



## **Chorus Management Team Associate Policy**

1. Purpose: The Oregon Spirit Chorus Management Team (CMT) has established the position of CMT Associate(s) for one-year term(s). The purpose is to provide an opportunity for a chorus member to learn how the CMT functions prior to applying for a permanent position on the team. In addition, the Associate will be available to assist the CMT when requested.
2. Policy:
  - a. The CMT Associate will attend all scheduled meetings and will be encouraged to provide input, but not be a voting member of the team.
  - b. In the event a member of the 8-person CMT is unable to attend a meeting, the Associate Member may be requested to act as proxy for items requiring consensus.
  - c. In the event a member of the 8-person CMT is unable to complete her 2-year term of office, the CMT Associate will be given first opportunity to move into the CMT as a voting member, to complete the outgoing person's term of office. However, if the CMT Associate does not have the skills required for that position (i.e., Quickbooks for Finance Manager), the CMT will discuss options for which position would be the best fit and make adjustments as needed.
  - d. The CMT Associate will work with the CMT on various projects during her one-year term and may apply for a permanent position on the CMT at the end of that fiscal year.