



Region 3 Strategic Planning

Midwest Harmony Region 3 Strategic Plan

September 26, 2026

Synthesis of chorus visit feedback • August 2026

Region 3 Vision and Three Strategic Pillars

To **EMPOWER** every member, **ENRICH** every life, and **ENGAGE** every heart & voice through the joy of harmony!

EMPOWER

We plan to focus on instilling confidence and tapping the potential of all members, to promote quartet development, offer mentorship and leadership development, and foster director support

ENRICH

We plan to focus on recognizing our sense of community, and building on the notion of feeling “HOME” in Region 3. We hope to develop ways to combat the natural progression of “aging out” by encouraging mentorship from our more “knowledgeable” long-standing members, and to encourage membership growth in youth outreach

ENGAGE

We plan to focus on opening lines of communication by developing a newsletter, encouraging choruses and quartets to share their successes/struggles as we all travel this path together



What We Heard from You!

- Throughout the summer, members of the Region 3 Management Team have visited each chorus
- Members are **optimistic** about the future of Region 3 and appreciate being asked for input
- Feedback strongly reinforces three strategic pillars: **Engage, Empower, and Enrich**
- The most consistent themes are for **stronger connection, communication, accessibility, and belonging**.

THANK YOU FOR YOUR INPUT!!!



Theme 1: Region 3 Should Feel Like a Community

- Members repeatedly described their Region 3 “home” as friendly, supportive, belonging, fun and strong, safe relationships
- Strong interest in rebuilding shared regional experiences
- Key takeaway: social connection is a core part of the Region 3 experience



Theme 2: A Regional newsletter; High-Value Opportunity

A New Regional Connection

- Quarterly
- Information
- Identity
- Connection

Coming Soon:

International • Upcoming Shows • Website Transition



Theme 3: Make Education More Accessible

- **Members strongly value regional education but identified cost, travel, and scheduling barriers.**
- **Recommended approach: increase flexibility rather than replace existing formats.**
- **Potential actions:**
 - Offer more one-day workshops
 - Rotate locations across the region
 - Continue short Zoom sessions and vary days/times
 - Bring regional educators to multiple locations
 - Offer convention education at times that work for more members
 - Maintain longer overnight events for those who value the extended experience



Theme 4: Make Chorus and RMT Leadership More Accessible

ENGAGE

- **Know Where Help Is Needed**
Clear roles • Clear expectations
- **Start Small**
Short-term • Manageable opportunities
- **Find Your Fit**
Membership • Marketing • Finance • Leadership
- **Stay Connected**
Events • Help Wanted • Classifieds
- **Grow Into Leadership**
Volunteer → Get involved → Lead



Theme 5: Mentorship Is a Strong Opportunity

- **Mentorship generated positive reactions across multiple chorus visits.**
- **Potential models include:**
 - New-member mentorship, especially during the first 1–3 years
 - Cross-chapter mentoring
 - Pairing people with similar backgrounds or aspirations
 - Leadership and role-based mentoring
 - Director-to-director connections
- **Next step: pilot a simple model**



Theme 6: Connect Choruses to One Another

ENGAGE & ENRICH

- **See Each Other**
Chorus exchanges • Performance spotlights
- **Learn From Each Other**
Director exchanges • Affinity groups
- **Connect Across the Region**
Quartet mixers • Collaborative events
- **Know What's Happening**
Shared calendar • Shows • Coaching
- **Stay Connected**
Newsletter • New HarmonySite Website • Social Media



One Region. One Community.

Theme 7: Fun and Tradition Matter

- **Members asked for traditions and experiences that create camaraderie**
- **Ideas included**
 - Comedy/kooky quartet contests and talent shows,
 - Show of Champions,
 - Saturday-night parties, theme events
 - Mass sings and more group singing
- **These activities are viewed as mechanisms for connection—not simply entertainment**



Prioritized Next Steps

0–6 MONTHS

-  Launch the regional newsletter
-  Create an events calendar
-  Publish clear volunteer/job postings
-  Communicate strategic plan timeline & progress
-  Improve awareness of existing resources
-  Explore affinity groups

6-12 MONTHS

-  Pilot one-day regional education
-  Develop a mentorship pilot
-  Add structured networking to Regional events
-  Improve website

12+ MONTHS

-  Reintroduce signature social traditions
-  Expand inter-chorus collaborations
-  Develop youth outreach initiatives
-  Create convention orientation resources
-  Explore rotating education locations

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