



SWEET ADELINES INTERNATIONAL

INTERNATIONAL HEADQUARTERS: 9110 South Toledo Avenue • Tulsa, OK 74137
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Sweet Adelines International is a worldwide women's singing organization committed to advancing the musical art form of barbershop harmony through opportunities in education, performance and competition.

April 11, 2017

Ms. Debra A Bringman
345 Tulip Dr
Troy, OH 45373-9337

Dear Debra:

Congratulations! It is my distinct privilege, on behalf of the Education Direction Committee and International Board of Directors, to inform you that you have attained the high level of musical leadership in the Director Certification Program — **Harmony 500 Director**.

By virtue of the score received at the **2017 Region #4 Chorus Competition**, as well as previously completed requirements for the level of certified director, you have achieved the level of Harmony 500 director.

Your Harmony 500 pin will be sent to you. Please wear it with pride. We're proud of you, **Debra**, and know your chorus is proud of you, too.

Your name will appear in the next DCP newsletter and the Pitch Pipe magazine. Once again, congratulations!

Sincerely,

Paula Davis
International President

cc: Patty Cobb Baker, President-elect
Marcia Pinvidic, Education Direction Committee Chair
Natalie Allen, Education Coordinator #4
Kim Wonders, Director Coordinator #4
Debra Bringman, DCP Coordinator #4
Anne Boyd, Gem City Chorus President
Kay Todd, Chief Executive Officer
Tammy Talbot, Chief Operating Officer
Tamatha Goad, Sr. Director of Marketing and Communications
Melanie Trego, Director of Music, Education and Competition Services
Kirsten Johnson, Competition Services Coordinator
Molli McDaniel, Education Coordinator
Lauren Stark, Marketing and PR Coordinator

Director Certification Program
Progress Report

Deb Bringman
updated 3/5/15

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SCORE AND ADVANCEMENT REQUIREMENTS

- Approved Director: Self-evaluation form is on file with the ED/DCP Coordinator; combined scores of at least 50 points in all ten skill areas; must have attended a regional director education training session or participated fully in the director's tract at IES (International Education Symposium) within the last 12 months
- Certified Director: Combined scores of at least 66 points in all ten skill areas, with a minimum of 4 points in each area, and at least 40 points in musical/technical skills, and at least 26 points in management/communications skills; must have attended a regional director educational training session or participated fully in the director's track at IES during the past 12 months; and must be currently serving as director/co-director or associate/assistant director of a chartered Sweet Adelines International chorus
- Master Director: Must have achieved the level of Certified Director and then a minimum of 600 points in a regional chorus competition or 1200 points in an international chorus competition, excluding bonus points, and must have been the chorus' director for at least one year

49.32

Total score received in musical/technical skills

15.8

— doesn't include part 2 scores in #5 + #8 (need to complete part 1 in #5 + #8)
Total score received in management/communication skills

65.12

Total score received in all skills

List attendance at regional/worldwide director education training sessions or an international director's seminar in the last 12 months. Please give specific dates for each training session: _____

COMMENTS BY DCP COORDINATOR: _____

See comments above

STATUS

Date applied to DCP
Date advanced to Approved Director
Date recommended to Certified Director
Date recommended to Master Director
Date reaffirmed at current status

Date: 3/5/15

Signed: _____

DCP Coordinator

Region # 4

cc: DCP Participant
Music Services Department
DCP Coordinator

FOR OFFICE USE ONLY

Date verified classification: _____

Chapter # _____

DCP Member _____

Chapter President _____

Address _____

Address _____

DIRECTOR CERTIFICATION PROGRAM

SKILL AREA EVALUATION

CONDUCTING SKILLS

Participant's Name Deb Bringman

Chapter Gem City

Date 9/9/14

Classification: Director/Co-director _____ Assoc./Asst. dir. X Candidate _____

Instructions to Evaluator:

Evaluation based on (check one):

_____ actual observation X videotaped example

Based on your observation, evaluate the participant's conducting skills by assigning a numerical rating of 1 - 5 (5 = highly effective, 1 = ineffective) for each item.

1. 4 Demonstrates understanding of ictus through appropriate breaths and downbeats
2. 5 Demonstrates ability to keep a steady tempo in an uptune
3. 4 Demonstrates *rubato* technique appropriate to the interpretation of a barbershop ballad
4. 5 Demonstrates ability to indicate attacks and releases clearly
5. 4 Exhibits congruency between mouth posture and hand motions
6. 4 Exhibits body posture appropriate for good singing
7. 3 Avoids body posture distractions
8. 2 Maintains eye contact with the performing unit
9. 5 Exhibits facial posture appropriate for expressive singing
10. 4 Demonstrates ability to communicate dynamics effectively

40 Total Points

Divide total points by 5 = 8 TOTAL SCORE (Maximum 10)

Evaluator Kim Wonders Date 10/2/14

Education Coordinator Signature _____ Date _____

Compilation = 5

**DIRECTOR CERTIFICATION PROGRAM
SKILL AREA 5 EVALUATION — PART 1
MANAGEMENT SKILLS**

Participant's Name Deb Bringman
Chapter Gem City Date 6/17/15
Classification: Director/Co-director ☒ Assoc/Asst. dir. ☐
Skill Area 5 Evaluation — Part 1 is to be completed for Director/Co-director and Assoc/Asst. director only.
(Candidates are not eligible for Skill Area 5 — Part 1.)

Instructions to chorus member:

Please complete this questionnaire in accordance with the directions provided by your president. **The information on this evaluation form is confidential and should not be discussed with the president, the participant or any other chorus member.**

Evaluate the participant's management skills by assigning a numerical rating of 1-5 for each item (5 = highly effective, 1 = ineffective) for each item.

- ☐ The participant selects and utilizes chorus members to assist her in the chapter's musical program.
- ☐ The participant provides training for the music staff members.
- ☐ The participant delegates duties to members showing strength in special areas.
- ☐ The participant works effectively with chapter administration.
- ☐ The participant develops, trains and utilizes a musical team that makes it possible for each chorus member to receive individual assistance.

5 5 5 5 5 5 5 5 5 5 5 5

1 1 1 1 1 1 1 1 1 1 1 1

Compilation 6/17/15

Score = 4.92

**DIRECTOR CERTIFICATION PROGRAM
SKILL AREA 8 EVALUATION — PART 1
COMMUNICATION SKILLS**

Participant's Name Deb Bringman
Chapter Gem City Date 6/17/15
Classification: Director/Co-director ☒ Assoc/Asst. dir. ☐
Skill Area 8 Evaluation — Part 1 is to be completed for Director/Co-director and Assoc/Asst. director only.
(Candidates are not eligible for Skill Area 8 — Part 1.)

Instructions to chorus member:

Please complete this questionnaire in accordance with the directions provided by your president. **The information on this evaluation form is confidential and should not be discussed with the president, the participant, or any other chorus member.**

Evaluate the participant's communication skills by assigning a numerical rating of 1-5 for each item (5 = highly effective, 1 = ineffective).

The participant:

5	5	5	5	5	handles input from chorus members in a positive manner.	59 = 12 - 4.92	4	5	5	5	5	5	5
5	5	5	5	5	gives clear instructions and communicates expectations.	59 = 4.92	5	5	5	5	5	5	5
5	5	5	5	5	communicates in a positive manner.	59 = 4.92	5	5	5	5	5	5	5
5	5	5	5	5	exhibits enthusiasm.	59 = 4.92	5	5	5	5	5	5	5
NA	5	5	5	5	demonstrates ability to work with a coach (or other outside assistance), to accept suggestions and to work effectively with the chorus in such a situation.	53/55 = 4.82	4	5	5	5	5	5	5
5	5	5	5	5	has consistent communication signals (i.e., eye contact, body language and voice).	59 = 4.92	5	5	5	5	5	5	5
5	5	5	5	5	offers positive reinforcement.	60 = 5	5	5	5	5	5	5	5
5	5	5	5	5	exhibits security and confidence in the position of director/co-director or associate/assistant director (whichever is applicable).	59 = 4.92	5	5	5	5	5	5	5
5	5	5	5	5	accepts constructive criticism well.	59 = 4.92	4	5	5	5	5	5	5
5	5	5	5	5	communicates positive expectations that the chorus can reach its goals.	59 = 4.92	5	5	5	5	5	5	5

**DIRECTOR CERTIFICATION PROGRAM
SKILL AREA 8 EVALUATION — PART 2
COMMUNICATION SKILLS**

Participant's Name Deb Bringman
Chapter Bern City Date 2/27/15
Classification: Director/Co-director _____ Assoc/Asst. dir. X Candidate X
Skill Area 8 Evaluation — Part 2 is to be completed by all classifications.

Instructions to participant:

Write a brief response to each question.

- List five (5) ways a Sweet Adelines International director can communicate effectively with the chorus. (5 points possible)
(a) honest feedback & assessment of rehearsal/skills
(b) enthusiastic - sees problems as stepping stones, not stumbling blocks
(c) positive and encouraging
(d) sees each chorus member as a valued member (over)
 - An individual member consistently makes singing errors and is upsetting to those around her. What communication skills would you utilize in handling this problem? (3 points possible)
Have a personal conference with the "problem" child. Explain the problem - don't attack personally. Ask for her take of the situation. Explain chorus' goal & how ~~she~~ she is adding & fits into the picture. (over)
 - As a director of a 40-voice chorus, what communication skills would you use to help an insecure assistant director become more confident? (2 points possible)
Be reassuring to the asst. director that she was chosen because of potential seen in her ability. Encourage her to ask questions of director & attend regional opportunities to improve her skills/knowledge. Allow her time in front of the chorus to use her (over)
- Participant: Leave the rest of this page blank.

10 total points

Divide total points by 2 = 5 TOTAL SCORE, PART 2 (maximum 5)

Evaluator Latacia Allen Date 3/4/15
ED Signature _____ Date _____

- 1) d - con't - ready & willing to learn - see everyone's strengths
 - ⓐ problem-solver
 - ⓑ take a personal interest in her members & accept her life's situations - Chorus IS a hobby
 - ⓒ established realistic attendance requirements

2) gently say that at this time ^(not forever) she would be unable to perform/^{rehearse} with Chorus until she shows improvement to section leader or me (director). Ask her what tools/skills we can assist her in reaching her goal - she needs to feel supported & encouraged; not belittled & discouraged. Develop plan & help in every way possible.

3) skills and ^{director} gives honest feedback & suggestions for improvement. ^{privately} Give her responsibilities that she will be successful at completing to build her self-confidence. Ask her questions (ask for her input) to help you with the Chorus & use them - value her opinion & utilize her suggestions

**DIRECTOR CERTIFICATION PROGRAM
SKILL AREA 10 EVALUATION — PART 2
REHEARSAL PLANNING & IMPLEMENTATION**

Participant's Name Deb Bringman
Chapter Gem City Date 2/27/15
Skill Area 10 Evaluation — Part 2 is to be completed by all classifications.
Classification: Director/Co-director _____ Assoc/Asst. dir. ☒ Candidate ☒

Instructions to participant:

The time is six weeks before regional competition and three months before the annual chapter show. The chorus is competing. Write your plan for one regularly scheduled, three-hour evening rehearsal.

- ~~5~~ 5 minutes - physical warm-ups
- 15 minutes - vocal warm-ups & building vocal skills. ~~Take~~ Take trouble spots in the contest songs & make a warm-up exercise out of it. Reinforce vowel alignment/unification & tuning.
- 30 minutes - contest ballad work
work section by section & then run through
- 20 minutes - choreo review - both moves & characterization
- 30 minutes - up-tempo work w/ choreo
- 10 minutes - 2 complete "performance" run-throughs
- 15 minutes - announcements & ~~good~~ good news shared
- 50 minutes - work show music - incorporating vocal techniques from contest music

(Possible points = 5)

5 TOTAL SCORE, PART 2 (maximum 5)

5 min. - sing closing song for unity

Evaluator *[Signature]* Date 3/4/15

ED Signature _____ Date _____

4. Briefly describe the two different types of chapter administration:
(1) Board of Directors and (2) Integrated Chapter Management.

Board

- ① motion / vote ~~the~~
- ② ~~board member~~ voted on by membership
- ③ 8-12 members
- ④ director input + advises, non-voting member

Management Team

- ① consensus (discussion)
- ② appt members by strength + voted on
- ③ 4-8 members
- ④ director part of the "team" voting member

5. Describe the differences and/or similarities in the director's role in each type of chapter administration.

In a board of directors situation, the director has input and ~~advises~~ serves in an advisory capacity. She doesn't necessarily attend the meetings. The board members may or may not feel free to state their opinions w/ the director there. Often the director ~~to~~ dominates the board's time. The board votes (the director does not) on issues of the ~~the management~~ chooses that does influence what the director can or cannot do.

In the management team ~~situation~~, the director is a part of the team. Discussion (which would be thorough) + voting is done by consensus. Everyone at the meeting is on board (over)

25 total points

Divide total points by 5 = 5 TOTAL SCORE, PART 2 (maximum 5)

Evaluator

Latale K Allen

Date

3/4/15

ED Signature

Date

With the decision I can provide a unified front to the chorus membership. All of the "team" has a better understanding & appreciation of ALL facets of the chorus.