

Minutes of the Pioneer District Board of Directors of SPEBSQSA, Inc.
held on April 26, 2019, in the Room 1256 of the Grand Traverse Resort & Spa, Acme, Michigan

Attendees:

-----Elected members of the District Board of Directors present (voice w/vote):

Dave Montera (President)
Mike Hansen (Immediate Past President)
Joe McDonald (Executive Vice-President)
Jim McMahan (Secretary)
Chris Berry (Treasurer)
Paul Ellinger (Director of Chorus Director Development)
Roger Boyer (Director of Community Outreach)
Zach Schroeder (Director of Contests & Judging)
Roger Lewis (Director of Events)---(late arrival)
Dan Bezaire (Director of Marketing)
Aaron Pollard (Director of Youth In Harmony)

-----Elected members of the District Board of Directors absent (voice w/vote):

(none)

----Ex-officio members of the District Board of Directors present (voice w/o vote):

Craig Roney
Brandon Smith
Doug Weaver

---Guests:

Mark Morgan (BHS staff representative)

1. Call to order:

President Dave Montera called the meeting to order at 10:30 a.m. and asked Mike Hansen to lead the singing of "The Old Songs".

Afterwards, the secretary asked that those who were seated in the far side of the room to speak more loudly, since he wasn't sure if their voices would be heard clearly on his recorder.

2. Adoption of the agenda:

Dave Montera referred to the agenda that had been submitted. Joe McDonald moved that the agenda be adopted, and Chris Berry made the second.

Joe asked that the topic of the Harmony Explosion camp be added under New Business. Dave Montera noted that discussion of new Standard District Bylaws would be covered as well in that area.

The motion was approved under Small Board Rules.

[Arrival of Roger Lewis noted]

3. Minutes of the BOD meeting on October 19, 2018:

The minutes were previously prepared and distributed by the secretary several months earlier, and also through the Second Notices. Dave Montera clarified that there were no minutes from the Fall Retreat. Joe McDonald moved that the minutes be approved. Dan Bezaire made the second. **The motion was approved under Small Board Rules.**

4. Treasurer's report:

Dave Montera mentioned that Chris Berry's Balance Sheet for 2018, and his Profit and Loss by Class report, and the Financial Review report and the Financial Review comments report received from Jim Kunz were sent out with the Second Notices. Chris added that he had finished the 2019 Balance Sheet as of the end of March on the previous evening, so it was not available. Dave Montera indicated that the treasurer's reports were being received for information purposes.

Dave also referenced the two reports from Jim Kunz. In absence of any objections, the Financial Review was considered to be received for information as well.

There were some items in Jim's comments report that Dave and Chris Berry had already discussed. One of those was the check request form that is signed by Chris. Chris indicated that board members send expense requests to him, so the check request form has backup. He suggested that the check request form may be mislabeled.

The second item that Jim Kunz raised was the question of who on the board, besides Chris, routinely accesses the portal for the bank account. Dave Montera confirmed that both he and Joe McDonald have access, and do so occasionally. Chris sends copies of the bank statement to each of them as well, plus the reconciliation statements.

Finally, Jim Kunz observed that the figure for the value of the Harmony Marketplace inventory has not changed for some time. Chris Berry has arranged with John Baker to re-evaluate that number after this convention is over so an adjustment can be made.

Roger Lewis observed that we have not had any Pioneer District merchandise (clothing, etc.) in the Marketplace for some time. He wondered if John could look into that possibility. For example, he felt it would be nice if those going to Harmony University could be wearing shirts with "Pioneer" on them. Dave Montera agreed that John could explore that concept.

Dave noted that we still have Pioneer pins that could be brought and sold at the Marketplace. He has distributed them at the District Presidents meetings and similar events. He personally has a pin from every district except Senecaland. He recalled that we used to have District polo shirts.

Chris Berry had one more item to discuss. He noted that he had purchased three sets of early bird tickets for the 2019 International since we had three quartets that qualified in 2018. He was asking now for permission to sell any sets that are not needed, or negotiate with the Society to get a refund.

Dave Montera interpreted the request from Chris as a motion that he be authorized to sell them or get a refund from the Society. Joe McDonald offered the second. At this point, we won't know if we need all three sets until one quartet competes out-of-district in a few weeks.

It was noted that the members of the Grand Rapids chapter were given a refund on their registrations because it was deemed a special circumstance. Dave Montera was confident that we could sell these tickets on-line. Mike Hansen felt our first priority should be to sell them.

Doug Weaver affirmed that the Grand Rapids refund was considered to be a special situation. He thought that selling the tickets was our best option.

Chris indicated he would delay any action until the out-of-district competition was decided.

The motion was approved under Small Board Rules.

5. Harmony Foundation report:

Dave Montera noted that there would be no report because there was no H/F rep attending this convention.

5. Harmony Foundation report (cont.):

Doug Weaver reminded the board that his wife is the immediate past chairperson of the H/F board. H/F has had some fund-raising challenges during the past year. He indicated that she was willing to meet with any chapter that wished to have a presentation. Dave Montera noted that this option would be mentioned at the HOD meeting.

6. Barbershop Harmony Society report:

Dave Montera introduced Mark Morgan, who was the BHS staff representative at this convention. Mark indicated that the Pioneer convention was his fourth official time to serve in this capacity since joining the Society.

He has been doing a lot of Everyone in Harmony roadshows as well. His intent there has been to give a broader understanding of E-I-H---that it is more than allowing women to join the Society. There has been an effort to engage communities into the daily impact and inclusion of the E-I-H change. So far, there have been 68 chapters that have been contacted through the roadshows.

He asked if Pioneer has had a roadshow. It was noted that the Rochester chapter recently hosted one. Mark asked if Marty Monson came to a roadshow in Grand Rapids, but it was clarified that visit was for a different meeting. Meanwhile, Joe McDonald noted that he had discussed the Rochester roadshow in his EVP report.

Mark reported that the focus of the Society for now is to drive sales of registrations for the Salt Lake City International. It is recognized that it may be a tougher sell than normal. There are about eleven hotels in the area, but items can't be sold in any of them---including the convention center. Therefore, Harmony Marketplace and registration will be located about a mile away.

Mark mentioned that Danny Becker has been designated as the quartet relationships manager. There are now 9 female quartets and over 40 mixed quartets that have been organized. Danny has been working on quartet resources, and a quartet newsletter. Two issues of the latter have been issued so far.

Mark made a fleeting reference to the recent certification of the Marquette County chapter (the Upper Yoopers chorus).

Since Mark's area is responsible for music education, he noted that a large number of new on-line A-2 classes are being offered. Steve Scott is working on much of this activity. Mark acknowledged that there is a shortage of Harmony University registrations because some entire chapters backed out. Large cancellations like that cause large gaps.

Mark reported that Harmony Marketplace is doing well this year. He was excited about its new website. New tools are being offered for music searches, and to help buyers.

The secretary went back to ask about Mark's comment regarding the Marquette chapter. Dave Montera had planned to discuss this topic later, but noted that he had gotten an e-mail on the previous Tuesday from James Pennington (Chapter Success manager) saying that the chapter had submitted the final piece of its application. The chapter has 19 members, it has reported all of its officers, it is incorporated with the State of Michigan as a non-profit corporation, and it has met all the IRS and Society criteria for qualification. The final step that must be taken is the signing of the chapter's charter by the Society CEO upon recommendation by the District President. Dave will return to this topic when the meeting moves to New Business, since he felt that this recommendation should be based on a board decision.

The secretary mentioned that when Marquette County began to organize, it got on a strange schedule for filing its IRS reports that was different than the standard May 15 date. Dave Montera was not aware of this issue, but he knew that the chapter can petition the IRS to get the date changed to the standard date.

6. Barbershop Harmony Society report (cont.):

Dave Montera thanked Mark for his report, and hoped he would enjoy his visit. Mark felt he had been sent to work, to learn, and to take back questions.

7. Consent calendar reports:

Dave thanked the board members for getting their reports submitted on a timely basis so that we have a full consent calendar for this meeting. He noted that this was the third convention in a row when that has been accomplished. He pointed out that the perquisites that board members receive at conventions are related to a responsibility to provide reports and to attend meetings. Dave appreciated the work of the board members in this regard, since it lets the rest of the District know what we do.

Roger Lewis wanted to make some comments about his report. Dave asked that the calendar be approved for now, and that his comments be presented during the New Business portion of the meeting.

Chris Berry moved that the Consent Calendar be approved. Aaron Pollard made the second.

The motion was approved under Small Board Rules.

8. Old Business:

a. Senior chorus festival:

Mike Hansen reported that the group has been meeting regularly. He anticipated that the group will grow in size as it develops an identity. Doug Weaver said that attendance at the monthly meetings has been running around 30-35. There are a total of 45 who have expressed interest. Doug would like to see the group get to 50-60. The contest songs have been selected. Al Fisk and Rob Pettigrew are directing. Beginning at the last rehearsal, participants have been asked to contribute \$5 per rehearsal to cover expenses. Dale Hanson has volunteered to be the treasurer. Dale is planning to open an account. It was noted that it should be a part of the District's account. That will allow Chris Berry to separate out the monies since it is a District-sponsored activity.

Dave Montera offered a reminder the chorus must be on stage at the fall convention in order to get a qualifying score. Doug indicated that a VLQ from the chorus will be going to the hospitality rooms on Saturday night to promote the group.

Dave asked Doug if any assistance from the District was needed. Doug said "no". Dave also asked Chris Berry if a budget for the chorus had been established. Chris said he would check.

Dan Bezaire observed that the Windsor Sendoff show will not have any chorus to "send off"

Zach Schroeder reported that the minimum score that must be attained in the fall is 57.

It was also reported that the competition songs the chorus will sing are "Nevertheless" and "That's Life". Doug Weaver added that the chorus is learning some other songs like "Can You Feel the Love Tonight?" and "Armed Forces Medley".

b. District planning timeline:

This topic was part of a continuing discussion. Dave Montera indicated that the timeline would not be reviewed in detail at this time. He mostly wanted to remind everyone of its existence, and to look at it periodically. He asked that new items which need to be added should be identified. Chris Berry is the keeper of that document. The senior chorus was suggested as an item to be added. The rehearsal schedule and the performance at Jacksonville could be included.

Dave Montera suggested to Paul Ellinger that info about Bush League and Top Gun be added to the document. The program that Chordiology did is now past, but it was suggested that the program be added if it is repeated.

8. Old Business (cont.):b. District planning timeline (cont.):

Joe McDonald asked if a timeline planning meeting was being scheduled. Dave Montera thought that should be something that Joe plans since it was anticipated that such a meeting would be held as part of a board retreat. That should happen after the fall convention after a new board is elected. Dave envisioned it happening in November. Dave mentioned that Joe is already organizing his plans for 2020, and has gotten some feedback from Mike Hansen and himself. Dave had suggested that Joe have his plan ready to give to the new board in the fall, and also present it to the HOD for its approval as well. That way, the work plan will be in place as of January 1. Having a board retreat prior to January 1 will aid in the whole process.

9. New Business:a. Modification of new Standard District Bylaws to identify geographic area:

Dave Montera pointed out that the new SDB say the Pioneer District shall be comprised of “_____”. This is a blank that we must complete. He proposed that this phrase be used:

“The entire lower peninsula of the State of Michigan;
Windsor, Ontario, Canada;
Sault Sainte Marie, Ontario, Canada;
and Marquette County, Michigan”

[NOTE: Phrase broken up for readability. Text was shown in agenda as one paragraph.]

Dave Montera pointed out that Marquette County is presently defined as being within the Land-O-Lakes District. However, when the chapter was being organized, it petitioned Land-O-Lakes, Pioneer, and the Society to be placed in Pioneer. That change was approved then.

Mike Hansen asked if the Society had a long-established definition of our District. The secretary confirmed that was true. Marquette asked to be in our District, so he and the district secretary of LOL had extensive communications, and negotiated an agreement that this change could be made. This change in the SDB now formalizes that change.

Paul Ellinger observed that the new definition does not include any other parts of the Upper Peninsula. He wondered if any other communities east of Marquette County should be included as well. Dave Montera agreed that future changes might be necessary. For now, he chose just to modify our original SDB to add the phrase “and Marquette County, Michigan.” He recognized that we could instead add the phrase “and the entire upper peninsula of Michigan” Paul Ellinger observed that would still not be correct, since everything west of Marquette is currently defined as being in LOL. Aaron Pollard urged that go with the area that we actually are representing. Paul agreed, but noted that we may have to change it again in the future.

The secretary asked if the Gladstone/Esanaba (MI) chapter was east of Marquette. It was believed that was the case. Mike Hansen was surprised that the Society didn’t insist that Marquette be in LOL. The secretary noted that was originally the situation, but he had negotiated a variance with the LOL secretary. Mike still wondered why the Society’s definition didn’t prevail. Doug Weaver observed that Marquette doesn’t fit within the Society’s definition, and it had to be changed to accommodate the wishes of the Marquette group. The Society subsequently agreed to the change.

Joe McDonald suggested that we leave the geographic area defined as it is proposed in the agenda. Then, if another chapter develops later between Marquette and the eastern end of the U.P., that group will have a choice.

Joe moved that the language proposed in the agenda be adopted. Dan Bezair made the second. **The motion was approved under Small Board Rules.**

9. New Business (cont.):b. Modification of new Standard District Bylaws to approve usage of an Executive Team:

Dave Montera referred to a second modification of the SDB that needs consideration. This one will subsequently require approval by the Society's BOD.

Dave noted that, two years earlier, our BOD reset the structure of its operation to allow the creation of an Executive Team that would have authority to handle day-to-day District business. This Team consisted of the DP, the EVP, the IPP, the Secretary, and the Treasurer. The BOD would then be responsible for setting policy, and determining that the Executive Team was executing those policies. This procedure was allowed by our old SDB, and is still allowed in the new Standard Chapter Bylaws. It was not included in the new SDB. Therefore, Dave proposed this modification of our SDB, and used the same language as given in the new SCB---with the clarification that it applies to a district Executive Team, and it lists the five officers noted above.

Dave had noticed the absence of an authorization of this practice in the SDB when they were being considered by the Society's Governance & Bylaws Committee, and suggested to Dick Powell and Marty Monson that this detail be included. Dick and Marty knew of other districts that used executive teams, and agreed that the addition should be made. Unfortunately, it got missed. This is why the issue is being presented now.

Chris Berry moved for the adoption of this change. Zach Schroeder made the second. **The motion was approved under Small Board Rules.**

The secretary confirmed that the two modifications that were just approved will also have to be approved at the HOD meeting, and the second one will also have to be approved by the Society BOD. Dave Montera verified that was probably correct, but approval by the Executive Director may be sufficient. The board normally acts on policy matters, while the Executive Director may be qualified to implement actions.

The secretary observed that the second modification says that the District Secretary keeps minutes of meetings of the Executive Team. This year, the Team has only had phone conferences. The secretary recalled an instance in a previous year when an action was subsequently documented as a Consent Agenda item in the BOD minutes.

Dave Montera noted that the Team had several phone conferences earlier in the year, but took no actions to make any changes, and merely agreed to accept the status quo. He also pointed out that some meetings may have "executive session" discussions of topics that should not be reported in minutes unless some action is taken.

c. Approval of new revised Standard District Bylaws (with previous modifications included):

[This item was missed in the agenda for this meeting, but was approved at the HOD meeting.]

d. Report of details related to the Traverse City convention (extra item):

Roger Lewis reported that there were about 60 attendees at the Bayview Inn on Thursday night. There were several groups that went around and sang at tables. He felt that awareness of this kind of activity should be shared within our District, and to other districts. It becomes an opportunity to share music with local people. Roger talked with about 9 people who may come on Saturday night.

Roger asserted that the Grand Traverse is probably the best place we use for a convention, but it is priced accordingly. There are small incidental charges for many extras. Roger noted that he did not negotiate the contract for this location, and signed it only nine days after taking over his current role. It calls for the minimum expenditure of \$4000 for food and beverages. This is why the hotel is providing the food for the judges and other activities.

9. New Business (cont.):d. Report of details related to the Traverse City convention (extra item) (cont.):

The hotel also charges for chairs and wastebaskets---at \$5 each---in the hospitality rooms. Then, anything that the staff has to touch incurs a 22% service charge. Thus, a wastebasket is actually \$6.22.

Roger indicated that the food for this event is more expensive than most other convention locations. A charge is being made for the food at the Platoon contest of \$12 (not including the service charge). He and Chris Berry had decided that the District will cover that extra charge. A \$7 charge is being made for the ice cream at the social, and the service charge will also be covered there. Hi-speed WI-FI coverage in the Governors Hall costs \$250 per day.

Doug Weaver had expressed concern to Roger that the cost of rooms at the hotel is \$130 per day---plus the \$14.95 resort fee (a discounted fee). By contrast, however, Roger pointed out that a hotel room in downtown Traverse City could be around \$200. Roger felt that we still negotiated a good deal on rooms. However, he has concluded that rooms at this facility will probably go to \$150 before long. This is why we will not be coming back to Traverse City in the near future.

Roger noted that we have a new vendor for the sound. He felt that we have better sound than ever before. He complimented Jim Roy for his work of negotiating this service.

For the fall convention in Muskegon, he announced that the board members will be placed in the Shoreline Inn---about a half mile from the convention venue. He asserted that the better quality of the rooms at the Shoreline will compensate for the inconvenience. He will be surveying the board to determine if anyone MUST be at the Holiday Inn. He recognized that some board members---like Zach Schroeder---will have to be at the Holiday Inn where the judges are. Anyone who is directing a chorus may also want to be there.

Roger described the area around the Shoreline Inn, and felt that board members will like it very much. The Holiday Inn does have some limitation on the amount of space that it can offer. He reiterated that board members should let him know, however, if they want to be there.

Fall of 2019 will be the 30th anniversary of the convention at which "Powerplay" won the right to go to, and ultimately win at International. It is anticipated that "Powerplay" will be present at the fall convention. Mike Hansen said it is also the 50th anniversary of the win by "Vagabonds". That group hopes to be present as well. These anniversaries will be announced this weekend. Roger added that "Powerplay" will be featured on the QCA show on Friday night.

Mike Hansen asked for confirmation that we will not be returning to Traverse City. Roger declared that was the case, and that convention locations are set through 2022. He acknowledged that we might return sometime in the future. He felt that he has been able to work well this time with the staff of the Grand Traverse Resort. He found it was difficult to work with them in 2013, but it was less so in 2017. Relationships this year have been excellent. The hotel would like to see us come back, but it could only be for a spring convention. Rooms in the fall would cost around \$300. Roger emphasized that the hotel is not completely out for future consideration. He noted that working a long way out reduces the choices that must be made.

Roger knew that hotels try to separate the rooms used by non-barbershoppers and barbershoppers so that there are no issues with the singing. He noted, however, that a group of women had been placed near the hospitality room used by Chris Berry. The women do know that there will be singing, but have not expressed concern.

As an aside, Paul Ellinger asked he could get all of the reports included in the Consent Calendar. The secretary indicated they were all included with the Second Notices that he should have received. Dave Montera added that Steve Sutherland also places the reports on the District website after they have been approved.

9. New Business (cont.):e. Approval of the Marquette County chapter to the District roster (extra item):

Dave alluded to the earlier announcement by Mark Morgan about the fact that the chapter is in full compliance with the chartering requirements. He needed approval from the District board to designate the chapter as a "chartered chapter"---which means it would cease to be a "licensed chapter".

Joe McDonald moved this action, and Aaron Pollard made the second. **The motion was approved under Small Board Rules.** Dave Montera indicated that this action will also need approval that afternoon by the HOD.

Doug Weaver asked if the chapter could compete at the fall convention. This question was seen as a segue into the next item of business.

f. Possible new categories of competition (extra item):

Dave Montera indicated that this topic is described in Aaron Pollard's report. That report reveals that we may have as many as four different contests running at the same time. It will be seamless to the audience, but the judges will know which contest they are doing.

Aaron began by noting that the youth chorus contest will be similar to the Mid-Winter in that there will be men's, women's, and mixed choruses competing. The age limitation will be 25 and under, and they will sing two songs. They would all be competing for the Pioneer youth chorus championship. Since there is not qualifying score set by BHS, we can set it as we see fit.

As an expansion of the Everyone in Harmony portal, conventions will begin to see District mixed harmony chorus competitions, mixed harmony quartet competitions---plus women's mixed harmony chorus competitions and women's mixed harmony quartet competitions. Respectively, the quartet and chorus competitions would run at the same time, but would add two more categories in the judging. The performance sequence of groups would be determined in one draw. The results would simply be on different sheets---just as novice quartets are now.

The secretary concluded that future programs will be a nightmare to prepare, and will have a larger number of asterisked categories! However, Aaron noted that there will be no separate placements---just more groups competing.

Dave Montera mentioned an idea that was considered for this convention was to offer other types of quartets the opportunity to appear before the judges for scoring and evaluation. There was a communication about this concept that would have allowed up to four groups to avail themselves of this option. The proposal was to have them appear on Friday night, but Aaron had recommended Saturday instead. One quartet expressed interest in this idea, but then found they had a schedule conflict

Doug Weaver asked if the requirement that all quartet members be BHS members discourage any applicants. Brandon Smith indicated that a second group of high school students was interested, but had problems doing the paperwork for membership in a timely manner. Cost was not a consideration since their first year of membership would have been free. The group ranged in age from 14 to 17. In the future, membership paperwork should not be a problem. This time, however, they only had about three weeks of time between the announcement and the contest. The first group was a mixed group of adults that just couldn't fit the date into their calendars.

Since the performances are just for evaluations, Doug wondered if it would make sense not to require membership. Brandon indicated that he and Zach Schroeder had explored this option, but learned that C&J policy dictates that all quartet members be members in order to receive evaluations. They must also be members of the district where they are competing. All male youth quartets are not bound by that rule, but the youth quartet was also mixed which put it under a more stringent rule. Brandon suspected the rules may change in the future, but for now, the mixed quartet rule dominates. If the interpretation changes, or was misunderstood, he felt that would be helpful.

9. New Business (cont.):f. Possible new categories of competition (extra item) (cont.):

Dave Montera referred to the effect of the Consent Calendar. He noted that approval of what was proposed in Aaron Pollard's report is now policy. That report will probably be approved by the HOD later on, and then these new contests will be established as Pioneer contests. He noted that the effort made for this convention was merely a plan made by the Everyone in Harmony committee.

Joe McDonald emphasized that Aaron's report was not creating an open contest. The new groups are not competing against each other. Aaron read the other details language of his report which stated that the "contests will be held at the same time as the men's contests, but will be separate contests with separate champions". He wanted to insure that no one disseminates wrong info.

Someone asked about whether Aaron's report had been sent out earlier. Dave Montera confirmed that it was included with the Second Notices. The questioner realized that he had only captured the Everyone in Harmony part of Aaron's report, but did not get the youth part.

As a point of order, Mike Hansen felt it was not appropriate to put a new policy in a board report without it first being discussed separately by the board. He urged that board reports be limited to a chronology of work done by the board member. Dave Montera agreed that this topic was, indeed, new business, and was being discussed at this time.

Roger Lewis suggested that the info in Aaron's report related to events at the fall convention be conveyed by the emcees with an announcement. If so, he asked Aaron to write up something for that purpose. Joe McDonald agreed with the concept, but felt that the info should be communicated in writing. He felt that people often hear what they want to hear. Roger countered with the observation that many people don't read announcements. Joe lamented an experience he had where a HOD delegate from his chapter reported the exact opposite of what was announced at that meeting!

Roger suggested that a simple announcement that the convention will be opening up to mixed and women's quartets, and to mixed and women's choruses might be sufficient. Dave Montera thought that even the words "opening up to" would cause some people to think the groups are competing against each other. He proposed saying instead that "we are opening up additional contests". Dave suggested he could also make this announcement in his President's letter. He could focus there on how the contests will expand. Joe McDonald urged that MailChimp and other communication means be utilized on a recurring basis.

Aaron Pollard indicated that he had just e-mailed to the board the proposal for the addition of new groups at the fall convention.

Mike Hansen asked Zach Schroeder about the scoring systems that will be used for the new groups. He knew there was a difference, for example, in the scoring of regular quartets and senior quartets. Zach wasn't sure about the details, but he knew that other districts have been having youth and mixed competitions for a few years, and have gained a good feeling of what is needed. Mike concluded that much of the same criteria currently used have been applied. Dave Montera understood that the judges are receiving instruction in their training about the procedures used at youth festivals. They are also getting training for the different sound they experience with mixed groups and women's groups. He knew the judges have gone through at least two cycles of that training.

From conversations with judges, Dave felt that it makes no difference to them about who is walking on stage. They have the right sheet in front of them, and they are ready to go. Brandon Smith added that the judges' handbook is being rewritten to insert more inclusive language. Zach Schroeder knew that the score sheets are being revised to make those kinds of changes as well.

Paul Ellinger asked for a definition of what the Consent Calendar is. Is it a report of what has occurred, or is it a listing of actions that are desired and need to be on the calendar? Dan Bezaire clarified that it is only a report of actions. It saves time at a meeting by not taking time to describe them. Joe McDonald noted that the term "Consent Agenda" is sometimes used. It is a time management tool.

9. New Business (cont.):f. Possible new categories of competition (extra item) (cont.):

Zach Schroeder asked if a motion was needed to authorize the addition of the four contest categories that were described in Aaron's report. It was affirmed this was so.

Aaron Pollard moved that a District mixed harmony quartet championship, a District mixed harmony chorus championship, a District women's quartet championship, and a District women's chorus championship, be authorized for addition to the convention lineup. Paul Ellinger made the second. Doug Weaver concluded that he should start to order more trophies.

Mike Hansen asked if thought had been given to the impact on the schedule. Dave Montera confirmed that had been considered. He brought up this issue at the District Presidents council meetings to hear about the experience of districts that have had these types of contests. He learned that the effect has been negligible. Only two to four extra quartets have been added to the lineup. He noted that the Far Western District crowned---for the second year in a row---a mixed chorus championship (same group each time). There were more mixed choruses that appeared at the FWD division level, but only one qualified to go to the district. He concluded that the change has not had a significant impact so far. Hopefully, it will have an effect in the future. If that develops, we may have to begin our contests on Friday mornings. However, we may be thrilled to have that level of participation!

Brandon Smith noted that adding these contest categories helps the Society to get more music educator support. He observed that he was a music educator because of barbershop. However, if there is no outlet where half of his students can perform, there is no point in putting barbershop in a school curriculum. It costs too much to bring students to places like Traverse City—even for 1/8 of his program. He has two female quartets, and an all-female chorus of 20 that he would like to bring. Ever since they heard Frontier, they have been excited about the genre. Brandon felt that more educator oversight, like what happened at Northville, will produce the development of quartets such as occurred there. He noted that he has been working with Aaron to have changes like this one have more impact. He felt that our goal is to get more people involved.

Mark Morgan asked if District officers were communicating to educators the availability of H/U scholarships. Brandon said "yes", and noted that they have been used recently. Educators have been told that scholarships will jumpstart their programs.

Mike Hansen observed that the Marquette chapter, after it gets its charter, will compete as a mixed harmony chorus.

Paul Ellinger alluded to an earlier remark about a minimum score to qualify. Dave Montera said that was in reference to the senior chorus that will be seeking to go Midwinter. Paul wondered if a minimum score should apply to these new categories. Dave observed that Pioneer does not have minimum scores for its quartets and choruses to compete because we are an open convention. Aaron Pollard added that minimum scores would only apply in districts that first have division contests. Dave agreed that there have been instances when groups competed for which there wasn't a score low enough to measure! Nevertheless, we don't try to determine who can qualify to appear at a convention.

Paul asserted that he was not speaking for or against having minimum scores for now. We can follow the present course. Dave Montera mentioned that this topic might have come forth last year when we were discussing the creation of a joint, but separate mixed harmony and youth harmony contest with the JAD and CAR districts. The appearance of Everyone in Harmony six months later, however, meant that a separate contest would not be relevant. Mark Morgan added that this pre-contest qualification will be part of discussions at the Society level next year as well.

Aaron Pollard asked for the date when mixed and women's contests would be added to the International program. He recognized that the contests mentioned in his report were limited to District level. It was stated that change will occur in 2021.

9. New Business (cont.):f. Possible new categories of competition (extra item) (cont.):

[NOTE: Through oversight, final action on the pending motion made by Aaron Pollard, and seconded by Paul Ellinger, was not executed.]

g. Harmony Explosion camp budget request (extra item):

Joe McDonald reported that he had a proposed change to the District's budget for support of the camp. He suggested the addition of two associate clinicians (also called clinicians-in-training) to the camp staff. It is a way to get some local people involved with the goal of getting them to consider training in judging, or to enhance their experience. Joe wanted to add both a male and a female associate clinician. This expense is not in the current budget, but would cost about \$200-\$250 for their housing. He would like to give them a stipend as well. He was hoping that an individual or a District chapter would underwrite those fees of \$500 each. The two persons that Joe is considering are Holly Slamka and Kaleb Lenneman. They have already been involved in the District for some time, and have demonstrated a commitment to barbershop. Joe saw this as an opportunity to get more experience among people in the District---in addition to that being gained by Frontier. The ultimate goal is to get more people that can step up to leadership roles.

It was concluded that a motion to amend the budget was needed. The secretary observed that, if an individual or chapter underwrites the stipends, the motion will be irrelevant. Joe mentioned that chapters and individuals have given about \$3500 to the camp scholarship fund. Consequently, only 5-6 campers pay anything at all, while most get 100% of their cost paid. Some chapters also cover the cost of students from their area separately.

f. Possible new categories of competition (extra item) (return to):

Zach Schroeder clarified an earlier remark in reference to the addition of mixed and women's contests at International. He indicated that his info said it was HOPED that would happen in 2021. Aaron Pollard concluded that action to create mixed and youth contests to send winners to International could therefore wait until later.

g. Harmony Explosion camp budget request (extra item) (back to):

Joe McDonald moved that the budget be amended to authorize the expenditure of up to \$1000 to cover the cost of two associate clinician stipends. Mike Hansen made the second. **The motion was approved under Small Board Rules.**

h. Everyone in Harmony Roadshows (extra item):

Joe McDonald mentioned that Mike Hansen had asked for an update on this activity. He identified the two presenters that came to the event sponsored by the Rochester chapter. He felt that there was nothing new in their presentation. It was mostly a reinforcement of what the program is, and the opportunities it presents. It was a chance for questions, and a time when chapters could talk about their experiences and ideas. Both sides of the issue were discussed. There were some who grumbled, and others who have embraced the concept with wide-open arms. Joe emphasized that no one is being made to make a choice they don't want. There are opportunities to go forward as you wish.

Joe felt that the Roadshows are helpful. In some cases, only 10-12 people are attending. We were able to have about 30 present, but they were mostly from the Rochester chapter. He expects to see a slow move forward. Mike Hansen asked if there were any chapters, besides Marquette, that have added female members. Joe affirmed that there were, but most of them did not join as chorus members. Some of them are serving just as board members because of skills that they have. He cited Hillsdale and Livingston County as examples.

9. New Business (cont.):h. Everyone in Harmony Roadshows (extra item) (cont.):

Dave Montera noted that the Everyone In Harmony program is not a title change---as some perceive it. A chapter must still decide who or what it wants to be. If it wants to be a mixed chorus chapter, there is a process that it must pursue. If it wants to have an all-female chorus, there is a process. Dave reported that the District President's Council is working on specific language to go into standard operating procedures. That will allow chapters to say "we will be this kind of chapter", but the language will be uniform across the Society.

Zach Schroeder added that chapters can have an all-male chorus, an all-female chorus, and a mixed chorus---all under the same charter (key word).

Mike Hansen verified that, if a woman asks to become a member of a chapter that does not have a female or mixed chorus, she could be informed of that, and be advised that it would not be appropriate for her to join as the only woman. However, she could still be accepted as a chapter member---just not as a performing member.

Dave Montera reiterated that the language is still not finalized. There are many ways it can be said, and the ways to approach this issue are still undefined. He was hopeful that language can be presented soon to the Society board for approval---after review by the Governance and Bylaws committee. He expected that would happen at the time of the International convention. After that, chapters will have the language they can "lean on". Dave knew that many chapters are holding back on their decisions until that info is available.

Joe McDonald observed that the real value of that language will be in dealing with the legal issues. He mentioned that the Mt. Pleasant chapter has the advantage of having a community-at-large board member who is affiliated with CMU. She has pointed out that the chapter is in a university town with influential female faculty members that could create an awkward environment for the chapter. He urged that we be sensitive to this dynamic whenever we discuss membership around females. Dave Montera added that this was why having a standard language across the Society was a major concern of the D.P. Council. If each chapter were to create its own definition, this would invite individual problems that would come back to districts and the Society.

i. Memorandum of understanding (MOU) between districts & the Society CEO (extra item):

Dave Montera pointed out the provision in the new Standard District Bylaws about a memorandum of understanding between each district and the Society CEO. That document will set forth the Society's goals and objectives, how the district is organized, and what the district is doing in support of those goals and objectives. He observed that problems often occur because we don't understand how districts and chapters exist within the Society's framework. He noted that the Articles of Incorporation for chapters define them as the "(name) chapter" OF the S.P.E.B.S.Q.S.A." ---not the "XYZ chapter". We are the "Pioneer Association of chapters OF S.P.E.B.S.Q.S.A.". All chapters and districts are derivatives of the Society. We receive our authority and existence through the Society. If the Society says "these are our goals and objectives, and we want to know what you are doing to help us meet them", we should respond because we are a part of the Society.

The MOU is a document that is still in draft form at the Society. It is being developed by the Impact Assessment Team---which includes members of the District Presidents Council, Harmony Foundation, some Society staff, and C&J persons, and an advisory group. There are about 24 members. The group is creating an outline that will not go into effect until 2020. A draft has been prepared for review by everyone on the DPC, however. Dave mentioned that he has been constrained by a non-disclosure agreement heretofore, and could not discuss the document until after April 17.

Dave announced that he will forward a copy of the draft to members of the BOD. Although the final document will be an agreement between a district president and the Society CEO, Dave declared that he would not sign it until the board approves it. He felt the document represents a policy decision.

9. New Business (cont.):i. Memorandum of understanding (MOU) between districts & Society CEO (extra item) (cont.):

Mike Hansen asked if a MOU is a new concept. Dave Montera confirmed that it was. It is being incorporated into the new district and chapter bylaws. There may be small variations in the text developed for different districts, but there will be a MOU in every case.

Dave chose not to present the draft for this BOD meeting since there would have not been time between April 17 and today to review it. The item will be on the agenda for the October 2019 BOD meeting. He has proposed to Joe McDonald that he sign it because it will take effect in 2020. That will allow us to fine tune in October the language of the final document. By deferring signature to Joe, Dave emphasized that he did not want to convey a negative perspective of the MOU. He felt that the document will set much of our policy for 2020.

Dave has discussed the draft with other district presidents, and has learned the perspectives they may take with the document. The MOU approved at the October BOD meeting will affect the Pioneer 2020 business plan. He added that the DP Council does not set policy, but it is a forum at which issues can be discussed.

g. Harmony Explosion camp budget request (extra item) (return to):

Chris Berry asked for clarification on the contribution from the District for the camp. He didn't think it was in the budget before. Joe McDonald noted that there was an existing \$1000 allocation, and the motion approved earlier added another \$1000 for two clinicians. Doug Weaver recalled that it had been suggested that the extra \$1000 might not have to come from the District if chapters offer donations. However, Chris concluded that the motion had added the item to our budget, so chapters would not need to be contacted.

j. Withdrawal of a quartet from the evening competition (back to agenda) (extra item):

Doug Weaver asked if Facebook was correct in saying that "Detroit Sound Machine" had withdrawn. This was verified as being correct because of illness.

k. Educator events (extra item):

Brandon Smith observed that the Society is trying to do more of these activities in order to build awareness of our programs, to change some stereotypes, and get more interest. The focus has been through partnerships with two big organizations--the American Choral Directors Association (ACDA) and the National Association for Music Education (NAfME).

Brandon identified another organization in Michigan that is being underserved because of its smaller size. However, it is the place where more of the Michigan educators "hang out". He noted that the group is known as the Michigan Music Conference. He emphasized that attendance at ACDA and NAfME conventions is expensive. Since his school district doesn't pay for him to go to those events, he had not been to an ACDA event in five years. He did go to a NAfME event three years ago when he had to make a presentation.

Brandon asserted that MMC events are attended by a lot more of the Michigan educators. They are weekend events. The organization is currently gathering presentation requests and identifying vendors. He asked if this is something to which we want to send a representative. He was aware of videos that the Society has shown at ACDA and NAfME conventions. He knew that Joe Cerutti has been to some of those events. Brandon proposed that we offer to have the Grand Rapids or Motor City Metro chorus appear at a MMC convention. Brandon referred to Society videos that show how barbershop can be used in classrooms. Finally, he thought it would be advantageous to have a booth at the MMC convention where we can meet educators.

9. New Business (cont.):k. Educator events (extra item) (cont.):

He felt that sending e-mails to educators is futile—because they receive so many. However, he believed that meeting someone at a convention who can show him how something can impact his teaching, can show him where resources are available, and can give him information about the Society's organization and financial assistance sources for continuing education credits. With regard to the latter, Brandon noted that he just spent \$700 to get credits that he could have gotten for \$75 through BHS. Brandon felt that we will see more return on our investment if we can help educators see barbershop as a viable curriculum. With the inclusion now of both genders, our programs will become even more interesting to them.

Brandon observed that it will be a slow process. We will not see a rapid increase of MMC members using Society resources. He asserted that the goal must be to change the perception of barbershop by this group. He noted that, nowadays, students spend most of their time interacting with digital devices. About the only time they interact with people is at school. Therefore, the person they see at school is the person we want on our side---their daytime music teacher.

At this point, Brandon is exploring interest in working with MMC. He asked them what had to be done to allow him to give a talk. The response was that he had to be representing a larger organization, and then he would be considered. He informed MMC that he would be checking with our district board to see about underwriting the cost of having a booth.

The secretary asked if there was any connection between the Michigan Music Teachers Association and MMC. Brandon indicated there was not.

Doug Weaver asked about where the next MMC convention will be held. Brandon knew that it has been held historically in Grand Rapids, but an alternate site is being sought for the next one. He did not yet know where that will be. Paul Ellinger volunteered to help with the submittal of forms, the arranging for design of a booth, and for doing presentations.

Zach Schroeder added that there is now a membership level for music educators. It gives them a discount on the purchase of music. He also mentioned that Joe Cerutti has been working with a New York music educators group which has developed a manual of about 100 barbershop songs to be used for school competitions. That manual has been approved for nationwide usage.

Brandon Smith noted that the problem is how to disseminate this knowledge to teachers who are already overloaded with info. He was optimistic that a presence at a MMC event would give us a focus. He knew that free music has been provided at other music conferences. He was willing to contact the New York organization to get some of the materials they have been offering.

Joe McDonald recalled that the District promoted the Harmony Explosion Camp at a MMC event about five years earlier in Flint, and Adam Scott made a presentation then. Joe also alluded to a recent communication from the Society that said "all barbershop is local", and urged that we do the kind of face-to-face contact that Brandon was advocating. Dave Montera reported that he had often said in national-level meetings that the resources provided by the Society are great, but they often do not relate back to the districts. Joe noted that was done at the MMC event five years earlier when the Society paid for Adam's expenses to attend. About 13-14 teachers attended Adam's talk, but there was no follow-up mechanism. Both Joe and Dave urged that there be a mesh of District and Society resources for this program that Brandon was proposing.

In addition to having excellent outside speakers, Brandon suggested that another advantage we can offer is examples of local educators doing things that are working. He cited the fact that at least two educators within Michigan are incorporating barbershop into their curriculum. He noted one chorus exists that is directly related to that effort, and there is another chorus that could also be shown. Clinicians from Nashville are great, but they are "out-of-towners". He felt that our local angles will hit home more strongly.

9. New Business (cont.):k. Educator events (extra item) (cont.):

Mike Hansen urged that, as connections are made to educators, connections also be made to local chapters. He also suggested promotion of the youth barbershop contests as being something that can be offered outside of the classroom. Brandon Smith noted that could also increase attendance at our conventions. It would promote interest in quartets and choruses, and students could learn the ones that are close to them. Because of the new focus on diversity, we can offer opportunities to female students. Zach Schroeder described it as a drumbeat that feeds into our youth strategy.

Mike Hansen asked about what we do need to do as a board. Do we just say "yes"? Brandon said that a "yes" will allow him to get estimates on the cost to exhibit. Because he and Aaron are MMC members, there would be no cost for them to make presentations if the presentations are approved. Outside organizations would incur a cost. Exhibition space would be the biggest cost. Also, if chapter choruses were to perform, there would be housing costs. Doug Weaver noted that there would also be a cost for the pipe and drape to build an exhibit. He added that an exhibit could be used at the conventions of other groups---and indeed, we have done that in the past.

Brandon Smith emphasized that he was promoting the MMC convention because he felt more educators go to it. He thought it would give us the best return on our effort. However, we could still consider adding the state ACDA and NAFME conventions. It was suggested that the ACDA event was actually a regional event, but Brandon indicated there is a state event as well. The regional events are bigger, and cover about five states. Brandon knew that the Society does target those regional conferences. Unfortunately, there is no follow-up at the state level. He was of the opinion that ACDA regionals were focused mostly on display of talent, while NAFME regionals were focused on general education at the elementary level. He felt that MMC was focused on new ideas and new curriculum.

Paul Ellinger mentioned that he still has the 10' x 10' booth (approx value of \$2000+) that was used at the event (MMC-?) by him, Joe McDonald, Doug Weaver, and Adam Scott a few years earlier. Brandon reported that the MMC convention is slated to be held on January 6-8, 2020. The exact location in Grand Rapids was still unknown.

Dave Montera felt that we should approach this issue as a policy decision. Do we want to go forward with this project? We need to have a motion to that effect. Later on, we can address the issues of developing a budget and defining expenses. Mike Hansen moved that we do further investigation of a plan to make a presentation at the MMC convention. Aaron Pollard made the second. **The motion was approved under Small Board Rules.**

[The meeting was interrupted for a few minutes while the attendees got their lunch items.]

Dave Montera observed that, often when ideas are brought forth for interacting with schools and educators, the Society will declare that they will be handled at that level. He was concerned that the initiative we are considering now might get pulled into that position in the future. He felt we should insure that this program remains local. We can still utilize Society materials, etc. However, Society-offered speakers and performers will not match up with what the educators find in the local chapters.

Brandon Smith thought that most of the Society-initiated efforts focus on regional events because they cover multiple districts and many states. He asked Mark Maxwell if the Society would focus on a state event. It was questioned whether the Society would even know about it. Mark felt that the base proposal that Brandon presented was more impactful and riveting than anything that could be said by a Society representative. He also liked the idea of having local quartets and choruses appear on the program. The International recognition behind those groups merely adds to them. The materials that the Society's outreach group offers will be another addition. It was felt by Brandon that Joe Cerutti will be very supportive of this initiative.

Paul Ellinger agreed with Dave Montera's concern about this event being taken over by the Society. After outside speakers and performers leave, no relationships have been built, and it becomes necessary to build new ones.

9. New Business (cont.):k. Educator events (extra item) (cont.):

Brandon was optimistic that the most effective type of support from the Society would be financial. Doug Weaver suggested that we submit a grant request for the cost of having a booth.

Joe McDonald referred to program presented to a state organization a few years earlier where the Mt. Pleasant chorus sang, and then David Gillingham gave a class on arranging afterwards. The performance was given to a packed (sitting and standing) audience. He saw that experience as a model for what Brandon was proposing.

Brandon noted that he was sending a communication to Ashley Brown to learn what the grant application process entailed.

l. Female members on the Pioneer District board (extra item):

In conjunction with the Everyone in Harmony initiative, Paul Ellinger asked if this was something that we might consider. Dan Bezaire asked Paul if he had some candidates in mind. Paul said he had thought of several possibilities.

Dave Montera noted that Mike Hansen is the chair of the nominating committee. The committee has already defined the slate of nominees for election at the fall HOD meeting. It will consist of a President, an Executive VP, a Secretary, and a Treasurer, since the current President moves into the IPP role automatically. Joe McDonald, as the projected incoming President, has developed a business model. Mike will be opening up to the entire District a request for suggestions of persons for nomination for the elected positions, and for appointment to board positions. Any female member of the District can be considered among the suggestions. Paul Ellinger noted that there are a number of women in the District who have had extensive experience in barbershop.

Dave mentioned that he had gotten an e-mail that morning from the co-chair of the Society Nominating Committee in which he thanked the District Presidents Council for its unanimous participation in the voting process and candidate recommendations for the Society board positions. The writer noted that five candidates had been presented for the three board-member-at-large positions. Those candidates were: Jay Hoffa, Scott Baylor, Jeremy Brandt, Blair Brown, and Christian Hunter. Dave thanked the District board members who sent comments to him about persons on the original list of nominees.

One of Dave's concerns about nominees for either the Society board or the District board is their amount of experience. He was especially nervous, for example, about Society nominees with excellent credentials, but limited experience. Paul Ellinger agreed with Dave's assessment in this instance. However, he acknowledged that the perspective of a "newbie" can sometimes be helpful.

Joe McDonald noticed that we were getting a better perspective of a music educator from Brandon than we might get by adding an educator to our board right now.

Dave Montera declared that there are some persons in Pioneer that he might have encouraged to apply for the Society board positions. Unfortunately, he decided that they just don't have the experience yet. He noted that conclusion would also apply to individuals with even less experience.

The secretary cited the advantages that the Mt. Pleasant chapter has obtained by inviting two females to become community-members-at-large. Their service has given them the opportunity to learn what is happening, while the chapter has benefited from their talents. Unfortunately, our current Standard District Bylaws do not allow for the addition of community-members-at-large to our board.

Dave Montera alluded to a conference call between district presidents, and was surprised to learn that the presidents of the districts from which three of the candidates came did not know the individuals coming from their respective districts. He did talk with the president of the district from which one candidate comes, and did learn of the level of involvement, and contributions that individual has been making. That DP is reaching out to that person with opportunities for increased district involvement.

9. New Business (cont.):I. Female members on the Pioneer District board (extra item) (cont.):

Since there are individuals within Pioneer that have potential for Society board leadership in the future, Dave felt that it was his job as DP, and subsequently, Joe's job as incoming DP, to develop the experience of those persons to be viable candidates for the next round of Society board nominations. Joe McDonald added that it was as a result of the efforts of the District Presidents Council, and specifically Dave Montera, that districts were involved in the most recent round of nominations. This round was a unique situation where nominations were solicited, and then opportunities for review were offered. He emphasized that the situation has moved away from a small group reinforcing a mindset by nominating like candidates.

Paul Ellinger envisioned that the Society board may move from having a homogenous character that is inculcated in the culture. He felt that condition can lead to linear thinking. Dave Montera mentioned that the Society board is actually looking at expanding the size of the board. That change would expand the pool of candidates, and make it more inclusive. However, a board of increased size could also lead to more persons being involved who lack knowledge of the business side of the Society.

Roger Lewis recalled that there used to be a feeling years ago that someone should not be on the Society board unless they had served as a district president. That wall was finally broken through. He felt, however, that since then there have been some who were elected who still didn't have the necessary skills. He mused that there were, however, others who went back after their service on the Society board and became district presidents! He thought they were better district presidents because of their Society board service.

Doug Weaver looked forward to the day when new Society board members are not elected by the remaining members. Dave Montera cited a proposal that is under consideration that would give each district a vote in the process. That proposal is being reviewed by a committee that consists of three members of the District Presidents Council and three members of the Society board.

Paul Ellinger observed that it is human nature to want to connect with people who think like you. One becomes nepotistic without trying to be nepotistic. He liked the idea of having other people on the board who are not locked into that culture.

Dave Montera reflected on comments we have heard from individuals in our district or our circle of barbershop friends to the effect that "It's that damn board. They're just doing things on their own, and they don't ask us. They are not beholden to us because they elect themselves." He felt that offering a vote on board membership will help district members to feel a transparency that is not present right now. This change will make the Society board more of a grassroots organization that has leaders elected like chapter officers are, and like a district board that is elected by a house of delegates.

Dave noted that a grassroots process does not exist right now, since the Society board elects its new members. He asserted that there are current Society board members who see the benefit of grassroots election, and there are those who do not see it. So far, Dave felt that the six person committee that reviewed the proposal has had cordial discussions. The proposal to change has now gone to the board, since the Society bylaws currently state that the Society board is elected by the Society board, and only that board can change the bylaws. Dave summarized that the proposed change is one of the things that the District Presidents Council has pursued in order to facilitate more of a connection between the chapters, the districts, and the Society board.

Paul Ellinger asked for clarification on what was decided regarding women serving on the District board. Dave Montera assured him that will be a part of the process that Mike Hansen will pursue as chair of the nominating committee. Mike did point out that only the five executive members of the board are elected by the HOD. The other members are appointed. However, all of the nominations in both categories come through the nominating committee.

9. New Business (cont.):I. Female members on the Pioneer District board (extra item) (cont.):

Paul observed that this process does have some similarities to the current process used by the Society board---or at least could be perceived by outsiders as being similar. Joe McDonald did note that perception of the process is modified by the fact that a majority of the board are appointees who provide diversity. The board is actually eleven people---not five. Much of the work of the District is done by the appointees. Paul concluded that a succession of five talented elected officers makes this a non-issue. He was merely looking at this topic as something to be addressed circumspectively.

Dave Montera noted that the nominating process for elected officers, in our instance, is handled by an exiting member of the board, and not by existing members. He thought there might be more concern about appointed members---where the DP has the right to appoint whomever he wishes. Paul remarked that circumstance might be a good thing. The coach wants to have the right people on his team. Mike Hansen pointed out that he and Dave have interviewed people who expressed interest in serving on the board as elected or appointed members. Their goal has been to have the right people involved, and also be inclusive.

Joe McDonald reported that he has created a spreadsheet of how he sees the form of the board going forward. His focus in that form has been toward an objective to make the organization grow. He predicted there may be some changes in job titles. In every case, there will be a job description. The goal then is to find the person (or persons) within the District who can match the needs of that job.

10. Adjournment:

At 1:19 p.m., Mike Hansen moved that the meeting be adjourned, and Zach Schroeder made the second. Roger Lewis was asked to lead the singing of "Keep the Whole World Singing".

Minutes prepared by Jim McMahan, Secretary, Pioneer District of SPEBSQSA, Inc.