



Celebrating and Strengthening Harmony, Inc.

HARMONY. STRONGER. OUR PRESIDENT'S PERSPECTIVE

The members of the IBOD are responsible for setting the strategic direction of the organization. Together they work to identify internal strengths and weaknesses, to understand/capitalize on external opportunities, secure needed funding, and support the efforts of committees/team throughout the organization. A strong strategic plan is rooted in the values and culture of an organization.

Every organization's culture is unique to them – ours is special to us. When I asked a number of members how they define the culture of Harmony, Inc. I admit, my heart was bursting with pride. One quote that resonates with me is, "I wouldn't be who I am today if it wasn't for Harmony, Inc." Our commitment to inclusion, to empowerment, to being forward thinkers has brought confidence and self-awareness to so many. Because of this, we are a strong organization strengthened by our members.

As we look to expanding and growing our organization, we will continue to strengthen current relationships and make new ones. Retaining our current members and inviting new individuals to experience our culture of friendship, support, and a desire for musical excellence will be our path into the future.

I am excited to walk this journey with each one of you as we honor our past, celebrate the present, and look forward to the future together.

Linda Brehaut
International President
Harmony, Inc.
2020-2023

"Our common purpose is that we love to sing and our inclusive culture allows for any women, young or old, any colour or religion, to contribute to our love for singing. We support each other in times of joy and sadness and our common bond in song keeps that support timely, relevant and everlasting." - Sue Novosad

Meeting the Needs of our Members

Our International Board of Directors and Assistants have been busy working to revitalize our strategic plan and create Harmony.Stronger.2023. After experiencing a 'world-wide pandemic' that kept us apart, many of us better understand how integral Harmony, Inc. is in our lives. There have also been many other lessons learned over the past 3 years as we worked together to stay connected, enhance our skills, and strengthen our organization. As we build on the success of Harmony.Stronger.2018., it is essential that we continue to think strategically and empower the committees and teams working on our behalf.

Our ultimate goal is to make informed decisions that best meet the needs of our members, foster communication throughout the organization, and perpetuate our passion for Harmony, Inc. We cannot thank our members enough for completing membership surveys, attending town halls, giving us feedback on our Mission, Vision, Values, and so much more.

Please know that meeting the needs of our members has been our guiding principle throughout the planning process. Together we will continue to make Harmony stronger!

Linda McMaster
Strategic Advisor

"I have experience with every barbershop organization on Earth—the Barbershop Harmony Society, Sweet Adelines International, British, Irish, German, Dutch, Spanish, Italian, Scandinavian, Finnish, Australian, New Zealand, South African—and Harmony Inc. is easily the warmest, friendliest of them all. The sisterhood, camaraderie and just plain love are marvelous." - Tom Gentry

Harmony, Inc.'s New Mission, Vision & Values



Mission Statement

Harmony, Inc.

Empowering All Women through Singing, Education, and Friendship

Key to our success is having a current and meaningful mission statement, one that describes our reason for being and, also, who we serve. Because of your feedback our new mission now places singing first.

Our new motivating, powerful vision statement gives us purpose, inspiring us to reach future, longer-term goals.



Vision Statement

Harmony, Inc.

Harmony, Inc. will be a leader in the international a cappella community, celebrating and sharing our unique culture.

Harmony, Inc. Core Values – Guiding us in all we do

Inclusion

Creating a safe place where everyone is welcome and respected

Empowerment

Encouraging personal growth while supporting each other

Harmony
Celebrating Music, Friendships, and our Future

Integrity

Striving to do what is right



Harmony, Inc.

Forward Thinking

Building a bright future together

With your help Harmony, Inc has formalized a distinct Statement of Values. Our founders penned the Harmony Creed, recognizing that we were born out of inclusion and compassion. Our Values will guide our behavior, shape accountability and ultimately protect and strengthen our culture.

Embracing our new Mission, Vision, and Values will help provide the foundation for a healthy, thriving organization empowering leadership, staff, volunteers and our members.

"Harmony is a hobby and a place to safely and joyfully make music with your friends. It doesn't matter who you are or what you have achieved on the contest stage, we still want to sing a tag with you. I talk about how our champions are champions to the truest definition of the word, both on and off the stage. They are approachable and happy to spend time with the rest of us. I talk about how we LIVE the Creed, and it is not just words on a piece of paper."- Angie Beatty

Harmony, Inc.'s Core Goals

To accomplish our mission and vision, we have identified three core goals:

1. **Supporting Our Members** – We are committed to understanding and being accountable for meeting the needs of our members. We strive to be a member-driven organization.
2. **Growing Our Organization** – Sharing our joy of 4-part a cappella singing in the barbershop style, is core to who we are. Members of all ages, across North America and beyond will experience the benefits of singing, friendships, and education.
3. **Strengthening Our Governance** – Ensuring mission-driven, responsive, and accountable leadership strengthened by teamwork, collaboration, and celebrating success



Critical to the success of these core goals and all we do will be:

- Strong 'all-direction' **communication** – striving for informed members and transparent, member-driven decision making
- **Fiduciary responsibility** – making financial decisions in the best interest of the organization
- A culture of **philanthropy** – understanding that fundraising is critical to the health and success of Harmony, Incorporated

Supporting Our Members – We are committed to understanding and being accountable for meeting the needs of our members. We strive to be a member-driven organization.

Key activities will strive to help us:

- Enhance education, leadership & music programs
- Develop & launch a plan to support new & existing quartets
- Better understand and meet the needs of our associate members
- Continue to develop a culture of inclusion

"A positive environment where everyone feels safe to be themselves, where it is safe to sing like no-one is listening (although we do listen with great joy and affection) and safe to be creative; an environment full of encouragement to participate in quartets, leadership, committees; an environment which strongly supports the community and this includes our members, their families, and our surroundings (where we live): an environment where we constantly learn from each other and grow. And may I add that we are a strong women's organization. That's what makes it so special. I wouldn't want it any other way!! Women helping women." - Anne Bureau

Growing Our Organization – Sharing our joy of 4-part a cappella singing in the barbershop style, is core to who we are. Members of all ages, across North America and beyond will experience the benefits of singing, friendships, and education.

Key activities will strive to help us:

- Develop & implement a plan for retaining and recruiting new members
- Engage external organizations
- Develop a culture of philanthropy

“What I believe Harmony, Inc culture is really quite simple. We are women who share a common bond through the joy of making barbershop music. Our Harmony Creed says it all and has never gone out of style. I believe we live by it because of the love and affection we not only have for the organization but because of the women we share it with. It's a strong bond and I cherish it. I wouldn't be who I am today if it wasn't for Harmony, Inc.” - Theresa Weatherbee

Strengthening Our Governance - Ensuring mission-driven, responsive, and accountable leadership strengthened by teamwork, collaboration, and celebrating success

Key activities will strive to help us:

- Develop & conduct annual self-assessment/peer review process for IBOD members, Assistants & staff
- Create & launch a President's Advisory Council
- Create a culture of volunteerism
- Review & revise our staffing plan
- Propagate best practice across all Areas

Tracking and Sharing Our Progress

Harmony, Inc. has created a Team Chairs Forum (TCF) to help ensure Team and Committee Chairs share the work being done across the organization. Members meet every 2 months focusing on opportunities for developing synergies, providing support, identifying and eliminating duplication, tracking, reporting and celebrating successes. Team members work together to ensure well informed recommendations are submitted to the IBOD, enabling the IBOD to focus less on day-to-day operations and more on governance.

A TCF Goal Tracking Tool is being used to track the status of all strategic planning activities. The tool, with activity status reports, will be available to all members on our HI website with opportunity for member questions and feedback.

Thank you to Members of the Strategic Planning Committee

Linda Brehaut, International President
Donna McKay, Immediate Past President
Gaye LaCasce, Executive Vice-President
Jan DelVecchio, Vice-President Finance

Laura Oakes, Director of Communications
Carolé Mensing, Associate Member
Kelly Peterson, Corporate Assistant
Linda McMaster, Strategic Advisor