

Minutes of the Pioneer District Board of Directors of SPEBSQSA, Inc.  
held on October 14, 2016, in the The Fields Room of the Radisson Hotel in Kalamazoo, Michigan

Attendees:

-----Members of the District Board of Directors present:

Mike Hansen (President)---(late arrival)  
Dave Montera (Executive vice-president, and also Director of Music & Performance)  
Jim McMahan (Secretary)  
Dan Bezaire (Immediate past president)  
Chris Berry (Director of CDD)  
Brian Dunckel (Director of C&J)  
Paul Ellinger (Director of Membership)  
Roger Lewis (Director of Events)  
Doug Weaver (Director of Financial Development)---(late arrival)  
Ed Bax (Member-at-large)  
Roger Boyer (Member-at-large)

-----Members of the District Board of Directors absent:

Aaron Pollard (Director of YIH)  
Robb Smith (Treasurer)

-----Guests:

Kyle Snook (Harmony Foundation representative)  
Matt Gorman (Society Strategic Planning Committee representative)  
Craig Pollard (substituting for Aaron Pollard)

1. Call to order:

Matt Gorman was asked to lead the group in the singing of "The Old Songs".

2. Adoption of the agenda:

The meeting began at 10:02 a.m. Because President Mike Hansen was not yet present, Dave Montera had been asked to preside temporarily. The secretary determined that there was a quorum. Dave Montera referred to the agenda before the board. No changes were requested. **The agenda was adopted under Small Board Rules.**

3. Minutes of the BOD meeting on April 22, 2016:

The minutes had been previously distributed by the District Secretary. He had been advised that he had made a reference to the "New England District"---rather than the "Northeast District". There were no other corrections. **The minutes were approved under Small Board Rules.**

4. Treasurer's report:

Chris Berry reported on this function since he will be taking over the position for Robb Smith. However, no documents had been distributed by Robb prior to this meeting. The only recollection was of a proposed 2016 budget document that some had received. Chris was able to display a copy of that item on the projection screen.

Chris asked if the discussion could return to him later when he had found documents that could be presented. Dave Montera observed that discussion then would include approval of the budget.

5. Consent Calendar reports:

The agenda had a tabulation of which functions had provided a report, and which had not.

Chris Berry indicated that there was a date error in his CDD report. The CDWI to be hosted by the Mt. Pleasant chapter should be identified as May 19, 2016, and not May 21. **[NOTE: The report was not in error. May 21 would have been the correct date.]**

Roger Lewis added some comments about the weekend. He referred to past attempts to put tags on restaurant tables. He noted that Radisson requires that such items be approved by its marketing staff, or be created by the staff. They asked that copy be sent to them for the latter purpose. After seeing the quality of the end product, Roger decided that this is something we should do at all conventions.

He mentioned that the ballroom will look different this time. A truss will be hung to hold lights, and this should address previous complaints. Also, the stage will be twice as big as it has ever been. It was necessary to rent twelve additional riser sections because the hotel only had a limited quantity. This was due to the Grand Rapids chapter sending a very large chorus.

Roger felt we will see better audio and video than we have ever had at a convention. He planned to carry a lot of those improvements to the Traverse City convention. He attributed the improvements to all of the work that has been done by Jim Roy.

Roger extolled the staff at this hotel, and said he would like to take them to every event we do.

Brian Dunckel reported that a change had occurred on the judging panel. He learned the evening before that one of the judges had been called to North Carolina to deal with flooding issues. That judge was Chad Guyton. Therefore, Al Fisk was asked to step in. This meant that Al had to not sing with his chorus, and also relinquish his judges' services role. It was mentioned that substitute judges were hard to find since there were five other conventions scheduled for this weekend.

Craig Pollard distributed a report for the YIH function to the board members. The secretary was informed that an electronic copy would be sent to him so that it could be added to the meeting packet.

Craig alluded to the drastic changes in the youth chorus contest that have been mentioned on the Society website. The main change that Craig sees is that the changes are taking youth and contests out of the districts. Choruses are being invited to compete through videos. Craig mentioned that his son Aaron is concerned about retaining the youth within our District that have been amassed. Therefore, he is proposing two ideas:

(1), Have a youth chorus contest in the spring just like has been proposed for seniors. This would give youth groups a place where they could do something besides going to the Mid-Winter;

(2), Let youth choruses compete in the fall for scoring only. This would give them the video that they must submit anyway. However, if they are not satisfied with that video, they can still prepare another for submission.

Craig noted that choruses will be selected for the competition on the basis of videos, but even those who do not get accepted can still come to the Mid-Winter to join in a mass chorus. Nevertheless, there will be a limitation on the number of choruses that compete to 20.

Aaron is still concerned that a chorus is being taken out of the district. The bottom line is that youth quartets and choruses are both completely separated from local and district barbershop activities. Craig and Aaron disagree with that concept, but it is the direction that things have gone.

Because more of the groups that go to the Mid-Winter will be from high schools, the event will become similar to youth festivals. More emphasis will be placed on mixed groups, all-female groups, and all-male groups. At the next Mid-Winter, there will only be five traditional barbershop groups. The Voice Barbershop Chorus is one of those five---out of the total of twenty in the competition. All twenty have been chosen by a review of videos.

5. Consent Calendar reports (cont.):

Craig Pollard reiterated Aaron's idea of having Friday night competitions for male youth choruses with a trophy. Hopefully, this would keep those individuals involved in District activities. The availability of a video at the fall would be an incentive. A trophy in the spring to recognize a group as the District champion would be another incentive. He saw this as also serving to keep youth quartets active in Pioneer.

Craig reported that Aaron has organized a group of about 30 students at EMU to sing as the only registered acapella organization at EMU. There had never been any such groups before at EMU. The group had tryouts for new members this fall, and 37 persons came to apply for nine openings. The group is doing both barbershop songs and tags.

Aaron is also proposing the creation of more one-day youth camps. He envisioned that they could be tied to a convention weekend. They would be Saturday camps that would focus on a specific area of the state. It was suggested that the camps could run from 9 a.m. to 5 p.m. They could be organized in cooperation with school teachers, and limited to learning three songs that would then be performed. The performances could be done on the Saturday night of a convention.

Craig emphasized that the one-day camps did not have to be tied in with a convention. If such camps can be linked to groups of schools in specific areas, it would give us a lot of exposure, but keep down the cost to the students.

**[Arrival of Mike Hansen noted.]**

Roger Lewis observed that having youth choruses compete at a fall convention would be a "no-brainer"; they would just need to enter. There is no action that our board would have to take. Receipt of a video would be automatic.

Roger added that he liked the idea of having a youth quartet competition in the spring. He urged that we organize that activity.

Dave Montera noted that the District Presidents Council had discussed how the changes in the Mid-Winter youth chorus competition would affect the connection between districts and youth quartets. He indicated he was getting less-than-satisfying responses from the Society. He felt he was hearing an attitude that the Mid-Winter wasn't a district thing; it was a Society program. He was sure that the districts did not agree. Dave was glad that Aaron was looking at other ways to maintain a Pioneer connection to our youth. Dave wanted our youth to know that Pioneer is still out there to support them financially and musically.

Craig Pollard confirmed that this was the same message that Aaron got while attending Harmony University. Aaron had several conversations at that event where he pointed out that Pioneer has spent a lot of time developing youth within the District, and now they are being yanked out. Aaron learned that the Society wanted to handle the youth competitions independent of the districts. This is the direction that has been set.

Paul Ellinger observed that our program has been creating future leaders in addition to offering an opportunity for music activities, and showing them how to get connected. It was concluded by several that the current direction is to get young people interested in straight acapella. It seemed as though we are merging more into that movement---which was deemed a worthwhile objective. However, there was a concern that we are eliminating current barbershoppers from the process. We will get youth involved in singing. How will we get them involved in barbershop?

Paul also observed that, five years from now, youth from the acapella movement and barbershoppers may not know each other. Craig Pollard agreed with that concern, and concluded that we must stay on our path with district youth competitions.

Dave Montera mentioned that we should know who is sending in videos. The District Presidents Council will be working on that issue at the next Council meeting. Criteria will be established for what is done at district contests.

5. Consent Calendar reports (cont.):

Craig Pollard suggested that we invite high school groups that send in videos to appear on our contest stage to have the benefit of a live audience. They will also get a professional quality video at no cost. This will be our form of support. Hopefully, the Society will let us know about high school groups in our area that register.

Paul Ellinger wondered how we could determine a youth chorus winner if there is only one in the District. It was clarified that the remarks about having a District youth winner was in reference to quartets ---not choruses. Craig Pollard suggested that we would have to enlist many high school choruses to set up a chorus competition. He did note that there are two quartets competing this weekend who have come out of TVBC. That is in addition to the "Frontier" quartet.

Craig announced that TVBC would be doing its Mid-Winter contest set on Saturday night in order to get a video.

It was clarified that youth quartets could be scheduled along with regular quartets at the spring convention. Brian Dunckel may choose to put them early in the lineup so they could receive scoring and evaluation only. Craig Pollard was hopeful that high school quartets could be encouraged to participate so they get the benefit of a live audience.

**[At this point, Mike Hansen took over the role of presiding officer. He chose to let the board know that Dave Montera had been elected as the moderator of the Presidents Council.]**

6. Old Business:

a. Policy manual:

Mike mentioned that a revision of that document had been made by a committee consisting of Brian Dunckel, Dave Montera, Robb Smith, and himself. Previously, the revised manual had been sent out to the board electronically. The committee had spent about five hours several months earlier to make a number of changes. The proposed revision had been circulated earlier to board members, and many suggestions were incorporated into the most recent distribution.

Mike pointed out that the section dealing with youth choruses was completely deleted due to the changes that occurred regarding the Mid-Winter convention. If that situation changes again, the section can be resurrected by future board action. He emphasized that the policy manual is a working document, and not a set of bylaws. It can be changed if a need develops.

Dave Montera moved that the revised manual be adopted, and Paul Ellinger offered the second. **Motion approved.**

The secretary asked Mike to send him a copy of the document without any red-lining---since that was the document that was just approved.

b. Leadership Academy:

Mike noted that the 2016 L/A had to be cancelled because of low registrations. Only 30 signed up, but it was learned later that others were planning to attend and had not pre-registered. He mentioned that Chris Berry went to the JAD event. Mike found out that one of the JAD board members (Steve) was receptive to having a joint L/A with PIO in early 2017. He observed that going to a L/A in Mt. Pleasant meant a 2-3 hour drive for some PIO members. Going to Ohio would be about the same.

Mike gave some details about the 2017 JAD event. Jay Butterfield has been lined up as one of the faculty. The event will be held just outside of Columbus. There had been talk about holding it in the Toledo area, but Brian Dunckel reported that was a long-term plan. He added that the date for the 2017 L/A is January 6-7 at the Doubletree Hotel. It will be a Friday night and all-day Saturday event.

6. Old Business (cont.):c. Chapter contacts:

Mike mentioned that some changes had occurred in the board membership, so there may need to be some re-shuffling of assignments. He planned to talk with individual members by e-mail after this meeting.

d. Videos for competitors:

Roger Lewis reported that the videos will be loaded onto flash drives. The performances was be recorded by using just one camera. This means there will only be full chorus or quartet shots---no moving around images. The camera is being rented. Roger hoped that a camera can be purchased by the time of the spring convention. That will enable us to use the camera for other applications besides conventions. Roger was optimistic that we will get better in the process of recording performances.

A comment had been made on the Pionet by someone who was upset that he was getting a flash drive and not a DVD. It was reported that the individual's concern had been resolved.

It was noted that purchase of a camera will eventually need to be approved by the board.

Dave Montera mentioned a release form that has been sent to all of the competitors. He borrowed the text of this document from the Mid-Atlantic District. The document declares that a flash drive is being supplied to them with a video, but that our District owns the copyright. The competitor does not have the right, and acknowledges that he does not have the right (without appropriate authority or permissions) to put the video on any social media.

Dave noted that it was considered putting the videos on a private link YouTube page which competitors could access. That would have required, however, that the District get permissions for every song that is sung. This would have been quite onerous.

It was questioned why that would be necessary if a private YouTube link was used. Dave explained that a link is private only as long as the competitors keep it private. Since we would be putting the songs on initially, we would still be liable. The statement that the competitors must get permissions to share the video places the burden on them.

Roger Lewis reported that comments he had gotten from Donny Rose and Janice Bane suggested that the approved arrangement registration process puts a competitor through some of the early hoops for getting permissions.

Matt Gorman made several comments that could not be heard by the secretary or on the digital recording. Upon request, Matt summarized that he had spoken about using YouTube for archiving District competitor videos.

Dave Montera admitted that there were a lot of options to consider, and many of them were being examined for short-time, short-range usage. That made it difficult to decide which would be best for this convention. He had learned from the Society that playing songs on YouTube that are public domain is not a problem. However, an arranger of a PD song may have a copyright on his arrangement. Then you need permission from that person.

Dave summarized that the decision for this convention was to put contest videos in a format that was easy for competitors to upload, but to insure that they knew that doing so was at their risk---and not ours.

Again, Matt Forman made a comment about arrangements that could not be heard. Dave Montera indicated he did not agree with the comment, and said that he felt that one must accept a statement that a copyright on an arrangement exists.

6. Old Business (cont.):d. Videos for competitors (cont.):

Dave summarized that each competitor must sign the release from before receiving a video. The \$35 fee defrays some of the cost of renting the camera. That has been our fee for several years.

Mike Hansen recognized that buying our own camera will be an initial cost, but that will be recouped by not having a recurring rental cost. His concern was about not knowing enough about which camera to buy.

Roger Lewis agreed that committee such as Dave Montera had proposed was needed. He mentioned two individuals within the District who have some expertise. Dave suggested that a committee of 3-5 members be created. He proposed that it include himself (from the M&P function), Brian Dunckel (from the C&J function), and some knowledgeable individuals from competing quartets or choruses.

Dave asked that the committee be charged with determining the camera options, which makes fit the option that is selected, and how the project should move forward. He hoped the committee could complete its work in February, and submit a proposal to the board for an on-line vote in March or April.

e. Back pack project (extra item):

Mike Hansen directed attention to the newest board member Roger Boyer, and complimented Roger on organizing an altruistic project for this convention. He referred to the Society's motto "We Sing, We Serve" that urges the creation of projects like the back pack project. Mike was glad that Roger set up the project in a very short time.

Mike reported that he was asked if the District was doing anything in support of this project. He knew that the District was not opposed to it, but had envisioned these kinds of activities as being chapter-sponsored. He admitted that we could contribute to its management. It was noted that board members are involved through their own chapters.

Brian Dunckel suggested that we set up a means whereby individuals who are not members of the sponsoring chapter could contribute through the District via donations. Roger Lewis mentioned that the Flint chapter was supporting Toys for Tots, and would appreciate donations of toys.

Dave Montera knew that the Livingston County chapter collects donations to purchase Thanksgiving baskets for veterans. He suspected that there are a lot of things that chapters are doing that never get communicated to the District. He hoped that Roger Boyer's role would become one that served to funnel more of that kind of info to the board.

However, Dave was concerned about encouraging donations of money. "Money is not service." Monetary donations become a way of avoiding actual service. More meaningful money donations are those made to youth camps and Harmony Foundation. While he did not want to discourage chapters from collecting money for their projects, he felt that putting out a bucket to support those projects defeats the service side.

Roger Boyer mentioned that someone proposed that the District organize the projects, but he saw it as being an "issue of the heart"---and not one more thing for which the District collects money.

Brian Dunckel observed that this convention's project was organized by the local chapter---even though the QAC was the "host chapter". He proposed that the Mt. Pleasant chapter work with Roger to identify the project for the next convention. The secretary noted that Mt. Pleasant planned to work with the Traverse City chapter to get a recommendation. Mt. Pleasant will still make the decision based on that chapter's input.

Dave Montera appreciated the fact that Kalamazoo chapter is going to continue supporting the backpack project. He liked that it was not a one-time deal, but became the creation of a connection.

7. New Business:a. Leadership Academy:

(This item was erroneously put on the agenda twice.)

b. Youth Contest:

(This topic was covered earlier in Section 5.)

c. Reimbursement for EVP:

Mike Hansen pointed out that Dave Montera would be the District EVP for another year and three months. Because he is also the moderator of the Presidents Council, it is important that he attend those meetings. The current policy manual only reimburses the DP to attend those meetings. Mike asked the board to consider covering Dave's cost to go to Council meetings because of his role.

Roger Lewis moved that the Dave be reimbursed at the same rate as the DP because of his role as moderator. Paul Ellinger made the second.

**[Arrival of Doug Weaver noted.]**

It was clarified that the motion had been made to cover Dave specifically. Dan Bezaire noted that it leaves open the issue of reimbursement of future EVPs.

Dave admitted that it still will be an issue in the future. If he had not gone to the Mid-Winter and International conventions at his own expense, he would not have gotten this appointment. He was at those events, and he spoke up, and he drew attention to himself!

The plus to having the moderator role is that it gives Pioneer more exposure and influence on the Council. The down side is that it is a lot more work. He emphasized that the Presidents Council is made up of ALL district presidents and ALL district EVPs. The current reimbursement policy does say—indirectly---that, unless the DP doesn't go, we aren't interested if the EVP goes or nor. The EVP always goes at his own expense. Nevertheless, the EVP has just as much of a voice and vote as the DP.

Dave appreciated that approval of this motion would allow him to be reimbursed. However, he urged that the board consider reimbursing future EVPs. He felt it was important for our District to have both officers at the Council. The officers see and hear things differently. They get involved in different conversations.

It was confirmed that there are only two conventions when the Council meets. Neither one of the officers is required to go. Roger Lewis suggested that we consider reimbursing the attendance of the EVP during his second year when he is the "president-elect", and make reimbursement an option for the first year of the EVP's term.

Dave Montera defined that reimbursement covers transportation, and housing for the day before the meeting, the day of the meeting, and maybe the day after. Reimbursement would not cover all-events tickets or hotel stays for the entire contest. The coverage is based on a need to attend the Council meeting and the Society Board meeting on the next day.

Roger Lewis asked about the two nights versus three nights possibility. It was explained that is dependent on the location of the convention.

Roger was asked if he was amending his motion. He declared that he was not. Remarks that had been made were not being applied to the pending motion.

A vote was taken on the motion pending. **Motion approved with one dissenting vote.**

It was suggested that discussion of a permanent change in the policy manual be deferred.

7. New Business (cont.):d. Board Restructuring:

Mike Hansen observed that there had been a significant loss in board members in the last year. James O'Dell resigned. Robb Smith resigned, but Chris Berry has taken over his role---which means that the role that Chris holds must be filled sometime. Mike Ridenour also resigned. The only addition to the board has been Roger Boyer. The responsibilities of most of the roles have been taken over by others.

Mike referred to our unsuccessful effort last January to hold a board meeting after L/A was cancelled. The intent of that meeting was to do strategic planning. Mike felt there was a frustration in bringing together such a large board at that time. Functionally, he saw that much of the District business was still being done by a small group. Therefore, he wondered if it was time to go back to a management team/board-of-directors structure. He suggested that the latter might consist just of the DP, immediate past president, the EVP, the secretary, and the treasurer. Then there could be committees that would be chaired by the various directors.

Mike felt it would be easier operationally to have a smaller board, and then use a committee structure to handle details. That means there should be decisions made on which director positions should be reimbursed for travel and housing. Subsequently, the policy manual would need modification.

From a review of the SDB, Mike had concluded that he could make some of this change by not appointing people to fill vacancies. He admitted he didn't want to do that. He recognized that we were early in the process of considering this change.

Roger Lewis declared that he liked the idea of a larger board, but he also felt that an executive committee should be empowered to make some decisions without convening the whole board. He felt that could be implemented right now without any board action.

Mike observed that an executive committee is presently not defined by the SDB. Dave Montera cited the language of the SDB which state that the officers are defined as the DP, the immediate past president, the EVP, the Secretary, and the Treasurer. The latter two positions can be filled by one person. After that, the SDB call for the appointment of other such members as the District deems necessary and appropriate. Dave concluded that language gives Mike the authority by fiat to declare that we have the officers we need. Others can be appointed to do specific things without being designated as board members. Dave noted that was not the way we have done things, and probably not the way we want to do them now. Potentially, he saw that the executive committee could still make basic decisions, and then bring issues to the rest of the board. That group would then deliberate and make other recommendations. He saw that approach as being one that would give us more flexibility.

In response to a question from Mike Hansen, Dave felt that no board action was needed to make this kind of change. The executive committee would make policy decisions, but not deal with day-to-day operations.

Brian Dunckel agreed that this approach would be more workable, since getting a majority of responses on electronic votes is very difficult. Mike Hansen also agreed that this kind of structure would facilitate more efficient operations.

Roger Lewis also concluded that this change should not require any board action. Mike Hansen concurred with his opinion, but felt that the change should be clarified. Dave Montera suggested that it might be helpful to have the board document this as something that is going to be done.

For clarification, Chris Berry asked if we would be removing voting rights for all of the VPs, and limiting the voting to the five executive committee members.

Mike Hansen observed that restructuring may mean that we should re-think, and perhaps re-assign all of the VP positions.



7. New Business (cont.):d. Board Restructuring (cont.):

Doug Weaver reminded everyone that we used to have two meetings. One was a board meeting, and other was a management team meeting. Along with the HOD meeting, that process did add a lot of time to the day. That was a reason why we went to a full board. The thinking then was that all of the persons who were working on numerous jobs couldn't vote on them. Doug acknowledged that getting on-line votes from a larger group was a problem.

Mike Hansen wasn't sure what we wanted to do on this issue as we move forward. He noted that there would be an election that afternoon at the HOD meeting for a slate of officers. Dan Bezaire confirmed that he would be presenting a slate for one year terms. Then in the next fall election, the voting will be for two year terms.

Mike Hansen proposed that we continue to talk through this issue.

Roger Lewis asked "Weren't the DP and EVP elected at the last fall HOD meeting elected for two year terms"? Consequently, he wondered why those two positions would be coming up again so soon. It was suggested that the minutes of previous HOD meetings be examined. It was thought that a change was made at some time.

The secretary was asked to review the minutes from the last fall HOD meeting.

**[NOTE: A review of the HOD meeting minutes from October 16, 2015, indicated that Mike Hansen (as EVP) would move automatically in the position of DP. It was stated that Dave Montera was being nominated as EVP, Jim McMahan was being nominated for re-election as DS, and Robb Smith was returning as the nominee for DT. The latter four persons were elected without reference to whether their term of office was for one year or two years.]**

e. Chapter Compliance:

Mike Hansen cited the numerous e-mails that have been received from the Society about Pioneer chapters that were not in compliance for various reasons. Mike recalled that 14 out of our 27 chapters have had deficiencies. Of special concern are the two chapters that are on probation because of insufficient membership. Mike, Dave Montera, and the secretary will be working with those two.

The secretary observed that most of the compliance deficiencies suggest that the chapters have not filed their Certificate of Continuing Existence with the State of Michigan, or their 990s with the IRS. He felt that most of the chapters have done that task, but have not archived the documents with the Society. This means that this may mostly a paperwork issue, and not a legal issue.

Ed Bax mentioned that chapters have encountered problems with doing the archiving process. The secretary agreed that there are problems with execution of the process, and problems that he has with determining what a chapter has actually submitted. Ed reported that there was some uncertainty about where the archiving is done, and by whom. The secretary pointed out that there are limitations on who can do it. It is known that the chapter secretary and treasurer can do it, and maybe the president.

Dave Montera stated that there are ways that we can verify that filings have been made with the State of Michigan or the IRS. Whether those reports have been archived is sometimes more difficult. The secretary discovered that a chapter may have archived a document, but he cannot verify what is in the archive. It could be a nonsense document. The secretary knew of one instance a few years earlier where a chapter submitted an erroneous document.

Dave agreed that we need to get help from Antonio Lombardi to empower specific District officers to access what has been archived. The secretary reiterated that it is relatively easy, however, for us to check on what has been filed with the State or the IRS.

7. New Business (cont.):d. Board Restructuring

The secretary admitted that the Financial Review document is the one that worries him the most, since there is no regulatory filing requirement.

Going back to the discussion on restructuring, Dan Bezaire confirmed that the election of officers was on the agenda of the fall 2015 HOD meeting.

**[NOTE: Chris Berry was asked if he wanted to return to Item 4 (Treasurer's report), but he felt it would be better to wait until after Matt Gorman did his planning initiative presentation.]**

f. BHS Strategic Planning Initiative:

Mike Hansen had originally thought about having a S/P session, but decided to let the board learn about what the Society was doing so that our efforts would align with the Society's.

**[NOTE: At approximately 11:14 a.m., the meeting was suspended for a brief period. Upon resumption, Matt Gorman facilitated a brainstorming session devoted to strategic planning ideas. Minutes were not taken of most of this part of the meeting, but the discussion was recorded for Matt's later review.]**

Matt began the session by emphasizing that he was not a Society employee. He is from the Carolinas District, and belongs to a chapter within that district. He referred to two surveys that have come out from the Society. The first one was a general one, and the second one was more edgy. He noted that his purpose here was to gather information. Eventually, there will be a synthesis of that info, and then a long term plan will be developed within three years.

He cited a board retreat in May at which the Four Pillars of BHS were developed. Those Pillars were mentioned for those who had not already read them.

He reiterated that the process was to get as much info as possible. He noted that he would share some of the info obtained thus far, so that those at this meeting can use it as a basis for hearing more deeply and personally. Matt mentioned that this process would be repeated at the HOD meeting.

Mike Hansen felt that all of the Pillars needed more clarity. He thought that the average member would have no idea what they were saying. Matt commented that they were not ready for digestion by the members. It was pointed out that the Pillars were publicized in the Harmonizer and elsewhere. Matt noted that No. 4 would probably be revised. However, Mike suggested that there is a disconnect between the Society and the members, and the present language of the Pillars broadens that problem. He was of the opinion that the average barbershopper doesn't understand what the Society is doing to help them. Matt agreed that the Pillars are very high level in their perspective.

Matt noted that he had declared at the first Society board retreat that members can't see into Nashville to understand what their dues are giving them, and the info gets lost further through the chain of command. Matt reiterated that the Pillars need to be reworded, but he agreed with the message behind them.

**[NOTE: The taking of minutes was suspended at this point.]**

**[NOTE: At approximately 12:28 p.m. the taking of minutes was resumed.]**

defa g. Harmony Foundation representative's report (extra agenda item):

Kyle Snook introduced himself by noting that he spent the first eight years of his life in Kalamazoo, and lived rather close to where the local chapter rehearses. He never knew about barbershop then, or knew that he liked to sing.

7. New Business (cont.):g. Harmony Foundation representative's report (extra agenda item) (cont.):

Kyle reported that he would be distributing Donor's Choice checks at the HOD meeting later in the day. He reminded everyone that donors can get up to 30% of their H/F donations directed back to their chapter(s) or the District.

Kyle reflected on Matt's earlier remarks that surveys revealed that 89% of our members feel little or no affiliation with the Society or their district. Their barbershop experience is with their chapters. He observed that many members will say that "TVBC is great, or youth contests are great, but I've never seen any young boy walk into my chapter."

Kyle referred to the Healthy Chapter Initiative which now has a staff position to manage it. This is something that H/F has helped to fund. The goal of the HCI is to help chapters that are on the cusp of being great, but need someone to help them get over a hump. The HCI is also trying to work with that chapters that are loosing members. Fortunately, it has not been necessary to raise dues for the last two years to fund that initiative.

Kyle's challenge to the board was to have 100% participation of its members in support of H/F at either the Ambassadors-of-Song or Presidents Council level. Kyle was hoping to acquire 15 new donors to H/F during this convention, and hoped that he could also say the board was at the 100% level.

Kyle noted that he would have pledge cards with him all weekend, and wanted to talk with board members for 30 seconds to get signups.

4. Treasurer's report (back to):

Chris Berry displayed a Balance Sheet on a screen, but did not have copies to distribute. He admitted he was not familiar yet with all of the accounts. He did know that there was \$83,202.58 in the accounts. He indicated he wasn't sure what the liabilities were.

Chris then displayed the Profit and Loss Statement for the period of January 2016 up to the current date. He mentioned that the financial records were being reported on a cost center basis. This means that income is mixed in with expenses. This was why the report showed \$11,063.13 of income, but had "negative income" in other areas.

He referenced to basic charges that are administrative, or contributions to chorus and quartet representatives. He cited an example from the spring convention where there was negative \$24,000 of revenue which was actually income. He asked if it was desired to continue that way, or have it split out as income and expenses. Doug Weaver asked why it was done this way. Chris explained that a cost center approach allows one to say that the total convention made \$10,529 even though it is shown as a negative expense. He admitted it can become a way to hide things, but he will continue if the board so desires. Dave Montera declared that he preferred to see things split out as expenses and income. Chris reiterated that, using this approach, our net income for the year was \$11,063.

Chris then displayed the Budget document. He acknowledged that it was projected forward from what was done so far this year to create a 2017 budget. He noted that the under \$18,000 figure. He cited the projection of income for the fall convention of just under \$3,000. This figure is in line with the last few years.

He moved on to the budget item for this convention, and noted that the figures were actual since there were no expenses listed yet.

Chris asked Roger Lewis if we did really well at a previous spring convention. Roger didn't know if that was true, but observed that the figures said we did.

Chris concluded that he saw nothing jumping out as unusual. He lamented the lack of any money budgeted for the marketing function.

7. New Business (cont.):4. Treasurer's report (back to) (cont.):

It was pointed out that there was no budget submitted for the Top Gun program. Dave Montera observed that Top Gun is handled by QCA. Chris noted that, since the QCA finances are handled on the balance sheet, shouldn't they also show on the budget as in-and-out items? Roger Lewis mentioned that the costs of QCA activities are split 50:50 between QCA and the District. Chris concluded that there really should be a budget set up for this area.

Chris proposed to transfer over the numbers into this budget. Roger indicated he couldn't because there were no Top Gun numbers this year because it wasn't held. Chris suggested that some numbers should still be presented in the budget for next year.

Chris summarized that our total expenditures will be around \$23,000, and that we will have a loss of around \$1000. He was planning to send this document out to the board, but didn't think it could be voted upon without having an opportunity for everyone to read it. He wanted to make some modifications to it in the Top Gun area.

Dave Montera observed that it is not just the board that votes on the budget. It must be presented later on to the HOD. He suggested that we act on what we have, and observed that we had already gone through 2016 without a budget. He felt that we should pass a budget today---both at this meeting and at the HOD. It was pointed out that it was really a continuation of an earlier budget. The only concern that Chris had was the sections where there were no numbers present. Dave responded that the budget can always be amended at a later date.

Dan Bezaire moved that the 2017 budget be approved. Brian Dunckel made the second.

Roger Lewis wondered if we should put in a figure of \$1000 for Top Gun before approval. Dave Montera felt that we should not do that. He asserted that budgets may be estimates, but they should never be guesses. He favored amending the budget when we get better numbers for this area.

Mike Hansen thought the current budget---without Top Gun numbers---make it look like we were doing better this year. Chris Berry countered that it actually makes things look worse because of the negative numbers. He offered a reminder that last year we had an \$8000 profit. He pointed that the only thing the budget does is to give authorization for expenditures up to the amounts specified. It also portrays a "stab" at what we think we will get in income.

A vote was taken on the motion pending. **Motion approved.**

It was noted that the budget will be submitted for approval again at the HOD meeting. Chris was informed that he did not have to supply printed copies at the meeting, since there will be a screen for display of it.

Doug Weaver suggested that the delegates at the HOD be informed that this is an unusual situation since Chris is just stepping in as the District Treasurer. The secretary observed that the only action at the HOD meeting will be approval of the budget. There will be no receipt of a financial report.

8. Adjournment:

At 12:45 p.m., Mike Hansen declared the meeting to be adjourned. **The action was taken under Small Board Rules.**

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