this in the choirs they had looked at and performances had been geared towards showcases for friends and family which doesn't give them the same level of satisfaction.

For some it wasn't even just about the performance itself, travelling to and from the venue together provided another opportunity for them to sing and be with their peers, maximising that feeling of connection.

"My experience of high school choirs was much more competitive and driven, there was a clear direction in which we were going, The Big Sing provided a really good structure to our year in terms of when we need to improve by and what we need to improve. I did expect that of the current choir that I'm in, but I wasn't aware that there wasn't any competition and it was much more relaxed in the same sensibility of a community choir where we would work towards performances. Which is gratifying, however we don't focus on vocal technique we don't focus on the same amount detail in terms of the performance goal, not even facial expressions sometimes, so it was quite disappointing to realise that there wasn't that drive any more. It was more like you show up because you want to sing and not because you show up because you want to sing as a choir."

OPPORTUNITY
HMW support the standard level, commitment and learning needs that prospective choristers are looking for?

OPPORTUNITY
HMW provide an opportunities for choirs to measure themselves against others and receive constructive feedback?

3. Striving for competition

“You do a lot of amazing stuff with choir at school and you're so focused and you've got The Big Sing, every single year you know exactly when your deadlines are, and it's a competitive environment.”

“We're just trying to have fun, whenever we would perform at especially regionals up in Auckland we'd pile out of the session and as soon as we got on the bus we just start all singing and doing chants all the way back to school.”

“That aspect of competitiveness fully comes from the values that are laid out by the leaders of your choir and the members of your choir...if you are proactively participating in a choir in your spare time that's a clear showing you're doing it for a passion...so if there was some kind of event...it gives people that event to look forward to but also an excuse to work harder.”

“I feel like there is a difference between competitiveness and competition...the main motivator was The Big Sing...not because we wanted to be number one... but rather the fact that we wanted to display ourselves as best we could.”

“One of my favourite things from The Big Sing is the fact that's its a competition...being able to compare and learn from and everything that comes from the competitive nature...make some good friends from being in the same competition at the same time.”

“It's the actual journey of getting to The Big Sing...that's where all the hard works put it...and that beautiful moment of singing it perfect for the first time.”

“We need to have the performance by this date is the thing that's really good and it's fine to do a concert oh I'm going to do this concert but but's just your friends and family watching, there's something special about people coming together to do that.”

“When I was in school and had The Big Sing it was such a good time to hear other choirs...meet people from that school, hear new pieces...and obviously socialise and have that time.”

“It was seeing other choirs, first, so it was a face to face comparison of what others can do, what you can do and what both of your strengths and weaknesses are...second...the preparation to get there, so having to prove yourself in front of people who are comparing themselves to you means that you want to do yourself and your team justice...but our audiences are 95% family members and people who already support us, so it doesn't matter because at the end of the day they're gonna say the same thing which is you were amazing...and the third thing was judges, having a literal ranking of how good you are and judges comments of what you did right and actual professional people telling you what you could work on, It was really useful to feel like you could keep going even past that competition..”

4. It can feel quite selective and there is a lack of information

Towards the end of school, some students are provided with a recommended singing pathway, but many feel they are not, and it's not so easy to DIY

Some of our focus group expressed a feeling that people who were “good musically” were cherry-picked at school and provided with a singing pathway – and this was not the case for everyone.

Information seems to be limited to having a conversation with the choir directors which for various reasons wasn't always possible.

“The teacher just going to specific students because there are singers that don't do choir but want to sing.”

OPPORTUNITY
HMW provide greater accessibility and guidance for more school leavers around their options to continue with singing?

4. It can feel quite selective and there is a lack of information

“There were times of elitism, [...] there was a lot of elitism on which choir you were in and which part you sang.”

“I was generally really quite worried about how I was going to keep doing the music thing after I left, and I was worried about not being in a choir for a while.”

“I think it's quite a scary thought at the end of high school because we're losing so much already...moving into the next season of our lives, so choir on top of that being such an influential thing feels like we're losing it full stop.”

“There was nothing from my director...I definitely think it would have been useful.”

“I did not know anything about NZSSC until like Year 11..”

“As far as I'm aware there aren't many in Wellington [musical theatre] the ones that are don't seem easy to break into...it's a little gutting.”

“At [school] there wasn't anything advertised further..”

“When I was in Year 13, our choral directors, I can't really remember, I think they were like if you want to join a choir there is always AKL Uni choirs and then you can always ask us for more information about more regional choirs or a particular area. But I think that was about it.”

“Those who did want to pursue music were already in the music department getting help...finding their pathways, so there's definitely support from my perspective.”

5. Looking for something more or less; there's a transition going on

The singers we spoke to talked about some choirs being hard to get into, daunting to approach and too intense, and the local community choirs not being quite driven enough

We talked with the groups at length about their ideal choir and many expressed that they were still looking for something that was like their choir experiences at school – a shared goal, commitment, good levels of learning and a large dash of fun and social connection.

Young singers often find the choirs they come across either lack a goal or standard level they are used to, or are too intense.

There is a fine line between intensity and fun they are looking for. They are looking for a choir that encompasses both these qualities.

It's interesting to note that it sounds like the choirs they describe they want to be in are the same ones that they find a little daunting to join.

It also appears the regional choirs that should encompass these qualities they are looking for are not always seen from the outside as providing this.

“What I'd be looking for in a choir would be a combination of humour and fun but also expertise in terms of the musical direction and the knowledge being imparted to us about vocal technique, just an extension of what my high school experience was like...that balance of being silly sometimes and the camaraderie...but also it's competitive and it's high quality.”

OPPORTUNITY

HMW connect these singers with the choirs that meet their needs in a safe and comfortable way?

5. Looking for something more or less; there's a transition going on

"I really like [choir], it's a little bit of an older age demographic...the vibe is just like cool, everything there is a little bit insane but in a good way."

"I just found that one of the choirs I auditioned for was quite intense and there wasn't really any fun vibe to it and the other one I auditioned for wasn't competitive enough."

"There aren't a whole lot of options...I like [choir] because there is a sort of standard but it's also not super intense...it's either the community choirs or the really intense sort of choirs, there's not sort of a between kind of thing."

"There seems to be sort of a difference between school choir and then not school choir. There are community choirs that are fairly informal and people kinda turn up or they don't, and then there's the really intensive choirs who do a lot of performing and maybe a few hours a week of rehearsal. I think maybe something in the middle for people that are transitioning might be cool."

"That was a really difficult part of moving into community and chapel, the quality isn't often there and when the quality is there, it's youth choir, it's 3 years, I was never going to be able to commit to 3 years...and then there's [choir]...which is extremely aspirational...it becomes this game of seeking out a choir that's really going to bring the same sort of experience that you had at school and I'm yet to find that."

"We formed this choir...we had about 16 and it was like amazing cos we got to programme ourselves, you didn't have that pressure from the choral directors...we just had a really good time and sort of put together a really good choir...It showed me that you could just come together and do stuff...[school] was a great school but they hold your hand...to strike out and do something independent was cool."

"A lot of them were at least seemingly for very ultra experienced people who have been going continuously through intermediate, high school and onwards. There were some that were definitely catered towards much older people."

"I've found one place like that but it's not hugely competitive...it definitely shows you how vocally mature you get once you've been in choirs that perform at a certain scope."

"I definitely think something like that where you go in, you sing, you have fun and meet people is really beneficial especially if it is a group aimed around that transition, so the directors can also pass on and get to know the person in the choir and recommend this choir for the next step."

"I joined this really bad choir there were 120 of us and most of them were really old...it was a bit tragic...bit of a train wreck."

5. Looking for something more or less; there's a transition going on

"We have a quite varied repertoire...personally I enjoy classical more but I also like trying different kinds of genres and learning about different styles that you have to maybe sing a little bit differently."

"I was very unconfident in my own singing abilities...the auditioned choirs are for really intensive people who are good at music...I'm not a music person, choir is my fun subject."

"You do end up reaching for bigger places and bigger choirs but I don't know if they're going to be performing at the level."

"A community choir might not have the resources, the talent, or the time; that's what I found a lot with moving into that sort of community choir stuff is everyone's suddenly working and were not competing and were giving nice performances for our family and friends.."

"Like-mindedness, common goals, common appreciation for what you're trying to work towards and achieve."

"The [choir], which is very intense and the other one...was extremely social and neither of those things is what I wanted, so I did do some research online, it took a bit of digging but I did find some but none of them were of the calibre that I wanted.."

"The options seem to be this choir that doesn't have any goal...or a really difficult one to audition for that I'm not going to get into."

"Any kind of emphasis on the people...the team...the individuals...the relationship...any thing that's not so strictly choir, we read this we sing this and that's it. Anything that shows a bit of personality I guess.."

"It seems like it is really hard to break into relationships in there."

6. It's more than just Google search results

Prospective choir members are looking for a deeper level of information in their searches, so that they can make a more informed decision

The search for choirs came down to friends, previous choir directors or a Google search, none of which provided the level of information the focus groups needed to work out the right fit for them.

The audition process works both ways – prospective choristers are looking to understand the “feel” or culture of a choir, what the director is like and how the choir works, not just what they sing and when they sing – they want to know what they are getting into.

There is no one source of the truth on available choirs around the country and this is being felt by prospective choristers in their search for the right choir for them.

“I've looked into some other choirs locally here but none of them really seemed quite exactly what I was looking for at least sort of looking at their websites.”

OPPORTUNITY

HMW make connections between choirs and choristers that are looking for each other but don't know each other?

OPPORTUNITY

HMW provide a single source of the truth that provides a 360 view of a choir?

6. It's more than just Google search results

"Namely the experience one I think, whether that's me just feeling a little daunted or them actually genuinely being super experienced... I did some sight singing and stuff through high school but now don't and that's a little daunting itself and that sets up the barrier...and then there's years experience"

"At the moment it's friends and past directors...more introverted people if they have an internet quiz they can go on, what age bracket are you in, this one, what do you prefer, social or competitive, this one and the result being I think you would be most suited to this choir in this region."

"I came back from my gap year overseas...because I was out of the loop I didn't do it through the friends look...I just did a Google search and then when I got to Uni it was advertised, so I ended up auditioning for both of those."

"I had always planned on continuing musical theatre stuff, not so much choral, there weren't many avenues, at least in Dunedin that were super advertised that weren't more like religious or church choirs or anything like that."

"Any kind of youth presence, and youth sort of emphasis would really be good that shows it's a little bit more open to those who might not have as much experience...even just having disclaimer about how much experience they expect."

"I can't think of any way to properly show the culture of a choir and how theatre operates...I definitely think it could be helpful."

"Choirs exist but you kinda don't know what they are, you have to ask around and do a lot of googling and it would be kinda cool to have some names to look through."

"I found out through friends as well, my choir director at the time, and through the internet...I did my own research because for a while I was on the reserve list for [choir]...I was surprised because everyone that I talked to recommended the same two choirs."

"Talking to a friend who was very involved in the music community and she knew the past AYC director...they're the only choir I know of as well as Voices and the NZ Youth Choir."

"First of all I would look at the director, I know when I came out of high school I really wanted to join AYC because of the director that was going to come in...but that was only because I went to Big Sing regionals to see him conduct and that was a really good pathway to see what the choir would turn out as or like what he would expect that choir to be like...if the director could state their expectations of the choir that would be quite nice...You can't really visit every choir and attend every rehearsal and then decide what choir should I join, I guess it's like an audition process for yourself."

7. Time and money is a factor

Time commitment is a factor but certainly not an overwhelming one. Money came up in the conversation in relation to the sometimes high price of events

They value being able to immerse themselves in singing with a group, but acknowledge that time commitments don't always make this possible. The time commitments suggested of course varied due to other ongoing commitments but overall, the group were keen to put in at least as much time as they had done at school.

We didn't ask specifically about choir membership fees and the costs associated with being in a choir, however neither did any of the groups bring this up as an issue for them.

Where money was a factor was in relation to events, competitions and performances, and the prices sometimes felt prohibitive.

“Around 2-5 hours is good...the AYC does an hour and a half on a Monday in the evening, that's a good time and I think that would be relatively suitable for most singers.”

7. Time and money is a factor

“I love to fill my days, and then I find that I have no time...I would maybe be looking at a similar amount of time as I spent at high school, I think we had two rehearsals a week, one was shorter...evenings would be better...between two and four hours a week.”

“There's a point after high school when you're like I can't devote my whole life to memorising things..”

“If you're looking at youth choir, they're might be people without a drivers license...for me I have a physical disability and transport can be difficult.”

“Personally, I'm not in a choir right now only because of study time pressures but I'm definitely wanting to study a Bachelor of Music in choral singing some place, some where in vocal singing somewhere in my life when I have time, but it's always like that thing in the back of my mind, "you have to do this at some point", just I don't know when.”

“Our quartet did not rehearse as often as we had intended...because of university commitments and taking on new jobs, some of us moved...it didn't end up continuing...but we're getting together and planning on doing a mini performance for our families.”

“One of the things I really like about the big sing is you can have the gold coin donation to come and watch during the day...just being able to pop in at a reasonable price would really get people interested.”

“The choral symposium...it was so expensive just to go, just to go and watch stuff...you know, I'm a student.”

“I literally cried when I saw the cost...it was devastating.”

“Concession or a student price like they do with the gala concerts, I know that the gala concert is live-streamed for the people that can't get to Wellington or Tauranga.”

“Then you get half the students not being able to go [e.g. Symposium] because it's too expensive...we don't have extra to spend on going to big events, if it was cheaper, we would go.”

Summary of opportunities and all the ideas

Summary of opportunities

Opportunity/Idea	Related theme
<i>HMW leverage the passion these singers are feeling in a timely way and support them to create a singing pathway early?</i>	School choirs and choir directors are mega-influencers
<i>HMW ensure that where these aspects are present in existing choirs, it is obvious to those looking to join?</i>	It's about way more than singing...it's connection too
<i>HMW support the standard level, commitment and learning needs that prospective choristers are looking for?</i>	Striving for competition Looking for something more or less; there's a transition going on
<i>HMW provide an opportunities for choirs to measure themselves against others and receive constructive feedback?</i>	Striving for competition
<i>HMW connect these singers with the choirs that meet their needs in a safe and comfortable way?</i>	Looking for something more or less; there's a transition going on It's about way more than singing...it's connection too
<i>HMW make connections between choirs and choristers that are looing for each other but don't know each other?</i>	It's more than just Google search results
<i>HMW provide a single source of the truth that provides a 360 view of a choir?</i>	It's more than just Google search results Looking for something more or less; there's a transition going on It's about way more than singing...it's connection too
<i>HMW provide greater accessibility and guidance for more school leavers around their options to continue with singing?</i>	It can feel quite selective and there is a lack of information

All the ideas

We think these are “low hanging fruit”

Choir directory

Greater visibility of choirs and their culture

We think these need a bit more investigation, validation and effort

Choir/chorister matching

Additional competition/ performance opportunities

Proactive information sharing (newsletter/ notifications)

Youth Board

Interim/ transition choir

GREAT NEWS - All the people we spoke to were keen to be involved in ongoing feedback and testing rounds for ideas and potential solutions

All the ideas

<i>Choir directory</i>	<p>“It would be nice to have a full directory of all the choirs that are available...maybe with expectations requirements like that choir has that environment so people can be like I want to join this one. Instead of, this is this and this choir is called this and it's rehearsed at this time at this place cos that kind of gives a very vague impression of what type of choir that particular choir it is.”</p> <p>“If every choir had a specific timetable... maybe like a spreadsheet...because of all the variability between everyone post high school, it would be nice to see.”</p> <p>“Having all of the individual choirs websites In the same directory...websites have been very helpful.”</p>
<i>Greater visibility of choirs and their culture (related to choir directory)</i>	<p>“Maybe, choristers to feedback on their own choir - different perspectives of what they think their choir represents, or what the behavior is, and the environment that is set.”</p> <p>“Participant feedback, I think that's a really good idea, especially because it would promote directors focusing on a social aspect to their choirs and the idea of connecting with choristers, that is something I've found [choir] hasn't done that much of, which is expected because our performance schedule us quite restricted, we move onto the next repertoire quite quickly so there hasn't been much time for social engagement.”</p> <p>“Somehow making it a little less daunting of a task to be able to find a choir and apply for it. Sometimes a certain vibe you receive from a choir whether it's super professional or sometimes for the more casual singers and the people that want to go along once a week and have a bit of a sing. It's a bit scary to go to that choir and then expect to have a good time if you don't know whether you're going to be able to keep up.”</p> <p>“Something that would have been helpful would be a concert evening for your local area. Just an opportunity for people who are interested in joining choirs to see what choirs are available and also what their performances are like...actually seeing what type of choir they are trying to portray is quite valuable to me...I didn't really know what I was getting myself into.”</p> <p>“One of the three choirs I joined came and sang at one of the Big Sings...as a guest choir and I hear them and this is amazing I love this choir...there rehearsals were too far away...they had little pamphlets for students that were interested.”</p>
<i>Choir/chorister matching</i>	<p>“A listings page through Facebook or the website and regional reps who would feed intel to you to say we have started this choir we're looking for 3 sopranos.”</p>

All the ideas cont'd

<p><i>Proactive information sharing (newsletter/notifications)</i></p>	<p>“Sign them up to a subscription email inbox thing of NZCF so when the time comes to do an audition for a choir that matches that student it automatically sends it to that student of those students that match that criteria.”</p> <p>“Maybe a high school leavers newsletter...maybe like 6 monthly issue just saying this is what's happening...and it could be choirs, orchestras, bands, because I know I'm finding the same issues in choir as well as in orchestra.”</p>
<p><i>Interim/transition choir</i></p>	<p>“Un-auditioned choir that's as strict/disciplined.”</p> <p>“What about one that's just as potentially strict as an auditioned choir but it isn't auditioned just having a transitional choir.”</p> <p>“I'd really love to have a choir that's organised by NZCF that they advertise at The Big Sing that's for people who are fresh out of high school that has a smaller age range...that's more like 18-21. You're just struggling to adult and do all of these things and that transition from high school.”</p>
<p><i>Youth Board</i></p>	<p>“Have a Youth Board and a president who is then part of the NZCF itself...it would be an opportunity to help promote diversity within youth choirs.”</p> <p>“It would be important to have one person to help create a general guideline for a year plan and somebody to oversee occasional meetings...somebody from the board or somebody who specialises in leadership and board training...”</p>
<p><i>Additional competition/performance opportunities</i></p>	<p>“If there was some sort of event, whether it's a competition or just a big event yearly, to come together and perform what they can do and showcase they're talents, I feel like that'll be a huge motivator for choirs.”</p> <p>“There could be a youth divisions, or one that is community based...for me personally it would be really cool to be around youth choirs.”</p> <p>“That's also a really cool idea, the possibility of a competitive competition for post high school for like adult or university on choirs. That could be a really cool incentive, and also in terms of competitive choirs at post high school level, I'm aware that there's [choir] and [choir] but it's hard because those are super competitive and probably lock out a lot of people who could compete in their region.”</p> <p>“I quite enjoy it and we have a conductor now that has shown us a lot of new pieces and I quite like his feedback...but I do think it might be cool to have something that you know is coming up in the year to sort of work towards and I guess have sort of like a drive, this is what we're doing and we're working towards this as well as those other performances that may pop up In the year.”</p>

Thank you