



Choral Survey Report

A Publication of Chorus America



June 2005

Dear Colleagues,

In a recent conversation with a Chorus America member, he referred to our organization as “the glue that holds the choral field together.” He went on to talk about the wonderful relationships that we help members form, which he thought of as being “the secret ingredient that makes the Chorus America bond so strong.”

I love this image, but I would also add one more “secret ingredient” to the recipe that is Chorus America—valuable and reliable data. Over the past five years, we have increased our efforts to deliver a range of information to our members so that they can make better-informed decisions about a whole host of things. While we have launched several new studies (about choral singers, about choral conductors, etc.), the foundation of our research has been our annual report on chorus practices.

The 2005 *Choral Survey Report on Practices of the Choral Field* provides statistically valid information from 207 choral organizations and ensembles about their 2003-2004 seasons. There were similar response rates over the past several years; thus, whenever possible and when the data are significant, this report also reflects upon information reported for those seasons. One thing is crystal clear from the data included in this report: Choruses are remarkably strong, steady, and resilient.

This is the fifth consecutive year that the *Choral Survey Report* has been produced in collaboration with Devco, Inc., a company with a great deal of experience in analyzing data from arts organizations. Devco’s principal, Heather Dinwiddie, and Chorus America’s Director of Meetings and Projects, Jack Reiffer, have once again teamed up to produce this valuable information.

Of course, knowing how other choruses operate is only one ingredient in making sound, strategic decisions for your chorus. Choruses that use this information wisely put a section or question from the report on the agenda for each of their board meetings. In this way their leaders learn together as they also take the organization’s mission, history and future goals, community needs and interests, and partners into account while they make important decisions about the future of their chorus.

Sincerely,

A handwritten signature in black ink that reads "Ann Meier Baker". The signature is written in a cursive, flowing style.

Ann Meier Baker
President & CEO

Chorus America's Report on the Practices of the Choral Field

Chorus America is committed to collecting and reporting data to help guide decision making by chorus leaders. Note: This report presents statistically valid information from the 2003-2004 season; surveys were received from 207 choral organizations. Whenever possible this report also reflects upon information reported since the 1999-2000 season.

Of course, knowing how other choruses operate is only one ingredient in making sound, strategic decisions for a particular chorus. It is also important to consider an organization's mission, history and future goals, community needs and interests, other partner organizations, and much more.

How to read the tables

Section A: The first section of data represents the overall average, median, minimum, and maximum values reported. The average is calculated by adding all the values together and dividing by the number of values reported. The median is the value in the middle. If the average and median are very different, the median is usually the better value to use when speaking about the entire group.

Section B: The data are generally broken down by Chorus America's constituency groups (i.e. Professional, Symphony/Opera, Volunteer, and Children/Youth Choruses) and/or by budget size.

Section C: In some cases the percentage of respondents that reported is indicated.

EXAMPLE

| SECTION A | |
|-------------------------|-----------|
| Average | \$xx,xxx |
| Median | \$x,xxx |
| Min | \$xxx |
| Max | \$xxx,xxx |
| SECTION B | |
| Professional | \$xx,xxx |
| Symphony/Opera | \$x,xxx |
| Volunteer | \$x,xxx |
| Children/Youth | \$xx,xxx |
| More than \$1,000,000 | \$xxx,xxx |
| \$500,000 - \$1,000,000 | \$xx,xxx |
| \$250,000 - \$499,999 | \$xx,xxx |
| \$150,000 - \$249,999 | \$xx,xxx |
| \$100,000 - \$149,999 | \$x,xxx |
| \$50,000 - \$99,999 | \$x,xxx |
| \$25,000 - \$49,999 | \$x,xxx |
| Under \$25,000 | \$x,xxx |
| SECTION C | |
| Percent of Respondents | xx% |

1. Boards of Directors

Board Size

Choruses reported having an average of 13 board members. The fewest board members reported was 4 and the largest board reported was 38. The average size of the board increases with the size of the annual budget, i.e., the larger the budget, the larger the board. Choruses with annual expenses of more than \$1 million have an average of 22 members, while those with annual expenses of less than \$25,000 have an average of 8 members. [Figure 1.1]

1.1 Number of Board Members

| | |
|-------------------------|----|
| Average | 13 |
| Median | 12 |
| Min | 4 |
| Max | 38 |
| More than \$1,000,000 | 22 |
| \$500,000 - \$1,000,000 | 20 |
| \$250,000 - \$499,999 | 14 |
| \$150,000 - \$249,999 | 15 |
| \$100,000 - \$149,999 | 12 |
| \$50,000 - \$99,999 | 12 |
| \$25,000 - \$49,999 | 10 |
| Under \$25,000 | 8 |

Board Meetings

On average the respondents have 8 board meetings annually. The maximum number of meetings reported was 14 and the minimum reported was 1. [Figure 1.2]

1.2 Number of Board Meetings Annually

| | |
|---------|----|
| Average | 8 |
| Median | 9 |
| Min | 1 |
| Max | 14 |

Chorus Members Serving on the Governing Board

Nearly three-quarters (74%) of the respondents reported that at least one chorus member serves on the board. Nearly one-fifth (19%) of the respondents reported that their boards are made up entirely of chorus members. Chorus with smaller annual budgets tend to have a higher level of participation of chorus members on their boards. [Figure 1.3]

1.3 Percentage of Organizations with Chorus Members on the Board

| | |
|----------------------------------|------|
| Average | 57% |
| Median | 56% |
| Min | 6% |
| Max | 100% |
| More than \$1,000,000 | 26% |
| \$500,000 - \$1,000,000 | 25% |
| \$250,000 - \$499,999 | 23% |
| \$150,000 - \$249,999 | 46% |
| \$100,000 - \$149,999 | 49% |
| \$50,000 - \$99,999 | 71% |
| \$25,000 - \$49,999 | 67% |
| Under \$25,000 | 65% |
| Percent of Respondents | 74% |
| Percent with 100% chorus members | 19% |

Board Contributions

Nearly three-quarters (73%) of the respondents suggest either a board contribution or "give or get" amount. More than two-thirds (70%) of the respondents suggest board members make an annual financial contribution to help support the chorus. More than two-thirds of choruses with annual budgets in excess of \$50,000 have such a policy. The median suggested contribution amount is \$500, although nearly three-quarters (72%) of the respondents do not suggest a specific amount. [Figures 1.4a, 1.4b and 1.4c]

1.4a Percentage of Boards that Either Suggest a Board Contribution And/Or Have a "Give or Get" Policy

| | |
|------------------------|-----|
| Percent of Respondents | 73% |
|------------------------|-----|

1.4b Percentage of Boards that Suggest a Board Contribution

| | |
|-------------------------|-----|
| More than \$1,000,000 | 91% |
| \$500,000 - \$1,000,000 | 91% |
| \$250,000 - \$499,999 | 94% |
| \$150,000 - \$249,999 | 84% |
| \$100,000 - \$149,999 | 71% |
| \$50,000 - \$99,999 | 66% |
| \$25,000 - \$49,999 | 62% |
| Under \$25,000 | 43% |
| Percent of Respondents | 68% |

1.4c Suggested Board Contribution

| | |
|-------------------------------------|----------|
| Average | \$1,080 |
| Median | \$500 |
| Min | \$100 |
| Max | \$10,000 |
| Professional | \$1,366 |
| Symphony/Opera/Opera | 500 |
| Volunteer | \$1,075 |
| Children/Youth | \$521 |
| More than \$1,000,000 | \$3,374 |
| \$500,000 - \$1,000,000 | \$781 |
| \$250,000 - \$499,999 | \$1,036 |
| \$150,000 - \$249,999 | \$622 |
| \$100,000 - \$149,999 | \$307 |
| \$50,000 - \$99,999 | |
| \$25,000 - \$49,999 | \$217 |
| Under \$25,000 | \$150 |
| Percentage with no specified amount | 72% |

Nearly one-fifth (18%) have a “give or get” policy. The median suggested amount is \$500, although nearly half (43%) of the respondents do not suggest a specific amount. [Figures 1.4d and 1.4e]

1.4d Percentage of Boards with a “Give or Get” Policy

| | |
|------------------------|-----|
| Percent of Respondents | 18% |
|------------------------|-----|

1.4e Suggested Board “Give or Get” Amount

| | |
|-------------------------------------|---------|
| Average | \$1,207 |
| Median | \$500 |
| Min | \$100 |
| Max | \$5,000 |
| Percentage with no specified amount | 43% |

Three-quarters (75%) of the respondents reported the total amount contributed by their board in 2003/04. The median amount reported was \$4,525. Approximately one-third (32%) of this group reported a total contribution by their board of at least \$10,000. On average the total board contribution represented less than ten percent (7.5%) of the total annual expenses reported. [Figures 1.5a and 1.5b]

1.5a Total Board Financial Contribution

| | 1999/00 | 2000/01 | 2001/02 | 2003/04 |
|---|-----------|-----------|-----------|-----------|
| Average | \$13,602 | \$14,244 | \$13,461 | \$17,957 |
| Median | \$4,207 | \$4,233 | \$4,525 | \$5,000 |
| Min | \$200 | \$100 | \$250 | \$500 |
| Max | \$423,000 | \$365,000 | \$264,545 | \$475,000 |
| More than \$1,000,000 | \$106,947 | \$97,441 | \$82,861 | \$113,251 |
| \$500,000 - \$1,000,000 | \$35,315 | \$55,127 | \$42,606 | \$62,744 |
| \$250,000 - \$499,999 | \$16,199 | \$23,624 | \$16,526 | \$19,058 |
| \$150,000 - \$249,999 | \$16,644 | \$13,757 | \$12,335 | \$10,464 |
| \$100,000 - \$149,999 | \$9,061 | \$8,573 | \$7,483 | \$6,968 |
| \$50,000 - \$99,999 | \$5,231 | \$5,218 | \$7,359 | \$4,885 |
| \$25,000 - \$49,999 | \$3,390 | \$3,104 | \$2,539 | \$3,417 |
| Under \$25,000 | \$2,107 | \$1,771 | \$2,206 | \$2,384 |
| Percent of Respondents | 69% | 69% | 70% | 75% |
| Percent with total board contribution over \$10,000 | 30% | 31% | 31% | 32% |

1.5b Board Contributions' Average Percentage of Total Expenses

| | 1999/00 | 2000/01 | 2001/02 | 2003/04 |
|-------------------------|---------|---------|---------|---------|
| Average | 8.6% | 8.7% | 9.3% | 7.5% |
| Median | 5.6% | 5.6% | 5.2% | 4.7% |
| Min | 0.5% | 0.7% | 0.3% | 0.4% |
| Max | 66.7% | 42.4% | 97.5% | 60.0% |
| Professional | 10.6% | 9.0% | 9.9% | 11.9% |
| Symphony/Opera/Opera | n/a | n/a | n/a | 4% |
| Volunteer | 8.6% | 8.2% | 9.6% | 7.2% |
| Youth | 3.6% | 3.0% | 7.5% | 3.6% |
| More than \$1,000,000 | 6.2% | 5.6% | 5.0% | 7.9% |
| \$500,000 - \$1,000,000 | 4.4% | 7.5% | 6.5% | 7.7% |
| \$250,000 - \$499,999 | 4.8% | 6.0% | 4.9% | 5.6% |
| \$150,000 - \$249,999 | 9.4% | 7.4% | 6.2% | 5.3% |
| \$100,000 - \$149,999 | 7.3% | 7.3% | 5.9% | 5.6% |
| \$50,000 - \$99,999 | 7.6% | 7.2% | 11.2% | 6.7% |
| \$25,000 - \$49,999 | 8.7% | 7.8% | 7.0% | 10.1% |
| Under \$25,000 | 12.5% | 12.8% | 21.8% | 15.5% |

Note: 2000/01 results do not include the one chorus that reported a board contribution of nearly 1.5 times annual expenses.

2. Volunteers

While choruses certainly rely on volunteer help, unlike many orchestras and opera companies, choruses tend not to have an organized, formal group of volunteers. Fewer than one-half (43%) of the respondents reported that they have such a group. [Figure 2.1]

2.1 Percentage with an Organized Volunteer Group

| | |
|-------------------------|-----|
| Professional | 33% |
| Symphony/Opera | 20% |
| Volunteer | 36% |
| Children/Youth | 66% |
| More than \$1,000,000 | 27% |
| \$500,000 - \$1,000,000 | 64% |
| \$250,000 - \$499,999 | 69% |
| \$150,000 - \$249,999 | 34% |
| \$100,000 - \$149,999 | 50% |
| \$50,000 - \$99,999 | 34% |
| \$25,000 - \$49,999 | 47% |
| Under \$25,000 | 24% |
| Percent of Respondents | 43% |

The median number of active volunteers in a formal, organized group is 25. [Figure 2.2]

2.2 Number of Active Volunteers

| | |
|-------------------------|-----|
| Average | 47 |
| Median | 25 |
| Min | 4 |
| Max | 400 |
| Professional | 22 |
| Symphony/Opera | 15 |
| Volunteer | 32 |
| Children/Youth | 83 |
| More than \$1,000,000 | 12 |
| \$500,000 - \$1,000,000 | 75 |
| \$250,000 - \$499,999 | 32 |
| \$150,000 - \$249,999 | 73 |
| \$100,000 - \$149,999 | 89 |
| \$50,000 - \$99,999 | 30 |
| \$25,000 - \$49,999 | 20 |
| Under \$25,000 | 20 |

Chorus Members and Volunteering

Chorus members tend to not participate in the reported volunteer groups, although more than one-third (40%) of the choruses responding report they have a volunteer group that is made up of at least fifty percent of their chorus members. Nearly one-fifth (19%) have a volunteer group that is made up entirely of chorus members. [Figure 2.3]

2.3 Percentage of Chorus Members Active in Volunteer Group

| | |
|--|------|
| Average | 36% |
| Median | 9% |
| Min | 0% |
| Max | 100% |
| More than \$1,000,000 | 33% |
| \$500,000 - \$1,000,000 | 4% |
| \$250,000 - \$499,999 | 7% |
| \$150,000 - \$249,999 | 48% |
| \$100,000 - \$149,999 | 40% |
| \$50,000 - \$99,999 | 63% |
| \$25,000 - \$49,999 | 38% |
| Under \$25,000 | 70% |
| Percent with at least 50% chorus members | 40% |
| Percent with 100% chorus members | 19% |

3. Choral Singers

Size of Chorus

Ensembles responding to the survey range in size from 10 singers to 1,554 (a children's chorus). The median number of regular members who sing with these choruses is 70. Children/youth choruses tend to have more singers because they often have multiple ensembles. Children/youth organizations have an average of 185 members. Also, choruses with smaller annual budgets tend to have fewer regular members than those with larger budgets. [Figure 3.1]

3.1 Number of Chorus Members

| | |
|-------------------------|------------------------------------|
| Average | 103 |
| Median | 70 |
| Min | 10 |
| Max | 1,554 *This is a children's chorus |
| Professional | 87 |
| Symphony/Opera | 109 |
| Volunteer | 80 |
| Children/Youth | 185 |
| More than \$1,000,000 | 396 |
| \$500,000 - \$1,000,000 | 155 |
| \$250,000 - \$499,999 | 113 |
| \$150,000 - \$249,999 | 126 |
| \$100,000 - \$149,999 | 93 |
| \$50,000 - \$99,999 | 76 |
| \$25,000 - \$49,999 | 54 |
| Under \$25,000 | 36 |

Ethnic Diversity

Nearly all (86%) of the respondents reported at least one chorus member from a diverse ethnic background. A median of under 10 percent (7%) of chorus members are non-white. Two-thirds (67%) of the responding choruses have at least one African-American/Black chorus member. Asian/Pacific Islander and/or Hispanic/Latino/Spanish chorus members are represented in just under two-thirds of the reporting choruses (60% and 58% respectively). Just over 10 percent (12%) of the reporting choruses have American Indian/Alaska Native chorus members.

3.2 Ethnic Diversity of Chorus Members

| | |
|--|------|
| Average | 11% |
| Median | 7% |
| Min | 0% |
| Max | 100% |
| Percent of Respondents with African-American/Black Chorus Members | 67% |
| Percent of Respondents with Asian/Pacific Islander Chorus Members | 60% |
| Percent of Respondents with Hispanic/Latino/Spanish Chorus Members | 58% |
| Percent of Respondents with American Indian/Alaska Native Chorus Members | 12% |

Apparel

Nearly all (82%) of the respondents require chorus members to supply their own apparel. Only approximately half (48%) of children/youth choruses have such a policy. [Figure 3.3]

3.3 Percentage that Require Members to Supply Their Own Apparel

| | |
|------------------------|------|
| Professional | 81% |
| Symphony/Opera | 100% |
| Volunteer | 89% |
| Children/Youth | 48% |
| Percent of Respondents | 82% |

Dues/Tuition

Nearly three-quarters (72%) of the respondents require chorus members to pay annual dues or tuition. Dues: one-half (50%) of these choruses charge dues. While three-quarters (75%) of volunteer choruses have such a policy, fewer than 20 percent (19%) of professional and nearly no (2%) children/youth choruses do. The amount of dues charged ranges from \$20 to \$300 with a median of \$100. [Figures 3.4a, 3.4b, and 3.4c]

3.4a Percentage of Choruses that Charge Dues and/or Tuition

| | |
|------------------------|-----|
| Percent of Respondents | 72% |
|------------------------|-----|

3.4b Percentage that Require Chorus Members to Pay Annual Dues

| | |
|-------------------------|-----|
| Professional | 19% |
| Symphony/Opera | 60% |
| Volunteer | 75% |
| Children/Youth | 2% |
| More than \$1,000,000 | 27% |
| \$500,000 - \$1,000,000 | 18% |
| \$250,000 - \$499,999 | 13% |
| \$150,000 - \$249,999 | 41% |
| \$100,000 - \$149,999 | 50% |
| \$50,000 - \$99,999 | 74% |
| \$25,000 - \$49,999 | 76% |
| Under \$25,000 | 62% |
| Percent of Respondents | 53% |

3.4c Amount of Annual Dues

| | |
|-------------------------|----------|
| Average | \$100.15 |
| Median | \$100.00 |
| Min | \$20.00 |
| Max | \$300.00 |
| Professional | \$110.00 |
| Symphony/Opera | \$104.00 |
| Volunteer | \$99.59 |
| Children/Youth | \$50.00 |
| More than \$1,000,000 | \$105.00 |
| \$500,000 - \$1,000,000 | \$100.00 |
| \$250,000 - \$499,999 | \$135.00 |
| \$150,000 - \$249,999 | \$101.92 |
| \$100,000 - \$149,999 | \$103.33 |
| \$50,000 - \$99,999 | \$94.63 |
| \$25,000 - \$49,999 | \$105.40 |
| Under \$25,000 | \$86.82 |

Fewer than one-quarter (22%) of the respondents charge tuition. Nearly all (82%) of children/youth choruses have such a policy. The amount of tuition charged ranges from \$30 to \$950 with a median of \$400. [Figures 3.4d and 3.4e]

3.4d Percentage that Require Chorus Members to Pay Tuition

| | |
|-------------------------|-----|
| Professional | 5% |
| Symphony/Opera | 0% |
| Volunteer | 6% |
| Children/Youth | 82% |
| More than \$1,000,000 | 27% |
| \$500,000 - \$1,000,000 | 45% |
| \$250,000 - \$499,999 | 31% |
| \$150,000 - \$249,999 | 31% |
| \$100,000 - \$149,999 | 21% |
| \$50,000 - \$99,999 | 16% |
| \$25,000 - \$49,999 | 12% |
| Under \$25,000 | 0% |
| Percent of Respondents | 22% |

3.4e Amount of Tuition

| | |
|-------------------------|----------|
| Average | \$435.85 |
| Median | \$400.00 |
| Min | \$30.00 |
| Max | \$950.00 |
| Professional | \$500.00 |
| Symphony/Opera | n/a |
| Volunteer | \$145.00 |
| Children/Youth | \$479.54 |
| More than \$1,000,000 | \$700.00 |
| \$500,000 - \$1,000,000 | \$705.50 |
| \$250,000 - \$499,999 | \$615.50 |
| \$150,000 - \$249,999 | \$425.00 |
| \$100,000 - \$149,999 | \$383.67 |
| \$50,000 - \$99,999 | \$217.00 |
| \$25,000 - \$49,999 | \$218.75 |
| Under \$25,000 | n/a |

Auditions

Nearly half (48%) of respondents require their chorus members to audition annually. Only approximately one-third of those with annual budgets less than \$100,000 have such a policy. [Figure 3.5]

3.5 Percentage that Require Chorus Members to Audition Annually

| | |
|-------------------------|-----|
| Professional | 58% |
| Symphony/Opera | 63% |
| Volunteer | 47% |
| Children/Youth | 60% |
| More than \$1,000,000 | 73% |
| \$500,000 - \$1,000,000 | 64% |
| \$250,000 - \$499,999 | 56% |
| \$150,000 - \$249,999 | 63% |
| \$100,000 - \$149,999 | 67% |
| \$50,000 - \$99,999 | 34% |
| \$25,000 - \$49,999 | 29% |
| Under \$25,000 | 29% |
| Percent of Respondents | 48% |

Music Purchase

Approximately one-third (32%) of the respondents require their chorus members to purchase their own music. None of the responding children/youth choruses have such a requirement. [Figure 3.6]

3.6 Percentage that Require Chorus Members to Purchase Their Own Music

| | |
|------------------------|-----|
| Professional | 19% |
| Symphony/Opera | 30% |
| Volunteer | 51% |
| Children/Youth | 0% |
| Percent of Respondents | 32% |

4. Concert, Audience, and Ticket Information for the 2003/04 Season

Concert Programs

For the past five seasons choruses have consistently presented a median of 4 different concert programs. Choruses with annual budgets in excess of \$1 million have tended to present more concert programs than other groups. [Figure 4.1]

4.1 Number of Concert Programs

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|---------|---------|---------|---------|---------|
| Average | 5 | 6 | 5 | 6 | 6 |
| Median | 4 | 4 | 4 | 4 | 4 |
| Min | 1 | 1 | 1 | 1 | 1 |
| Max | 110 | 105 | 93 | 61 | 92 |
| Professional | 6 | 7 | 6 | 6 | 6 |
| Symphony/Opera | 5 | 6 | 7 | 7 | 6 |
| Volunteer | 4 | 4 | 4 | 5 | 4 |
| Children/Youth | 12 | 12 | 8 | 8 | 10 |
| More than \$1,000,000 | 7 | 7 | 14 | 6 | 16 |
| \$500,000 - \$1,000,000 | 11 | 19 | 8 | 7 | 7 |
| \$250,000 - \$499,999 | 6 | 10 | 7 | 9 | 7 |
| \$150,000 - \$249,999 | 6 | 5 | 5 | 6 | 6 |
| \$100,000 - \$149,999 | 5 | 6 | 6 | 6 | 7 |
| \$50,000 - \$99,999 | 5 | 6 | 5 | 5 | 4 |
| \$25,000 - \$49,999 | 4 | 4 | 4 | 4 | 4 |
| Under \$25,000 | 4 | 3 | 3 | 4 | 3 |

Contracted Programs

The median number of programs "contracted" by another organization during the 2003/04 season was 3. This number has remained consistent over the past five seasons. Eleven percent (11%) of the respondents were contracted for 10 or more programs. On average, children/youth choruses have tended to have more such programs than other groups. [Figure 4.2]

4.2 Number of Concert Programs Contracted by Another Organization

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|----------------|---------|---------|---------|---------|---------|
| Average | 5 | 5 | 6 | 5 | 5 |
| Median | 2 | 3 | 2 | 2 | 3 |
| Min | 1 | 1 | 1 | 1 | 1 |
| Max | 80 | 64 | 104 | 106 | 61 |
| Professional | 5 | 4 | 7 | 4 | 5 |
| Symphony/Opera | 2 | 2 | 2 | 3 | 2 |
| Volunteer | 2 | 3 | 4 | 3 | 3 |
| Children/Youth | 17 | 12 | 11 | 12 | 10 |

Note: Children/youth and military choruses make up the large numbers.

More than 10 percent (12%) of the respondents reported that they present separate performances/concerts by other groups. [Figure 4.2a]

4.2a Percentage that Present Other Groups

| | |
|-------------------------|-----|
| Professional | 10% |
| Symphony/Opera | n/a |
| Volunteer | 10% |
| Children/Youth | 18% |
| More than \$1,000,000 | 9% |
| \$500,000 - \$1,000,000 | 55% |
| \$250,000 - \$499,999 | 13% |
| \$150,000 - \$249,999 | 6% |
| \$100,000 - \$149,999 | 13% |
| \$50,000 - \$99,999 | 3% |
| \$25,000 - \$49,999 | 9% |
| Under \$25,000 | 10% |
| Percent of Respondents | 12% |

Number of Performances

The median number of separate performances, including education/outreach performances, given during the 2003/04 season was 10. This number has been consistent over the past five seasons. Choruses with annual budgets in excess of \$250,000 gave significantly more performances than those with smaller budgets. [Figure 4.3a]

4.3a Total Number of Performances

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|---------|---------|---------|---------|---------|
| Average | 16 | 17 | 16 | 15 | 18 |
| Median | 9 | 9 | 9 | 9 | 10 |
| Min | 2 | 1 | 1 | 1 | 2 |
| Max | 290* | 391* | 518* | 131 | 556* |
| Professional | 30 | 22 | 21 | 16 | 19 |
| Symphony/Opera | 13 | 17 | 18 | 18 | 13 |
| Volunteer | 9 | 12 | 13 | 11 | 15 |
| Children/Youth | 33 | 29 | 19 | 27 | 28 |
| More than \$1,000,000 | 52 | 87 | 87 | 49 | 99 |
| \$500,000 - \$1,000,000 | 57 | 47 | 23 | 27 | 32 |
| \$250,000 - \$499,999 | 16 | 24 | 29 | 24 | 24 |
| \$150,000 - \$249,999 | 19 | 20 | 14 | 18 | 16 |
| \$100,000 - \$149,999 | 12 | 16 | 17 | 19 | 15 |
| \$50,000 - \$99,999 | 11 | 10 | 10 | 11 | 9 |
| \$25,000 - \$49,999 | 9 | 8 | 8 | 8 | 8 |
| Under \$25,000 | 7 | 6 | 6 | 6 | 7 |

Note: Children/youth and military choruses make up the large numbers.

Education and Outreach Concerts

Nearly three-quarters (71%) of the respondents reported at least one education/outreach performance during the 2003/04 season. More than one-fifth (22%) of these choruses reported that half or more of their total performances were education/outreach concerts. On average, approximately one-third (32%) of total performances were education/outreach concerts. [Figure 4.3b]

4.3b Percentage of Education/Outreach Performances

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|---|----------------|----------------|----------------|----------------|----------------|
| Average | 34% | 31% | 34% | 35% | 32% |
| Median | 31% | 25% | 28% | 29% | 26% |
| Min | 4% | 2% | 5% | 4% | 4% |
| Max | 94% | 100% | 100% | 100% | 100% |
| Professional | 34% | 33% | 37% | 32% | 32% |
| Symphony/Opera | 30% | 31% | 11% | 22% | 27% |
| Volunteer | 34% | 32% | 35% | 38% | 32% |
| Children/Youth | 24% | 26% | 32% | 30% | 31% |
| More than \$1,000,000 | 48% | 54% | 43% | 38% | 57% |
| \$500,000 - \$1,000,000 | 33% | 25% | 40% | 31% | 32% |
| \$250,000 - \$499,999 | 29% | 25% | 27% | 34% | 30% |
| \$150,000 - \$249,999 | 37% | 34% | 29% | 29% | 28% |
| \$100,000 - \$149,999 | 29% | 27% | 27% | 28% | 29% |
| \$50,000 - \$99,999 | 34% | 29% | 30% | 37% | 28% |
| \$25,000 - \$49,999 | 28% | 32% | 34% | 34% | 34% |
| Under \$25,000 | 32% | 29% | 31% | 33% | 40% |
| Percent of Respondents | 70% | 72% | 75% | 74% | 71% |
| Percent with at least 50% education/outreach performances | 25% | 23% | 24% | 27% | 22% |

Size of Audience

The median number of total audience members reported for the 2003-04 season was 2,607. This number has remained consistently between 2,500 and 3,000 over the past five years. Volunteer choruses tend to have a smaller total audience than other groups. [Figure 4.4a]

4.4a Total Audience

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Average | 9,383 | 13,889 | 10,515 | 21,852 | 19,790 |
| Median | 2,600 | 3,000 | 2,500 | 2,770 | 2,607 |
| Min | 250 | 176 | 70 | 200 | 250 |
| Max | 131,305 | 557,470 | 557,470 | 2,715,000 | 1,800,000* |
| Professional | 12,658 | 14,199 | 12,884 | 16,097 | 60,266 |
| Symphony/Opera | 16,193 | 28,260 | 25,402 | 32,800 | 18,271 |
| Volunteer | 4,448 | 9,751 | 7,252 | 20,999 | 4,455 |
| Children/Youth | 28,549 | 28,983 | 16,006 | 29,193 | 25,650 |
| More than \$1,000,000 | 46,302 | 68,720 | 53,615 | 61,806 | 79,329 |
| \$500,000 - \$1,000,000 | 56,000 | 73,066 | 17,336 | 24,568 | 22,322 |
| \$250,000 - \$499,999 | 14,144 | 19,411 | 19,286 | 40,333 | 14,941 |
| \$150,000 - \$249,999 | 11,557 | 14,111 | 26,206 | 10,431 | 8,138 |
| \$100,000 - \$149,999 | 4,507 | 11,042 | 7,769 | 9,799 | 6,780 |
| \$50,000 - \$99,999 | 4,414 | 4,114 | 4,121 | 3,948 | 2,741 |
| \$25,000 - \$49,999 | 2,759 | 2,695 | 2,654 | 2,167 | 1,507 |
| Under \$25,000 | 1,776 | 1,455 | 1,202 | 3,104 | 1,134 |

Note: The next largest number of audience members was 499,500.

On average nearly three-quarters (72%) of total audience members purchased tickets during the season. More than 10 percent (14%) of the respondents reported one hundred percent paid audiences, although that percentage has been decreasing over the past five seasons. [Figure 4.4b]

4.4b Percentage of the Audience Who Purchased Tickets

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Average | 67% | 72% | 73% | 71% | 72% |
| Median | 74% | 82% | 81% | 77% | 78% |
| Min | 2% | 1% | 1% | less than 1% | 3% |
| Max | 100% | 100% | 100% | 100% | 100% |
| Percent with 100% | 18% | 19% | 16% | 16% | 14% |
| Professional | 66% | 70% | 68% | 74% | 76% |
| Symphony/Opera | 86% | 81% | 84% | 81% | 83% |
| Volunteer | 73% | 76% | 80% | 76% | 76% |
| Children/Youth | 49% | 56% | 63% | 55% | 55% |
| More than \$1,000,000 | 74% | 53% | 71% | 54% | 72% |
| \$500,000 - \$1,000,000 | 74% | 70% | 75% | 71% | 66% |
| \$250,000 - \$499,999 | 68% | 81% | 71% | 68% | 71% |
| \$150,000 - \$249,999 | 73% | 68% | 69% | 69% | 74% |
| \$100,000 - \$149,999 | 54% | 66% | 63% | 69% | 68% |
| \$50,000 - \$99,999 | 78% | 75% | 78% | 77% | 75% |
| \$25,000 - \$49,999 | 49% | 75% | 81% | 87% | 77% |
| Under \$25,000 | 64% | 67% | 88% | 74% | 63% |

Audiences at education/outreach concerts represented a median of one-fifth (20%) of total audiences during the 2003/04 season. Eighteen percent (18%) of the respondents reported that their education/outreach audiences made up fifty percent or more of their total audience for the season. [Figure 4.4c]

4.4c Percentage of the Audience at Education/Outreach Concerts

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|---------------------------|----------------|----------------|----------------|----------------|----------------|
| Average | 30% | 24% | 30% | 31% | 27% |
| Median | 21% | 16% | 20% | 23% | 20% |
| Min | 2% | less than 1% | 1% | less than 1% | less than 1% |
| Max | 100% | 100% | 100% | 100% | 100% |
| Percent with at least 50% | 17% | 13% | 21% | 23% | 18% |
| Professional | 23% | 26% | 28% | 23% | 25% |
| Symphony/Opera | 15% | 18% | 17% | 21% | 22% |
| Volunteer | 30% | 26% | 32% | 34% | 27% |
| Children/Youth | 20% | 19% | 28% | 32% | 30% |
| More than \$1,000,000 | 21% | 31% | 22% | 27% | 19% |
| \$500,000 - \$1,000,000 | 22% | 15% | 22% | 21% | 29% |
| \$250,000 - \$499,999 | 26% | 14% | 20% | 25% | 25% |
| \$150,000 - \$249,999 | 20% | 15% | 28% | 26% | 22% |
| \$100,000 - \$149,999 | 25% | 37% | 24% | 24% | 21% |
| \$50,000 - \$99,999 | 28% | 21% | 26% | 33% | 31% |
| \$25,000 - \$49,999 | 28% | 29% | 31% | 26% | 22% |
| Under \$25,000 | 37% | 33% | 35% | 32% | 45% |

Ticket Prices

The median price for a subscription to concerts in the 2003/04 season was \$50.00. [Figure 4.5a] The median price for a single ticket was \$16.00 for the season. These figures have remained very consistent over the past five seasons. The average single ticket price tends to increase as the size of the chorus budget increases. [Figure 4.5b]

4.5a Average Season Subscription Price

| | 1999/00 | 2000/01 | 2000/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Average | \$55.21 | \$62.70 | \$59.99 | \$63.66 | \$65.77 |
| Median | \$40.00 | \$48.00 | \$50.00 | \$49.00 | \$50.00 |
| Min | \$11.00 | \$15.00 | \$12.50 | \$15.00 | \$13.00 |
| Max | \$422.00 | \$425.00 | \$300.00 | \$350.00 | \$360.00 |
| More than \$1,000,000 | \$153.16 | \$154.74 | \$126.11 | \$136.20 | \$152.70 |
| \$500,000 - \$1,000,000 | \$80.93 | \$97.14 | \$74.52 | \$112.47 | \$136.40 |
| \$250,000 - \$499,999 | \$68.00 | \$96.27 | \$76.27 | \$104.46 | \$102.63 |
| \$150,000 - \$249,999 | \$92.09 | \$77.21 | \$56.71 | \$72.01 | \$59.35 |
| \$100,000 - \$149,999 | \$51.62 | \$50.20 | \$61.00 | \$51.63 | \$56.33 |
| \$50,000 - \$99,999 | \$39.49 | \$50.03 | \$55.64 | \$51.74 | \$49.65 |
| \$25,000 - \$49,999 | \$35.90 | \$42.11 | \$36.20 | \$38.86 | \$38.84 |
| Under \$25,000 | \$33.42 | \$32.06 | \$39.21 | \$37.50 | \$36.63 |

4.5b Average Single Ticket Price

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|---------|---------|---------|---------|---------|
| Average | \$16.08 | \$16.13 | \$16.63 | \$17.23 | \$18.07 |
| Median | \$15.00 | \$15.00 | \$15.00 | \$15.00 | \$16.00 |
| Min | \$6.00 | \$4.00 | \$5.00 | \$5.00 | \$5.00 |
| Max | \$68.00 | \$68.00 | \$50.00 | \$53.00 | \$54.00 |
| More than \$1,000,000 | \$32.09 | \$32.67 | \$29.06 | \$29.68 | \$33.67 |
| \$500,000 - \$1,000,000 | \$22.00 | \$23.67 | \$25.61 | \$29.45 | \$28.82 |
| \$250,000 - \$499,999 | \$19.72 | \$22.88 | \$21.03 | \$22.13 | \$20.83 |
| \$150,000 - \$249,999 | \$19.40 | \$18.20 | \$17.86 | \$19.46 | \$17.76 |
| \$100,000 - \$149,999 | \$15.88 | \$13.89 | \$15.18 | \$15.18 | \$16.53 |
| \$50,000 - \$99,999 | \$14.42 | \$15.24 | \$15.70 | \$15.72 | \$16.05 |
| \$25,000 - \$49,999 | \$13.35 | \$13.42 | \$14.56 | \$12.88 | \$14.21 |
| Under \$25,000 | \$11.42 | \$10.74 | \$11.34 | \$12.43 | \$13.79 |

5. Finances for the 2003/04 Season

Earned Income

Respondents to the survey reported that an average forty-four percent (44%) of their income during the 2003/04 season was earned. One-third (34%) of the respondents earned more than half of their total income. These figures have remained largely consistent for the past five seasons. (Note: Earned income consists of ticket sales, performance fees/fees for service, and other earned income.) [Figures 5.1a and 5.1b]

5.1a Total Income

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|-------------|-------------|-------------|-------------|-------------|
| Average | \$189,497 | \$219,047 | \$201,107 | \$211,712 | \$264,779 |
| Median | \$62,061 | \$72,882 | \$89,695 | \$81,391 | \$92,706 |
| Min | \$1,300 | \$5,996 | \$2,669 | \$4,582 | \$1,000 |
| Max | \$2,649,807 | \$4,920,000 | \$2,834,371 | \$3,636,988 | \$3,717,500 |
| Professional | \$356,196 | \$367,030 | \$366,909 | \$363,711 | \$493,666 |
| Symphony/Opera | \$263,854 | \$785,595 | \$155,458 | \$94,117 | \$120,459 |
| Volunteer | \$132,835 | \$121,235 | \$142,613 | \$147,760 | \$177,137 |
| Children/Youth | \$250,214 | \$322,945 | \$235,796 | \$334,296 | \$333,067 |
| More than \$1,000,000 | \$1,729,999 | \$2,109,021 | \$1,424,048 | \$1,566,624 | \$1,848,751 |
| \$500,000 - \$1,000,000 | \$802,683 | \$757,167 | \$681,822 | \$677,234 | \$719,019 |
| \$250,000 - \$499,999 | \$382,037 | \$388,887 | \$336,630 | \$350,846 | \$334,862 |
| \$150,000 - \$249,999 | \$188,808 | \$200,431 | \$195,038 | \$202,356 | \$192,458 |
| \$100,000 - \$149,999 | \$125,942 | \$127,165 | \$123,473 | \$124,558 | \$126,933 |
| \$50,000 - \$99,999 | \$71,047 | \$73,020 | \$75,265 | \$77,690 | \$72,592 |
| \$25,000 - \$49,999 | \$35,639 | \$38,607 | \$40,157 | \$40,305 | \$37,196 |
| Under \$25,000 | \$16,637 | \$15,742 | \$15,786 | \$19,952 | \$16,303 |

5.1b Percentage of Income Earned

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-----------------------------------|----------------|----------------|----------------|----------------|----------------|
| Average | 45% | 44% | 44% | 44% | 44% |
| Median | 42% | 42% | 43% | 42% | 43% |
| Min | 0% | 0% | 0% | 3% | 4% |
| Max | 100% | 98% | 100% | 82% | 100% |
| Percent with more than 50% earned | 34% | 33% | 34% | 35% | 34% |
| Professional | 43% | 41% | 41% | 42% | 42% |
| Symphony/Opera | 48% | 37% | 60% | 43% | 40% |
| Volunteer | 44% | 43% | 43% | 44% | 43% |
| Children/Youth | 47% | 61% | 49% | 44% | 49% |
| More than \$1,000,000 | 42% | 48% | 35% | 47% | 45% |
| \$500,000 - \$1,000,000 | 44% | 47% | 40% | 47% | 44% |
| \$250,000 - \$499,999 | 51% | 43% | 48% | 40% | 41% |
| \$150,000 - \$249,999 | 42% | 46% | 45% | 43% | 46% |
| \$100,000 - \$149,999 | 42% | 51% | 42% | 43% | 43% |
| \$50,000 - \$99,999 | 42% | 43% | 44% | 43% | 43% |
| \$25,000 - \$49,999 | 44% | 41% | 43% | 46% | 41% |
| Under \$25,000 | 50% | 46% | 48% | 40% | 49% |

Contributed Income

On average forty-one percent (41%) of total contributed income came from individuals. Choruses with smaller annual budgets tended to receive a larger percentage of total contributed income from individuals than those with larger annual budgets. [Figure 5.1c]

5.1c Percentage of Contributed Income from Individuals

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Average | 43% | 44% | 45% | 45% | 41% |
| Median | 39% | 38% | 44% | 44% | 37% |
| Min | 0% | 0% | 0% | 0% | 2% |
| Max | 100% | 100% | 100% | 100% | 100% |
| Professional | 46% | 44% | 42% | 42% | 45% |
| Symphony/Opera | 29% | 47% | 58% | 72% | 27% |
| Volunteer | 48% | 47% | 48% | 49% | 46% |
| Children/Youth | 18% | 28% | 38% | 29% | 23% |
| More than \$1,000,000 | 40% | 40% | 27% | 37% | 34% |
| \$500,000 - \$1,000,000 | 26% | 38% | 39% | 42% | 40% |
| \$250,000 - \$499,999 | 21% | 30% | 33% | 31% | 30% |
| \$150,000 - \$249,999 | 34% | 32% | 35% | 36% | 32% |
| \$100,000 - \$149,999 | 44% | 39% | 42% | 40% | 39% |
| \$50,000 - \$99,999 | 44% | 47% | 49% | 47% | 41% |
| \$25,000 - \$49,999 | 47% | 43% | 49% | 53% | 44% |
| Under \$25,000 | 50% | 64% | 61% | 57% | 65% |

Contributions from corporations, foundations, and government each made up a median of less than twenty percent (8%, 16%, and 14% respectively) of total contributed income. [Figures 5.1d, 5.1e, and 5.1f]

5.1d Percentage of Contributed Income from Corporations

| | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|
| Average | 10% | 11% | 10% | 10% |
| Median | 6% | 7% | 7% | 8% |
| Min | 0% | 0% | 0% | 0% |
| Max | 93% | 70% | 32% | 42% |
| Professional | 12% | 9% | 10% | 9% |
| Symphony/Opera | 11% | 25% | 6% | 10% |
| Volunteer | 14% | 12% | 10% | 10% |
| Children/Youth | 13% | 8% | 9% | 9% |
| More than \$1,000,000 | 7% | 7% | 10% | 7% |
| \$500,000 - \$1,000,000 | 18% | 9% | 7% | 11% |
| \$250,000 - \$499,999 | 13% | 11% | 9% | 7% |
| \$150,000 - \$249,999 | 6% | 7% | 7% | 8% |
| \$100,000 - \$149,999 | 15% | 8% | 10% | 10% |
| \$50,000 - \$99,999 | 12% | 11% | 12% | 8% |
| \$25,000 - \$49,999 | 13% | 13% | 10% | 12% |
| Under \$25,000 | 23% | 19% | 11% | 22% |

5.1e Percentage of Contributed Income from Foundations

| | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|
| Average | 14% | 21% | 19% | 20% |
| Median | 7% | 15% | 13% | 16% |
| Min | 0% | 0% | 0% | 0% |
| Max | 93% | 74% | 65% | 78% |
| Professional | 19% | 24% | 21% | 22% |
| Symphony/Opera | 15% | 40% | 33% | 24% |
| Volunteer | 22% | 18% | 17% | 18% |
| Children/Youth | 26% | 22% | 19% | 24% |
| More than \$1,000,000 | 15% | 14% | 20% | 19% |
| \$500,000 - \$1,000,000 | 11% | 26% | 13% | 20% |
| \$250,000 - \$499,999 | 23% | 26% | 24% | 28% |
| \$150,000 - \$249,999 | 22% | 25% | 20% | 18% |
| \$100,000 - \$149,999 | 26% | 18% | 17% | 17% |
| \$50,000 - \$99,999 | 21% | 21% | 16% | 20% |
| \$25,000 - \$49,999 | 23% | 20% | 19% | 21% |
| Under \$25,000 | 24% | 17% | 20% | 34% |

Note: Data for 1999/00 are not shown because the question was asked differently than in future years.

5.1f Percentage of Contributed Income from Government

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|---------|---------|---------|---------|---------|
| Average | 12% | 12% | 18% | 17% | 16% |
| Median | 5% | 8% | 14% | 14% | 14% |
| Min | 0% | 0% | 0% | 1% | 0% |
| Max | 100% | 97% | 82% | 67% | 68% |
| Professional | 13% | 16% | 17% | 13% | 14% |
| Symphony/Opera | 10% | 18% | 6% | 15% | 26% |
| Volunteer | 10% | 20% | 18% | 19% | 16% |
| Children/Youth | 19% | 18% | 17% | 17% | 16% |
| More than \$1,000,000 | 7% | 9% | 11% | 7% | 10% |
| \$500,000 - \$1,000,000 | 8% | 13% | 5% | 5% | 5% |
| \$250,000 - \$499,999 | 18% | 13% | 13% | 14% | 15% |
| \$150,000 - \$249,999 | 14% | 18% | 18% | 18% | 17% |
| \$100,000 - \$149,999 | 9% | 20% | 19% | 19% | 16% |
| \$50,000 - \$99,999 | 11% | 17% | 17% | 19% | 17% |
| \$25,000 - \$49,999 | 13% | 24% | 24% | 20% | 19% |
| Under \$25,000 | 11% | 26% | 27% | 28% | 28% |

Net Result of Operations

While the percentage of respondents reporting a positive net result (Total Income minus Total Expenses is \$0 or greater) has declined from nearly three-quarters (74%) for the 1997/98 season to just under two-thirds (65%) for the 200/04 season, the percentage has remained relatively constant for the past several seasons. [Figures 5.2, 5.3a and 5.3b]

5.2 Total Expenses

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|-------------|-------------|-------------|-------------|-------------|
| Average | \$179,340 | \$219,047 | \$217,708 | \$218,407 | \$245,731 |
| Median | \$55,767 | \$71,009 | \$83,919 | \$79,956 | \$96,826 |
| Min | \$500 | \$2,900 | \$3,153 | \$3,299 | \$4,250 |
| Max | \$2,631,047 | \$4,933,000 | \$2,819,408 | \$3,574,681 | \$3,515,000 |
| Professional | \$346,893 | \$357,635 | \$404,896 | \$358,284 | \$497,937 |
| Symphony/Opera | \$198,005 | \$859,973 | \$418,330 | \$341,291 | \$179,883 |
| Volunteer | \$125,679 | \$121,284 | \$146,523 | \$149,624 | \$146,467 |
| Children/Youth | \$242,128 | \$478,618 | \$240,655 | \$325,162 | \$309,745 |
| More than \$1,000,000 | \$1,653,726 | \$2,090,457 | \$1,651,864 | \$1,560,732 | \$1,793,037 |
| \$500,000 - \$1,000,000 | \$828,370 | \$788,810 | \$716,660 | \$725,040 | \$687,987 |
| \$250,000 - \$499,999 | \$341,104 | \$386,001 | \$347,521 | \$349,452 | \$335,248 |
| \$150,000 - \$249,999 | \$179,854 | \$194,991 | \$197,996 | \$199,435 | \$193,880 |
| \$100,000 - \$149,999 | \$124,489 | \$121,599 | \$126,864 | \$121,896 | \$123,486 |
| \$50,000 - \$99,999 | \$69,626 | \$72,339 | \$71,959 | \$74,173 | \$70,136 |
| \$25,000 - \$49,999 | \$34,223 | \$37,487 | \$38,746 | \$39,048 | \$36,018 |
| Under \$25,000 | \$14,290 | \$14,016 | \$13,823 | \$16,227 | \$14,164 |

5.3a Net Result

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Average | \$6,324 | \$1,445 | (10,701) | (1,541) | 6,169 |
| Median | \$1,321 | \$1,489 | \$134 | \$1,100 | \$1,053 |
| Min | (\$327,600) | (\$507,028) | (\$1,573,223) | (\$504,235) | (\$360,914) |
| Max | \$348,950 | \$274,568 | \$159,724 | \$185,463 | \$372,816 |
| Professional | \$9,303 | \$9,395 | (\$36,020) | (\$3,885) | \$8,476 |
| Symphony/Opera | \$43,072 | (\$73,378) | (\$95,721) | (\$104,683) | (\$52,644) |
| Volunteer | \$4,868 | \$384 | (\$1,305) | \$247 | \$4,146 |
| Children/Youth | \$332 | \$9,304 | (\$3,878) | \$9,135 | \$23,322 |
| More than \$1,000,000 | \$76,274 | \$18,564 | (\$163,759) | (\$27,572) | \$55,714 |
| \$500,000 - \$1,000,000 | (\$25,687) | (\$31,643) | (\$45,473) | (\$47,806) | \$31,032 |
| \$250,000 - \$499,999 | \$38,003 | \$2,886 | (\$10,891) | \$1,393 | (\$386) |
| \$150,000 - \$249,999 | \$8,954 | \$5,440 | (\$1,114) | \$2,981 | (\$1,422) |
| \$100,000 - \$149,999 | \$1,598 | \$5,567 | (\$2,825) | \$2,662 | \$3,447 |
| \$50,000 - \$99,999 | \$1,232 | \$681 | \$3,799 | \$3,518 | \$2,456 |
| \$25,000 - \$49,999 | \$1,523 | \$1,303 | \$1,485 | \$1,258 | \$1,178 |
| Under \$25,000 | \$2,410 | \$1,726 | \$1,509 | \$3,652 | \$2,139 |

5.3b Percentage with a Positive Net Result

| | 1997/98 | 1998/99 | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Professional | 71% | 76% | 67% | 70% | 61% | 57% | 62% |
| Symphony/Opera | 75% | 25% | 63% | 57% | 50% | 60% | 43% |
| Volunteer | 75% | 73% | 62% | 62% | 58% | 62% | 65% |
| Children/Youth | 82% | 71% | 77% | 85% | 59% | 79% | 75% |
| More than \$1,000,000 | 81% | 74% | 71% | 64% | 42% | 55% | 82% |
| \$500,000 - \$1,000,000 | 73% | 67% | 46% | 67% | 60% | 36% | 73% |
| \$250,000 - \$499,999 | 77% | 77% | 69% | 69% | 53% | 50% | 56% |
| \$150,000 - \$249,999 | 72% | 61% | 64% | 71% | 54% | 61% | 58% |
| \$100,000 - \$149,999 | 68% | 74% | 70% | 77% | 45% | 65% | 63% |
| \$50,000 - \$99,999 | 80% | 70% | 73% | 56% | 70% | 72% | 64% |
| \$25,000 - \$49,999 | 54% | 67% | 50% | 61% | 61% | 58% | 59% |
| Under \$25,000 | 62% | 89% | 91% | 81% | 70% | 83% | 86% |
| Percent of Respondents | 74% | 72% | 64% | 66% | 59% | 64% | 65% |

Cash Reserves and Endowments

More than two-thirds (69%) of respondents have either an endowment or cash reserve fund in place. Fewer than half (48%) of choruses with annual budgets under \$25,000 have such a fund. [Figure 5.4a]

5.4a Percentage of Choruses with an Endowment or Cash Reserve

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Professional | 53% | 59% | 61% | 65% | 67% |
| Symphony/Opera | 29% | 50% | 40% | 30% | 50% |
| Volunteer | 65% | 71% | 63% | 57% | 68% |
| Children/Youth | 66% | 76% | 44% | 56% | 64% |
| More than \$1,000,000 | 90% | 100% | 92% | 83% | 100% |
| \$500,000 - \$1,000,000 | 89% | 92% | 91% | 64% | 73% |
| \$250,000 - \$499,999 | 82% | 75% | 89% | 85% | 81% |
| \$150,000 - \$249,999 | 86% | 71% | 68% | 77% | 77% |
| \$100,000 - \$149,999 | 54% | 77% | 75% | 57% | 79% |
| \$50,000 - \$99,999 | 59% | 75% | 78% | 64% | 77% |
| \$25,000 - \$49,999 | 70% | 64% | 73% | 75% | 62% |
| Under \$25,000 | 51% | 54% | 52% | 58% | 48% |
| Percent of Respondents | 61% | 68% | 70% | 65% | 69% |

Endowments ranged from \$654 to \$4.2 million with a median of \$25,000. Not surprisingly the average endowment increases with the size of the annual budget. [Figures 5.4b and 5.4c]

5.4b Average Size of Endowments

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Average | \$401,092 | \$253,789 | \$297,026 | \$266,204 | \$385,375 |
| Median | \$43,158 | \$46,000 | \$44,300 | \$43,330 | \$25,000 |
| Min | \$1,000 | \$300 | \$500 | \$200 | \$354 |
| Max | \$3,105,300 | \$2,200,000 | \$3,200,000 | \$2,884,243 | \$4,200,000 |
| More than \$1,000,000 | \$1,482,135 | \$1,063,180 | \$1,145,816 | \$981,527 | \$1,462,523 |
| \$500,000 - \$1,000,000 | \$1,128,346 | \$303,786 | \$1,054,725 | \$924,372 | \$967,548 |
| \$250,000 - \$499,999 | \$216,776 | \$321,026 | \$55,724 | \$63,279 | \$32,172 |
| \$150,000 - \$249,999 | \$54,914 | \$68,109 | \$49,622 | \$69,840 | \$68,288 |
| \$100,000 - \$149,999 | \$43,487 | \$21,023 | \$92,840 | \$29,362 | \$32,979 |
| \$50,000 - \$99,999 | \$22,829 | \$63,709 | \$39,756 | \$38,817 | \$27,055 |
| \$25,000 - \$49,999 | \$8,279 | \$6,497 | \$21,382 | \$23,131 | \$2,100 |
| Under \$25,000 | \$2,000 | \$1,400 | \$10,500 | \$11,987 | \$5,000 |

5.4c Ratio of Endowment to Expenses

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|---------|----------------|---------------|---------------|---------------|
| Average | 0.53 | 0.52 | 0.57 | 0.52 | 0.48 |
| Median | 0.33 | 0.20 | 0.20 | 0.24 | 0.15 |
| Min | 0.04 | Less than 0.01 | Less than .01 | Less than .01 | Less than .01 |
| Max | 3.34 | 6.75 | 5.00 | 3.57 | 4.22 |
| Professional | 0.66 | 0.78 | 0.44 | 0.49 | 0.72 |
| Symphony/Opera | n/a | n/a | n/a | 0.70 | n/a |
| Volunteer | 0.46 | 0.46 | 0.60 | 0.69 | 0.52 |
| Children/Youth | 0.68 | 0.23 | 0.26 | 0.21 | 0.20 |
| More than \$1,000,000 | 0.96 | 0.65 | 0.64 | 0.57 | 0.70 |
| \$500,000 - \$1,000,000 | 1.24 | 0.38 | 1.50 | 1.24 | 1.30 |
| \$250,000 - \$499,999 | 0.63 | 0.74 | 0.18 | 0.18 | 0.10 |
| \$150,000 - \$249,999 | 0.30 | 0.32 | 0.27 | 0.33 | 0.37 |
| \$100,000 - \$149,999 | 0.39 | 0.17 | 0.74 | 0.26 | 0.28 |
| \$50,000 - \$99,999 | 0.37 | 0.85 | 0.56 | 0.49 | 0.38 |
| \$25,000 - \$49,999 | 0.23 | 0.17 | 0.53 | 0.63 | 0.06 |
| Under \$25,000 | 0.09 | 0.15 | 0.48 | 0.62 | 0.26 |

Note: It is generally accepted that in order to be properly capitalized, an endowment should be approximately two to three times annual operating expenses. In other words, if an organization's annual operating expenses are \$500,000 its endowment should be approximately \$1 - \$1.5 million. Practically speaking, however, organizations with small operating budgets need an endowment that is three to four times annual operating expenses. The endowments reported ranged from less than 0.01 to 4.22 times total annual expenses with a median of 0.15 times.

Similarly, the average cash reserves increases with the size of the annual budget. Cash reserves ranged from \$350 to \$427,978 with a median of \$18,962. On average children/youth and professional choruses had larger cash reserves than other groups. [Figure 5.4d]

5.4d Average Amount of Cash Reserves

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|-----------|-----------|-----------|-----------|-----------|
| Average | \$38,496 | \$41,578 | \$34,159 | \$37,780 | \$39,876 |
| Median | \$12,000 | \$13,000 | \$15,000 | \$13,000 | \$18,962 |
| Min | \$200 | \$100 | \$300 | \$300 | \$350 |
| Max | \$654,667 | \$500,000 | \$427,978 | \$979,500 | \$427,978 |
| Professional | \$16,867 | \$56,671 | \$42,932 | \$38,744 | \$47,487 |
| Symphony/Opera | \$34,146 | \$91,222 | \$12,419 | \$10,021 | \$14,736 |
| Volunteer | \$54,837 | \$27,289 | \$27,552 | \$38,195 | \$36,918 |
| Children/Youth | \$65,455 | \$87,202 | \$57,314 | \$39,370 | \$46,273 |
| More than \$1,000,000 | \$220,384 | \$180,474 | \$169,014 | \$139,102 | \$186,485 |
| \$500,000 - \$1,000,000 | \$216,370 | \$187,145 | \$90,853 | \$237,204 | \$86,267 |
| \$250,000 - \$499,999 | \$46,325 | \$41,442 | \$41,949 | \$39,204 | \$34,856 |
| \$150,000 - \$249,999 | \$47,643 | \$31,701 | \$37,987 | \$32,905 | \$50,480 |
| \$100,000 - \$149,999 | \$28,913 | \$60,674 | \$28,031 | \$28,219 | \$29,886 |
| \$50,000 - \$99,999 | \$12,078 | \$12,049 | \$22,736 | \$21,973 | \$19,160 |
| \$25,000 - \$49,999 | \$10,816 | \$13,680 | \$15,507 | \$10,320 | \$11,016 |
| Under \$25,000 | \$5,130 | \$6,934 | \$6,537 | \$9,608 | \$5,861 |

The ratio of cash reserves to expenses also ranged widely, from 0.01 times to more than two times expenses with a median of 0.17. [Figure 5.4e]

5.4e Ratio of Cash Reserves to Expenses

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Average | 0.36 | 0.27 | 0.29 | 0.30 | 0.25 |
| Median | 0.18 | 0.15 | 0.17 | 0.20 | 0.17 |
| Min | 0.01 | Less than .001 | 0.01 | Less than .001 | Less than .01 |
| Max | 14.00 | 3.68 | 2.69 | 1.94 | 2.24 |
| Professional | 0.14 | 0.12 | 0.16 | 0.17 | 0.16 |
| Symphony/Opera | 0.38 | 0.71 | n/a | 0.46 | 0.25 |
| Volunteer | 0.42 | 0.27 | 0.33 | 0.34 | 0.30 |
| Children/Youth | 0.24 | 0.41 | 0.25 | 0.23 | 0.18 |
| More than \$1,000,000 | 0.11 | 0.09 | 0.09 | 0.11 | 0.11 |
| \$500,000 - \$1,000,000 | 0.25 | 0.24 | 0.14 | 0.33 | 0.10 |
| \$250,000 - \$499,999 | 0.15 | 0.11 | 0.13 | 0.13 | 0.11 |
| \$150,000 - \$249,999 | 0.27 | 0.16 | 0.18 | 0.18 | 0.26 |
| \$100,000 - \$149,999 | 0.23 | 0.48 | 0.22 | 0.25 | 0.24 |
| \$50,000 - \$99,999 | 0.18 | 0.17 | 0.32 | 0.31 | 0.28 |
| \$25,000 - \$49,999 | 0.32 | 0.35 | 0.43 | 0.26 | 0.31 |
| Under \$25,000 | 1.04 | 0.44 | 0.43 | 0.61 | 0.45 |

Marketing Expenses

Respondents reported that it cost a median of \$4.00 to sell one ticket. Choruses with annual expenses in excess of \$500,000 spent on average significantly more than choruses with smaller annual budgets. [Figure 5.5]

5.5 Average Cost to Sell One Ticket

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|----------------|----------------|----------------|----------------|----------------|
| Average | \$5.48 | \$5.29 | \$5.95 | \$4.95 | \$5.93 |
| Median | \$3.78 | \$3.99 | \$4.17 | \$3.68 | \$4.00 |
| Min | \$0.04 | \$0.02 | \$0.02 | \$0.04 | \$0.12 |
| Max | \$60.00 | \$30.93 | \$60.27 | \$35.90 | \$48.80 |
| Professional | \$6.41 | \$7.30 | \$8.96 | \$6.00 | \$8.53 |
| Symphony/Opera | \$3.94 | \$2.65 | \$4.32 | n/a | \$3.48 |
| Volunteer | \$5.35 | \$5.02 | \$5.30 | \$5.25 | \$6.11 |
| Children/Youth | \$5.30 | \$2.85 | \$4.64 | \$2.11 | \$2.52 |
| More than \$1,000,000 | \$13.10 | \$12.63 | \$14.69 | \$12.28 | \$11.66 |
| \$500,000 - \$1,000,000 | \$6.23 | \$7.71 | \$11.26 | \$6.64 | \$7.32 |
| \$250,000 - \$499,999 | \$4.42 | \$5.85 | \$4.47 | \$3.28 | \$5.94 |
| \$150,000 - \$249,999 | \$5.87 | \$5.40 | \$5.66 | \$4.67 | \$4.29 |
| \$100,000 - \$149,999 | \$4.59 | \$5.07 | \$5.88 | \$5.20 | \$6.91 |
| \$50,000 - \$99,999 | \$5.83 | \$5.23 | \$5.33 | \$5.62 | \$6.56 |
| \$25,000 - \$49,999 | \$4.13 | \$3.68 | \$4.18 | \$4.22 | \$4.30 |
| Under \$25,000 | \$5.01 | \$4.59 | \$5.26 | \$3.25 | \$4.33 |

Fundraising Expenses

It cost choruses a median of 6 cents to raise one dollar. [Figure 5.6]

5.6 Average Cost to Raise One Dollar

| | 1999/00 | 2000/01 | 2001/02 | 2002/03 | 2003/04 |
|-------------------------|------------------|------------------|------------------|------------------|------------------|
| Average | \$0.17 | \$0.14 | \$0.11 | \$0.11 | \$0.10 |
| Median | \$0.08 | \$0.08 | \$0.07 | \$0.06 | \$0.06 |
| Min | less than \$0.01 | less than \$0.01 | less than \$0.01 | less than \$0.01 | less than \$0.01 |
| Max | \$5.66 | \$1.34 | \$0.81 | \$1.33 | \$0.86 |
| Professional | \$0.10 | \$0.09 | \$0.09 | \$0.08 | \$0.06 |
| Symphony/Opera | \$0.20 | \$0.12 | \$0.18 | \$0.03 | \$0.07 |
| Volunteer | \$0.20 | \$0.14 | \$0.11 | \$0.12 | \$0.11 |
| Children/Youth | \$0.12 | \$0.26 | \$0.19 | \$0.13 | \$0.15 |
| More than \$1,000,000 | \$0.13 | \$0.14 | \$0.15 | \$0.16 | \$0.09 |
| \$500,000 - \$1,000,000 | \$0.16 | \$0.11 | \$0.11 | \$0.12 | \$0.14 |
| \$250,000 - \$499,999 | \$0.05 | \$0.10 | \$0.11 | \$0.07 | \$0.07 |
| \$150,000 - \$249,999 | \$0.09 | \$0.09 | \$0.08 | \$0.13 | \$0.13 |
| \$100,000 - \$149,999 | \$0.09 | \$0.22 | \$0.10 | \$0.07 | \$0.10 |
| \$50,000 - \$99,999 | \$0.28 | \$0.11 | \$0.08 | \$0.11 | \$0.12 |
| \$25,000 - \$49,999 | \$0.14 | \$0.18 | \$0.12 | \$0.14 | \$0.07 |
| Under \$25,000 | \$0.30 | \$0.18 | \$0.15 | \$0.10 | \$0.07 |

6. Staff

The majority of choruses (84%) reported having at least one paid staff person. The median number of paid staff reported was four. Nearly two-thirds (62%) of the responding choruses reported at least one volunteer staff person. [Figures 6.1a and 6.1b]

6.1a Number of Paid Staff

| | 2001 | 2002 | 2003 | 2004 | 2005 |
|-------------------------|-------------|-------------|-------------|-------------|-------------|
| Percent of Respondents | 82% | 93% | 88% | 86% | 84% |
| Average | 5 | 4 | 6 | 6 | 6 |
| Median | 3 | 3 | 4 | 4 | 4 |
| Min | 1 | 1 | 1 | 1 | 1 |
| Max | 70 | 71 | 75 | 73 | 61 |
| Professional | 4 | 5 | 7 | 7 | 7 |
| Symphony/Opera | 3 | 5 | 4 | 5 | 4 |
| Volunteer | 4 | 3 | 3 | 4 | 4 |
| Children/Youth | 8 | 8 | 7 | 10 | 9 |
| More than \$1,000,000 | 23 | 19 | 18 | 22 | 22 |
| \$500,000 - \$1,000,000 | 10 | 11 | 8 | 6 | 7 |
| \$250,000 - \$499,999 | 7 | 6 | 6 | 8 | 7 |
| \$150,000 - \$249,999 | 5 | 4 | 4 | 5 | 5 |
| \$100,000 - \$149,999 | 4 | 4 | 4 | 5 | 5 |
| \$50,000 - \$99,999 | 3 | 3 | 3 | 3 | 3 |
| \$25,000 - \$49,999 | 2 | 2 | 3 | 2 | 2 |
| Under \$25,000 | 2 | 2 | 2 | 2 | 1 |

6.1b Number of Volunteer Staff

| | 2002 | 2003 | 2004 | 2005 |
|-------------------------|-------------|-------------|-------------|-------------|
| Percent of Respondents | 57% | 54% | 69% | 62% |
| Average | 5 | 6 | 9 | 8 |
| Median | 3 | 4 | 6 | 4 |
| Min | 1 | 1 | 1 | 1 |
| Max | 40 | 30 | 60 | 125 |
| Professional | 4 | 3 | 3 | 3 |
| Symphony/Opera | 3 | 5 | 8 | 10 |
| Volunteer | 5 | 6 | 11 | 9 |
| Children/Youth | 6 | 6 | 11 | 10 |
| More than \$1,000,000 | 3 | 3 | 8 | 9 |
| \$500,000 - \$1,000,000 | 3 | 5 | 4 | 9 |
| \$250,000 - \$499,999 | 2 | 2 | 4 | 3 |
| \$150,000 - \$249,999 | 5 | 5 | 10 | 4 |
| \$100,000 - \$149,999 | 6 | 7 | 11 | 19 |
| \$50,000 - \$99,999 | 6 | 6 | 13 | 8 |
| \$25,000 - \$49,999 | 5 | 6 | 9 | 6 |
| Under \$25,000 | 4 | 5 | 9 | 4 |

Note: Data for 2001 are not shown because the question was asked differently than in future years.

Most of responding choruses have only part-time staff. Nearly all (84%) of the survey respondents reported having at least one part-time staff person and more than half (54%) have no full-time paid staff. [Figures 6.2a and 6.2b]

6.2a Percentage of Paid Staff that is Full-Time

| | 2001 | 2002 | 2003 | 2004 | 2005 |
|-------------------------|-------------|-------------|-------------|-------------|-------------|
| Average | 13% | 15% | 17% | 18% | 38% |
| Median | 0% | 0% | 0% | 0% | 20% |
| Min | 0% | 0% | 0% | 0% | 0% |
| Percent with 0% FT | 67% | 67% | 62% | 58% | 54% |
| Max | 100% | 100% | 100% | 100% | 100% |
| Percent with 100% FT | 1% | 3% | 3% | 3% | 5% |
| Professional | 22% | 27% | 26% | 30% | 29% |
| Symphony | 16% | 7% | 21% | 27% | 13% |
| Volunteer | 8% | 8% | 12% | 13% | 16% |
| Children/Youth | 23% | 27% | 23% | 21% | 21% |
| More than \$1,000,000 | 45% | 55% | 62% | 55% | 53% |
| \$500,000 - \$1,000,000 | 51% | 50% | 42% | 52% | 48% |
| \$250,000 - \$499,999 | 34% | 38% | 40% | 36% | 36% |
| \$150,000 - \$249,999 | 20% | 22% | 24% | 18% | 23% |
| \$100,000 - \$149,999 | 9% | 19% | 14% | 16% | 5% |
| \$50,000 - \$99,999 | 5% | 5% | 5% | 3% | 4% |
| \$25,000 - \$49,999 | 7% | 2% | 1% | 5% | 9% |
| Under \$25,000 | 1% | 4% | 0% | 8% | 22% |

6.2b Percentage of Paid Staff that is Part-Time

| | 2001 | 2002 | 2003 | 2004 | 2005 |
|-------------------------|-------------|-------------|-------------|-------------|-------------|
| Average | 87% | 85% | 83% | 82% | 80% |
| Median | 100% | 100% | 100% | 100% | 100% |
| Min | 0% | 0% | 0% | 0% | 0% |
| Percent with 0% PT | 1% | 3% | 3% | 3% | 5% |
| Max | 100% | 100% | 100% | 100% | 100% |
| Percent with 100% PT | 67% | 67% | 62% | 58% | 55% |
| Professional | 78% | 73% | 74% | 70% | 71% |
| Symphony | 84% | 93% | 79% | 73% | 87% |
| Volunteer | 92% | 92% | 88% | 87% | 84% |
| Children/Youth | 77% | 73% | 77% | 79% | 79% |
| More than \$1,000,000 | 55% | 45% | 38% | 45% | 47% |
| \$500,000 - \$1,000,000 | 49% | 50% | 58% | 48% | 52% |
| \$250,000 - \$499,999 | 66% | 62% | 60% | 64% | 64% |
| \$150,000 - \$249,999 | 80% | 78% | 76% | 82% | 77% |
| \$100,000 - \$149,999 | 91% | 81% | 86% | 84% | 95% |
| \$50,000 - \$99,999 | 95% | 95% | 95% | 97% | 96% |
| \$25,000 - \$49,999 | 93% | 98% | 99% | 95% | 91% |
| Under \$25,000 | 99% | 96% | 100% | 92% | 78% |

7. Staff Salaries

Choral organizations responding to the survey report their full- and part-time staff positions, salaries, and whether or not a benefits package is provided. This material is held in strictest confidence and the data are used only in the aggregate for comparative analyses, and made available to member choruses on a case-by-case basis. This information is never released with identifiable organizational details.

The Chorus America staff can interpret this information in specific ways to answer some of the inquiries member choruses make when creating new positions or considering adjustments within their current salary structure.

8. Accompanists Pay

Nearly all (85%) of responding organizations report a wide variety of payment practices for accompanists. These include annual salaries, stipends, pay by rehearsal and/or performance, pay by the hour for rehearsals and/or performances, and pay by concert series.

- More than one-quarter (27%) of the responding choruses reported that they pay their accompanist an annual salary ranging from \$750 to \$20,000 with a median of \$4,950.
- “Per performance” fees (reported by 39% of responding choruses) range from \$30 to \$1,500, with a median of \$125.
- “Per rehearsal” fees, also reported by one-third (34%) of responding choruses, range from \$25 to \$185, with a median of \$80.
- Pay for accompanists on an hourly basis for rehearsals (reported by 34% of responding choruses) range from \$16.4 to \$100 with a median of \$34/hour.
- Hourly performance rates (reported by 10% of responding choruses) range from \$18 to \$100 with a median of \$36.50.
- Eleven percent (11%) of the accompanists in the responding choruses also serve as assistant conductor.

9. Paid Choral Singers

Organizations report a range of payment systems for choral singers. These include pay by the concert cycle (the combined rehearsals and performances for one concert), pay by recording project, pay by rehearsal and/or performance, and pay by the hour for rehearsals and/or performances. More than one-quarter (29%) of responding choruses reported at least one form of payment to singers. More than three-quarters (76%) of these choruses either pay their choral singers an hourly rate or a fee per rehearsal and per performance. The survey sample size is not large enough to distinguish meaningfully between fully professional choruses and those with a professional core of singers.

Pay to singers per rehearsal ranges from \$15 to \$50, with a median of \$35.25. Pay to singers per performance ranges from \$17 to \$225, with a median of \$68.

More than one-third (37%) of the responding choruses reported that they pay their singers an hourly rate for rehearsals. More than one-fifth (22%) of those also pay an hourly rate for performances. Several choruses pay a different hourly rate for a performance than for a rehearsal. Hourly rates range from \$12.50 to \$85 with a median of \$18.