

# SWEET ADELINES INTERNATIONAL BOARD OF DIRECTORS NOMINEES

Eight candidates have been nominated to fill four expiring terms on the International Board of Directors beginning May 1, 2019, and ending April 30, 2022. The following biographical information was submitted by each nominee.

Note to Chapters: Please schedule your election meeting in October or November.

Ballots will be sent in late September and are due at International Headquarters by 3 p.m. Central Time, Wednesday, November 28, 2018. If you have any questions, please contact the Corporate Secretary at International headquarters at 800.992.7464 or 918.622.1444.





Thérèse Antonini  
North Metro Chorus  
Region 16  
24-year member

**EDUCATION:** College Diploma: Computer Programming and Business Systems Analysis

**SPECIALIZED TRAINING:** Technical - PRINCE2 Certification (Project Management), PROSCI Change Management, Graham Business Process Review/Improvement, 6 Thinking Hats, Training Adults (underway). Leadership and Cultural Training - Holding to

Account, Leading from Within, Emotional Intelligence, Three Conversations of Leadership.

**CURRENT AND PAST OCCUPATIONS:** Current: Consultant Team Lead (IT Applications). Past: Project Manager, Database Analyst, Systems Analyst, Computer Programmer.

**LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL:** International Board of Directors (Executive Committee Member as International Secretary), Task Force Specialist, Task Force Chair, Regional Leadership Committee, Panel Secretary

**HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS?** My experience has prepared me well for the thinking that is required for problem solving and decision making at the International Board level. My Sweet Adelines journey has provided me with varied perspectives that help me to understand many of the challenges that our choruses and individual members face.

**WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD?** My professional background is in the business world, specifically in project management, strategic planning, and business process improvement. I seek innovative approaches and solutions and am skilled in facilitating groups in problem-solving discussions.

**WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION?** Sweet Adelines is known for providing a community where all women who love to sing are celebrated. In addition to enabling the pursuit and achievement of musical excellence, Sweet Adelines provides its members with opportunities to develop and hone their skills as high profile community and business leaders.

**WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS?** Efforts should be focused on raising the profile of Sweet Adelines by emphasizing the quality of education and the benefits of membership. The success of our future lies in putting the talents and passions of our members to use to keep membership in the organization rewarding, relevant and vibrant.

**DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW:** Our stories will serve as the foundations for inspirational and motivational presentations, especially for the empowerment of women. Our educators will be sought after as experts to develop and support musical and leadership programs around the world. Everyone will want to be a part of this!



Bridget Barrett  
Santa Monica Chorus  
Region 11  
Four-year member

**EDUCATION:** B.A. in Journalism – University of Wisconsin-Madison (1992); J.D., Georgetown University Law Center (1995); M.A in Spiritual Psychology, University of Santa Monica (2014)

**SPECIALIZED TRAINING:** Including my Master’s degree, I have 12 years of training in coaching and facilitation/counseling others in support of their personal development (and have simultaneously received such coaching and facilitation myself).

**CURRENT AND PAST OCCUPATIONS:** I have been an attorney for 23 years. I am “virtual General Counsel” to several small and mid-sized businesses, in which I provide advice and assistance in all legal matters, including (but not limited to) corporate formation and governance, labor and employment issues, funding, marketing, intellectual property issues, and commercial transactions. I have also previously served on the Board of Directors for a performance art-related non-profit.

**LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL:** Current member of Diversity Task Force, Organizing & signatory member of Lana Clowes posthumous membership proposal group, Current Chapter Asst. Baritone Section Leader, Chapter President 2015-2018, Chapter Director 2014-2015.

**HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS?** As a relative newcomer to the organization, I can bring a fresh perspective to the Board’s collective understanding. Sometimes, what is needed to make a shift in persistent issues (such as declining membership) is thinking entirely differently about them. That is easier to do when untethered by past patterns.

**WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD?** I would bring my commitment to “Leadership in Loving”: combining my counseling training and analytical and communications skills to consciously foster an environment where all feel welcome, heard, respected, inspired, and empowered. The creation of those conditions acts a catalyst for growth and development in any organization.

**WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION?** I see Sweet Adelines becoming not only increasingly diverse, but maximally inclusive. Just as the barbershop style is the cornerstone of our music, the embrace of individual difference as a valuable contribution to our collective whole will be a cornerstone of our culture.

**WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS?** Outreach and inclusiveness should be the first priority of the Board. We must attract new members through modern and vibrant marketing efforts, while also creating an attractive environment to join and stay in. This means inviting and honoring the experience of all, in light of their diverse characteristics and backgrounds.

**DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW:** No longer a “best kept secret,” we will be well-known as a joyful and affirming community of singers from all over the globe who love a cappella performance and learning, support one another in artistic expression, and regularly share our “ninja” skills with the rest of the world.



Joan Boutilier  
River City Sound Chorus  
Region 3  
28-year member

EDUCATION: Bachelor of Music Education, University of New Mexico

CURRENT AND PAST OCCUPATIONS: 1997 - present: Chorus and Quartet Coach; 1996 - present: Frontline Sweet Adeline Chorus Director; 2006 - 2008: Extra-curricular Children's Chorus Director; 1982 - 1989: General Elementary School Music Teacher

**LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL:** International Board of Directors, May 2012 – present (International Secretary, 2014 – 2018, International President-elect 2018 – present), Education Direction Committee, May 2013 – 2018 (EDC Liaison to Chorus Directors, 2014 – 2018), Directors Education Committee, May 2007 – 2012, Frontline Director, 1996 – present; Sound Judge, 2008 – present

**HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS?** I have a deep knowledge of the operational and administrative sides of our organization, acquired through my participation on the International Board and appointed committees, and broadened through my experiences in judging, coaching, teaching, directing and performing. I respect our organization's history and understand the challenges facing us in the coming years.

**WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD?** As a professional educator, my values align with that of the Mission Statement of our organization which emphasizes education. My personal qualities include being open-minded and unafraid of change when change is needed.

**WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION?** I see our International organization implementing new membership and chorus models, and finding creative ways to make barbershop singing more accessible to a broader base of singers. At the same time, I envision members of Sweet Adelines as being strong advocates and ambassadors of barbershop singing for our organization. I see Sweet Adelines around the world being enthusiastic, joyful and proud about our organization!

**WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS?** Our priorities should be to find and develop creative ways to educate our current members, arrange strong, original barbershop songs, attract new members, provide leadership opportunities for women and secure our financial future. We need to be steadfast in our mission which will guide decisions and ensure our future as a premier women's barbershop organization.

**DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW:** I believe that some new ideas which are on today's horizon will have come to light, but that directors will still be the "heartbeat" of our organization, that friendships will still be forged when four women meet in a living room to learn a song and that women will still continue to discover that they "joined to sing" but "stayed because of the friends."



Patty Cobb Baker  
Harborlites Chorus  
Region 21  
35-year member

**EDUCATION:** Master of Arts, Public Administration; Bachelor of Arts, Political Science/General Business

**SPECIALIZED TRAINING:** Post-graduate study in Vocal Pedagogy; Life Coaching; Team Development/Facilitation; Event and Workshop Development; Grant Writing and Sponsor Development

**CURRENT AND PAST OCCUPATIONS:** Voice Teacher and Vocal Coach; Cost Analyst and Business Manager at NASA, Johnson Space Center

**LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES**

**INTERNATIONAL:** International Board of Directors Member (International President, International Treasurer), Regional Leadership Committee Chair, Young Singers Foundation Advancement Committee Chair, Education Direction Committee Member, International Faculty

**HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A**

**MEMBER OF THE INTERNATIONAL BOARD?** Foremost, I have an abiding love for Sweet Adelines that fuels my passion to serve its mission. I bring 35 years of dedicated chorus and quartet membership; administrative and musical leadership experience at every organizational level; a fierce commitment to education and to member satisfaction; a finance/business background that supports Board governance; and an ability to think globally, long-term, and strategically.

**WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE**

**INTERNATIONAL BOARD?** I possess strong program/project planning, management, and analysis skills, particularly in budgeting and finance. I can assimilate complex information and communicate it effectively. I believe everything is possible, and love working on/with teams to envision and realize dreams, embracing innovative methodologies. I am committed to excellence and have the energy, creativity, and tenacity to get 'er done!

**WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION?** My vision is an organization that is pervasive, well-known—an integral part of world music culture—with a brand that is accepted and respected for the joy, musical satisfaction, community, and personal development that it offers. Our musical product and training are of the highest quality and state-of-the-art, and our membership is thriving in numbers and fulfillment.

**WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE**

**NEXT FIVE TO 10 YEARS?** The creation of a vibrant and innovative 10-year vision for the organization is paramount. Developed using state-of-the-art research on the global factors impacting our organization, the vision then leads to a comprehensive strategic plan that addresses our most important issues and opportunities – grassroots membership retention and recruitment initiatives, marketing and messaging strategies, and programmatic and infrastructure advancements. Design and execution of the vision and plan must be an inclusive process that connects and unifies all levels of the organization and engages all members in navigating Sweet Adelines into the future.

**DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS**

**FROM NOW:** Our successful growth strategies will create more chapters and members across the globe! We will have invaded the world's consciousness and become part of mainstream entertainment and school curriculum. Innovation in performance will continue, and we will be widely recognized for the significant health benefits realized by women of all ages through membership.



Jeanne d'Arc (JD) Crowe  
Canadian Showtime Chorus  
Region 16  
22-year member

EDUCATION: High School Diploma; College Business Administration Degree

SPECIALIZED TRAINING: Human Resources, Coaching & Mentoring, Facilitation & Mediation, Leading Highly Effective Teams, Change Management, Customer Service

CURRENT AND PAST OCCUPATIONS: Human Resources – Payroll Operations Manager, Executive Office Manager

LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL: International Board of Directors (Executive Committee Member as International Treasurer), Faculty IES 2017, International Bylaws & Rules Specialist, Worldwide Moderator, Regional Leadership Committee.

HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS? I am a strong and compassionate leader who believes in empowering people. *Teach her to fish and you give her an occupation that will feed her for a lifetime.* I will continue to be advocate for our members and put them at the heart of all of my decisions.

WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD? I am approachable, dedicated, innovative and loyal with great facilitation skills. I have exposure to robust employee relations programs including employment equity, diversity, peer support, etc. that have helped me manage and keep very large teams engaged, creative and productive. All of this experience I bring to the International Board of Directors' table.

WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION? I love what this organization stands for and the opportunities it offers women. My vision is to encourage out of the box thinking to grow our organization in numbers by providing membership alternatives that address financial constraints and promotes home/chorus life balance.

WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS? Membership growth and retention along with non-dues revenue strike me as key priorities for our organization. I do believe that once we provide alternative membership options that better meet the needs of our multi-generation women, we will reverse the downwards trend in membership numbers.

DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW: This organization will be thriving and will have spread to parts of the world yet uncharted! We will have flex membership models that focuses on chorus/home life balance making us more accessible to a diversity of women. We will have multiple revenue sources that will make it affordable to deliver education at events all over the world. We will be the best of the best.



Leslie Galbreath  
Skyline Chorus  
Region 8  
27-year member

EDUCATION: Ed.D., Educational Leadership & Policy Analysis; M.S.Ed., Educational Leadership; B.A., English/Criminal Justice

SPECIALIZED TRAINING: Certified Innermetrix Assessment Tools interpreter (identifying and accessing human capital). Certified by the American Society for Quality (ASQ). Missouri Quality Award examiner training. Decades of professional development in learning, engagement, college student acculturation/transition/ retention/completion; advising; facilities planning; academic libraries.

CURRENT AND PAST OCCUPATIONS: Current: Organizational Effectiveness Consultant. Past: University Dean.

LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL: International Faculty, Regional Leadership Development Coordinator, Regional Faculty, Chorus Director, Membership Development Representative (& International Membership Committee)

HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS? I offer a deep desire to serve complemented by a keen understanding of complex organizational structures and an acute sense of organizational gaps that can be strategically addressed. My entire career, both work and SA, has centered on recognizing possibility and intentionally developing the myriad talents of organizational members.

WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD? I possess strong organizational vision and am a collaborative leader who embraces shared decision-making and opportunities to re-frame the possibilities. My experiences include serving as a front-line director and as a team leader, in addition to facilitating many planning and leadership development sessions with regions and choruses of all sizes.

WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION? To capture and expand to broader audiences Sweet Adelines' unique opportunities for women. Sweet Adelines is exponentially more than a singing organization. As an investment in oneself, Sweet Adelines fills a fundamental need to learn, grow, lead, laugh, to risk, to belong, to be applauded and supported all in a truly intergenerational environment.

WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS? Organizational sustainability and membership growth. Welcoming and embracing diversity. Leadership development at all levels, especially for our directors. Director succession planning. Encouraging flexible chorus organizational models that meet the needs of the chorus and its members. Capitalizing on distance-learning and other technologies to enhance the member experience, engagement, and opportunity.

DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW: A vibrant, high-value organization with deeply engaged members who treasure Sweet Adelines' primary purpose and who also highly value the collateral and symbiotic benefits that accrue to the members and their many communities throughout their organizational journey.



Elaine Hamilton  
Forth Valley Chorus  
Region 31  
28-year member

EDUCATION: High School

SPECIALIZED TRAINING: Training/Coaching, HR, Recruitment, Leadership, Facilitation, Customer Service, Team Leading and Presentation skills; DCP Certified Director and Regional Faculty training.

CURRENT AND PAST OCCUPATIONS: Currently self-employed vocal/quartet/chorus coach. Previously Musical Director of the Edinburgh Police Choir for two years and Assistant Director with a men's barbershop chorus. I volunteer twice monthly at Edinburgh Prison in the visitor room. Previous employment was with a worldwide bank, where I was employed in the HR, Recruitment and Training departments.

LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL: RMT Directors' Coordinator (current); RMT Education Coordinator (2010 to 2016); Member of the Young Singers Foundation Management Committee (2012 to 2015); RMT Directors' Coordinator (2005 to 2008); Member of Regional Faculty since 2004.

HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS? Extensive RMT experiences have provided opportunities for me to gain insight into issues facing members. With a proven track record in finding creative, cost-effective solutions that benefit our members, I can add value to the International Board of Directors by bringing a fresh global perspective. My endless enthusiasm is a plus too!

WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD? I have integrity and the ability to reflect/consider all aspects of a debate, whilst being fair and impartial. I am loyal, honest, articulate and a passionate Sweet Adeline. I am able to deliver solutions which benefit members, e.g. increasing attendance at education events in Region 31 by nearly 50%.

WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION? To be widely recognized as a leader in singing through greater media exposure, using the increasing interest in a cappella singing to broadcast our excellence in education. More women of all ages will be inspired to be the best they can be and our global presence will be extensive.

WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS? Listening to our members is always a priority. Creating top class education options affordable for all. Working on membership retention and membership growth using attractive, inclusive marketing promoting the joy and health benefits of singing. Devising creative ways to source wider revenue streams outside of Sweet Adelines to build financial stability.

DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW: The premier worldwide provider of vocal education, renowned for excellence in a cappella singing, whilst maintaining our barbershop roots. Members will feel valued, attrition will be at an all-time low, with a diverse pool of new members wanting to join us through new, innovative promotion of our unique product.





Jennifer Harris  
Harbor City Music Company Chorus & Arundelair Chorus  
Region 19  
14-year member

**EDUCATION:** Bachelor of Science in Mathematics - University of Oklahoma Class of 1989; Nathan Hale HS, Tulsa OK, Class of 1986

**SPECIALIZED TRAINING:** Front-line, mid-level and executive management, communication, presentation skills, business writing, change management, situational leadership, conflict management, emotional intelligence, mentoring, teaming.

**CURRENT AND PAST OCCUPATIONS:** Retired June 2013  
National Security Agency 1989-2013, GS-15 Upper Level Manager, organizational Chief of Staff, Budget Officer, Mathematician.

**LIST FIVE SIGNIFICANT LEADERSHIP ROLES YOU HAVE HELD IN SWEET ADELINES INTERNATIONAL:** Region 19 Management Team as Communications Coordinator May 2017 – present, Regional Faculty 2013 – present, Chorus Director, Chapter Music Team Coordinator, Bass of 2018 International Champion Quartet Lustre.

**HOW DO YOU FEEL YOU CAN CONTRIBUTE TO SWEET ADELINES INTERNATIONAL AS A MEMBER OF THE INTERNATIONAL BOARD OF DIRECTORS?** My experiences in small, mid-size and large choruses, as a quartet singer, a chorus director and a regional team member provide excellent insight to issues facing the organization. I want to apply my experience and leadership to efforts that empower women, enrich their lives, and help them succeed.

**WHAT SPECIFIC SKILLS, IDEAS TALENTS, ETC., WOULD YOU BRING TO THE INTERNATIONAL BOARD?** I'm a people-focused, service-minded leader who establishes a vision, creates a positive can-do environment, and leads others in action to achieve goals. I'm an organized, energetic, and efficient critical thinker, and a compassionate and collaborative teammate. I love tapping into the passion and creativity of others to help them succeed.

**WHAT IS YOUR VISION FOR THE INTERNATIONAL ORGANIZATION?** Ideally, we'll expand membership in two dimensions: wider geographical reach, and richly diverse and inclusive connections within our existing communities. We'll give more educational opportunities to more women in ways that meet their lifestyle needs. We'll continue to raise the bar on musical entertainment, and we'll be leaders in the music industry and in our communities.

**WHAT SHOULD BE THE PRIORITIES FOR THE INTERNATIONAL ORGANIZATION OVER THE NEXT FIVE TO 10 YEARS?** Membership and marketing programs need to be geared toward the changed realities and concerns of today's women of all ages. Diversity and inclusion are critically important topics to get right. Musical education remains a top priority, and should include new ways to effectively reach more members.

**DESCRIBE WHAT YOU THINK SWEET ADELINES INTERNATIONAL WILL BE LIKE 25 YEARS FROM NOW:** We will be thriving and growing. We will have maintained our core values of excellence in barbershop music and providing opportunity for all women to learn and grow. We'll have successfully adapted to the changing needs of our members (membership options, technology usage, funding models, etc.).

**SWEET ADELINES INTERNATIONAL – BOARD NOMINEES**