

**CHERUBIM & SERAPHIM MOVEMENT CHURCH,
DAKIBIYU DISTRICT HEADQUARTERS, DAKIBIYU, ABUJA**

INTERACTIVE SESSION 2

FOCUS

**CRITICAL CHALLENGES IN DAKIBIYU CHOIR
MINISTRY & THE WAY FORWARD**

**By
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INTRODUCTION

OBJECTIVES

Collectively Deliberate & Agree on

- **Issues & Challenges in Dakibiyu District
Hqtrs CHOIR**
- **Proffered Solutions for Improved/Quality
Performance & Service Delivery**
- **Come up with Additional Challenges &
Solutions**

INTRODUCTION

OUTCOMES

- **Appreciate Existing Challenges**
- **Agree on Possible & Practical Solutions**
- **Appreciate Limitations & Adjust**
- **Minimize Friction/Promote Discipline**
- **Promote Cordial Relations & Fellowship**
- **Develop/Revise Universal Code of Conduct**
- **Revise Recruitment/Training/Funding Templates**
- **Develop or Revise Welfare Issues**
- **Upscale Strategies: Equipt. Maint. & Performance**

INTRODUCTION

APPROACH

- **SYNDICATE GROUPINGS**
- **SYNTHESIS OF OUTPUTS FROM GROUPINGS**
- **DISCUSSION & ADOPTION**

ALTERNATIVE APPROACH

- **OBSERVED CHALLENGES BY COMMITTEE**
- **PRESENT CHALLENGES FROM OTHER SOURCES**
- **PARTICIPATORY DISCUSSIONS**
- **DEVELOPED OUTPUTS**

INTRODUCTION

APPROACH

- **INTERACTIVE**
AND
- **PARTICIPATORY**

PLEASE FEEL FREE TO CONTRIBUTE

IDENTIFIED CHALLENGES

(From Committee)

- 1) Negative Attitudinal Behaviour of members
- 2) Impunity exhibited by members leading to lack of control of movement & adherence to correction
- 3) Lack of encouragement to motivate members for better performance
- 4) Lack of adequate & relevant training for members
- 5) Lack of strong technical team
- 6) Interference in working relationship of the choir with other organs of Church
- 7) Lack of adequate funding
- 8) Lack of orientation & induction for members as they join the choir
- 9) Lack of continuous training for members
- 10) Lack of adequate mobilization for members on rehearsal days & when on external assignment.

PROFFERED RECOMMENDATIONS

From Committee

1. Continuous training/seminars to ensure fitness in spirit & character to include: attitudinal change, interpersonal relationship, conflict mgt. & resolution, importance & role of choir in Church growth, talent dev., reward for stewardship
2. Establishment of Disciplinary Cttee to curb misconduct & indiscipline
3. Members to be divided into groups & officiating roster produced for effective participation in all church activities (Sundays and during the week)
4. Voice training to improve their singing proficiency
5. Technical and sound management: Interest members to be identified & trained
6. Monthly contributions & freewill donations: Be encouraged among

PROFFERED RECOMMENDATIONS

From Committee (contd)

- 7. Church head to properly manage interference in matters involving choir and other units to promote harmonious relationship between all church units**
- 8. Provision of Bus for choir/church to facilitate transportation of choir for rehearsals and outside engagements**
- 9. Issues on choir uniform/girdles**
- 10. Waxing of albums**
- 11. All choir units (youth, children ministry, Shiloh, etc) to be under the control of choir master**
- 12. Choir policy, rules and regulations to be constantly reviewed**
- 13. There should be interpreters' unit.**

INTERACTIVE SESSION-1

CHALLENGES

CATEGORIZED INTO 2:

1) PHYSICAL ISSUES - 5 Categories

- Financial Issues
- Technical Issues
- Training & Capacity Building Issues
- Human Resources Management Issues
- General Management Issues

2) SPIRITUAL ISSUES

INTERACTIVE SESSION-2

ISSUES	IDENTIFIED CHALLENGES	PROFFERED SOLUTIONS/WAY FORWARD
PHYSICAL ISSUES: 1) FINANCIAL (5 mins)	Committees Report (Issues): a) Lack of adequate Funding b) Lack of adequate Mobilization for members on Rehearsal days & when on external assignment.	Committees Report a) Monthly contributions & freewill donations should be encouraged among choir
	Independent Sources (Issues): a) Operational Funds b) Funds for Equipment Procurement & Upgrading Suggestions (Identify & List)	Independent Sources (Issues): a) Brainstorm on Fund Raising Strategies b) Make Budget Projections c) Develop Template to Attend Members needs Suggestions (Identify & List)

INTERACTIVE SESSION-3

ISSUES	IDENTIFIED CHALLENGES	PROFFERED SOLUTIONS/WAY FORWARD
PHYSICAL ISSUES: 2) TECHNICAL (5 mins)	Committees Report (Issues): a) Lack of strong technical team	Committees Report a) Voice training to improve singing proficiency b) For Technical & Sound Mgt.: Identify & Train Interested Members
	Independent Sources (Issues): a) Equipment Maintenance & Operations b) Sound Quality	Independent Sources (Issues): a) Ensure Periodic Equipmt.Maintenance b) Ready Availability of Consumables (e.g. Batteries)
	Suggestions (Identify & List)	c) Training & Capacity Building Suggestions (Identify Others)

INTERACTIVE SESSION-4

ISSUES	IDENTIFIED CHALLENGES	PROFFERED SOLUTIONS/WAY FORWARD
<p>PHYSICAL ISSUES:</p> <p>3) TRAINING & CAPACITY BUILDING (5 mins)</p>	<p>Committees Report (Issues)</p> <ul style="list-style-type: none"> a) Lack of adequate & relevant Training for members b) Lack of orientation & induction for members as they join choir c) Lack of continuous Training for members <p>Independent Sources (Issues):</p> <ul style="list-style-type: none"> a) Recruitment of New Intakes- Effectiveness of Current Procedure b) Induction of New Intakes- How Adequate? c) Training Challenges/Types <p>Suggestions (Identify & Others)</p>	<p>Committees Report</p> <ul style="list-style-type: none"> a) Continuous Training/Seminars to ensure continuous fitness in spirit & character to include: Attitudinal Change, Interpersonal Relationship, Conflict Mgt & Resolution, importance & role of choir in Church growth, Talent Develop., Reward for stewardship b) Voice Training to improve their singing proficiency <p>Independent Sources (Issues):</p> <ul style="list-style-type: none"> a) Review Recruitment Template b) Develop (or Review) Training Template c) Encourage innovativeness: New Songs & Lyrics <p>Suggestions (Identify & Others)</p>

INTERACTIVE SESSION-5

ISSUES	IDENTIFIED CHALLENGES	PROFFERED SOLUTIONS/WAY FORWARD
<p>PHYSICAL ISSUES:</p> <p>4) HUMAN RESOURCES MGT. (5 mins)</p>	<p>Committees Report (Issue):</p> <ul style="list-style-type: none"> a) Negative attitudinal behavior of members. b) Impunity exhibited by members leading to lack of control of movt. & adherence to correction c) Inadequate Motivation: Lack of encouragement to motivate members (better performance) <p>Independent Sources (Issues):</p> <ul style="list-style-type: none"> a) Remuneration- Definite Position b) Movts. & Conducts in Choir Stand During Service c) Discipline: How Adequate? <p>Suggestions (Identify & Others)</p>	<p>Committees Report</p> <ul style="list-style-type: none"> a) Establishment of Disciplinary Committee to curb misconduct & indiscipline b) Members to be divided into groups & officiating roster to be produced for effective participation of choir in all church activities (that is on Sundays and during the week) <p>Independent Sources (Issues):</p> <ul style="list-style-type: none"> a) Standing Disciplinary Committee b) Develop/Revise Conduct Guide Book c) Possibility of Paid Artist as Motivation d) Develop Template to meet Members needs <p>Suggestions (Identify & Others)</p>

INTERACTIVE SESSION-5

ISSUES	IDENTIFIED CHALLENGES	PROFFERED SOLUTIONS/WAY FORWARD
<p>PHYSICAL ISSUES:</p> <p>1) GENERAL MGT. (5 mins)</p>	<p>Committees Report (Issues):</p> <ul style="list-style-type: none"> a) Interference in working relationship of choir with other organs of the Church <p>Independent Sources (Issues):</p> <ul style="list-style-type: none"> a) Leadership control: How Effective b) Line Management Reporting: How Effective? Compliance c) Management: During Rehearsals, Practices, etc.): How Effective? d) External Interference in Choir Management e) Duty Roster f) Conduct on Choir Stand; g) Discipline <p>Suggestions (Identify & Others)</p>	<p>Committees Report</p> <ul style="list-style-type: none"> a) <u>Church head to properly manage interference in matters</u> involving choir & other units to promote harmonious relationship bet. all church units e.g. in time allocation for services, meetings etc. b) Provision of Bus: To facilitate transportation of choir for rehearsals & outside engagements c) Issues on choir uniform/girdles d) Waxing of albums e) All choir units (Youth, Children Min., Shiloh, etc): Under choir master f) Choir Policy, Rules & Regulations to be constantly reviewed <p>Independent Sources (Issues):</p> <ul style="list-style-type: none"> a) Conduct Code for Members: Develop, Revive or Revise b) Standing Disciplinary Committee on Ground c) Develop Template for Mobilization of Members d) Make Annual Budget Planning e) Effective Interface with Church Units to prevent Ext. Interference f) Choir Practice, Training & Development g) Equipment Procurement & Maintenance Policy

INTERACTIVE SESSION-5

ISSUES	IDENTIFIED CHALLENGES	PROFFERED SOLUTIONS/WAY FORWARD
1) Spiritual Issues (10 minutes)	Committees Report None Independent Sources (Issues): a) Pride b) Spiritual Attitude & Development c) Having enough highly committed volunteers d) Staying focused on Christ & not distracted e) Keeping an attitude of worship & not performance (Great Singers & Musician but NOT worshipping God Suggestions (Identify & Others)	Committees Report There should be interpreters' unit . Independent Sources (Issues): a) Consistent Prayers: Periodic Exhortations/Pep Talks b) Periodic Choir Seminar c) Realize that Worship is an incense rising to God d) Creating an atmosphere of engaging worship e) Having healthy balance between spirituality & excellence in professionalism (By Holy Spirit) Suggestions (Identify & Others)

CONCLUDING REMARKS

- ❖ Discussions Not Exhaustive: Because of Time
- ❖ **CHOIR EXECUTIVE** to:
 - ✓ Take cognisance of Salient Issues
 - ✓ Organize Periodic Seminars for Members to Grasp Issues
 - ✓ Standing Disciplinary Committee
 - ✓ Develop/Review Guiding Templates (Code of Conduct, Welfare Issues, etc.) as highlighted
 - ✓ Ensure Functional Technical Team for Effective Performance
 - ✓ Develop Annual Budget Plans
 - ✓ Strategize on Fund Generation
 - ✓ Take Welfare Issue seriously
 - ✓ Training & Capacity Building

IF YOU WANT IT TO WORK, IT WILL WORK

THANK YOU

FOR YOUR ATTENTION