

**CSD Fall 2019 House of Delegates Meeting  
Double Tree Hotel, Lawrence, Kansas  
October 10, 2019, 12:00 pm**



*Where the Harmony Began*

CSD Board of Directors:

Chad Schuetz, President

John Marshall, Immediate Past President

Mark Fuerniss, Secretary

Paul Fuhrmann, Missouri-Arkansas State V.P.

David Montgomery, Nebraska State V.P.

Duane Lawson, Executive V.P.

Larry Warrick, Treasurer

Lyle Schwery, Iowa State V.P.

Mike Shepherd, Kansas State V.P.

South Dakota State V.P. position vacant

Fall House of Delegates meeting opened with "The Old Songs"



An official quorum was announced by credentials chairman J.P. Marshall.

President Chad Schuetz welcomed the delegates. Items on agenda may be presents out of order because of logistics to contest venue.

Invocation and Presentation of Chapter Eternal by Executive Vice President Duane Lawson

- William "Neale" Kelly. Beatrice, NE
- Donald Hagen, Des Moines, IA
- Duane "Mike" Michelsen, Ozarks, AR
- Alfred McCrumb, , NE
- Ralph Sill, Joplin, MO
- Lud Einess, Kansa City, MO, Davenport, IA
- Gale Demaree, Greater Ozarks, AR, Joplin, MO
- Leigh "Sherm" Sherman, Davenport, IA
- Roger Thompson, Davenport, IA

**Past Presidents in attendance** were introduced, John Marshall, Harvey Kiser, Don Fuson, Mark Erickson, and Ron Abel; from Harmony Hall, Erin Harris and Devin Bradford. Self introductions: Larry Warrick, District Treasurer; Mark Fuerniss, District Secretary; Duane Lawson, District Executive Vice President; Chad Schuetz, District President; John Marshall, District Immediate Vice President; David Montgomery, District Nebraska State Vice President, Lyle Schwery, District Iowa State Vice President; Mike Shepherd, District Kansas State Vice President; Paul Fuhrmann, District Missouri-Arkansas State Vice President, and Carter Combs, District Contest and Judging Vice President

**Contest and Judging Report.** Carter Combs reminded delegates that this is the first District contest where we are fully implementing the Everyone In Harmony proposal. We have mixed quartets, mixed choruses, a women's quartet, and senior choruses competing this weekend. Change brings opportunity, and challenges. We have



multiple chapters with multiple choruses. Combs stated, what that means is that we cannot continue to do the same method of **identifying plateaus** as we have been doing. Traditionally we have obtained a head count of chapter membership as of December 31, which really isn't fair going forward as we have chapters with choruses of vastly different sizes.

We have two main options: 1. Try to adapt our current plateau process to take into consideration the size of the competing organization. Determine the number of people competing at each contest and use that number assign plateaus. 2. Other option is to do away with plateaus.

Discussion needs to take place. Combs has asked State V.P. to touch base with their chapters to see what their preference would be. If we did away with plateaus, we would replace plateaus with other kinds of awards, performance awards, improvement based, increase in number of singers, growth based. Still ways of recognizing groups for their exemplary work. This should be in place for Spring 2020. Combs said present plateau doesn't work going forward with multiple choruses within a chapter and mixed gender choruses. Hopefully this information can be summarized in a document. Hope to put together talking points for state V.P. for their discussions with their chapters. Schuetz pointed out that there are a lot of chapters not represented at this meeting. Need feedback from all the chapters. Chapters are to give their feedback to their state V.P. Combs reiterated that the problem is that currently chapters size determines the plateau the chorus competes in. Combs stated assigning the plateau level to a chorus of only 20 people based on a chapter of 200 people is just fundamentally unworkable. For example, Heart of America chorus, used to have over 100 guys on their roster, now they have 30 guys singing. Heart of America is still competing in AAA plateau. Because they have 95 guys, they can only field 35 on the risers. The method of establishing plateaus used to work but now is out of whack. Using a previous score may be another method. Fuson added, one of the questions to be asked of every chapter is what would bring them to a contest. Schuetz: Will meet with state V.P.s to determine what we will ask chapter presidents and prepare a template. Need to know what chapters are feeling. If someone has a great idea, let us know and we can put it on the list for consideration. Need to have this by January so we can set up the contests we need to have in the spring.

**Contest Evaluations**, a variety of evaluation options are now available. Even though a chorus might request a specific type of evaluation, Contest Administrators do the best job they can fulfilling requests.

**Society** sent out a revised proposal<sup>1</sup> as to how they are handling **International Prelims** and contests. They sent out a survey with three specific proposals as to how present awards. They are soliciting your feedback. Let them know. They won't know how you feel if you don't tell them. Please share with your chapters.

### **Harmony Foundation, Perry White**

Presented checks to Central States District; Donor's Choice Program: to Central States District, Grand Island, Cedar Rapids, Davenport, Des Moines, Iowa City, Joplin, Fremont, Hays, Leavenworth, Kearney, Springfield, Black Hawk Metro, St. Charles, Sioux City, Kansas City, Lincoln, Manhattan, Sioux Falls, Algona, Beatrice, Papillion, Greater Ozarks, Metro Kansas City, and South Central Kansas. **Donors**



**Choice option** is a great opportunity for us to work together to help alleviate some of the financial stress

on district and chapters. (Up to 30% of the donation can be returned to the chapter or district.) Currently 20% of the members of Central States ae contribution to Harmony Foundation. 2018 the Foundation saw a dramatic increase in contributions. 19% increase in revenues from 2017. 14% decrease in expenses by implementing some “lean” tactics. Legacy of Harmony program \$18,000,000 pipeline in deferred gifts. Not as generous in 2019. Chapter challenge implemented in 2019, recognizing those chapters that have the greatest percentage of giving among their membership. Metro Kansas City, at 56% was leading in Central States as of September 24. Programs you support haven’t changed, still the best in the world. Like Harmony University, Healthy Chapter Initiative, grants program. Needs are still there. [John and Sharon Miller](#) have committed one dollar for every three dollars raised. See: <https://www.barbershop.org/miller-match-campaign>. To strengthen and enhance barbershop programs that make a difference in people’s lives who experience, it’s a great time to donate.

Song Break (Honey/Little ‘Lize-Medley) John Marshall



**Minutes and Consent Calendars.** These document have been posted on the CSD web site. Lyle Schwery moved that the minutes of the Spring 2019 be approved. with no objections, **the minutes of the Spring 2019 meetings were approved.** A couple late reports for the Consent Calendar. One report made it into the Consents Calendar. after Consent Calendar was posted. John Marshall moved that the Consent Calendar and the late report from Missouri-Arkansas State V.P. be approved. Without objections, **the Consent Calendar and late report were approved.**

#### **Elections.**

**Nominating Chairman Marshall** stated District Secretary and District Treasurer are elected in odd numbered years. Both Secretary Fuerniss and Treasurer Warrick have agreed to serve another two years. Chairman moved that nominations for District Secretary and District Treasurer cease and we cast a unanimous ballot for **Fuerniss for District Secretary and Warrick for district Treasurer.** With no object, motion carries. Also the chapter presidents of the states elect District State Vice Presidents for Kansas and Iowa. The state vice presidents are to be elected by the chapters HOD delegates in each of the respective state. If less than 60% of the chapters in a state submit votes, the state vice president is elected by the House of Delegates. (CSD Bylaws, 2012, Section 5.04) Iowa State V.P. Lyle Schwery is allowed to server for another two-year term. Larry Hlavacek has also been nominated for Iowa State V.P. Larry Hlavacek withdrew his name so that a unanimous ballot could be cast for Lyle Schwery. With no objections, **Lyle Schwery was elected as Iowa State Vice President for another two years.** Mike Shepherd has served his maximum term as Kansas State Vice President. Leonard Kinzie is the only person to come forward as a candidate for the Kansas State Vice President. Marshall moved that we suspend the rules and an unanimous ballot be cast for Leonard Knizie as Kansas State Vice president. With no objections, **Leonard Kinzie was elected as Kansas State Vice President.** (District Bylaws are on the [District web site](#) under Administration/Documents.)



President Schuetz thank Mike Shepherd for his service.

#### **Goas of State Vice Presidents**

- Kansas. Shepherd create a smooth transition for Leonard. Thanked the District for their support.
- Iowa. Schwery stated goal is to promote Everyone In Harmony throughout the State and continue with monthly conference calls. Make himself available to chapters in Iowa.
- Nebraska. Montgomery’s goal is to promote better communication among chapters in Nebraska. Communication is better in the central part of the state. Missing out in sharing opportunities.

**Program Administration Team, PAT reports**

- **Membership:** Mike Bass is the new Membership Development V.P., has some good ideas of improving membership.
- **Youth Outreach:** Aaron Zart is the Youth Outreach V.P. He will be contacting chapters to see what events are taking place and what events there could be.
- **Chapter Support and Leadership Training:** Brett Randolph has put together a great program for the Leadership Academy, not just for the next chapter officers but for all chapter members. February 7 & 8, 2020 at Missouri Western State University in St. Joseph, MO. Registration will be available beginning in November. In addition to officer courses, LA includes singing quartetting, etc. Leadership Academy is run in conjunction with HEP (Harmony Education Program) School. Blair Brown, two-time mixed quartet champion, Society Board Member, coach: “How To Be a Great Lead”, “Authentic Performances”. LA will have courses covering singing, leadership, community connections, volunteers, etc. We’re offering a registration special, 5 for 4. Plan is to include an opening session Friday night, Parade of Quartets on Saturday evening.
- **Marketing and Public Relations:** Michael Pommier is working on a District Face book page to help publicize chapter activities. All of this weekend’s performances, with the exception of the past champs show, will be broadcast on District Face Book page.

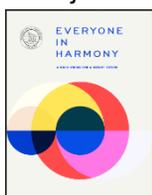
**Business Plan/MOU-MOC. (Memorandum of Understand or Memorandum of Cooperation)**

**Society Representatives:** Erin Harris, Chief Program Officer and Devin Bradford, Community Development Manager



Erin Harris explained the concept and implementation of the Memorandum of Understanding/Memorandum of Cooperation.

The **Memorandum of Understanding** is a two-way document between the District and the Society in which the District defines its purpose. The **MOU** states what programs the District intends to implement during the upcoming year and how the district may be assisted by Harmony Hall. This document will help explain how members of the District can obtain value from their District membership. Districts are to complete their Memorandum of Understand for the upcoming year by June 31, so that the Society can adjust their budget for the upcoming year.



Harris referenced the [2017 Strategic Vision](#) plan at the Board of Directors meeting. She asked the delegates what is their chapter’s biggest challenge. Answers included: membership, getting younger members, finding the next exceptional musical leaders, getting people to fill offices, volunteerism.

These three challenges, membership, leadership, engagement, were articulated in the four strategies of the 2017 Strategic vision: 1) Preservation and Encouragement through Participation and Engagement; Encouragement through participation and engagement may include be other models besides chapter/district/society. Some people may just want to sing, perhaps not every week. Start a barberbershop club. Finding new ways for people to become members of the Society. And start new communities. 2) Building Communities of Artists, 3) Driving Impact Through Programs, such as Harmony University, Leadership Academies, and 4) Supporting a Whole World of Singing. Seventeen different countries were represented at Harmony University this year.

Our goal is 1.2 million people by 2028. The Everyone In Harmony Roadshows explained what EIH is about . . .

1. getting more people to sing together. Society has 90,000 verifiable email contacts, and 20,000 members. Society's job is to get these contacts in touch with chapters.
2. my chapter having options. Eventbrite, tools from district or Harmony Hall you can use to help your chapter. MOU/MOC document to provide transparency between district and Society. Chapters with multiple choruses.
3. a journey, a journey surrounded by Inclusion.

As Chief Program Manager, Harris manages Harmony University, outreach programs including Next Generation Barbershop and Youth Festivals. Devin Bradford as Community Development Manager has been talking with 70 groups since January that want to start barbershop. MOU/MOC will create communication for those that want to join.

Kiser asked if there has been any contact with local vocal music teachers. Harmony Hall wants to be able to provide resources, contact Joe Cerutti, Outreach Director, for material for localized regional events. Harmony Hall trying to partner with National Music Educators Association, who know schools, and share who we are as an organization. Get collaboration with other choral arts organizations. Erikson commented current sample MOU/MOCs, there seems to be a lot of what the district will do and not so much of what the Society will do. Higher achieving districts already do things in MOU/MOC. Saw very little about director development. Schuetz responded that this is something we could ask for. This is a specific need in our district. How can you help us? Marshall, MOU/MOC gives us an opportunity to ask for what we need from Harmony Hall. Schuetz: Some of the things we ask for may have budgeted implications for next year, but we can't ask for them this year. We missed the Impact Alignment Team meeting during our Spring Convention. Some districts have completed MOU/MOC with a very small group, perhaps just their board. We need to know what the chapters/members want. If majority of chapters want director development, we need to put that in. If chapters want membership development plans/ideas, we need to put that in. Erikson: Barbershoppers will be drawn to the best directors. Give incentives to directors. Schuetz, that's the feedback we need from chapters. MOU/MOC should be mutually beneficial to Harmony Hall and District/Chapters/ members.

Harris: If someone joins the Society, they may have no idea of the Central States District or chapters in the District. With MOU/MOC in place, Harmony Hall can direct new member to appropriate

District/Chapter. Schuetz: District has never been given information about new Society members in their district. How might we connect with these new Society Members? Harmony Hall can pass new contacts to districts. Harmony Hall knows what programs Districts have and districts know what resources are available. Erickson: 90,000 contacts is an untapped gold mine. We don't know who they are or where they are. Harris: New members are sent monthly communications whether or not they join a chapter, introducing them to the structure of the Society. Harmony Hall needs to know what programs are available in the District. Perhaps some of the 90,000 are just buying music. Work collaborative with districts on opportunities in their area. Impact Alignment team will be meeting in November. Schuetz: Hope is to create a survey to go out to chapters via State V.P.s. Feedback is important so we have information about plateau conversation, what things might get you to a convention. What does your chapter need, what supports do you need? Harris: When chapters were asked what kind of value they saw in district programs or Harmony Hall programs the results were low, less than 4. If we are not valuable to the chapters, why are we here? What programs would add value to what you are doing. Eventbrite is a free tool that could help chapters with their events. Manage everything online. Market to email address you have on file. Devin Bradford stated that Harmony Hall has a lot of resources they are willing to share with chapters. Harmony Hall will be soliciting feedback in the next few weeks.

**Financial Report** Larry Warrick, CSD Treasurer presented the financial reports for Fall 2019: Finals Prelim Spring 2019; Financial, Profit Loss, report as of September 30; 2019 Balance Sheet as of September 30; and Actual vs Budget as of September 30.



- Spring Convention Profit & Loss. Gross income of \$21,048.76; expenses were 17,330.17. Net income for the district was \$3,718.59. Host chapter, Iowa City, received \$2,479.06. (Chapters gets 40% of gross receipts for hosting Spring convention, 30% for hosting Fall conventions.) First time in a long time the spring convention made money. Made a little over \$6,000 for the spring convention.
- Profit Loss, January through September. We have total income of \$75,578.87 and expenses of \$68,701.94 for a net income as of September 30 of ~~\$16,052.81~~ \$1,652.81. We are in the black as of September 30.
- Balance sheet as of Sept 30, including assets: checking account of \$24,084.67; State Nebraska Bank \$14,690, receipts for Fall convention as of September 30. This will be transferred to our checking account; money market account of \$11,804.71, money to guarantee our checking account, a certificate of deposit for a little over \$21,000 (\$21,046.79). Total \$71,626.17. With \$1,000 convention advance, our current assets as of September 30, 2019 are \$72,626.17. We had about \$116,000 in 2011.
- Heading for 3<sup>rd</sup> Quarter vs. Budget should be 2019 instead of 2017. Basically the same as profit/loss. Numbers are the same.

**Motion to receive the Financial report as presented, pending audit** was made by David Montgomery. **With no objections, motion carries.**

**2020 CSD Proposed Budget.** Treasurer Warrick pointed out that the propose budget is in the red \$16,441.80. International Prelim Convention in Wichita next spring is \$6,353 in the red; the Fall Convention in Altoona is in the red \$2,172. These are actual numbers Events V.P.

Sullentrop put together based on projective income and expenses. These budgets had previously been approved by the board. The AV expenses to build a stage and drapes, and bring in sound in Wichita is incredible. The numbers for the Wichita convention are based on numbers from the 2017 convention in Wichita. A conservative estimate of 370 registrations was used for a more realistic budget. South Central Kansas Chapter, the host chapter, is looking for an alternate venue site, an auditorium/theater setting, to avoid having to build a stage and bring in AV to lower expenses. Current Wichita budget is the worse case scenario, based on 2017 figures. The senior preliminary chorus contest will take place at this convention in Wichita which might boost registration. Perhaps this negative budget will create a sense of urgency with chapters and encourage them to attend the convention. Could we incorporate a trade show with the convention to bring in some extra revenue? The convention team's goal is to find a different venue which could potentially wipe-out the negative number and put us in the black. Schuetz: we need to know why chapters aren't coming to conventions. Kiser: We are losing our reserves. Should we consider raising our district dues 5 or 10 dollars which might result in a decrease in membership. Marshall urged us to approve this deficit budget with the understanding that this is a bellwether and don't allow it happen again. Schuetz: What could we do to attract chapters to conventions. We need feedback from the chapters. Kinzie: The projected deficient is not just from the conventions. Need to look at other areas. Schuetz countered with we budgeted to make \$17,000 in St Charles and ended up losing \$16,000, a \$30,000 deficit swing (Line 5112 of the 2019 budget). Kinzie: A \$5/member increase in district dues would be an additional \$6,600 in revenue. Budget would still be in the red \$9,800. Kinzie: we need to do something to at least cover part of the -\$16, 441 deficit budget. If something is not done now, we might have no operating capital at all and have to make a greater increase in dues at a later date. Kinze: **moved that we raise District dues \$5. Seconded by Kiser.** J.P. Marshall pointed out that expenses never come in as low as anticipated. Kiser asked to see the numbers over the last five years. Montgomery: Cannot support Kinzie's motion. A \$5 increase in and of itself isn't that much but the cumulative effect of about \$200 to sign up a new member is too much. After being assured by Warrick that the district could function if we didn't approve the budget until the spring, **Marshall moved we table the discussion until the spring when we have more information.** Lawson pointed out we already have a motion on the floor. Erikson. Discussion about tableing the motion. Erikson: Delaying an increase in dues means an increase in dues will not take effect until the following January. Flock: Increasing dues means you are asking those that don't compete to foot the bill for the conventions. Devasting for membership. Marshall pointed out that Flock's comment was not germane to the discussion to table the motion. **Hand vote to table Kinzie's motion taken, 13 – 5, in favor of tableing motion to increase dues.**

Warrick reiterated that the district has funds to operate without a budget.

**Kiser moved that we approve the deficit budget as presented. With no objection the budget is approved.** Need to have discussions between now and next April. Will get data points to our

chapters so they can be well informed for the discussion. Someone suggested that perhaps its time to increase price of convention registrations.

In closing Schuetz encouraged us to check out the history display.

Meeting closed with “The Old Songs”, directed by Erikson.  2:20 p.m.

Minutes recorded by Mark Fuerniss, CSD Secretary

#### Footnotes

<sup>1</sup> Questionnaire sent out by Society regarding International awards. There were three options given.

**THREE CLASSIFICATIONS, 5 MEDALISTS EACH**

- **Champions and medals awarded in each of the 3 classifications** -- men's, women's, and mixed for choruses and quartets.
- With this option, men are competing only against other men, women against other women, and mixed groups against mixed groups.
- **Three champions** and sets of medals will be recognized and **no overall winner** is declared.

**1 OVERALL CHAMPION, 5 MEDALISTS**

- **One champion and set of medals** awarded to the top 5 scoring ensembles, regardless of classification: men's, women's, or mixed harmony.
- With this option, all the groups are competing against each other.
- BHS International champion is the **highest scoring ensemble, regardless of classification:** men's, women's, or mixed harmony.

## 1 OVERALL CHAMPION, 5 MEDALISTS + 3 AWARDS

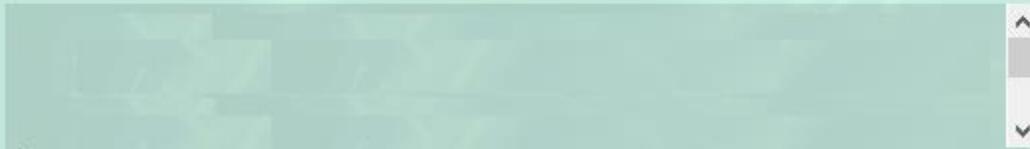
- One champion and set of medals awarded to the top 5 scoring choruses and quartets, 3 additional awards recognizing winners in each classification.
- With this option, the groups are competing within their classification while also competing against all other groups for the championship and top spots.
- Overall top 5, with 3 classification awards; similar to how districts handle awards today with multiple contests occurring at the same time.

\* 1. Please rank the award options from 1 (most preferred) to 3 (least preferred)



Three horizontal bars for ranking award options. Each bar starts with a hamburger menu icon and a dropdown arrow, followed by a large, empty text input area for providing a ranking.

2. Why? Please tell us why you prefer the option indicated.



A large text input area with a vertical scrollbar on the right side, intended for users to explain their preferences for the award options.

7. Gender (optional)

- Male
- Female
- Non-binary / gender fluid