

Minutes of the meeting of the House of Delegates of the Pioneer District of SPEBSQSA, Inc.
held on October 18, 2019, in the Muskegon Lake/Mona Lake room of the Delta Hotel in Muskegon, MI

1. Call to Order:

District President Dave Montera called the meeting to order at 1:03 p.m. He asked Paul Ellinger to lead everyone in the singing of "The Old Songs".

Dave then asked Roger Boyer to read the District's Mission statement. That was followed by a reading by Aaron Pollard of the District's Vision statement. Finally, Dave read the District's theme.

In anticipation that the secretary would be saying it anyway, Chris Berry asked that delegates who speak, to do so forcefully so they will be heard. The acoustics of the room were not great. The secretary also asked that any person who makes or seconds a motion to identify himself/herself and their chapter.

[NOTE: Before the meeting began, District Secretary Jim McMahan had determined that a quorum (30% of authorized delegates) was present. The sign-in sheets were attached to the original hard copy of these minutes.]

2. Approval of Agenda:

Dave Montera asked if there were any additions or corrections to the proposed agenda. Marlina Martinez (Marquette County) moved that the agenda be adopted. Cody Harrell (Motor City Metro) offered the second. **The motion was approved under Small Board Rules.**

3. Memorial Service:

Dan Bezaire (District Director of Marketing and Public Relations) conducted the ceremony. He indicated that the names of members would be announced during the event, and asked that the phrase "Rest in Peace" be sung after each name is given.

The following individuals were honored:

Gene Bulka	Grosse Pointe
Bob Longroy	Flint
Joe Maxwell	Rochester
George Brooks	Kalamazoo
Ted Prueter	Pontiac-Waterford
Gene Downie	Pontiac-Waterford
Howard Lynn	Pontiac-Waterford
Mike Wittkopp	Muskegon
Cliff Sadlier	Detroit-Oakland
Art Winkles	Flint
Richard Greene	Gratiot County

4. Approval of Minutes from Spring HOD Meeting:

Dave Montera asked for approval of the minutes from the meeting held on April 26, 2019. Keith Opal (Detroit-Oakland) moved for approval, and Roger Boyer (Detroit-Oakland) made the second. **The motion was approved under Small Board Rules.**

5. Financial Report:

a. 2019 Budget YTD:

Dave Montera indicated the Chris Berry would be covering two topics, but the second topic (the 2020 budget) was really a New Business item being covered early.

5. Financial Report (cont.):a. 2019 Budget YTD (cont.):

Chris referenced the first page of his treasurer's report that was displayed on the screen. He pointed out that the current balance in the checking account was just under \$41,000, and the balance in the savings account was around \$50,000. Finally, there was \$2200 in the QCA checking account.

Chris went on to note that the QCA has a surplus of \$295. A new account being tracked this year is the Senior Spirit chorus, which has a surplus of just under \$350. Meanwhile, the District bank account has a deficit of just over \$1300. The District's overall deficit is just under \$700.

Chris then moved to the second page and began with the administrative area. Our revenues in this area are about \$1600, and our expenditures are about \$4400. He would never expect to see any increase in revenue in this area.

The contributions area includes dues that are rebated by the Society---plus donations from H/F and other sources. This has led to our revenues being \$15,000, while we will have expenditures of \$8000 to support the groups that represent us at Midwinter and International.

The spring convention in Traverse City exhibited, as expected, a deficit of \$11,500. The current convention in Muskegon is showing a surplus, right now, of \$8000. However, there have only been a few expenditures so far.

Chris apologized for not saying earlier that all of his numbers are as of September 30, 2019.

Chris broke out some of the committees and began with leadership training---which came out as a breakeven. Bush League did have a deficit of about \$500. He noted that \$1000 of support is given to the Mt. Pleasant chapter for its Harmony Explosion camp. He pointed out that the Harmony Marketplace sales are as of the end of September, so there are no numbers yet for this convention. H/M does have a current deficit of \$1500. Finally, the Senior Spirit chorus did have revenue of \$2600. This came mostly from a \$5 monthly payment of dues by the members. The group also collected money for the purchase of shirts. That was counter-balanced by an expenditure of \$2250. The net surplus for the group is \$349.60

Chris asked if there were any questions. Since there were none, Dave Montera indicated that the report was received for information only, and no motion was required.

b. 2020 Proposed Budget:

Chris moved on to his next document which was titled as a Profit and Loss statement. He indicated that it really should be called a Revenues and Expenditures statement. He pointed out the various chunks within it---administrative revenue, contribution revenue, convention revenue, and committee revenue. For 2020, he foresaw that the administrative revenue will be \$125. Most of that comes from interest on savings and checking accounts, plus cash back on our credit card purchases.

Contributions revenue comes from the return of donor's choice monies from H/F, plus member dues back from the Society. Chris also allowed for the monies that would come from the H/F raffle and a possible QCA raffle. Income of \$1000 was budgeted for each one. He noted that \$1000 of expenditures was also planned for each raffle, so they will be a financial wash.

Convention income from 2018 and 2019 will not occur in 2020, so they are shown as blank in this budget. Chris noted that the headers identifying the locations of the two conventions are reversed. He indicated that the incomes shown are typical for these two locations.

Chris was hoping that income next year from Harmony Marketplace will increase because of expanded inventory.

Chris commented that he sets up budgets to be short on revenues and long on expenditures.

5. Financial Report (cont.):b. 2020 Proposed Budget (cont):

Committees income included revenue of \$1000 from another Leadership Academy, and \$1500 from Bush League. Another Music Summit was expected to yield \$500. Revenue figures were also budgeted for Quartet Boot Camp and Top Gun.

Chris then began discussing the expenditures---as they were projected they would be by others, or as he expected them to be. In the administrative area, there will be costs for bank charges and board meeting expenses. In the judging area, there will be costs for judges at conventions, and a cost for sending our C&J director to International. There will also be a cost for sending judging candidates to get training. Ron Eubanks is the only person who is currently going. Only \$370 was needed, but Chris raised it to \$1000 in case other candidates apply.

Convention expenditures include the cost of sending the DP to Mid-Winter and International to attend DPs Council meetings. There was a new cost of \$350 to share in the support of a DPs Council moderator. Dave Montera explained that the moderator of the DPs Council serves as the contact for all DPs. This person has traditionally been one of the DPs. It has been found that the role has expanded, and is taking more of that person's time. The Council discovered that its charter allows for a non-member to serve in this capacity. The Council has therefore elected the Immediate Past President (i.e., the outgoing DP) of the Sunshine District to become the moderator.

Because this person would not be paid by his district to attend, it was decided to ask each district to cover a portion of his cost. That share is about \$350 per district, and would cover the cost of his airfare and three nights of lodging. Registration and other costs are not covered. Since the cost would be shared among 17 districts, the actual cost may be only \$250. The \$350 figure is set higher as a precaution. From personal experience, Dave felt that this change would be very helpful. The moderator job is a lot of work in addition to the job of being a DP.

Chris Berry noted that changes to the District website were being considered, so extra funding of \$1350 was added to the budget for this cost.

Chris moved on to the area of contributions to quartet and chorus representatives going to Society conventions. He noted that \$3000 was allocated for choruses, and \$300 for quartets. In case it might be thought that budget support for quartets was inadequate, Chris reported that 12 tickets to the 2019 International had been purchased. Subsequently, one quartet didn't go, one quartet was comp'd because it was also the youth quartet, and the third one had bought its tickets already. One ticket was sold, so Chris has a credit for 11 tickets to apply to 2020. Therefore, only \$300 had to be budgeted. We have the capability of sending up to three quartets.

It was pointed out that the \$1000 each in expenditures for the H/F raffle and the QCA raffle were counterbalanced by revenues for the same amount, so they are both a financial wash.

The projected expenditures Chris assigned to the 2020 conventions were based on past history. Since they are in Kalamazoo and Battle Creek, respectively, they are not expected to be as expensive as Traverse City.

Chris noted that Harmony Marketplace is planning to purchase some new District-logoed inventory, so an increase in expenditures was budgeted for that area.

The 2020 Leadership Academy is expected to be a wash, since the \$1000 of expenditures will be counter-balanced by \$1000 in revenues.

The 2019 Bush League had revenues of \$1500, but expenditures equal to \$3500. This was the basis for the 2020 numbers. Since Chris asks that the budget numbers be set low on revenues and high on expenditures, he is hoping that more people will come in 2020, but that the expenditures will come out lower

5. Financial Report (cont.):b. 2020 Proposed Budget (cont):

Chris reported that the proposed budget is a deficit budget in the amount of \$9650.

Chris remarked that the BOD, in 2019, established a policy that the District has enough savings to cover a year's worth of expenses. He noted that we have that capability, since there is \$50,000 in our savings account.

Doran McTaggart (Windsor) asked if the Sendoff was included somewhere in the budget. Chris Berry confirmed that the expenditure was budgeted. Doran noted that the figure should be higher in 2020, since no money was spent in 2019, and there will be additional revenues in 2020. He observed that, including the competing groups that will be going to International, there usually only about 90 American attendees at the Sendoff. He urged that more U.S. members attend to support this fundraising event.

Doran McTaggart (Windsor) moved that the 2020 budget be approved. Dale Hanson (Mt. Pleasant) made the second. **The motion was approved under Small Board Rules.**

6. Harmony Foundation International Representative Report:

Dave Montera expressed delight that we had two representatives at this meeting---Lynn Weaver, the immediate past president of the HFI board, and Sean Devine, the manager of the Legacy Giving program.

Sean spoke first, and extended his thanks for the hospitality and generosity provided by Pioneer. He appreciated the opportunities he has had to speak to members of many chapters. When chapters are contacted about a possible visit, they always say "yes". Sean also praised the hospitality shown at Pioneer conventions. He offered his thanks for what the members of the District and HFI are able to do together.

Sean announced that he would be handing out Donors Choice checks at this convention. He reminded everyone that, when donations are made through the Ambassadors of Song and the Presidents Council, up to 30% of the donation can be directed back to the district or to one's chapter, or any combination thereof. Checks are then distributed twice a year. The amount to be returned to Pioneer this time is \$4675.88. He asked delegates to check with him later to see if their chapter was on his list. He mentioned that the checks being distributed this time are based on donations made between January 1 and June 30 of this year. At the next spring convention, the checks will reflect donations made between July 1 and December 31.

Sean noted that Dave Montera started off this meeting with a reading of the Pioneer mission statement. Therefore, he chose to read the HFI mission statement: "To connect people, through charitable giving, to enrich lives, through singing". Sean declared that was why HFI existed---to serve the Society and its donors through life-changing programs.

He was excited to announce a special match program that is currently running. He noted that barbershoppers really enjoy match campaigns. The one that Sean wanted to mention is only running through the fall 2019 conventions. It is being offered by John and Sharon Miller. Sean cited Sharon's years of service on the HFI board---including a role as interim CEO. He then referred to John's extensive involvement in barber-shop---which includes two gold medal quartets. The connection to his son was also mentioned---Justin Miller, director of the Westminster Chorus.

John is the EVP of the current HFI board. He and Sharon have pledged a \$50,000 challenge to all of the fall conventions. The match is \$1 for each \$3 donated. Sean mentioned that Pioneer's convention was the fourth one in a row he had attended so far. If the match is met by all of the conventions this fall, a total of \$200,000 will be raised. That means that \$250,000 will go to BHS programs such as the Healthy Chapter Initiative, and for H/U scholarships, and for Next Generation scholarships. Sean observed that he and some persons in the room were examples of the benefit of programs supported by the latter scholarships.

6. Harmony Foundation International Representative Report (cont.)

Sean asked for an indication from those in the room if they had attended H/U---either at St. Joseph (MO) or at Belmont University. He noted that those who are attending on scholarships are asked to stand at the beginning of the event. He saw this as an inspirational moment when one could see the arrangers and directors and music educators who were benefiting from the generosity of donors. He identified H/U as an opportunity to learn from the best of the best, and then come back to one's chapter or district to share what one has learned.

Sean urged everyone to donate to this challenge match---in addition to what they are already donating. He asked that people talk to him or Lynn Weaver, since there is only a short period of time available in which one can have a huge impact.

Although he was promoting the challenge match, Sean mentioned that he was also present to represent ---in his role as Manager---the Legacy of Harmony program. In the past, he had promoted donations for the annual funding of HFI, but now he was offering a means for individuals to leave something from their estate through planned giving. Music may bring us together, but the relationships we form will cause us to want to leave something for all those people who were important to us. Leaving a commitment is a way to saying that "you're part of our family". Sean saw this kind of dialogue as being a very emotional thing. He asked that the delegates converse with him. He had some info about the process he could share. He noted there are no minimums to meet for legacy giving

Sean was thankful for Lynn's presence during the weekend so she could assist him in the promotion of giving to HFI. He added that he was emceeding the Friday night contest, so he might be sharing some more info then about giving to HFI. He asked if there were any questions.

Dave Montera asked about the process for making donations when the donor wants to earmark a gift for specific BHS programs. Sean assured him that the wishes of donors can easily be accommodated. Whether you want a donation to go to H/U scholarships, or to the youth quartet contest, or to the Next Generation chorus, or to something else---Sean asserted that one can do that. One can also give unrestricted donations. Sean indicated he could provide a list of everything that is available.

7. Society Representative Report:

Dave Montera proceeded to introduce Erik Dove, who is the CFO and COO of the Society. Erik said he was glad that he could come early for the Thursday night activity.

Like Sean, Erik has been going to many fall conventions. He observed that each district has its unique character. He liked the sense of family that Pioneer offers. He thanked the District for all the services that it provides to the Society, and what it does to make barbershopping easier to do.

Erik felt it would be best for him to discuss a few items, and then be available throughout the weekend to answer questions on other ones. He would respond, however, to specific questions during this meeting.

His first topic was the contest revision proposal. He asked if the delegates were aware of the current survey that is circulating. Those who indicated they had seen it were asked if they had provided feedback. The deadline for doing so is November 1. The survey includes links to some websites and some lists of FAQs. He urged everyone to answer the survey, because the Society needs their feedback. It wants the survey to be welcoming and reflective of the wishes of the membership.

Erik noted that there are three main proposals in the survey. Nuances within them could develop, however. Since the E-I-H initiative may lead to having more people participate in contests, there is a possibility of having multiple contests (men's, women's, and mixed harmony). How that could be done is the purpose of the survey. There could be three different contests with three separate winners, or one contest without gender distinctions, or one contest with winners designated in each classification.

7. Society Representative Report (cont.):

A first round survey generated a lot of feedback. Erik acknowledged the efforts of Dave Montera to insure that district representation was included in all of the proposals. This detail was important to Pioneer, and to a lot of other districts. All three of the proposals now have this aspect included in the current survey. Erik reiterated the importance of completing the survey by November 1.

The next topic to be covered was the E-I-H roadshows, which were intended to provide an understanding of the Society board's decision to pursue E-I-H. Erik noted that the roadshows are now completed. About 40 of them were given. A video of a show was captured. It can be shown to chapters that have an interest in seeing it. The intent of E-I-H is to welcome more people to barbershop in new ways. Erik felt that it is important to refer back occasionally to why we are doing things.

Erik then moved to the topic of the revised Standard Chapter Bylaws. He asked if the delegates had seen the new document. He observed that the language of an edition of the SCBs that came out last January perhaps did not give chapters the feeling that they could choose to remain as an all-male chapter. While chapters have always had the right to say who were members, the document did not say specifically that a chapter could continue to be all-male.

Based on a recommendation from the DP Council, the biggest change in the new SCBs is the option for a chapter to choose how its membership is defined. Erik asked that each chapter have a discussion about how it wants its membership to be. Does it want to remain all-male, or does it want to open up to other possible choruses (mixed or all-female)? Erik acknowledged that he was a part of an all-male chorus, and that he cherishes that relationship. However, he wants chapters that seek to add mixed and/or all-female choruses to be able to do so.

Erik reiterated the importance of having a chapter discussion of the new SCBs. Any decision to retain an all-male membership will be supported.

To begin his next topic, Erik wondered if anyone had tracked what's happened as a result of the E-I-H initiative. He offered some numbers. As of 9/19/19, there were 625 men's choruses, 4 women's choruses, and 59 mixed choruses. Some of the mixed choruses were already in existence, but now they are officially recognized. He indicated there were 1173 registered men's quartets, 15 registered women's quartets, and 54 registered mixed quartets.

He noted that, in the last year, there have been 57 community inquiries. Half of them were about organizing mixed groups. The other half were split between men's, women's, or unspecified. By comparison, the Society has had less than 20 inquiries in the last eight years. He saw the level of interest growing as the Society has tried to become more open and welcoming.

Erik reported that a chapter had just been chartered the day before in Licking County (OH). It is the Society's first all-women chapter, and is known as the Crystal City Chorus. It was a Sweet Adelines chorus that was dissatisfied with S/A judging practices and requirements. They wanted to do barbershop in a different way, so they switched over.

Another unique chapter that came into existence in September is located in Webster (NY), and is known as the Statesmen Chorus. The group is a senior's chorus in Senecaland. Its members decided to charter as a chapter, but with a stipulation that each member must also be a dual member of a regular chapter. Two days after getting chartered, the group competed at the Senecaland convention and became the district's International qualifier. Erik observed this must be the fastest that a chapter has ever moved from being chartered to qualifying for International!

Debbie Radford was identified as a new BHS staffer who can help with the creation of new choruses, new chapters, and new community programs.

7. Society Representative Report (cont.):

Erik provided some statistics that are consistent with expectations. Of the existing chapters, 5% have converted from being all-male choruses to being mixed. 20% have created additional choruses (all-female and/or mixed). 65% have chosen to remain as all-male choruses. Finally, 10% are still deciding. The end result has been that some chapters have wanted to make changes, and others have chosen to stay the same as they were. Either way, they are supported by the Society.

Erik had placed some booklets on the tables. One of them was the E-I-H booklet from 2018 that explained the decisions that had been made. The other booklet was the 2018 annual report, which included the financial report.

Another handout was a flyer about Eventbrite. This is a tool which chapters and the District can learn to utilize. Erik noted that BHS has negotiated premium pricing for Eventbrite's ticket management services. One advantage of this tool is that it can provide nationwide exposure for events, and can also provide regional marketing. Since Eventbrite goes beyond local marketing, he urged that everyone look at this tool.

Erik pointed out that Eventbrite can be used for the marketing of non-ticketed events--such as the publicizing of a guest night. The site would allow people to say they were coming, and even add their names. He mentioned that the Society has resources, in addition to those provided by Eventbrite, that can help chapters to publicize their activities. He noted that, the more we can get out our message and allow people to interact with us, the easier it becomes to attract more people.

Erik reported that the Society had just hired Katie McDonald to be its Recruitment and Retention Manager. She will be focused entirely on membership at the Society level, and at the district and chapter level. He suggested that the effect of her activities will become apparent in the coming months.

Erik summarized his remarks by saying that the Society is doing well---both financially and through its investment in E-I-H. He admitted that the International convention was a bit of a disappointment because not as many people attended as had been desired. Because of reduced revenues from attendance, ways were sought to increase attendance. The State of Utah provided a \$40,000 grant to cover some costs. There was also a savings of \$80,000 on some other costs.

Sean Devine (HFI) asked about the success of getting locals to attend the convention. Erik responded by noting that ticket sales to locals have not been as strong as would be desired. Therefore, a decision was made to allow Utah residents to attend for free. As a result, 3500 came, and their names were captured. Those names have been given to BHS and S/A chapters in Utah. The survey info received from those attendees spoke strongly to the importance of family, community, and music in that area. What might have been lost in attendance revenue may have been gained in the identification of people who may have become excited about barbershop.

Doran McTaggart (Windsor) asked about our relationship with S/As in light of the E-I-H initiative. Erik felt that there has been a lot of collaboration between the two groups. Many of those collaborations have occurred throughout the years, and are expected to continue. Each group has provided staffing at each other's events. The two groups work together on education and outreach. However, the S/As have indicated that their sole mission is to support women--as opposed to the E-I-H initiative. Erik declared that we support them. He felt that, if we just take their membership and don't increase the universe of singers, we have not done anything good. As an observation, it has been noted that many women are joining both BHS and S/As. It is not an issue of choosing one over the other, but having barbershop as part of their lives.

Erik suggested that we continue to look for ways to collaborate. S/As come to major Society events, and vice versa. Ways to go beyond a friendly relationship, however, need to be developed.

7. Society Representative Report (cont.):

Joe McDonald (Mt. Pleasant) mentioned that the average chapter member, who does not come to HOD meetings and doesn't read Society publications, usually doesn't understand that "chapter" and "chorus" are not synonymous terms, and that you can have more than one chorus per chapter. He asked for guidance on how to communicate that option. Erik noted that, when one reads contest rules, they suggest that one chapter equals one chorus. However, there has been a history of multiple choruses within chapters for years (youth choruses, family choruses for holiday shows, etc.).

Erik's thought was that we need to decouple the "one chapter equals one chorus" idea, and instead ask, "How does the group want to do barbershop, and what is the best way to support that desire?" Without any intention of signaling a specific outcome, Erik observed that a chapter with only eight members finds it hard to do everything that must be done. A group of eight can still sing, but running the chapter is a challenge. A chapter with multiple groups, however, can have the number of people who can do it. Choruses could be created that meet just on weekends or for community events. The goal is to give options to chapters that allow them to support barbershop in their communities.

Erik cited the new contest proposal that says that more than one chorus from a chapter can compete in the same contest, but they would compete in different categories. One option in the proposal, however, does call for one single contest with no gender limitations. In that case there would be a problem, since only one chorus per chapter would be able to compete.

6. Harmony Foundation International Representative Report (return to)

Since Lynn Weaver did not get an opportunity to speak after Sean Devine had finished, Dave Montera invited her to talk about another matching grant program.

Before she began her presentation on the second matching program, Lynn observed that Erik had invited everyone in the District to respond to the contest revision proposal survey. She urged everyone to go into the website and complete the survey. She knew that the first survey was discussed thoroughly by the Society board, and that input from Pioneer caused some changes to be made. Without feedback, decisions are often made just upon personal beliefs. She reiterated: "You have a voice. Use it".

"Connect---enrich---sing" were repeated by Lynn as the key words in the HFI mission statement. She noted that HFI can support any program that involves singing. She mentioned a funny comment made at a HFI meeting a few years earlier that, if "singing" were changed to "bowling", HFI could support any program that improved people's bowling skills. However, the programs of BHS are the most fitting things to be supported by HFI. All of the best programs on earth are found in one organization. Raising money is what HFI does. She picked up one of the booklets that Sean had mentioned earlier, and spotted the "prison sing" program as one example. There are many programs that do outreach into communities. There is no limit to what can be supported.

Lynn noted that, besides the Miller match that Sean had mentioned, there is another matching grant program that is currently running. This year is the 60th anniversary of the founding of Harmony Foundation. It was created to hold the title of Harmony Hall in Wisconsin, and not as a fund-raising group. Over 60 years, however, it has evolved into a professional fund-raising organization. The foundation goes around the country to talk face-to-face to potential donors. The process is expensive, but produces the greatest yield. One must sit down with people to determine what their plans are, and the kind of legacy they want to leave.

Because HFI did not start with an endowment, there are operating costs that include salaries, etc. The foundation also has matching grant programs and annual giving drives such as Ambassadors of Song and Presidents Council. Lynn noted that another match is currently being offered. In honor of the 60th anniversary of the foundation, the Lidstad family has offered \$60,000 on a \$1 for \$1 match. This could lead to a total donation of \$120,000 to support the same programs as listed in the Miller match---Harmony University, Next Generation programs, Healthy Chapter Initiative, etc. The purpose of the match is to honor the work of both BHS and HFI to insure that there is more singing in the world. "If we all sing, the world will be a better place."

6. Harmony Foundation International Representative Report (return to) (cont.):

Lynn asked that everyone look at the two matches. The Lidstad match ends at the end of 2019. She urged that people donate to either match, or both.

Lynn acknowledged that this year marks the 7th year she has served as a trustee on the HFI board. She felt it was the most privileged thing she has ever been able to do---to help people to sing. All one needs is a pitchpipe. She observed that everyone in the room has been enriched by singing---whether they began as a child or came into it as an adult. It has enriched the lives of individuals, their families, and their communities. In a world where so many things divide us, this is something that brings us together.

Lynn urged again that people support the matches. She noted that she would be around all weekend to answer questions. She extended her thanks for the opportunity to talk about the Lidstad match.

Doran McTaggart (Windsor) noted that HFI was an inspiration to the BHS members in Canada. Since tax receipts could not be obtained for donations given by Canadian citizens, Sing Canada Harmony was created about 11 years ago. He noted that the goals of SCH are similar to HFI. Many Canadians go to H/U on scholarships. The foundation board meets once a year, and it has no paid staff. Doran considers himself to be the rep for the Pioneer District, and for the Windsor and Sault Ste. Marie chapters. While the latter chapter doesn't attend conventions, he noted that the Soo chapter does great things in its community. Meanwhile, the Windsor chapter is very familiar with the work of SCH.

Dave Montera noted that Pioneer is not unique in having Canadian chapters. There are other districts (LOL, EVG, and NED) that have them as well. These districts have an interesting responsibility to support both HFI and SCH. Sometimes we tend to focus mostly on HFI.

8. Consent Calendar (back to agenda):

Dave Montera noted that the reports submitted by the members of the District board needed to be approved by the HOD. Those reports were sent out with the Second Notices. He asked if there were any questions. Since there were none, he asked for a motion to approve.

Marlina Martinez (Marquette County) moved that the reports be approved. Ed Bax (Rochester) made the second. **The motion was approved under Small Board Rules.**

Dave expressed his thanks to the officers and directors of the District for submitting their reports on time. He noted this was a focus that he had during his two year term as DP.

As he was reviewing the list of reports, he had noted that Bush League was a topic in one report. Since Jamie Carey was present in the room, Dave asked Jamie to talk about the most recent event, and also the one planned for next year.

Jamie reminded everyone that B/L is a novice competition for quartets that have not placed third or higher in competitions, and do not have more than two members who are past District champions. At the 2019 event there were 10 quartets---including one mixed quartet. Jamie is hoping to see more mixed quartets next year. The weekend was a full activity. There were 28 persons at the golf outing. Four more tee times are planned for next year. Jamie emphasized that knowing how to play golf is not a requirement.

The warm-up in 2019 was at the downtown pavilion. In 2020, there will instead be a concert at the pavilion. A local restaurant hosted a dinner afterwards in 2019. The initial guess on attendance was 25, but 65 came. The restaurant is planning on offering a buffet in 2020.

The contest on Saturday was held at a local church. In addition to the 10 quartets that had registered, there were a few that came for score only. Jamie is planning to promote this option in 2020 so that quartets that would not be eligible (see earlier paragraph) could get a score and appear before an audience, and be possible additions to the evening show.

8. Consent Calendar (back to agenda) (cont.):

One of the most remarkable things was the result of a decision to make a donation to the local high school choir. That was done by giving the school the admission proceeds. We did the advertising, and the school assisted. Since the audiences at previous Bush League concerts have not been large (around 75), it was decided to increase the ticket price from \$5 to \$10 (\$8 for seniors). At 6:30 p.m., the teacher came back for more tickets. Jamie had given her 200, and didn't have any more. People just paid, and entered without tickets. Ultimately, between ticket sales and sponsorships, the school choir was given \$2000.

After the show, there was an afterglow that included show performers and a mass chorus. About 85 people attended that event.

Jamie was excited about the plans for the 2020 event. The date has been set, and will be shown on the Big Screen and the District events calendar. The details for the hotel reservations are also arranged. The golf tee times are set, and the date is on the school's calendar. Jamie urged that chapters and quartets spread the news about the event, and plan to participate as part of a quartet, or in the mass chorus, or as an attendee. Jamie thanked Dick Hartrick and Dale Hanson for their help in transferring the event from Kalkaska to Cadillac. Doug Weaver, Roger Lewis, and Chris Berry also provided a lot of help on finances and helping with food.

9. Old Business:

a. Senior chorus update:

Doug Weaver was invited to report on this topic. He noted that rehearsals began in January, and they have been held monthly. There have consistently been at least 30 attendees. There will be over 50 singers on stage at Saturday's chorus completion. The group must get a score of 61 or greater to go to the Mid Winter. Doug observed there were persons in the room who appear to be old enough to join the chorus, but who have not come to any rehearsals. He would like to see the group going to Jacksonville increase to around 70. He suspected that city in January might be preferable to Michigan in January.

Doug mentioned that the chorus has been a lot of fun. He thanked Al Fisk and Jamie Carey for serving as the directors. He noted that 15 chapters are represented among the participants. In response to a question from Sean Devine, Doug indicated that a singer must be 55+ years old as of the date of the contest.

b. Mixed and Women's Harmony Contests:

Dave Montera had planned for Zach Schroeder to report in this topic, but Zach was busy working with the judges. Dave reminded the delegates that this topic was discussed at the spring 2019 HOD meeting, and expansion of the contests was approved at that time. Since the fall convention has historically been the time when the District men's championship contest is held, the contest was expanded this fall to include a mixed quartet and a women's quartet contest for District championships. Unfortunately, no female quartets applied this year, but hopefully some will do so next year. Three mixed quartets did apply. Two are singing for scoring only, and one is singing for the championship---which will be a foregone outcome this time.

With the addition of the three mixed quartets, there will be a total of 24 quartets in this convention. This is the largest number of quartets in a contest in 17 years. Dave indicated that this is still not the significant number. The hope is that the number will grow. After the additional contests were authorized, the E-I-H committee noticed that our District policy specifies that the top eight quartets in each contest we hold will compete in the finals. This meant there could be as many as 24 quartets at that event. The logistics of that possibility was a concern. It didn't happen this time. Only one mixed quartet will move forward this year. However, this is something that will expand in future years.

Dave observed that, at the 2020 spring District chorus championship competition, there could be mixed and women's choruses that will be involved, and consequently there would be three contests. This is also a topic that will have to be addressed in the policy manual.

Dave reminded the delegates that these changes were approved at the last spring HOD meeting, and he hopes to see them grow.

9. Old Business (cont.):c. Final Review of the 2018-2019 Business Plan;

Dave concluded that the plan “went out the window” in June 2018 because of the E-I-H Initiative. After that point, we were addressing other issues. The only things that remained were the focus and the theme. Because of those two things, Dave felt that every change that develops becomes just details. The “Enduring Music and Lasting Friendships” makes us a family. In his DP’s letters over the last few months, he has focused on families---either as chapters or quartets. He felt that there are times when we must discuss issues that cannot always be rendered into perfect solutions for everyone. We all have different personalities and ways that we approach problems. The wonderful thing about our barbershop organizations is that we have been able to deal with differences without rancor, and without the problems exhibited in the interactions of other social organizations. We sit, we talk, and we move forward. Dave was glad that Pioneer has been on the forefront of doing those things. He thanked the members of the District for doing that as issues have been addressed.

10. New Business:a. Modification of new revised Standard District Bylaws:b. Approval of new revised Standard District Bylaws:

Dave noted that both of these items were addressed at the spring HOD meeting. He thanked the members for taking care of those details.

11. Election of Officers:a. Review of Slate for the 2020 Calendar Year:

Dave observed that this is probably the most important thing that is done in the fall. He called upon Mike Hansen who, as Immediate Past President, serves as the chair of the Nominating Committee. District policy dictates that the other member of the committee is the Executive Vice-President (Joe McDonald).

Mike indicated that he and Joe had been working on the slate for several months. He noted that this election is a historic event because, for the first time, two women are being elected as directors.

Mike first announced the five persons who serve on the Executive Committee that manages the day-to-day operations of the District:

President	Joe McDonald
Executive Vice-President	Paul Ellinger
Immediate Past President	Dave Montera
Secretary	Jim McMahan
Treasurer	Chris Berry

Mike then announced the other board members:

Director of Events	Roger Lewis
Director of Contests & Judging	Zach Schroeder
Director of Youth Activities	Aaron Pollard
Director of Outreach & Membership	Brandon Smith
Director of Education	Joelle Laginess
Director of Communications & Marketing	Sherry Knight

Dan Bezaire (Windsor) moved that the slate be accepted, and Ed Bax (Rochester) made the second. **The motion was approved under Small Board Rules.**

11. Election of Officers (cont.):b. Review of the 2020-2021 Business Plan:

Dave Montera invited Joe McDonald to discuss his plan for his beginning term as District President. Joe began by announcing that he was excited to get to work on his new job. Following tradition, he identified that he will have a theme for his tenure of office---“Let’s Grow Together”. He indicated that there will be many facets to that theme as the details of his plans evolve. He was glad to report that the newly-elected board will be meeting on November 23 to develop many of those details.

He noted that the term “business plan” will be retired in favor of a new term---“memorandum of understanding”. That will align Pioneer with what other districts will be doing. All of our goals, objectives, and priorities will be formatted to fit into that document. With later amendments and subtractions, he expects that type of document will be used for many future years.

Joe was excited about the leadership team that had just been elected. He commended the service of the board members who have been on it for the last few years. He emphasized that the changes that are coming do not mean that their service was unimportant. He pointed out that, although the term “outreach” has been modified, that role will continue in honor of what Roger Boyer started.

Joe wanted to share some specific thoughts about the assembly of his management team. In particular, he wanted to speak about our two new female members. He noted that Joelle Laginess has been involved in Pioneer conventions for some time, has been active in the barbershop world, and has attended H/U. As a “get things done” person, Joelle will be focusing on education. This is the area that has traditionally been called Chapter Support/Leadership Training. There are some new ways that are being considered on how to connect to the educational content that is coming from the Society.

Although Sherry Knight is not a singer, she has served as a community-member-at-large on the Mt. Pleasant chapter board for five years. Therefore, she is familiar with the activities of a chapter.

The community-member-at-large program was a pilot program that the Society offered five years ago to chapters. Sherry’s background is perfectly suited to the new District role she will be assuming. Until recently, she was the associate vice-president of Central Michigan University in charge of communications. She has dealt with major national news organizations. She is an experienced speechwriter. Her motivation for taking on this new role is her respect for the barbershop community.

Joe added that Sherry left CMU to return to a private practice as an executive communications consultant. She works with large companies in Michigan and across the country.

Joe appreciated the support of the HOD in helping him put together the 2020-2021 board. He invited questions, and suggestions of ideas to submit to the board at its November meeting.

12. Issues of Concern or Discussion:

Dave Montera asked if there were any issues that individuals wished to present for discussion. Roger Lewis mentioned that we would be going out for bids for the 2023 and 2024 convention locations. Historically we have tended to cycle between five cities. We can utilize chapters as host chapters that are not located in the city where the convention is being held. Consequently, we can go anywhere. He asked the delegates to suggest possible locations to him or Doug Weaver.

The requirements of the site are that it has a theater with a seating capacity of about 600, and a hotel with about 300 rooms. He asked for input soon, because the process will be starting before the end of the year.

13. Closing Statement:

Dave Montera left this item as the last item on the agenda so he could “wax philosophically” about his term of office. He was not planning, however, to give a detailed report on his tenure. He knew that the board and the delegates to HOD meetings have heard a lot from him already, so he was going to avoid doing that again. He has sent out reports almost monthly for the last two years. He wanted people to know what was happening, and where his attention was focused. He wanted everyone to know what the Society was doing, and what the District was doing. He appreciated the feedback and comments that he got from people every month. Some of those replies came within a few hours. He also heard from people with whom he was acquainted---but not well. Nevertheless, their replies came back as though they were family members. They had no qualms about expressing their true feelings.

Dave felt that Pioneer members have the ability to discuss matters and to have differing opinions, and still be civil in our discourse. He wished that we could do that same thing at other levels in our world. He thanked everyone for being a part of a family community. This is what makes barbershop so enjoyable---the ability to sing, the ability to be friends, and the ability to be in a family. For some people, their biological families are scattered cross-country. However, barbershoppers get to see their “family” every week. We also come to conventions and see our extended family. Those family members are “cousins”. Twice a year, the “crazy cousins get together for a single purpose---to sing---but not to compete or conduct business.

Dave admitted that he arrived late at the Thursday evening social event. He was immediately asked to serve as a fill-in bass in a quartet. He said rhetorically, “Where else can you get that?” You can get together with a group of people that you know basically, and they say, “This is what we love. This is what we enjoy. We want you to be a part of it”

Dave referred to his most recent letter in which he suggested that membership growth of a chapter is not based on an invitation to attend a rehearsal, but an invitation to visit “my family”. It places no expectation on a visitor other than having a good time.

At the earlier BOD meeting, Dave had indicated that he was good at some things, but not in other things. He knows that he is an administrator, but not a membership specialist. He has yet to get his first MON award---though not from lack of trying. He knows, however, that his friends have strengths that he lacks, and vice versa. “Together, we make an exceptionally strong family that will go forward.”

14. Adjournment:

At 2:45 p.m., Dave Montera adjourned the meeting, and asked Mike Hansen to lead the delegates in the singing of “Keep the Whole World Singing”.