

Minutes of the Pioneer District Management Team (MT) of SPEBSQSA, Inc.
held on April 19, 2013, in the Northwoods Boardroom of the Grand Traverse Resort & Spa
(The meeting was originally scheduled to be held in the Council Room.)

Attendees:

----Members of the District Board of Directors present: Doug Weaver (president), Dan Bezaire (executive vice-president), Jim McMahan (secretary), Larry Parker (treasurer), Brian Dunckel (immediate past president, and also MT director of financial development)

----Members of the District Board of Directors absent: (none)

----Members of the District Management Team present: Cliff Dake (director of Music & Performance), Paul Ellinger (director of Membership), Ron Eubank (director of C&J), Roger Lewis (director of Events), Joe McDonald (director of CSLT) and James O'Dell (director of Mktg. & PR), Rob Pettigrew (director of CDD)

----Members of the District Management Team absent: (none) **[NOTE: The position of director of YIH was currently vacant, but a nominee to the position was announced later in the meeting.]**

----Guests: Sean Devine (representative from Harmony Foundation) and David Calland (representative from Society Board)

I. Call To Order:

President Doug Weaver began the meeting at 11:00 a.m. Because of the distance over which the members were seated, the secretary asked that those far away speak strongly so that their voices would be captured by the recording being made.

Doug started out by welcoming our guests---David Calland and Sean Devine. He noted that this was David's first official visit to Pioneer as a Society rep. He also indicated that Sean was back with us again. It was mentioned that Clarke Caldwell (the president of H/F) would be arriving later, and would be attending the convention. Sean would, however, be leaving on Saturday morning.

II. Minutes of the MT meeting on January 6, 2013:

The minutes had been previously distributed by the District Secretary. The secretary commented that the detailed character of his minutes is intended to provide "transparency" of the activities of the board to those who could not be present, and to the District membership who may eventually read them.

Ron Eubank moved that the minutes be approved, and Joe McDonald made the second. **Motion approved.**

III. Financial Report:

Larry Parker distributed three documents. They were: a one-page balance sheet; a two-page "Profit & Loss" report that covered income and expenses from January 1, 2013, through April 15, 2013; and an 18-page report entitled "Profit & Loss Budget Performance" that covered the period from January 1, 2013, to April 15, 2013. He mentioned that the current combined assets of the district (savings and checking)---as shown on the balance sheet---were equal to \$97,011.55.

He noted that he had used last year's budget as a guide to creating the 18-page document which he was presenting as a proposed budget for 2013.

Doug Weaver asked if there were any questions for Larry. Roger Lewis acknowledged that this convention was a week earlier than usual, but wondered if the reports could have been sent for review sooner. He was impressed by the reports, but felt they were "daunting".

III. Financial Report (cont.):

Larry explained the circumstances that made it difficult to send out his reports quicker. From the beginning of January through the end of March, he experienced a transition period where he was still trying to get all of the records together. He was unable to do on-line access of reports, and had to go to the banks to get physical copies. Some of the reports did not add up initially, and had to be reconciled. Larry anticipated that he would be able to provide his info sooner before the fall convention.

Doug Weaver asked if everything was OK now as far as access. Larry responded with a "yes", but noted that he was having problems getting answers from Robb Smith on a lot of questions. One example was a question on how many programs to print for the convention. Without an answer, he opted to print 1500---which may have been too many. However, they only cost around \$200.

Although he realized that the group had not had time to review Larry's reports thoroughly, Doug Weaver asked for a motion to receive them. Roger Lewis moved that this action be taken, and Cliff Dake made the second. **Motion approved.**

[NOTE: Technically this action should have been taken at the subsequent Board of Directors meeting. However, the approval at the House of Delegates meeting later in the day of a re-organization of the District governance made this a moot issue.]

IV. President's Comments:

Doug Weaver had several items that he wished to cover.

The first one was an accidental omission of an invitation to past Hall-of-Fame recipients to attend his reception later in the day. He requested help in getting a message to those persons.

The second item was the vacancy that had developed again in the position of Director of Youth in Harmony. Doug announced that Evan Boegehold, a member of the Mt. Pleasant chapter, had accepted an appointment to handle the job. He reported that Evan was excited about assuming the role. Doug had asked Evan to talk with James Estes (the Society Music Specialist who oversees this function). Doug will also be spending some time at this convention talking with Evan. The downside of the appointment of Evan is that he is a graduate student at CMU. After graduation, his career may take him away. Doug was confident that Evan would do a good job even if he can only serve for a year or so. Evan does have friends in other districts that are doing the same job, so he has other resources. Doug plans to announce Evan's appointment at the HOD meeting later in the day.

As his next item, Doug reminded the group of our sponsorship of the Youth Chorus Festival at the last mid-Winter convention. He noted that we had a "parade-of-checks" at the 2012 fall convention. Larry Parker indicated that the District paid \$4199 to bring the total contribution up to the required \$10,000.

Doug advocated that we consider sponsorship again. He felt that there were chapters at last fall's convention that didn't participate in the "parade-of-checks", but wished that they had done something so they could have participated. Doug urged that we give all of the chapters another opportunity to become involved. He is planning to ask the Board of Directors to approve the sponsorship, and then present it to the HOD today. Another "parade-of-checks" would be held in the fall to raise the \$10,000. Doug reported that two persons within the District have each offered to match the \$10,000 if the District can raise it. In other words, \$10,000 becomes \$30,000. It was clarified that all monies raised would not go to Harmony Foundation, but would be direct support of the Youth Chorus Festival. Since the total amount of money would be \$30,000, we would actually be providing three sponsorships!

Sean Devine indicated that he was proud to have been in meetings of the H/F committee and to hear its reaction to the names of the districts---like Pioneer---that supported the YCF. He felt that this kind of leadership allowed H/F to leverage support from other districts. Sean mentioned the statistics of last year's event: 19 choruses, and over 700 young men---of whom over two-thirds were singing barber-shop for the first time. He noted that the event is generating ripple effects as it goes into its 7th year. Sean expressed his thanks to our district, and said that Clarke Caldwell would be adding his thanks later in the weekend.

IV. President's Comments (cont.):

Doug Weaver and Sean Devine both recommended that everyone attend a mid-Winter convention. The performances of the youth choruses at the YCF are amazing. The groups are singing at such a high level, and are truly inspiring. The youth really appreciate the support that they receive.

Finally, Doug mentioned that he hopes to have one table reserved at the Windsor Sendoff that is occupied by a large number of those present at this meeting. He wanted this to be a show of support to the Windsor chapter for its efforts to put on the event every year.

V. Directors' Reports:

Doug mentioned that everyone had received written reports electronically from each function. He intended to go around the room and ask each person if they had anything to add, or that needed to be discussed.

---CDD:

Rob Pettigrew noted that he was attempting to increase communications with the directors in the District. He is seeing activity on a director's blog he has established. He has talked to almost all of the directors; he has just a few that he has not yet reached.

From the directors with whom he has talked, Rob is seeking feedback from their experiences to help him do the planning of CDWIs. Important details include who has done them, and what their current levels of development are. Geography and proximity are other considerations in his planning. Rob hopes to report that something that has been accomplished in this area by the time of our next meeting.

Rob had also mentioned the idea of a quartet boot camp. He knew that this topic was going to be a part of a separate discussion later in Cliff Dake's report. He noted that we need to think about bringing in a director for that event.

Dan Bezaire asked for amplification of the "guest director" concept. Rob indicated that this was an idea that Paul Ellinger had picked up at the Forum. Paul offered to cover it when it was his turn to speak.

Finally, Rob mentioned that three directors will be attending Directors College at Harmony University this summer on Harmony Foundation scholarships. They are: Chuck Moerdyk from Gratiot County, Paul Keiser from Livingston County, and Rob (representing Huron Valley).

----CSLT:

Joe McDonald reminded everyone that we have a contest going on! He recommended that anyone without a score card get one soon. One of the devices he will be using during the convention is to have people sign up for a score card on a tee shirt that will be worn by several volunteers. Joe started the process by inviting Sean Devine to sign Joe's shirt. Joe clarified that signing a tee shirt is not the official sign-up; that is done on-line.

Joe noted that the only detail to be resolved is the amount of the prizes. Since the overall budget was approved some time earlier, the prizes were to be determined after expenses were finalized. It was mentioned that it had been agreed that the District would match the income received for ads in the score book. The latter figure came out to be \$1060.

After adding up all income and deducting expenses, Joe felt that there would be about \$1100 for prizes. Joe projected that we could offer three \$250 prizes for the top scoring chapters, and the remainder would be divided into ten individual prizes.

Joe indicated that there would some mention of individual prizes later in the day at the House of Delegates meeting. However, he planned to delay the detailed announcements of those prizes. He felt there was so much happening now at the convention. The prizes could be publicized better later on with a stand-alone announcement.

V. Directors' Reports (cont.):

---CSLT (cont.):

Joe then mentioned that his next project was to work on the planning for the Leadership Academy (faculty and location). He affirmed that he is looking at possible alternate locations.

It was re-iterated that L/A has historically been held on the first weekend in January if it didn't fall on the 2nd or 3rd.

A quick return to the topic of the Scavenger Hunt came as a question about how completely the ad space was sold in the score book. Joe indicated that he did not provide any complimentary ads, but he did eliminate four pages from the book. This reduced our potential ad sales by \$1500. Joe was still happy with the representation of ads that were placed in the book. Since the cost of most of the ads ran between \$20 and \$40, it would have taken quite a few more to fill the eliminated pages. The inside front and inside back covers of the book netted \$100 each. The back page cost \$150. Therefore, about 1/3 of our income came from those three pages.

With regard to the scheduling of L/A, Larry Parker noted that the first Saturday in 2014 would be the 4th. Joe McDonald wondered if this date might be too close to the holiday, and if we should move the event to January 11. Several people expressed enthusiasm for this idea. It was noted that it would not conflict with the Mid-Winter convention which was to be held late in January in 2014.

Joe noted that we would have to consider when other districts hold their L/As. If they also hold their events later, it can cause problems with getting outside resource people.

Another issue is the availability of the Okemos facility. Historically it has kept the first weekend in January reserved for us. When Joe talked with the hotel in June of last year about alternate dates, he found there were none available.

Doug Weaver thought that the first weekend might be a bit early in 2014, and attendance could be affected. It was noted that many districts traditionally stick with that time schedule. However, there is a possibility that they might be having the same discussion that we are. Joe concluded that we would have to explore the issue very soon, and then keep everyone informed of what develops.

A return was made again to the Scavenger Hunt topic with an observation by Doug Weaver that this was a brand-new thing, so it was going to take some promotion. Everyone present was encouraged to do whatever they could. Doug suggested that if we can get enough people participating, it will be a lot of fun. Joe McDonald reminded everyone that the intent was to get members to do some things they've never done before.

It was asked if we knew what chapters were doing to promote the program. Joe McDonald could not give a specific answer. He urged that people talk with the leadership of the Detroit-Oakland chapter, since they had asked for 35 more books.

---Marketing & PR:

James O'Dell indicated that he didn't have anything new that wasn't in his report. He asked if there were any questions, and also offered his assistance to anyone with a need to promote an event. He noted that he would consider requests to visit to chapters and talk with chapter VPs of Marketing & PR.

Doug Weaver pointed out that he had scheduled James O'Dell, Joe McDonald, and Cliff Dake to make presentations at the House of Delegates meeting.

V. Directors' Reports (cont.):

---Events:

Roger Lewis reported on some of the new features offered at this convention. He mentioned that the winery tour would be a breakeven event in spite of two cancellations. The birthday party celebration with ice cream and a cash bar was slated for that evening. The two offerings would begin as soon as the last quartet is done. He didn't know yet if the ice cream would be served inside or outside of the hall. This will be determined by the space available.

Additional new features: A "Celebrate Harmony" chorus will serve as the mic testers on Saturday morning. The "Men of Note" chorus from a Traverse City high school will appear on Saturday night before the quartet finals as a result of the efforts of Jason Lynch, the convention chairperson from the Traverse City chapter. Unfortunately, the group will be much smaller than normal. Roger also noted that a Brigade chorus would be singing after the chorus competition.

Roger referred to a comment in his report that he wanted to survey attendees at this convention about possible tours at the fall convention in Kalamazoo. One of those options was a tea party at the Kellogg Manor at Gull Lake (our old COTS training location). The other tour he envisioned was one of downtown Kalamazoo. Roger plans to wait until after the convention to explore these options.

Moving to the topic of a location for Leadership Academy, Roger noted that new sites were being considered because of the rising cost of the Okemos facility. Unfortunately, the two suitable alternative sites that he found on-line would be 2-4 times more expensive than Okemos. That facility may still be our best option. Roger indicated that was limiting himself to sites within a 50-mile radius of Lansing

Roger reminded everyone that we have a convention schedule that is solid through April 2016. In addition, a few more are confirmed through 2019. The biggest gap in the scheduling is for the fall conventions of 2016, 2017, and 2018. He plans to wait a little while before he looks for places for those three, but will be receptive to inquiries in the meantime.

One final aspect of convention scheduling that he needed to resolve was to get host chapters for a few of them. He will be addressing this issue at the House of Delegates meeting later in the day.

A goal that Roger was unable to accomplish for this convention was to bring in outside vendors. He had hoped to bring in Traverse Bay Woolens, for example. He cited the situation in the Southwestern District where they have been able to bring in up to 10 outside vendors. The key to selecting the vendors is to insure they are not competing with the products at the Barbershop Shop. A typical exhibitor fee would be \$200-300---which would be extra income for our event. The host chapter is the group that must have the time to organize this feature.

Doug Weaver wondered if the Grand Traverse Resort might have objected to outside vendors competing with their sales activities. Roger agreed that it would have been more difficult at this location, but still felt that Avon, Traverse Bay Woolens, and the local wineries would have been acceptable. The wineries could not have offered samples, but a nearby cash bar with their products for sale would have been an option. Roger felt that there would be less competition at the Kalamazoo venue because of fewer shops at that location.

---Financial Development:

Brian Dunckel re-iterated that he was thrilled that Sean Devine and Clarke Caldwell were attending our convention. He noted that Sean would be handing out certificates at the House of Delegates meeting to recognize the giving levels of individual chapters. Sean said that Clarke had the donor choice checks that would be handed out to the chapters.

It was mentioned that this was Clarke's first visit to a Pioneer convention.

Brian was also thrilled that Jim Clark (lead of "Storm Front") had joined the staff of Harmony Foundation.

V. Directors' Reports (cont.):

---Financial Development (cont.):

Brian referenced to his report wherein he had stated that within the District we had 132 members who have contributed to H/F---represented by 24 who have contributed to the President's Council, and 139 who have contributed to Ambassadors of Song. He explained that the latter number includes those who made one-time contributions to A-O-S last year, but have not made a contribution yet this year. He indicated that he gets notifications from Sean about those who are in this category. Brian contacts them, and often they renew.

Brian lamented that he has not been able to get any promotional materials about Sing Canada that he can distribute to our Canadian members when he visits a Canadian chapter, or at conventions. Brian does get e-mails from those members, and he gets updates on their contributions. Dan Bezaire proposed that Brian contact Doran McTaggart, since he is on the board of Sing Canada. Brian noted that conversations he has had with Digger McDougall have not been fruitful.

Doug Weaver asked if we encourage contributors to A-O-S to increase their giving level, or even upgrade to the P-C. James O'Dell observed that many first-time contributors to A-O-S give \$120 (\$10/month) because that is the amount suggested---and they don't know about the P-C. However, he noted that subsequent appeals to them do suggest increasing their donation, or upgrading to the P-C. Brian confirmed that he proposes these same options when he contacts current contributors.

Brian noted that he was pleased to be on the Mid-Winter convention stage when it was revealed that Pioneer had provided three sponsorships for the Youth Chorus Festival. Doug Weaver reported that Sean Devine had verified that we were the only district to support the event at that level.

---C&J:

Ron Eubank noted that while he was also thrilled to have Sean Devine come for this convention, he was particularly happy that David Calland came and brought his quartet as well!

The main item from his report that Ron chose to emphasize was the fact that this was the year for individuals to apply to become judging candidates. He asked that this item be communicated to all chapters, since this opportunity only happens once every three years. Entries must be submitted between August 5 and December 31. While Ron has spoken to a few potential candidates himself, he asked that everyone present let him know about others that he should contact. Al Fisk, Roger Lewis, and Ron have a program that they can present at chapter meetings to demonstrate the process of judging and scoring.

Ron commented that the aspect of judging that is most enjoyed by judges is the evaluations and coaching that they get to do afterwards.

Ron re-iterated the importance of talking to potential judging candidates, or letting him know their names so he can talk to them. There is an application that must be completed, and the candidate must have a couple of supporting recommendations.

---Secretary:

Jim McMahan indicated that his written report was self-explanatory, but he did want to bring attention to a comment in his cover e-mail about defining a policy with regard to usage of the calendar portion of the District website. Doug Weaver indicated that the issue would be addressed in the board meeting to follow.

V. Directors' Reports (cont.):

---Membership:

Paul Ellinger observed that we are beginning to have some successes in membership growth. He noted that we had 100% participation in Operation Harold Hill---the only district known to have done so. He acknowledged that while 27 chapters wanted to grow, the District did not grow. Only four chapters actually increased in membership. Paul felt this was a success because it is a circumstance that is out of the ordinary. He did observe that the four that grew participated in Supercharging Your Chapter events.

With regard to SYC, Paul noted that he and Joe McDonald were working on training individuals to be trainers of the SYC concepts---not only within Pioneer, but in other districts as well.

Paul reported on the activities of Mike Scott, the Membership person for the Central States District. Mike has combined several membership-related concepts to create CORT (Chapter Orientation Retention Team). He has proposed that this be added to the SYC program to help maintain the membership of chapters after people have joined. Paul offered to send out info on CORT, but noted that it is basically a combination of elements of Chuck Greene's program, the SYC concepts, and ideas from other sources. It emphasizes the greeting of members at the door and other common sense elements of retention. He noted that CORT is concise and easy to follow. Sean Devine affirmed that CORT involves common sense techniques which don't always get done.

Paul reported on a technique he is trying out when he visits a chapter. It is called the "purple tie guy". The "p-t-g" comes into the chapter meeting and forgets everything he ever knew about the chapter or barbershop. Chapter members are supposed to recognize him as a guest; insure that he is greeted; see that he receives music; avoid hitting him with unfamiliar terminology; and see that he is encouraged to join the chorus on the risers. The "p-t-g" forces people to work through the process of dealing with guests. Paul reported that not only is it good practice for chapter members, but it helps the "p-t-g" realize how much a guest must comprehend---especially in jargon.

James O'Dell urged that the "p-t-g" be given an opportunity to provide feedback of his experience to the chorus afterwards.

Joe McDonald observed that the Mt. Pleasant chapter has been using this program for some time, and it has represented "a change of culture" for chapter members. He noted that the chapter, like many others, tended to have a closed group mentality that made the environment less welcoming. Usage of the program has resulted in a mind-set change (a culture change) of the membership. He noted that Mt. Pleasant had been fortunate to have a number of real guests in recent weeks that have given members opportunities for actual practice.

The secretary cited the experience of a new member in the Mt. Pleasant chapter who didn't understand the difference between the chapter's participation in this convention (for scoring only) and the competition in Toronto (for scoring). He was totally confused about the events for which he was registering. But we had assumed he knew!

Paul Ellinger mentioned some practice efforts he did for the Huron Valley chapter by presenting organization charts (chapter, District, and Society) and showing how they interconnect. He agreed that we do a great job of assuming that our members understand this!

Paul then shared a concept that he developed during discussions at the Las Vegas Forum. He calls it the "Honorary Guest Director" program. The goal of the program is to get local music educators involved in barbershop.

Paul proposed that a chapter representative initiate the program with a phone call to an educator. As an example, he read a script that could be used for this initial contact. The script identified the fact that the chapter was seeking to improve and keep its finger on the pulse of what is happening in vocal music.

V. Directors' Reports (cont.):

---Membership (cont.):

To serve that goal, the script mentions that the chapter wants to bring in an "esteemed" director once or twice a year to be an Honorary Guest Director. An invitation is then made to the educator to serve in this role on a date to be determined. In the call, it is explained that music and CDs of the music being prepared would be provided in advance.

In the initial contact, it would be emphasized that the educator would receive a certificate afterwards which identifies that he/she served as an Honorary Guest Director for the chapter. That certificate would then serve the educator as proof for two hours of continuing education credit.

Paul mentioned that the process for getting continuing education credit is defined in the program.

The next step that must be taken after the initial phone call would be to send a confirming letter.

Paul felt that even an educator without any barbershop background would still be able to offer ideas that would be of value to the chapter. That gives the chapter an opportunity to reciprocate with offers of performances, music, and specialized training at Harmony University via support through Harmony Foundation scholarships.

Paul indicated that this program is being test-marketed in Denver, and also in the South West District by the VP of Membership for the "Vocal Majority".

---Music & Performance:

Cliff Dake reported that he ran the Top Gun quartet coaching program this year with assistance from Jamie Carey and the QAC. However, he plans to shift the way it is organized next year and let the QAC run it. Cliff will still appoint the director. He noted that part of his learning of how to serve in his District role is not to try to run all of the programs. He just needs to appoint a person who is to be in charge.

Cliff was optimistic that the QAC will be able to make a lot of improvements in the running of the Top Gun event. He felt that we had lost a lot of momentum over the last few years, but we brought the program back this year and were extremely successful.

He reminded those present that the event was run this year with a new approach. The venue where it was held had lots of meeting rooms that were well isolated from each other. The facility also had an auditorium where a show could be held that night using the quartets that participated in the coaching, plus a few others from within the District.

Cliff pointed out that about 200 people attended the show, and we got free usage of the facility in return for a donation from the audience. He was hopeful that the QAC will continue this approach. He noted that it brings a lot of awareness to the community, and it gives us a chance to sing for a mostly non-barbershop audience. It can also lead to the recruiting of new members---as it did in this instance.

Paul Ellinger mentioned that a "cattle call" recruitment pitch at a show is generally useless because it forces people to make an immediate decision, and it lets them come up with reasons why they couldn't get involved.

He described the "cattle call alternative" that was used instead. It cites the relative limited musical training and experience of most barbershoppers. It directs the audience's attention at the fun the singers are having. It elicits a response of "I can do that". Paul reported that 20% of the non-barbershop men in the audience at the Top Gun show came up afterwards and asked how they could join. About half of that group ultimately got involved in singing.

Paul concluded that we need to look at the times we are singing for other reasons, and open those events to the public.

V. Directors' Reports (cont.):

---Music & Performance (cont.):

Cliff felt that his biggest takeaway from the event was that we do a lot of clinician events like Top Gun for ourselves, but we need to share them, and use them to capture the interest of the general public. He concluded that, if QAC will continue this format, everyone will benefit.

Dan Bezaire noted that it helps the quartets to practice immediately what they have learned during the day. Cliff revealed that the quartets were reluctant at first to do a show because they thought they would be worn out. However, they were reminded that would occur only if they were singing improperly!

Cliff admitted that he had not planned to resurrect the Standing Ovation program this year. However, he was glad that Al Fisk had taken on the task. Cliff will be promoting the program later in the day at the House of Delegates meeting, and hopes to capture some interest from chapters. He will also be learning the names of those who have been trained as S-O reviewers. In the future he wants to arrange an opportunity for others to get this training.

Something that Cliff was going to try this year is the creation of a Top Gun equivalent for choruses. He has scheduled it for September 14, and will promote it at the HOD meeting. He envisioned it being offered to the top three scoring choruses from the spring competition. Once again, he will be searching for a venue where an evening show can be offered.

Cliff has been researching the creation of a music mentoring program, but isn't ready yet to present the concept. At one time, this type of program was funded by the Society, but now it would have to be supported by the District. A budget will have to be developed to define it. He has already found several chapters that have an interest in it.

Another project that Cliff is organizing is the offering of a Harmony Boot Camp that will be linked with the Quartet Boot Camp scheduled to be held on July 20 at the Okemos facility. He is planning to promote this at the HOD meeting. It is his goal to offer some good classes for the choruses that attend the H-B-C.

Joe McDonald expressed his encouragement for anything educational in nature that is included with Harmony Boot Camp. He felt this would help in the evolution of a different format for Leadership Academy. He reminded everyone of our discussion in January where we talked about limiting L/A to the "big three" areas (President, Secretary, & Treasurer) that deal with the legalities of chapter operations. Then we could scatter (geographically and time-wise) all of the other education opportunities so that those who must attend the "big three" could participate.

Brian Dunckel recalled a District chorus coaching event held several years ago where two choruses got coaching in the morning, and two received it in the afternoon---but all four met for lunch. He noted that it was a lot of fun, and wondered if we could draw from that experience. Cliff commented that ideas like that are mentioned in the Society manual that provides guidance for his role. Although the manual was last revised in 2008, much of its content is still useful---but sometimes with a little adjusting.

Roger Lewis noted that the Quartet Boot Camp will be held concurrently with Harmony Boot Camp. QCA will be raising the fee for the Quartet Boot Camp from \$40 to \$50. However, since the entry fee for Bush League is \$50, the QCA plans to pay the B/L fee for any quartet that goes to Quartet Boot Camp. He suggested that the District increase the fee for Harmony Boot Camp by a corresponding amount, i.e., \$12.50 per person rather than \$10 per person.

Paul Ellinger indicated that he had heard of a technique at Quartet Boot Camp of having one quartet get coached while another watches---and then the quartets reverse their roles later on. Roger Lewis confirmed that this was the case; two quartets are always assigned to one coach.

V. Directors' Reports (cont.):

---Music & Performance (cont.):

Roger revealed that he was going to explore an idea with the Contest and Judging people about doing a demonstration of a quartet evaluation session at one of our future conventions. He envisioned that this might be done late on a Saturday afternoon with a panel of three judges---one representing each category. The important thing would be to have the evaluation open to the public. He proposed that one of the quartets that didn't make the cut on Friday night be offered the opportunity to serve in this capacity. Besides having tremendous educational value, he thought this might alleviate fear for quartets that have never engaged in competition. The key to doing this demonstration is to get three judges to volunteer, and a quartet to volunteer.

Paul Ellinger returned to his earlier comment about having one quartet get coached while another watches. He suggested that a similar technique be used at Harmony Boot Camp with three choruses watching while the fourth one gets coached. He felt that watching can be just as valuable, or perhaps more valuable, than simple coaching.

Cliff Dake went back to the topic of the Top Gun coaching program and its management. Even though QCA will be running the event, he asked for clarification of his role. Roger Lewis noted that QCA would still have to go through Cliff since funding from the District would be necessary.

Joe McDonald noted that the VPs of Music & Performance, et.al., of chapters might be interested in the Harmony Boot Camp. He questioned how we can make sure that they get invitations. He liked the fact that the H-B-C could supplement some of the learning traditionally offered at L/A, but he was concerned that a simple announcement about H-B-C on Pionet might be inadequate for publicizing. It was observed that James O'Dell would be doing some extra publicity about the event.

Roger Lewis also shared the experience of the QCA in promoting Q-B-C where the ten members of the QCA leadership had taken the names of the 60+ quartets in the District, and divided them up. He suggested a similar technique for H-B-C. In addition, contact had to be made with chapter presidents to learn the names of any unregistered quartets in chapters.

Cliff Dake planned to comment at the H-O-D meeting about the importance of keeping chapter info up-to-date on the Society website. He acknowledged that sometimes this was his only means of access to a chapter.

Finally, Roger Lewis mentioned that a new QCA-sponsored raffle will appear at this convention. The prizes are performances by three quartets---"The Party", "Ebb-N-Flo", or Majestyx". The raffle tickets will cost \$15, but the buyer gets six H/F raffle tickets. Since QCA will be buying those tickets, sales from this raffle will not take away any income from the H/F raffle.

VI. New Business:

Doug Weaver observed that, subject to the anticipated approval of the restructuring motion to be presented at the H-O-D meeting, this would be the last time that the Management Team and the Board of Directors would have separate meetings. Consequently, he expected that there'd be only one meeting at Kalamazoo. Doug indicated that he was excited about this change because of the leadership that exists in the District staff, and the ways in which its members work together. He was impressed by the outcomes of the informal meeting that was held at Paul Ellinger's house after the Forum.

Doug asked if there were any topics that needed to be brought up as New Considerations. There were none.

Sean Devine reported that he had the certificates that will be presented to chapters at the H-O-D meeting to recognize their per-man giving to Harmony Foundation. There are three levels: Bronze---\$25-\$119; Silver---\$120-\$239; Gold---\$240-\$499. He also noted that a new Platinum level has been created this year for giving in excess of \$500. In the four districts that Sean covers for H/F, giving of a Platinum certificate is very unusual. However, he is giving two such awards at the Pioneer H-O-D meeting!

VI. New Business (cont.):

Sean mentioned that he had discussed a concept at the Mt. Pleasant rehearsal a few days earlier that he calls "a complete barbershopper". This is where the members are active in the chapter, and they are active in their communities. They attend conventions. They also contribute to H/F.

Sean's goal is to encourage a "culture of philanthropy". He was finding more of an acceptance of this idea in Pioneer than in any of his other three districts. He described it as a greater sense of connecting to the community, of connecting to each other, and connecting to "passing on the torch to the next generation" while educating our current members to become better musicians. Sean sees it happening in Pioneer through individual donors, through chapter donations, and through support of the Youth Chorus Festival.

He noted that contributions to H/F come back to the District in the form of financial support of our Harmony Explosion camp, financial support to collegiate quartets, and the sending of three directors to Directors College.

Sean reported that \$18,802.25 of the contributions from our district to H/F---came back to Pioneer. A total of \$3359.50 came back directly to the District. He observed that the \$3000 figure was very close to the District's support of the last YCF.

He commented that two of the best VPs of Financial Development in the Society---Brian Dunckel and David Calland---were present in the room. He suggested that they should teach a class at Leadership Academy on how to be a VP of Financial Development.

Sean indicated that his future H/F activities will include more trips by him to his districts. He is also seeking to organize a reception at fall conventions for the "donor families". He envisioned the usage of that reception as an opportunity for recruitment of potential donors.

Sean confirmed that both he and Clarke Caldwell were excited to be present at our convention to recognize the District and its current donors, and to encourage others to become donors.

Finally, Sean distributed a card that summarized the Ambassadors of Harmony and the Presidents Council giving programs, but also announced a special opportunity to make a one-time 75th anniversary gift of \$75 or more. Donors to the program will have their signature captured from the card they return. Those signatures will be placed on a special birthday card that will hang in the Society headquarters.

The cards will be offered to District members during the convention. Our convention is the first one where Sean has had them for distribution. The program will only run through the Toronto convention.

Brian Dunckel mentioned that the newest H/F video will be shown during our convention. Although few people have seen it yet, he cautioned everyone that it is very emotional in its content. Sean offered to forward the video to the District staff as an e-mail link---which can then be forwarded to others.

Doug Weaver acknowledged that David Calland will be addressing the H.O.D. meeting, but asked him if he wanted to make any comments here. David responded with the observation that he has been taking notes on the many wonderful things he has heard that are happening in our district. He admired the innovation that he has seen in our District planning. He commented on the efforts that James O'Dell and Cliff Dake are making to remove the "towers" that hinder our advancement. David was inspired by Cliff's activities to delegate responsibilities. David felt that this approach not only helps the development of the programs, but it also helps with succession planning. He emphasized that the latter is part of our legacy to the next batch of leaders.

David indicated that this was his third Pioneer convention. Each time he has brought his quartet. He is excited to be back, and is enjoying the time. He is looking forward to learning from us. He offered to convey messages back to the Society leadership.

XI. Adjournment:

At 12:13 p.m., Brian Dunckel moved that the meeting be adjourned, and Larry Parker made the second. **Motion approved.** Doug Weaver asked Dan Bezaire to lead the group in the singing of "Keep the Whole World Singing".