Rich Gray: [00:00:00](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=0)

New Speaker: [00:00:00](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=0.21) Steve or Mike [inaudible 00:00:01]?

Bruce Barker: [00:00:02](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2.22) Steve's usually late. Mike usually comes, and ...

Rich Gray: [00:00:06](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=6.68) Let me see how I want to do this now. Well, that's a little disappointing.

Bruce Barker: [00:00:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=26) [inaudible 00:00:26]. He's probably putting the finishing touches on the budget.

Rich Gray: [00:00:34](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=34.93) The, we had a [inaudible 00:00:37] call a couple of nights ago. We kind of finalized the major ideas for 2019. And sort of my thoughts overall for 2019, for the incoming board, not just musically, is to simplify, narrow our focus, and become better at doing less in terms of quantity of music, but singing it better, and I think everyone really should, in all of our positions as I'll talk to each guy about, know and work towards a very specific, clearly-outlined goal, and I've kind of weighed out that basic expectation, which I was hoping they could compare to their own job descriptions and so forth.

Rich Gray: [00:01:28](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=88.57) We'll skip that piece for now, but as the music team met, again, the overarching theme is going to be a little bit less new music, and hopefully being able to focus on a slightly smaller repertoire. Being able to handle and execute that repertoire at a higher level more consistently.

Rich Gray: [00:01:49](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=109.2) We're considering between two and three new repertoire songs, and one new holiday song. This is all music that will be introduced immediately following the spring show, so we'll be deciding on those songs here in probably February or so, but we've kind of agreed on that roughly. That's in addition to "I Will Go Sailing No More", which was just handed out the other night.

Rich Gray: [00:02:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=142.91) Simplifying the existing repertoire with dropping some of the more difficult songs, and a couple that have just hung around forever and ever. When I'm 64, we'll finally go to rest with Blue Velvet where it belongs, and be replacing those. Never-Never Land will be gone, and the only other really notable song was "This Is the Moment", which while we, and I included, love the song itself, has just proven itself to be range-wise on top and bottom too much for us to handle, and so we're going to pass that one by in the coming year as well.

Rich Gray: [00:03:07](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=187.35) We're going to have a nine-song show package, active repertoire. This is not including patriotic songs. You know, the songs we sing at the funerals and things like that. This is just the regular repertoire. And the goal here is going to be, and I've already spoken with Chris about this, that we're going to try our very hardest to book either ...

Bruce Barker: [00:03:32](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=212.94) Here's Mike.

Rich Gray: [00:03:33](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=213.93) Either 30 minutes, or 45-minute performances. We're going to try to avoid the full hour commitment as best we can. There's going to be times where there's going to be a paycheck out there that they really want and need, and they're going to press, and in those select few instances, we'll figure things out.

Rich Gray: [00:03:53](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=233.67) But with those nine songs, we can fill chorus only 30 minutes, with nine songs. With quartets, of which we have some really talented ones right now, we can fill 45. Getting to an hour, even with the songs we currently carry, is really a big stretch. We end up knocking off in about 50 minutes, or if we do get to an hour, we've sung probably three or four songs we shouldn't have sung.

Rich Gray: [00:04:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=262.26) Just because it's very difficult to keep 14, 15 songs with our current ability levels actively and ready to go. There's a significant portion of the chorus that, unless we've rehearsed it two or three weeks in a row, and leading up to, just aren't ready to sing it. It has to be rehearsed that week, that day all the time, and it's just not realistic to maintain that many songs. Nine songs that are posted in order with where the breaks are, where the quartets would go, that can work a little bit better.

Rich Gray: [00:04:51](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=291.38) So maximize our strengths, easier music that we do well. Always representing ourselves with the best foot forward. The second piece of that is never, ever, ever, and I will rely strongly on the members of the music team, and then if not them, the guys in this room, to never go off-script and say, "Oh, let's do that song," and just assume that we know it. You don't. We don't.

Rich Gray: [00:05:21](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=321.5) Whatever the song is, we don't know it. I catch the rumors of, "Oh, we were walking around, we sang this one the other night, and it was really a mess, but boy we had fun." And as you were seeing that train wreck of a song that hasn't been rehearsed in six years, literally, someone else was handing out a Pine Baron brochure going, "Hey, wouldn't you like to come join us and have fun singing?" And they're listening going, "Hell no."

Rich Gray: [00:05:47](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=347.22) So everything we sing has to be a good representation of who we are and what we are so that when we hand that brochure, they hear chords ringing, whatever the song is, and they say, "Yeah, I'll be a part of that." The standard program will continue with just a couple of additional things. This has the piece that I've wrestled with for a long time. I told the guys, I go ... I am admittedly on hot and cold. In my most frustrated days, I want to test everybody and make them sit for three months, and not let them do any shows, and on my normal days, I love everybody and I want them to have a place to sing until the day they die regardless of their ability levels, and I openly admit that.

Rich Gray: [00:06:30](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=390.56) It's frustrating as a director. It's just what I wrestle with, so we're going to come up with a few more things when I pull the guys. We're going to add more help. First thing is, we are going to continue the note-testing as we do it. You're going to go in the room, you're going to sing in the quartet. You can have the option of the quartet guy singing in your ear behind you.

Rich Gray: [00:06:51](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=411.09) However, when you leave, it's not just going to be, try it again next week, you didn't pass, or whatever. You're going to walk out with a sheet in your hand that has the specific notes and words or whatever noted that you're going to have to fix, so you will have immediate feedback and specific detail, as opposed to wondering, you know, going back and reinforcing maybe the same thing, but missing the same notes because you didn't know, so ... Yeah?

Rocco Rosetti: [00:07:17](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=437.22) I hate to interrupt you because you're on a nice roll, and I don't want to get on this topic. It's not where we're going at this point, but why is that done? Why is there somebody that's standing behind somebody? I think that that is like counterproductive with somebody knowing their notes.

Rich Gray: [00:07:30](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=450.48) A little bit. The old ... When we started it, this program, when we really put in the formation, it's been two years now since we started it, and the idea was to make it both hold some accountability over the heads of the members. Hopefully they know I'm testing next week, so I'm going to do some work at home. That's the main thing, but I also have to take into consideration the reality that a lot of these guys aren't quartet singers, that couldn't sing their part by themselves under that, in that scenario, but standing in their section, may never miss a note.

Rich Gray: [00:08:13](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=493.84) And so I want to be conscious of that and accommodating to those guys. I don't want to draw too hard of a line. Maybe we'll get to the point where we can start to draw that, and even still, somebody's in front of you and they're singing, whether somebody's in their ear or not, you know if they know their part. I mean it's obvious. You'll miss if they're [inaudible 00:08:37] you know if they know their part.

Rich Gray: [00:08:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=519.46) I don't want to just chop the knees out from guys who didn't join to be in a quartet. They joined to be in a chorus, and they can sing their part perfectly fine in a section, but maybe not in the quartet, so that was kind of the idea behind it. We have been extremely lenient with the program. Still to this day, and I told the guys on the music team, much to my frustration, we still don't have a legitimate "or else" in place that anyone's willing to enforce, because we don't want to hurt guy's feelings, or embarrass guys or anything else.

Rich Gray: [00:09:15](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=555.59) I get it. I'm not out to hurt guy's feelings, but at some point, these members have responsibility to do their part. But until they do, we're going to provide the feedback sheet at the time of testing. We're going to add remedial time, which will be led by someone else, which will basically be plunking on a keyboard, in that sense. Teaching tuning, teaching the notes that you're missing that'll be done in a separate room.

Rich Gray: [00:09:49](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=589.02) Preferably, and we haven't nailed down this piece yet, but preferably on an off night, or in non-rehearsal hours, so maybe it's held before rehearsal or during a certain segment of rehearsal where it's not going to interfere. Maybe we do it during sectionals, and one guy can go out, you know, we'll work that out. But we're going to add remedial time. We're going to add a, what I'm going to call a scorecard, for lack of a better name. I envision a poster this big. Down the left hand side is every member's name, and across the top is every song in the repertoire that we are required to know, and you're going to have a box.

Rich Gray: [00:10:33](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=633.89) And when you go in and you test, and you do and you score it, you're going to get a star next to that song, and we're going to offer incentives for the guys who qualify on all of them. So instead of offering punishment for those who don't, we're going to try and offer incentives to get you qualified. We're going to try more of this approach. It was a discussion Mike and I had, to try a more incentive-based thing.

Rich Gray: [00:11:02](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=662.86) And I don't know what that is yet. Maybe it's a gift card to Wawa. Maybe it's your due's paid, maybe. I don't know. Whatever it is, it's not going to be a monumental thing. It's going to be an incentive enough that you'll be able to see. Now the second part of that, while I'm not going to walk up and call everyone in the chorus's attention to it, and point people out, but your name is going the be on that board.

Rich Gray: [00:11:24](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=684.35) And if 95% of the chorus has nine stars next to their name and you have two, in spite of all these things that we're adding, plus all of the things that we have added in the past couple of years, I'm not asking this music team what else we can do to help you. I'm going to ask you whether you should be a part of this chorus or not, whether you can seriously commit to being active, because we can't do more.

Rich Gray: [00:11:49](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=709) I haven't had a single person yet amongst this music team or anyone else come to me and say, "Rich, here's what that member, or here's what we should make that member do." Every response I get is, "Well, give us more of that, and give us more." I can tell you right now, this ain't going to fix the nine, 10 guys that are screwing it up. I already know. I've done this too long. I've seen it a hundred times, but we're going to do it. We're going to try.

Bruce Barker: [00:12:16](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=736.65) It's funny, Bud Miller did exactly this, right down to the stars. You and Mike weren't here, but it's the exact-same practice.

Rich Gray: [00:12:23](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=743.37) Guys, you know, it's like, how can I call you out without saying your name in front of people, and not embarrassing you for being the only one who didn't learn all ... You know, this is how we're going to do it, so at least your name will be up there. And we're going to look into, again, although we did it a couple years ago, we had trouble financially figuring out how to do it, but we are going to try to figure out a way to have a vocal coach that can do one-on-one coaching with guys somehow.

Rich Gray: [00:12:54](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=774.85) You know, we try to do it with Jeff [Weenan 00:12:56], and he started having babies. Well, he didn't, but tied him up otherwise. We tried to look into it with Katie Blackwood, it just wasn't financially feasible. So it's tricky, finding the right guy who can do it, and who can do it at a rate that's going to be feasible for us, so ...

Jim Dodd: [00:13:15](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=795.96) What about section leaders?

Rich Gray: [00:13:18](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=798.49) Who are my section leaders? I don't know. Yeah, it's a great question, isn't it?

Jim Dodd: [00:13:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=802.41) No, I mean section rehearsals, section leaders. Section leader responsible for their section?

Rich Gray: [00:13:28](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=808.65) Yeah, they would be.

Bruce Barker: [00:13:30](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=810) [crosstalk 00:13:30].

Rich Gray: [00:13:30](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=810.12) Again, who are the section leaders?

John Celani: [00:13:31](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=811.54) Well, point is we don't have them.

Rich Gray: [00:13:33](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=813.53) Yeah, not only don't I have-

Jim Dodd: [00:13:34](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=814) [crosstalk 00:13:34]. I don't think section leaders [crosstalk 00:13:36] whatever.

Rich Gray: [00:13:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=816.96) I don't have section leaders.

Chris Bush: [00:13:38](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=818) [inaudible 00:13:38].

Rich Gray: [00:13:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=819.32) I got a couple guys who call themselves section leaders, who haven't called or emailed their section in a year.

Jim Dodd: [00:13:44](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=824.79) Well it's a role that we haven't described. We haven't

Rich Gray: [00:13:46](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=826.41) Yeah, well this is part of why I need Mike here, because part of his job, and what I'm challenging him with, is to find and implement and then manage section leader, true section leaders who are in contact and offering help, and scheduling out-of-rehearsal time, and emailing their guys every week, and doing the work of section leaders. [inaudible 00:14:02] pop up on a phone call last night because he said he was the section leader. Haven't talked to him in a year, but he's section leader.

Rich Gray: [00:14:10](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=850.22) He ain't section leader. He's a guy that wanted to be in on our call, so I got to figure that out. We don't have them. I've had guys who've said they want to do it, but they don't do it. I've had a couple over the years, intermittently, that would be on you, call you, email you, fix you on the risers, work with you I've had a couple, but I don't have it right now. We're going to figure that out, and definitely get back to doing sectionals.

Jim Dodd: [00:14:35](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=875.14) And section rehearsals?

Rich Gray: [00:14:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=876.78) Yeah, well that's ... I can't do section rehearsals without section ... Why do you think I do duets? I mean what do you think the real reason I do duets is? One is it's a lot better. The chorus decided you like that better, it was more effective, but I can't split us up into four guys that can lead. At least not four guys that have stepped up and said they're willing to do it, so ...

Chris Bush: [00:14:57](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=897.78) And is there a definition of what you expect of a section leader?

Rich Gray: [00:15:01](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=901.07) Yeah, it's funny, because two years ago, I did just that. The main thrust of this meeting was the role of the section leaders. I told them exactly what they had to do, how to do it. I even told them, "You existing section leaders, if this wasn't what you signed up for and you don't want to take on all this, I'm going to give you the chance, no harm, no foul. You feel free to quit, I'm not going to hold it against you, because I'm changing this up, and this is the new ... "

Rich Gray: [00:15:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=922.53) Some of you will remember these conversations. Laid it all out. I haven't had a section leader since, so ...

Bruce Barker: [00:15:29](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=929.82) Your praise is actually lovingly fired.

Rich Gray: [00:15:32](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=932.13) Lovingly fired, yeah, I mean and then I asked them all to volunteer again, right? Like you're all of the hook, right? You're not in this by default. I'm letting you all off the hook. Now here's what a section leader does. I need four section leaders. I've had one or two, you know, so I can't go to sectionals until I have section leaders, and I'm working on it.

Bruce Barker: [00:15:52](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=952.69) So why don't we move that description from the website until we decide who they are?

Rich Gray: [00:15:58](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=958.39) Those are the things. We are looking at rehearsal space as well, and I don't know ... We have a real issue with our rehearsal space. I've been saying it, our coaches have been saying it. We sing in the worst conducive room to vocal music that you could possibly put together. From temperature to mustiness to fans overhead and AC units on either side, and stereo, and I mean everything else. The only reason we are here is the price tag, period.

Rich Gray: [00:16:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=999.61) There's not another chorus in the world who would have stayed here for any other vocal-related reason. It's just not a good space. Having more conversations after the ... We talked about the Christmas show, and I had some conversations here with Jeff Weenan, and I made some phone calls after that with some other guys, and we need to make this a priority so that we can help facilitate our learning, to be conducive to developing good vocal habits.

Rich Gray: [00:17:08](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1028.29) We can't do that in a room where you can't hear not only yourself, but those around you to the level you need to to be able to relax and do what needs to be done vocally. We're building the worst habits to create something in that room that can be heard or is pleasing, but in any other room, it's not. We're developing poor habits. If we develop the correct habits in a room like the sanctuary, that's more conducive to vocal music. Then even if we end up on a dead stage at contest, our good vocal habits will carry through, and will showcase us in the best light

Rich Gray: [00:17:41](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1061.98) The opposite is also true from the guys I've spoken to, and that is if we develop poor habits to make ourselves heard, etc. in that room, then when you get into an even worse room, or worse yet, a really good room, you can only exacerbate and showcase those poor habits. So we need to look at it. It may be simply looking at using the sanctuary as a rehearsal space, or it may be somewhere else, but I've asked the whole music team to be on the lookout, and to really look into that.

Rich Gray: [00:18:15](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1095.26) In the interim, we may check the availability here, but I think it's a big priority that we can really start the year fresh, developing good vocal habits. I mean there's no question of anyone who sang in the holiday show that singing in that room upstairs feels a whole lot better. That you can hear a whole lot better, that maintained all these things are just better. Well it's because it's designed that way, you know?

Rich Gray: [00:18:37](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1117.89) This isn't a room that you hear the Philadelphia Boys Choir rehearse in, or the Mormon Tabernacle Choir, right? They sing in some pretty swanky places. So coaching, we're going to plan similar to what we did last year, but we're going to execute it better to what I call major coaches. That's the flying guys that I'll arrange airfare and so forth, like George Gipps. I may bring in a fresh face on one of those. There's a few guys I have in mind, and then four quote local guys that'll drive in and drive out.

Rich Gray: [00:19:10](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1150.23) That'll be six coaching sessions throughout the course of the year, one every other month approximately, and I think that'd be good. Last year, I don't think we quite executed the four local. I think we ended up with like two. I don't think we had three. I think we had two local and then [inaudible 00:19:27] once, so it wasn't quite the coaching effort that we should have.

Rich Gray: [00:19:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1176.6) One item that we're going to be looking, I don't know if it really is a board vote scenario, but I think it's important that the board's involved obviously in this thing, and that is our spring show. We've talked about a venue for both spring and holiday show. It looks like the music team is going to ... Well I am, as representative of the music team here today, we're going to recommend that the spring show stays at the Martin Flyer ...

Bruce Barker: [00:20:09](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1209.66) Dennis Flyer.

Rich Gray: [00:20:10](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1210.5) Dennis Flyer. Who's Martin Flyer?

Bruce Barker: [00:20:12](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1212.21) I don't know, must be his brother [crosstalk 00:20:13].

Rich Gray: [00:20:13](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1213.14) Must be his brother.

Chris Bush: [00:20:14](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1214) [inaudible 00:20:14].

Rich Gray: [00:20:14](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1214.17) Dennis Flyer Theater, however, one show versus two, and the goal here ... And more than likely, a 2:00 PM-ish matinee. The goal here is to have one fuller house, as opposed to two sparsely attended shows, creating a better energy in the room for the audience, and for the performers, and just all in all having a bigger hit for that one show, until that one, again, becomes out of necessity to add a second show.

Rich Gray: [00:20:56](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1256.97) So like I said, I don't know that that's truly a board vote. Money, but not really money, so I just think we should just at least vote on it together as a point of order, just to be [inaudible 00:21:14] that's our recommendation of that.

Bruce Barker: [00:21:16](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1276.68) That kind of thing used to be a show committee decision, but you know, if we have a show committee, they [crosstalk 00:21:21].

Rich Gray: [00:21:21](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1281.34) Just because it's a different ... It's kind of breaking on tradition, and you know, the idea is we don't want to get back to singing in the church. We want to keep doing the types of the shows we've been doing. I mean the election, and The Beatles, and the one last year. I mean these are really good, entertaining shows. We want to keep having that type of thing, which is you'd be limited having in a church.

Rich Gray: [00:21:42](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1302.06) We still want to be attractive in the community, and the deal we have with main stage is basically fail proof from a financial standpoint, because it's not a flat rate. It's a percentage of what we make, so we're never going to lose money. That's a good thing. We looked into one other venue the other day, where the Jersey Sound Chorus did theirs. They paid 2300 for the day, for that beautiful auditorium, and that did not include a couple of other whatever it was. You know, the miscellaneous things. They didn't tell if it was an ambulance or whatever it was, but you know, the stupid things-

Bruce Barker: [00:22:20](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1340.33) 2300, did you say?

Rich Gray: [00:22:20](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1340.88) 2300, yeah. We verified that today. So I don't know how they made money, to be honest with you.

Bruce Barker: [00:22:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1346.7) Probably didn't.

Chris Bush: [00:22:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1346.7) I don't think they did.

Rich Gray: [00:22:28](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1348.56) Yeah, but that's typical unfortunately for Sweet Adeline Choruses. Different story, but we've looked at some of those, so right now this is the best opportunity for us, is to keep this deal going with them, and stay in that theater and fill it. And then you know, just like we graduated from doing shows here, we kind of had to move into the theater. Well, now we got to grow into the theater, and maybe not doing two shows is the way, so we're going try this year, and we're going to go with that.

Rich Gray: [00:22:55](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1375.24) We then need to look and seriously talk about our holiday venue, not just ... Primarily because of, but not just because of the capacity that fills, although that is the primary thing, unless you can figure out a way to control tickets, which is complicated, and I hear John, and I feel his pain on that, trying to figure out how you can ... I know it can be done. It probably require some sort of technology, or some [inaudible 00:23:26] that we just don't know, but it is tougher when you have guys out, actively pedaling on their own time. You can't just say, "Well whoever comes in Monday with tickets, you can buy them and I'll give you the ticket."

Rich Gray: [00:23:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1416.36) Well, 15 guys show up for night tickets, and only four guys get them. Now you already got somebody's money, like it can be crazy, so we need to look at a venue. Not only for that. Every year, Chuck will tell you, by intermission, I'm screaming at him, "Get that air conditioning on, on, on." It burns up hot. I was in the lobby this year, people were walking out complaining how hot it was. The temperature, just it heats up so much in there with all those people, and it's not comfortable. People were fanning themselves and sweating.

Bruce Barker: [00:24:10](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1450.11) I was sweating under my ball cap.

Rich Gray: [00:24:12](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1452.07) Yeah, it's just not ... You know, when it's that full, I mean look. It's nothing to take away from the show we put on. It's not that. It's just these other pieces of it that are really tough, so we may look at a similar approach, perhaps even at Dennis Flyer with main stage again, and do perhaps the same thing, one show in that auditorium versus two in that auditorium. If you can get all those people at one show, you have a pretty nice, full place, so that is just a matter of do they have the stage time booked and available at that time of year and everything else, but we're going to look into that because we have to address it.

Rich Gray: [00:24:51](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1491.5) If we can't address it by late spring, then we're going to have to buckle down and knock it out here one more time, but it needs to be an active ... That means everybody here kind of helping out with keeping their ears open. We don't claim to have the answer today, but we know we got to do something so ...

Bruce Barker: [00:25:06](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1506.99) There he is. [inaudible 00:25:10].

Rich Gray: [00:25:10](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1510.67) That's the music team's recommendations, and our plan for the year.

Chris Bush: [00:25:19](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1519) [crosstalk 00:25:19].

Rich Gray: [00:25:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1526.14) So we have ... We're just missing Jim and Mike. I'm going to quickly go through this, guys. The approach that I'd like to see the people in this room specifically, specifically the incoming board, and I'm going to give you my notes on this before you go. Again, streamline, laser like focus. I wrote in 2019 the Pine Barons leadership will usher in a new era of teamwork and accountability by working towards a clearly defined objective, creating new partnerships to reach that objective, holding each other accountable, and setting the example for our membership.

Rich Gray: [00:26:15](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1575) Let me start real quick with that last one, setting the example. Everyone in this room is in charge of setting the example for the membership, okay? In every way. Every person in a leadership position is expected to set the example for the membership as it pertains to being present, positive and prepared, right? My three Ps.

Chris Bush: [00:26:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1596.23) Three Ps, yeah.

Rich Gray: [00:26:37](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1597.16) Present, prepared and positive. So you got to be there every week. You got to be prepared. We in this room need to know our notes and words 100%. This room and the position you hold, the title attached to your name in the next coming year, is not a shield against having to be prepared. Well I do this and ... I don't care. I don't care. Notes and words, right? We need to be prepared.

Rich Gray: [00:27:05](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1625.27) Well I go to the board, you know, like my quote section leader the other night. You know, "Well I'm a section leader." I haven't talked to you in eight months, what do you mean you're a section leader? Got to be present. You need to be setting the example for the other chapter leaders in the room, okay? Being accountable for results. Being focused on your objective and working with your key partners, that we'll go through a little bit, but we can't just have a room full of guys that are just kind of getting together and sort of singing the old songs, and saying, "Yeah, well we'll do this, and here's what we did, and that was kind of cool." I want to know what you're doing, what we focused on.

Rich Gray: [00:27:47](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1667.36) A lot of guys might not even know what to do, so I'm laying it out pretty clearly here this year. So I'm going to talk to each guy here in your new role one by one, and just tell you specifically. Like I said, you can take notes. I'm going to give this to you. I'm going to start with Andrew and his marketing-slash-social media role. The objective, in my opinion, should be to create and maintain a digital presence aimed specifically at increasing membership, and boosting potential sing-outs, by creating community awareness of the Pine Barons Chorus, okay?

Rich Gray: [00:28:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1706.07) So Facebook, Instagram, whatever the hell other gram-face-sharing things are out there that guys a lot younger than me are good at. Doing what you started doing, sending the step-by-step email, so even a guy like me can figure out how to do it. So tell me how to like it, how to share it, how to ... Don't just say do it. I don't know what the hell that means, and you might have to tell me 18 times throughout the course of the year, but if you lay it out 18 times, I might do it 16.

Rich Gray: [00:28:57](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1737.12) Using multiple social media platforms. I follow a whole bunch of my quartets on Instagram now, and immediately choruses all over the country start following. Other community people, other guys in choruses. I mean it spreads quickly. You can see what they're doing, how they do rehearsals. Their fun nights, their pictures, it's awesome. I get a sense of the type of chorus they are by the content they post all the time. "Those guys really have fun. They saw it, but they really have a good time, they're always laughing." You know, like it looks like a fun bunch of guys.

Rich Gray: [00:29:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1766.43) Avoid the bad or awkward photos on these sites. Avoid what I call the bubble, and that is we look at these things through our quote "barbershop bubble", right? You know, we've had a photographer in our chorus for many years who's taken a lot of pictures. 99% of them, I don't know where the hell they are. I know he's got to be off the risers to take them at every stinking event we do. "I got to take pictures." I don't see any of them. I've been begging Jim to take that picture off my website for probably five years with the blue vest on the front thing. Still there.

Rich Gray: [00:30:03](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1803.77) I know we've got at least 7,000 pictures in Joel's camera somewhere. One of them can make it to that damn thing, but we have pictures, and I've gone through it with Jim too, where you know, you get up close pictures, especially the older ones where guys were wearing makeup and stuff, and we were doing performances. I mean there's a couple of them where it's heavy makeup and lipstick and rainbow-colored, we looked like creepy pedophiles. It's awful.

Rich Gray: [00:30:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1826.72) Now in the barbershop bubble, we go, "oh yeah, well on contest stage, we used to wear makeup, and we like flashy colors because it looks good on your ... " If it looks weird, it's weird, period. We can't, you know, barbershoppers think cool, and there's a fine line between cool and weird, okay? If you wouldn't see it on whatever relevant group [inaudible 00:30:53] then it shouldn't be on ours, right, so avoid the bubble. Avoid those bad pictures.

Rich Gray: [00:30:57](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1857.41) I mean there were some pictures leading into some of our annual shows, and we'd all get together and, ah! In our excited face, and there's a closeup of 18 of us. It's awful, awful, and that's the face of our chorus. I mean just awful. Avoid those. Classic ... Laughing in the middle of a skit night. Yes, bowling night, guys laugh, yes. Performing, guys standing, singing in front of a ... Yes, all day long. Ah, this, no. Creepy, bad. Slick pictures, good, so avoid the bubble.

Rich Gray: [00:31:33](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1893.96) Chris Bush?

Chris Bush: [00:31:35](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1895.82) Yes?

Rich Gray: [00:31:38](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1898.87) Number one singular focus period, solicit and secure sing-outs. Your phone calls, email marketing, direct mail, promo packets and other efforts aimed specifically at potential clients. So your efforts are different. You're not shooting for membership directly. You're shooting for Venus, and maybe that means we need a different brochure for Chris to send out, or a different mailer that we invest in a mass mailing to all types of facilities, not just nursing homes, but think of anywhere where we could perform.

Rich Gray: [00:32:17](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1937.32) Number one job is not just to ... And again, it's the difference between here's my chorus phone, and I'm hoping that it rings. Bullshit. That's an outgoing phone. Was the Wolf of Wall Street, lay on your bills, pick up the phone. Got trouble doing this, pick up the phone. Pick up the phone. It's soliciting. It's getting out and finding them. I don't know what happened this year, but our gigs dropped off probably by 90%, and quantity of gigs. I mean we had ... I mean it was a period of six months I don't think we did a gig.

Rich Gray: [00:32:54](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1974.5) They really dropped off, so we've got to be just super-proactive, and I think you ought to have a budget. I don't know if you did or not, if they asked you for one, but of all the people, this guy needs a budget, and it's not too late to submit it. You can amend the budget whenever the hell we want.

Chris Bush: [00:33:12](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1992.65) Well [inaudible 00:33:13]. I'm on the free thing of [inaudible 00:33:14].

Rich Gray: [00:33:14](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=1994.7) Yeah, but I mean you've got to be able to take that brochure with a typed up letter that's really nice, and mail 1500 of them to places in the community. I mean why the hell else do we have these brochures, right? I mean yeah, we hand them out, it's great. Great-looking brochure we have. Maybe we change the text on it to change specifically to venues, but we've got to get it out there direct mail. But that's got to be [inaudible 00:33:39] email marketing. Promo packets, you know, whether you ... Maybe you send a ...

Rich Gray: [00:33:45](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2025.09) We do a recording on a thumb drive in a slideshow with music in the back, I don't know, but we got to get creative like that and blast it out so that ... And have your prices right on there. 30-minute set, be bold, 500 bucks, whatever. Price it up, put it right on there, send it out. I mean people come back, say, "Shit, 500, I can pay that, awesome. When can you be here?" But we got to be extremely proactive in saturating this market, so solicit and secure sing-outs. Boom, done, end of story, that's the job, right? And then I have a couple new things I want you to do.

Chris Bush: [00:34:18](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2058.27) I'm also at events, but that's something I took on on my own.

Rich Gray: [00:34:23](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2063.39) I talk to you about the 30 and 45-minute thing. We're going to try to stick to that as much as possible. There'll be exceptions, I get that, but for our best leg forward the second thing is we want to implement a quote "gig sheet". This gigs sheet is going to be a sheet, looks just like this, and we're going to post it on one of those bulletin boards. Clean those damn things off, we're going to make some use of these things. Have this, the repertoire posted. We're going to have the gig sheets on ...

Rich Gray: [00:34:46](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2086.92) One of them is going to be dedicated nothing but gigs, so when you get the gig, location, name, uniform, where to park, shortcuts. All the things that will eliminate the same four or five stupid questions that come up with every gig we do. What you're wearing, or what are we singing? It's already posted. There's your nine song in order. We already know. Dates, everything. Arrival time, sing time, every little detail. Maybe there's even a marketing plan attached. I'll get to that in a minute, but at the end of the business meeting, instead of going through a whole 10 minute and opening this can of worms, say, "Guys, new gig posted. Make sure you go [inaudible 00:35:32]." Now I as the member, I walk over to my gig board, and with my phone, I go, click. There, I got it.

Rich Gray: [00:35:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2139.16) I took a picture of it. It's also on our website, and you also are going to send your emails three days prior, or whatever else, but now all we got to do is say, "Check the gig board, I posted a new one. Check the gig board, I posted a new one." Very quick, very simple, and it's up there for everyone to see. Take a picture of with their phone. Also you'll do your emails.

Chris Bush: [00:35:57](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2157.96) What about [inaudible 00:36:00] he has them listed as well.

Rich Gray: [00:36:02](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2162.32) Oh yeah, well that's good. They get it from all angles. This is just for you. Just the gig sheets, okay? Membership guy's not here. Steve Ritz, program guy. The objective, as I see it, is to consistently create and schedule events and programs both during, inside and outside of rehearsal time, to improve the fellowship among our members, and here's the key part: and introduce new guests to the Pine Baron, so fellowship is probably where your piece falls in more than anybody, right?

Rich Gray: [00:36:41](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2201) Commitment. We have entertainment commitment and fellowship. The fellowship piece is something I really want to keep facilitating as much as possible. We're doing the once a month after the half. Those have been great. I think guys have enjoyed that kind of silly time. That's great. I want you to look at expanding on things like the bowling nights. Expanding on things like our picnics, and look at creating at least four, maybe more. I mean as many as you want, but at least four outside events that not only give us the chance to be together off the risers, and in a non-singing environment, just where we can hang out.

Rich Gray: [00:37:25](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2245.23) Yeah, of course we end up singing, but where we can just relax and get to know each other and hang out with our brothers, but also to create an event that is an approachable and inviting event for new members. So hey, we're having the Pine Baron picnic, let's just say, whatever, and I'm just using that as an example, or bowling night, whatever it is. Instead of just being insular with ourselves and saying this is our night, yeah, it is, but it's also a great night to just bring a friend.

Rich Gray: [00:37:58](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2278.13) And you know, what a great way to show them how much fun we have with all the other guys we hang out with, of all ages and backgrounds and everything else, but at a really casual event, so it's a great way I think to make newer guys feel welcome. They hear a little singing. Maybe at each event, we have a quartet. Whatever, but just the kind of thing where I think we want to formalize at least four events outside, as well as continuing the things that we do inside.

Rich Gray: [00:38:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2306.38) Music VP is not here, but I'll just piggyback since I gave you the music plan. In essence, he's going to be responsible to work with me and the team to keep our repertoire up to the needs of the chorus. First and foremost, he's going to be doing that, as well as executing and maintaining the standards program as we laid it out, and his number one priority for jobs to fill would be to recruit section leaders and assistant directors.

Rich Gray: [00:38:57](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2337.86) And not just to recruit the section leaders, but as the music team leader, to manage that effort, so I envision these section leaders in contact with their sections, and I may have to be a section leader in addition to the other things. That's fine. But each week, you know, hey, I was hearing this on the risers, make sure you look at that measure, da da da, but maybe that phone call or that email starts with Mike.

Rich Gray: [00:39:21](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2361.06) "Hey guys, make sure you're touching your sections this week on this or on that. Make sure we're ready with this and with that." Remedial time this week is going to be on this song and that song at my house whatever day, and that email chain goes down and becomes more effective, so ...

Rich Gray: [00:39:38](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2378.01) So that's the, you know, I didn't go through the membership, but again, singular focus. You guys are going to do a lot of other stuff, I get that, but whatever you're getting into, whatever you're helping to support, put it through that lens. Strip down all the nonsense. Strip out all the other stuff and say, "Does this help me or us get to that key objective?" Because that key objective is at the heart of what we need done, and we've had a few key positions where, whether they understood their objective or not, we just didn't get things done, so always keep that at the heart of everything.

Rich Gray: [00:40:16](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2416.4) Key partnerships. This is huge, and this is one of the biggest things, and one of the biggest shortcomings I've seen in the last couple of years, and it's not out of nowhere. It's because I asked a lot of questions. Key partnerships. Key partnerships means I'm not running Ready Set Sing and holiday guest program with two different guys in charge, two different mailing lists, two different, never communicating, and I'm running two events that are trying to capture the same audience. It's ridiculous. Ridiculous. Okay.

Rich Gray: [00:41:05](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2465.93) It means when we go to a sing-out, I've got my business manager beforehand saying, "Hey, we're going to be singing at such and such a venue." You know, this type of guy is there, da da da, so hey, this would be a good opportunity, social media guy, to get some pictures of X, Y and Z for our whatever. And you know, such and such a guy, let's make sure you have these brochures or these handouts, because ...

Rich Gray: [00:41:34](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2494.66) I mean I went to a gig earlier in the year, it was like April, and we were handing out fliers for an October Ready Set Sing thing. I mean it was that kind of a thing that [inaudible 00:41:46] but we've got to plan ahead. So when there's a gig, when there's event, when there's contest, when there's a show, holiday, spring, sing-out in the community, picnic, bowling night, any of the above, key guys need to work together and not just let these events go by, and kind of get through them. Strategize, and execute a plan for each and every one.

Rich Gray: [00:42:11](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2531.39) And this may be the piece that's at the bottom of your gig sheet too, you know, the plan section, like I was talking about. Membership, marketing and business manager. Those three guys, at all events and sing-outs, coordination and communication should be taking place to maximize the current efforts of the chorus.

Rich Gray: [00:42:30](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2550.31) What are we working towards? How can we get the word out? Do we have the appropriate materials on-hand? Who's responsible for handing them out, right? So if we're four weeks away from Ready Set Sing or holiday guest or Memorial Day or whatever our effort is at the moment, maybe it's our spring show that's coming up. Maybe it's Singing Valentines that's hot on the list. Whatever it is, all right, who's got the materials?

Rich Gray: [00:42:58](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2578.6) You're talking to him. He's talking to him. He's, okay, I got the materials, who's going to hand them out? Okay, I'm going to hand them out. Great. How can we get the word out? Well I can post on whatever page and we'll make sure that it's reflected on that site, and we'll make sure ... You know, these kind of conversations have to happen. Otherwise he's going to post something. Somebody might show up with something, and there's just not the chord, and then the event goes by, and eh, I handed out some little 4x4 paper ditto things. All right, great. Okay.

Rich Gray: [00:43:34](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2614.69) Membership and program communicate to make our outside events, following nice picnics there, inclusive and effective for reaching potential new members, right? So you can be working. You should get with Jim, and between the two of you, the email list of every guest we've had for the last X number of months or year gets an invitation, and it's not tight, and a stamp licked in an envelope like happens every December, okay? That has to stop.

Rich Gray: [00:44:08](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2648.41) It's emailed. It's a phone call. You want me to call? You think it's effective if the director calls somebody? Call me, give me a list. I'll call. You know, "Hey, we think it'd be great if the director called these guys for this event." Great, cut it to me. Coordinate these efforts.

Rich Gray: [00:44:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2662.53) Secretary and treasurer. I get the board minutes emailed to me, I don't know, once every fourth month I get an email with board minutes. And that's only because I actually look for them. The average member of the chorus would have no clue what happens at these meetings, and I know we invite them. That's all great. Board minutes need to be posted on our website every single month.

Rich Gray: [00:44:48](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2688.1) I looked in the board minutes section about two months ago. The last board minutes were posted there in 2014. 2014, okay, when we were still wearing powder blue vests. Of course, that's the picture that's still on our website too.

Chris Bush: [00:45:03](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2703.08) The picture.

Bruce Barker: [00:45:06](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2706.11) It's not our picture, but okay.

Rich Gray: [00:45:07](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2707.57) You see what I'm saying? I mean if I'm a member and I want to know what's going on, we're not communicating. Treasurer and secretary need to figure out ways to report to the chorus. Let them know what the financial status is. Let them know what the meeting minutes are being held. Guys might see the inner workings of these meetings and go, "Shit, I got to get involved." You know, I mean we got to inspire these guys. Let them know what's happening. Let them know the direction of the chorus.

Rich Gray: [00:45:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2736.21) Don't let it just be a Monday thing. Give them a Tuesday through Sunday mentality. We got to figure out ways to communicate those things. Finally, we'll talk about accountability. This is a tricky one, and as we talk about, you know, me and the music team struggle with it. I personally struggle with it. I get frustrated when guys screw up notes on songs we sang, and I swore to myself even 15, 20 years ago that I would never tell a guy he can't be in his chorus anymore if he was a member.

Rich Gray: [00:46:14](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2774.61) And I believe that still today. I'm never going to kick a guy out. Where's the balance? Where's the balance? It is tough, but in this room, it's a little easier. Number one. Chapter president is responsible to hold each leadership member accountable to these objectives, and not just those but to the consistent efforts 11, 12 months out of the year, 365 days to achieve them.

Rich Gray: [00:46:48](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2808.93) Every meeting, don't let them just talk. You need to come in with a list of questions. What'd you do at this event? What was the plan? How'd you execute it? Good, what's coming up next? What are you doing? Are you partnering with this guy and that guy to make sure? Don't assume. Can't assume what's happening. Ask for specific action plans from VPs well in advance. Observe the execution of those plans at each event. Following each event, did the VPs partner together and maximize our success, etc., etc.

Rich Gray: [00:47:24](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2844.3) And it's not just Bruce that needs to hold us accountable. Each one of us needs to hold each other accountable. If you are a program guy, and you've got bowling night coming up, and you want to make sure you're partnered with Andrew to make sure we're getting the right pictures, and maybe some video clip interviewing some guys, hey, here we are at the whatever, and Andrew's going, "Yeah yeah yeah, whatever." Guess what, heeds to know, and if he isn't grabbing Andrew by the ear and smacking him silly, you know, even though I don't have the rank as far as position on the board, I got no problem pulling Andrew aside and smacking him around a little bit, okay?

Rich Gray: [00:48:01](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2881.34) Because that's what needs to happen if you're making ... We need to hold each other, hey whoa, man, we got to partner together on this. We can't just let this event go by and not capitalize. This is how leadership is done. This is how execution is done. Like I say, these are not passive positions. They are proactive positions.

Bruce Barker: [00:48:20](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2900.9) So you're going to execute me?

Rich Gray: [00:48:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2902.32) Possibly.

Chris Bush: [00:48:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2902.99) You don't execute [inaudible 00:48:25].

Rich Gray: [00:48:25](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2905.44) So since Jim walked in, Jim.

Jim Scollay: [00:48:28](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2908.53) Hi.

Rich Gray: [00:48:29](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2909.15) You're in the hot seat.

Jim Scollay: [00:48:30](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2910.03) Uh oh.

Rich Gray: [00:48:32](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2912.3) We spoke to everybody else. Membership, primary objective, okay? Boiling it all down. You're going to do a lot of different things throughout the year, but the lens you want to look at. Grow the Pine Baron membership by creating events, community outreach programs and efforts aimed specifically at reaching, recruiting and retaining new members, both inside and outside. Inside and outside. Here's the primary piece of this.

Jim Scollay: [00:48:59](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2939) [crosstalk 00:48:59] development, yeah.

Rich Gray: [00:49:01](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2941.46) We get a guest, and you've all seen it. You know, a guest walks to the door and seven guys go sprinting towards the front door, right? "I'm going to get this form, I'm going to get that form," and we kind of got a lot better at just letting Rich, over the last several years, be the guy to walk out, and now it'll be Jim who's [inaudible 00:49:22] go out and greet that guy, and make sure he gets a guestbook, and introduce him to me, and make sure he gets voice tests and all that kind of thing.

Rich Gray: [00:49:30](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2970.29) That's the inside effort. Anybody in here can do that. Jim could say, "Yeah, that's not really ... I'm not the best guy to do that. You know what, I want you to do it. I want you to be my greeter." And that's fine. You can point somebody to be the greeter. When a guest comes in, "You know, I like the way you smile. People seem to like you. I want you to be my greeter." Great.

Rich Gray: [00:49:52](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=2992.97) But it's the outside efforts that we need to build, right? Those outside event. Jim's already got some plans we're going to talk about here in a minute for a few things, but this is the outside efforts. Partnering with, and you kind of missed this, we have an event. We're going to be doing a sing-out at the mall, let's just say, wherever we're going to sing out, and in a handful of weeks, we're starting our Ready Set Sing program, or whatever it is.

Rich Gray: [00:50:16](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3016.22) Well I want you working with Andrew, make sure we're getting the [inaudible 00:50:19] okay, I want you working with whomever to help those efforts, that you're not just flying solo. You're talking to George about what kind of materials you might need. You're talking to Andrew how to get the word out in advance, and then posting things after to show what a great time it was so the guys who might have missed it can go, "Oh, I should have done that. I'm doing the next one."

Rich Gray: [00:50:37](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3037.94) You know, those types of things, so the inside and outside efforts. And then the core temp buddy-slash-mentor program, I don't know the exact title of this, and none of the guys are here that were part of it, but last year we had this idea, and the quartet guys BYOB agreed to do it. The idea was to have a quartet in the chorus become the riser buddy-slash-mentor to guests-slash-up through audition and membership process.

Rich Gray: [00:51:07](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3067.53) What that means is guy comes in, Jim greets him, da da da. We figure out early on because [inaudible 00:51:14] that he's going to be a baritone. Great, so BYOB. Jet [inaudible 00:51:18] is the baritone. Jim's going to walk him over to Jet. I'm not just going to, "Oh, stand over there with the ... " No, he walks over to Jet. Now Jet owns that guy, and Jet knows, here's the other piece of it, be all out in the open about it.

Rich Gray: [00:51:32](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3092.01) This is Jet. He's going to be your riser buddy. You got any questions about music, what's next, how to do it, you just go to Jet. He's going to be your guy, your number one contact. That way we're not just kind of doing it, like he knows. He's got a question, hey, where's Jet, you know, and he's got a friendly face that's in his section and that kind of thing.

Rich Gray: [00:51:51](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3111.75) Audition process. BYOB is responsible to practice with him, to walk him through the audition process, to introduce him to the whatever guy, make sure his paperwork's turned ... All those things, as a quartet, they help facilitate that [inaudible 00:52:06] great idea. The goal was to turn it over every year to two years to another quartet, and just rotate that among our chapter quartets.

Rich Gray: [00:52:14](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3134.37) That's a program that will be key in executing the inside efforts, and so we're going to get that copied up, and get that working immediately. So that's the gist of it, guys. You can pass these around. It's just the notes of everything that I said. Again, it's about, what am I doing? Is it getting me to that objective? Am I partnering with the right guys to make sure that every single event we do is being maximized?

Rich Gray: [00:52:45](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3165.36) Some of them are going to have bigger opportunity than others. You know, some dumb little sing-out at Camden where we did the patriotic where there was four guys, well isn't that where we found Joe, our newest member?

Chris Bush: [00:53:00](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3180) [inaudible 00:53:00].

Rich Gray: [00:53:00](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3180.66) He was enjoying the holiday singers, wasn't he, at that sing-out?

Chris Bush: [00:53:03](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3183.52) No, Rich Jones found Joe.

Rich Gray: [00:53:06](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3186.22) Rich Jones found him where?

Bruce Barker: [00:53:07](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3187.48) Don't remember.

Chris Bush: [00:53:08](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3188.88) At his fitness club.

Rich Gray: [00:53:10](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3190.77) At his fitness club, at his gym, yeah. It was somebody I thought that had seen us or heard of us there, came once maybe, I don't know. But you never know. You just never know who's listening, why, what they're into, so we have to treat every single sing-out and event and picnic, and inter-chapter quartet contest, everything like it's the biggest thing on our calendar, and we need a big blown up calendar, not in the admin room but on one of those boards that has this stuff laid out.

Rich Gray: [00:53:43](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3223.23) Your gig sheets, everything, all posted so that you can be focusing on that stuff every week. You see that coming, man, don't wait for somebody to come to you to partner up and do something. Grab a guy, even if he's not the right guy. "Hey, what do you think we ought to do for this upcoming whatever?" That's how leadership is done.

Rich Gray: [00:54:04](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3244.28) Being accountable. Like I say, guys in this room, you are accountable. First and foremost, you need to set the example to know your notes and words, to be present, to be on time, standing on the risers. You know, you got to set that tone. Otherwise if you're a guy that doesn't know your notes and words, can't sing the songs, show up [inaudible 00:54:25] do all these things for no good reason, well how the hell do you expect anybody to take you serious as a leader of the chapter, right? That's the reality.

Rich Gray: [00:54:37](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3277.89) So set the tone in every aspect. Please, please, please don't let this become food for your trashcan. Look at it, focus on it, create your plans with these things in mind, clear objectives. Don't get sidetracked in ... You know, you're going to do other things. You're going to have other projects, you know. I did list some specific details under a handful of you guys, new things I want you to do, but focus on those objectives, guys. We have to turn it around.

Rich Gray: [00:55:11](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3311.85) Like I say, I don't know, how many new members did we reach in 2018? I can't think of one.

Chris Bush: [00:55:21](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3321.06) Joe.

Bruce Barker: [00:55:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3322.19) Joe.

Rich Gray: [00:55:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3322.58) Yeah, okay.

Bruce Barker: [00:55:24](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3324) [crosstalk 00:55:24] come on in.

Rich Gray: [00:55:25](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3325.11) Right there in the 11th hour, right? Not a single new member, yeah.

Bruce Barker: [00:55:30](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3330) [crosstalk 00:55:30].

Rich Gray: [00:55:29](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3329.97) Now you know how many membership events we did? None. The only thing we did is the one thing that Bruce started pushing a couple years ago, and we said we're going to do twice this year. Somehow, when I wasn't at one of the meetings, they decided they're going to do one this year, and then we half ass did that one, the Ready Set Sing, which you would remember. So we got to take this stuff seriously. How many, you know.

Speaker 5: [00:56:01](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3361) [inaudible 00:56:01] I was in the Ready Set Sing, and there were a bunch of guys what happened to them except for Joe, do you know?

Rich Gray: [00:56:10](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3370.53) Well it was a handful of ... You know, they come for different reasons. I mean and it's fine. The goal is, I want to get ... If we could get 50%, is my sort of goal, if we had 10 people show up, reality, if you got two to three, those would be average sales numbers. You send out a-

Speaker 5: [00:56:35](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3395) [crosstalk 00:56:35] I think there was only three [crosstalk 00:56:36].

Rich Gray: [00:56:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3396.41) Yeah, so if you send out a hundred invitations, 10 people show up, or 50 people respond that they'll be there, 10 people show up, two people join. That's kind of the math of like events and blasting things out, and that's great. If we got two new members out of Ready Set Sing, great, why aren't we doing it twice a year? That's four new members a year just by doing Ready Set Sing.

Rich Gray: [00:56:59](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3419.64) We can't just let Ready Set Sing happen. We have to get serious about advertising, and quit piddling around. We got to do serious, real world advertising that costs some money, but we got to do it. We got to do that kind of thing. We got to really execute these things at a high level. We need membership events, you know? We need bowling nights to be membership events. We need open house, just ... I mean I used to ask that question.

Rich Gray: [00:57:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3446.43) "When we used to ... Guest nights don't work." Are you ... What? Just stop with that craziness. Get out of the bubble. No barbershop bubble. Maybe the way you did membership events didn't work way back when, and now you've just decided you're not going to do membership nights anymore, because 25 years ago it didn't work. Shame on you. Figure out a way to make it work.

Rich Gray: [00:57:51](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3471.94) That's how 99% of the chapters in this society get new members. Open houses and guest nights. Yes?

Speaker 5: [00:57:58](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3478.65) Rich, do we do exit interviews? I mean it's a fancy term, but it means somebody shows up, and they're owned by one of the guys, their riser buddy, and then they don't come anymore. Do we have any data about why people don't stay?

Rich Gray: [00:58:15](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3495.34) I don't know that there's anything formalized. I know sometimes we get, like Rich would tell us, because Rich would follow up with guests. I mean he did that pretty consistently, and he could tell you, you know, but if somebody doesn't ... I would tell you this, if someone has an interest in singing, if someone sees us at a performance or whatever and they see us in our best light, we have a great hit, and then they come join us.

Rich Gray: [00:58:41](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3521.06) If they don't join us, chances are it's because they showed up and what they saw at rehearsal was not what they thought it was going to be from a quality perspective. Eight times out of 10, that's just the fact. If they come in and we sing a song and they go, "All right, wow," we're going to get them. They came because they saw you up on a stage. Maybe it was a sound system. The lighting. Maybe you were in a good mood, whatever, but if you sounded your best, they hear that and go, "Yeah, that is pretty cool."

Rich Gray: [00:59:11](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3551.13) Then they show up in rehearsal, and you know, we got 18, 19 guys that night, and don't know the part. I got nine baritones and one tenor, you know. Then they go, "Oh god, don't want to do this."

Bruce Barker: [00:59:27](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3567.17) There's also the whole area of retention and bringing back [inaudible 00:59:30] members, and we have fortunately apparently brought back Brad [Theyer 00:59:36] and Jet [inaudible 00:59:37], and ...

Rich Gray: [00:59:38](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3578.73) Brad coming back full time?

Bruce Barker: [00:59:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3579.85) I think that's open at this point. He'd like to.

Rich Gray: [00:59:45](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3585.41) I know he was doing the holiday program.

Bruce Barker: [00:59:49](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3589.07) But this is ... He says he wants to come back.

Chris Bush: [00:59:53](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3593) [inaudible 00:59:53].

Bruce Barker: [00:59:53](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3593.96) But this is very important.

Rich Gray: [00:59:57](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3597.41) Yeah, I mean Jet I think was, at least it was my understanding that it was always going to be a temporary hiatus. I was hoping it would be shorter than it was, but he plans to be back in January, so that's great, but yeah. I mean typically you lose a guy, it's pretty tough to get them back if they leave for other reasons, but we don't want to lose sight of those guys. When we do see them, you know, make them feel welcome, and door's always open for them. But outside of that, you know ...

Bruce Barker: [01:00:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3626) Well also I think people, when they do come, staying connected with them, having somebody communicating with them, it's ... I mean your theory may be true, but also, there's also the issue of people feeling intimidated. They feel like, "Oh, I could never be good enough to join these guys," and that's where they need to have somebody communicating.

Bruce Barker: [01:00:45](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3645.52) This guy named Don Costanza, it turns out he's ... It's a lack of confidence, whether or not he thinks he can get good enough to be part of us, and he's singing, I guess he sang a couple songs on the holiday show, because he came and he didn't do the Ready Set Sing. But he started communicating with me, so I'm back and forth.

Rich Gray: [01:01:06](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3666.75) Yeah [inaudible 01:01:08].

Bruce Barker: [01:01:08](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3668.69) So making sure that there's somebody to communicate, any time we meet somebody that shows interest in the chorus, you can't just give them a card. You got to get their name. If you don't get their name and number, here's my card. What's a good way of getting in contact with you, even if they only give you an email address, it's better. At least we have a contact, so you're [crosstalk 01:01:28].

Rich Gray: [01:01:28](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3688.14) It's a little big to a tangent, and I want to wrap up my section here, but it's also you know, there are going to be times where you're better off not having the guy, you know? A body is not necessarily always the best solution. We want the right people too. We want good singers who are committed, and that can do their thing, so there are going to be times where hey, maybe it just isn't for them, and that's okay too.

Rich Gray: [01:01:52](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3712.16) I hope that's not the majority of time, but anyway, that's the plan, guys. Please use this as a guideline. Please use this as our focus, and the partnerships and the accountability. It's just we can't work in spite of each other, you know? These partnerships are critical. Planning ahead, executing, recapping. Planning ahead, executing recapping is, you know, with George Gipp's choreography. What, prep, execute, release, right? I mean you got to do it. You got to do the process, so ...

Bruce Barker: [01:02:23](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3743.38) And I hear you saying that we should be more in touch with what each other is doing [inaudible 01:02:28].

Rich Gray: [01:02:30](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3750.71) Absolutely. Look, the people in this room are talented people, in and outside of the barbershop bubble. You're going to start bouncing ideas off each other and go, "Oh man, what if we did this, and what if we did that," and something will happen at our sing-out and you'll go, "Man, imagine if we had done this," and the next time it'll be even better-executed.

Rich Gray: [01:02:52](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3772.47) You know, by the end of the year, you get a little bit of a system going, and it's not so much of an effort to plan it and talk it through. You're going to say same as last time, yeah, I'll bring this, you bring that. Great, done, moving on, but it's got to be documented, emailed, talked about, to make sure we are doing it, and we just don't show up at a sing-out and go, "Oh shoot, hey, did you bring any ... " No, I didn't bring anything. "Oh man, I was going to post this on the whatever." We got to be disciplined to do it.

Bruce Barker: [01:03:19](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3799) [inaudible 01:03:19] question.

Rich Gray: [01:03:20](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3800.43) Leadership is not recapping. Yes sir?

Bruce Barker: [01:03:23](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3803.57) How do you feel about [inaudible 01:03:24]?

Rich Gray: [01:03:23](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3803.71) You know, that's a great question. I'm pretty sure you know my answer.

Bruce Barker: [01:03:34](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3814.79) I know a guy who ...

Rich Gray: [01:03:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3816.74) It's contagious.

Bruce Barker: [01:03:37](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3817) [inaudible 01:03:37].

Rich Gray: [01:03:42](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3822.26) It's a contagious factor, unfortunately. I mean yeah, some guys need to sit. Some guys need ... I mean look, Bob Sullivan just had two knees yanked out and put back in. Guy's got to sit. There are others who sit because they don't want to stand, and when the guy next to that guy sees that he's sitting, it makes it more easy for him to go, "Shoot, I'm tired too. I think I'll sit."

Rich Gray: [01:04:15](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3855) And then there's Jim Dodd who just had his surgery a year or so ago, and he's standing. And there's George [Nef 01:04:24] at 114 years old.

Bruce Barker: [01:04:25](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3865) [inaudible 01:04:25].

Rich Gray: [01:04:25](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3865.41) And he's standing.

Chris Bush: [01:04:30](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3870.51) Give or take [crosstalk 01:04:31].

Bruce Barker: [01:04:31](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3871.1) And Jim Evans, even older.

Rich Gray: [01:04:32](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3872.19) Give or take a year two.

Chris Bush: [01:04:33](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3873) [inaudible 01:04:33].

Rich Gray: [01:04:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3876.9) But George is standing, and Jim Evans at I mean 80 ...

Bruce Barker: [01:04:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3879.94) 90.

Rich Gray: [01:04:40](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3880.61) 90 years old.

Chris Bush: [01:04:42](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3882) [inaudible 01:04:42].

Rich Gray: [01:04:42](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3882.78) He's standing, and so yeah, I don't care for ... I don't mind it one bit for a guy who's just had surgery, or he's got legit medical thing. I would prefer they use the stools. If the stools need to be ... We went through the trouble of engineering these stools, then everybody's, "I ain't standing on that."

Chris Bush: [01:05:05](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3905) [inaudible 01:05:05].

Rich Gray: [01:05:05](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3905.5) Well you know, either use the stool, or there's a reason why this stool was preferred and the chair is not. What happens when you sit in the chair?

Chris Bush: [01:05:15](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3915) [crosstalk 01:05:15].

Rich Gray: [01:05:15](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3915.43) You're gone.

Bruce Barker: [01:05:16](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3916) [crosstalk 01:05:16].

Rich Gray: [01:05:16](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3916.83) Your voice is hitting the two asses in front of you, literally. You can't see me, because you're ducked down below, and I can't hear you. It's no good. You're reinforcing bad habit. You're building bad muscle memory, period, end of story. There's no two ways around it. What happens when you sit on that stool? You're sitting, so your knees aren't getting it, but you're up.

Rich Gray: [01:05:38](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3938.48) Now if the stools need to be modified, great, let's modify them. Let's add to them. Whatever, I don't care, but yeah, I don't care for it for the guys that don't need it. For the guys that do need it, I absolutely want to accommodate them, and if there's a way ... And you know, maybe we can even ask Bob Salmon. He's the guy that's got to sit right now. Bob, what would it take to get you on that stool?

Rich Gray: [01:06:04](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3964.81) "Well I don't like it because of X, Y and Z." Okay. Get Jim Evans and Al get a couple of our engineers on that, I guarantee you, a solution comes up. I mean there's some ...

Bruce Barker: [01:06:16](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3976.03) I think the stools are a little too tall, maybe by six inches or so.

Rich Gray: [01:06:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3982.17) Great, that's great feedback.

Bruce Barker: [01:06:24](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3984) [crosstalk 01:06:24] one of the issue.

Rich Gray: [01:06:24](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3984.5) Mm-hmm (affirmative). Let's talk to a guy like Bob maybe this week and just say, "Hey Bob, we prefer you were on a thing. We get, we're not downing you for sitting. Obviously you had two knee replacements this year. What would help you feel comfortable on the stool?"

Rich Gray: [01:06:38](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=3998.33) He might, and say, is it too tall? We shorten it might a little bit? Yeah, that might be better. Okay, great. You know, let's do that. So somebody doesn't just sit, you know. We'll come to you.

Randy: [01:06:49](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4009.54) Does anybody know where the gel mats are that we had one time?

Jim Scollay: [01:06:53](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4013.68) Yeah, they're underneath the ...

Randy: [01:06:54](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4014) [crosstalk 01:06:54].

Chris Bush: [01:06:53](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4013.87) They're underneath a piano.

Randy: [01:06:54](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4014.67) Can we please get them out? I mean that's my biggest problem. I stand almost eight hours to 10 hours on a Monday in one place for the day, then I come here at night, I'm bone on bone [inaudible 01:07:07] I need a new knee. I can't do it, don't have the time to do it, whatever it is. Can't do it. My knee is this big. You guys don't see it. I'm guilty of sitting, but I can't stand anymore, so if I can't sit, I'm going home, because it just doesn't ... It's too painful for me not to be there. I mean I get it, I don't want [crosstalk 01:07:22].

Rich Gray: [01:07:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4042.53) Those things make a big difference?

Bruce Barker: [01:07:24](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4044.3) Oh yeah.

Randy: [01:07:24](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4044.91) The gel does. We had two types. There was a gel which was really nice. I tried grabbing one of them, and then there's this hard something that you guys threw up there, is not helpful, but those risers are really ... I mean they're rough on people with bad backs, and with arthritic knees. It would be helpful for me

Rich Gray: [01:07:40](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4060.3) Mike, you brought some of that stuff in, didn't you?

Mike Thornton: [01:07:42](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4062.16) Yeah, I brought [crosstalk 01:07:43].

Rich Gray: [01:07:43](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4063.41) Is that the kind of thing we could buy and line the whole riser?

Bruce Barker: [01:07:47](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4067.57) Put your name on them.

Chris Bush: [01:07:48](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4068) [crosstalk 01:07:48].

Mike Thornton: [01:07:48](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4068.82) It'd be really pricey.

Rich Gray: [01:07:50](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4070.09) I mean is it effective that way? I mean cost-effective-wise are they expensive? I don't-

Mike Thornton: [01:07:54](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4074) [crosstalk 01:07:54].

Randy: [01:07:53](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4073.67) That kind of foam, Rich.

Mike Thornton: [01:07:56](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4076.32) If it gets people to come and stay, then ...

Rich Gray: [01:07:59](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4079.14) I mean just to make the risers ... Look, I'm not trying to hurt people here. I mean look, I feel his pain. I got a plantar fasciitis [crosstalk 01:08:07] this last year. I mean you guys know all about that right? I mean I get it. Shoot, there's nights I got to ... My shoulder from, you know, I get it. I'm not trying to hurt guys, but if that would help ...

Rich Gray: [01:08:18](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4098.01) Look, if it helps a guy in the 9:00 hour feel more energized because he's not just, oh, you know, let's do it. I mean let's at least find out. There's a lot of guys, and I guarantee you, because you've never complained to me once either. You typically stand for rehearsal.

Randy: [01:08:34](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4114.91) For the 9:15, 9:20 [crosstalk 01:08:36].

Rich Gray: [01:08:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4116.36) But he's not ... Correct, so unless we ask, I'll bet you there's a lot of guys that go, "Oh yeah, when I leave there, I'm in pain." I'm not ... You know, let's help them out. So that's what I got, guys I didn't want to go in too further, but is there any questions for me? Any feedback? This is not ...

Rich Gray: [01:08:52](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4132.95) Also, as I told the music team, a lot of this is fluid, too. You know, we laid out what we think today our best plan for executing standards and so forth, or how many songs, you know. We go four months in and we see this is working, this isn't, change gears. Let's do what's working. Let's get rid of what's not. We got everything knocked out. We got two, three songs on [inaudible 01:09:12] shoot, add two more.

Rich Gray: [01:09:12](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4152.79) You know, we can bob and weave with these things. We're not going to be so locked in, so any feedback on programs we're doing, any new ideas, I'm all for it, but the number one thing I want to see is this room proactive leading in real terms, working together towards that clearly focused objective, so ...

Randy: [01:09:32](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4172.31) I want to go back to something that you mentioned earlier about talking to people, and you don't want to hold them on out on accountability factor. So you know, there's a fine line between committing and a hobby, and I think in times, people have different ideas about it. I don't think there's anything wrong with you, or the section leader and you or somebody, not in front of the group, but on the QT. Maybe there's something about somebody, they're there because they just ... They don't really know what the agenda is, you know?

Randy: [01:10:08](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4208.34) I think I spoke to you once about taking somebody aside and having them sing a certain part, if you find somebody. It shouldn't be looked the as a malicious. It should always be looked at in a helpful capacity. I think part of the problem ... With all due respect [inaudible 01:10:22] you know? I mean I don't know if everybody feels your love. You know, your tough love, and not everybody buys into that, even guys.

Randy: [01:10:32](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4232.69) So maybe they'll see a different side if you pull them aside and say, "You know, you got to leae two stars out of nine, what's happening? Do you not want to be here? Is there something?" You know, what is it?

Rich Gray: [01:10:43](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4243.89) Yeah, and I've always tried to be, that's why I say I do it back on both of them, and I'm glad you said that because I mean look, I mean we've had guys whose wives this year, I mean multiple guys whose wives have had serious illnesses, have been battling and need care. We got guys who themselves have had I mean horrible health issues, and guys with family issues that maybe not everybody knows about, but are some serious, like serious stuff.

Rich Gray: [01:11:10](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4270.05) I mean and some guys would confide in me about that kind of thing, and so like yeah, in those terms, this is just barbershop. I need to keep that too, and I do have that side of me. It's the old, you know, most kids don't stick their finger in electric socket twice, right? I mean it's, people learn from pain, right? That's how that was kind of the crux of the marine corps, and that's where ... You know, and to some degree, I've tried to do less of the tough love in this past year.

Rich Gray: [01:11:40](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4300.61) There have been a couple of guys who have given me feedback as a leader in the course on how to do that, and it's been really helpful, and I think I did a better job of it this year.

Randy: [01:11:52](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4312) You did [crosstalk 01:11:53] holiday show, definitely.

Rich Gray: [01:11:54](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4314.46) As opposed to the previous year where I had some real frustrations. I was really disappointed with that year. I think we talked about it was just yeah, something happened after the holiday show. It just wasn't right. Things just took a turn and I was frustrated, and there were a few ... I had conversations with Bruce, you know? He was helpful to me and just giving me feedback, because I may not see it when I'm doing it.

Rich Gray: [01:12:14](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4334.52) I think I'm driving the point home when I don't realize it, it's discouraging to people, so I really did make the effort this last year to reserve those things for a few select moments where it would have more impact, and I think I did a pretty good job, and I'm going to get better at it. And then Mike Weaver, I think he had really good feedback for me just at the end of the year here as far as how to address this standards program.

Rich Gray: [01:12:38](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4358.11) We're going to try to lean more towards an incentive-based, you know, rewarding those who do, and hopefully that is more contagious. Making a big deal. Hey, so-and-so got his nice starting line at the great job for you, everybody give him a hand, you know, and just focus that, and continuously cater to the [inaudible 01:13:00] cater to the best among us. Cater to those guys rewarding the good behavior.

Rich Gray: [01:13:04](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4384.15) So yeah, I agree, [Randy 01:13:05], and yeah. I am however, one of the things I am going to do, other guys have also given me feedback that hey, don't be afraid to point the guys out. On the risers too, you know? There's some guys who will miss the same move, visual move, every single time, and they may not even know. I don't know, but hey, Joe, you got to ... You're missing that move, buddy, you know, or whatever.

Rich Gray: [01:13:30](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4410.29) You know, I've pulled the tenors aside a couple times this year. "Hey, I need you here, boys. We're really lost here you got to get me ... " So I am going to start doing a little bit more of the ... Not in major ways, but for little things, corrective things throughout rehearsal. I think we all got to be thick-skinned-enough to receive that, but I like I said, those guys that are on that list that have only one or two stars, I'm not going to, "All right everybody, take a look. This guy."

Rich Gray: [01:13:57](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4437.58) You know, I'm not going to do that, but he is going to be up there, and hopefully that's the incentive for him to go back and not want to be that guy, and to do it, and we're going to give every little bit of help we can to help him, so ...

Bruce Barker: [01:14:09](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4449.04) If somebody's singing something wrong and doesn't even know it, hopefully he'll hear it.

Rich Gray: [01:14:12](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4452.82) You know, nobody wants to not be good.

Bruce Barker: [01:14:19](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4459) [crosstalk 01:14:19].

Rich Gray: [01:14:19](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4459.05) No one wants to not be good, I believe that. I do believe that some feel like they're not causing as much of a problem as they are. Some people feel like, "Yeah, I didn't really work on it, but I can just kind of woodshed it, I'll be good," you know, and that is actually the worst and I mentioned on the music team last night, even worse offender is the guy who is really talented, has the great voice, is a vocal leader on the risers, but knows he couldn't look at music for two weeks and still ain't going to be the weakest link, so shoot.

Rich Gray: [01:14:52](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4492.6) I know I'm not going to screw things up, because those guys don't even know this and that, and now they stop working, right, and they lose interest, they lose motive ... That's the worst thing that can happen, so ...

Bruce Barker: [01:15:02](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4502.45) I think it's a good idea, the chart thing. I just, I'm sure you know this already, but the only way that's going to really work is if you're brutally honest with people, you know what I mean? As if you don't [crosstalk 01:15:11].

Chris Bush: [01:15:09](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4509.25) You speak up a little bit?

Jim Scollay: [01:15:12](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4512.62) Can't hear you, yeah.

Randy: [01:15:14](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4514.34) Speak up a little bit louder [crosstalk 01:15:16].

Bruce Barker: [01:15:15](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4515.87) I forgot, I forgot the age stuff.

Chris Bush: [01:15:18](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4518) [crosstalk 01:15:18] can't hear you.

Randy: [01:15:18](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4518.14) What's that, sonny?

Chris Bush: [01:15:20](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4520.28) You're mumbling, I can't-

Randy: [01:15:21](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4521.28) There's people behind you too.

Bruce Barker: [01:15:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4522) [crosstalk 01:15:22] the only way that the chart's going to work is if you're brutally honest with people. You can't ...

Chris Bush: [01:15:27](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4527.42) Honest.

Bruce Barker: [01:15:27](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4527.82) We can't have ... I mean I think it's going to be ridiculous if people have most of the stars, I mean because we ... Rich, you know that again, you always say there's 10 guys who will lower it, whoever it may be. Maybe more, maybe less, that really don't know their stuff, so there's those ... If there's less than 10 people up there or whatever, or more than 10 people up there that have it, you just need to be ... I think it needs to be an honest rating, you know what I' mean, and that goes for everybody. That goes for the section leaders. The section leaders as well.

Randy: [01:16:03](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4563.64) There's two things that'll help that though this year. One is that, if we stick to the track as our performing track, you have a better chance of at least coming prepared completely, if you do your homework. And the second thing is, you know, Mike Weaver, sort of a sergeant-at-arms, got a younger kid, and I mean it really shouldn't be intimidating. It should be inspiring.

Randy: [01:16:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4586.73) I mean Mike doesn't seem like a guy who's going to whip you with a pole, but he's going to want the best.

Rich Gray: [01:16:31](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4591.62) And that was part of what we did, you know. We made the first two years, we really wanted to make it as a accommodating as possible. We didn't want to sit anybody. We told people we were going to, but the first week I told ... First time we did it, I said, "Everybody passes, I don't care what you got to do everybody passes," so we fixed a lot, and we assumed and trusted that guys were going to go back and fix their mistakes and that kind of thing, so now ...

Chris Bush: [01:16:58](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4618.76) I don't completely agree with you that people who have to have somebody singing in their ear during the test period can you back on the risers and sing it because [inaudible 01:17:10] that's not the case. I hear the same fellow singing the same wrong notes all the time. I think if you want to be lenient and let someone sing behind them the first time, I believe if Mike feels that they're to getting everything right, he should have them come back, and they get their star when they can sing it all the way through by themselves. So always someone who's in their ear, they're still leaning, and when they go on the risers, chances are they're going to go back to the default, which si the original notes that they thought they picked up.

Rich Gray: [01:17:47](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4667.58) Well, and that's the problem with two things. So-

Chris Bush: [01:17:50](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4670.61) They're going to get a star. They should have passed it on their own is what I'm saying.

Rich Gray: [01:17:56](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4676.75) Well they're going to get a star, but it depends. I don't know that someone who ... Again, I can tell you now, I can sit in front of you, and you could have three guys singing behind you, and I'll know if you got your part or not, and we're going to tell you in specific terms. Now if that same guy goes up on the risers, and maybe the guy behind him is fishing, yeah, but that's kind of ... That would be a fault of the system, because we're kind of going on the notion that we're going to accept co-leaners, and I'm okay with leaners.

Rich Gray: [01:18:37](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4717.7) But we've got to make sure that everyone is leaning correctly, and that's where again, if we can clean up those notes and everybody around you is signing the correct notes, then those leaners will be leaning on the correct note. Look, if I kicked out every leaner, we'd be done. I could qualify out 25 guys tomorrow if I really wanted to. I could do it. I mean there's ... I could be as strict as I need to be, I'd have a quartet by next Monday, maybe.

Bruce Barker: [01:19:04](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4744.95) I do agree with [crosstalk 01:19:07] for her point though, because I mean you're not technically asking somebody that maybe not is as good at singing in a ... Or you're not technically asking them to sing in a quartet.

Chris Bush: [01:19:15](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4755.01) No.

Bruce Barker: [01:19:15](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4755.3) Because you don't really care what the quartet sounds like, you just care whether they know their notes.

Rich Gray: [01:19:19](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4759.47) Right, but they are. I mean and the guys didn't join it that way. They joined as a chorus member, not ... There's guys that are in the chorus that will never sing in a quartet who don't have interest in it, but because of their own insecurity or abilities, won't ever take that leap, but really enjoy and can function as a good riser guy. I believe that. I believe there are good riser guys, and that they will ... They can now.

Rich Gray: [01:19:49](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4789.4) In the scenario we're in where there's a lot of guys who are screwing it up, yeah, that's a problem for a leaner, but hopefully we can clean that up. A couple hands went up. Jim Scollay's was first.

Jim Scollay: [01:20:03](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4803.84) One thing that we did years ago, we did mini-groups, and where we had one tenor, maybe two tenor, then you had maybe three bassists, three lead ... It wasn't the whole quart, it was more of a sectional kind of thing. Kind of, you still had your ... You had a couple acts who still lean, but again, by dividing by the bass section in half, and the lead section in half, now you have fewer, identified more, and get stronger basically, in having now you're only singing with two guys or three guys versus having the whole bass section like for sectionals.

Jim Scollay: [01:20:34](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4834.11) And I think like for the tenor stuff like that, we might benefit just from a five, 10 minute sectional off to the side, quick run that we could probably identify more things in like five minutes. Usually when we do sectionals, we do it like 20, 25 minutes, and usually by that, we ... It's not as effective, necessarily, but have your tenors go bam, five minutes, and we'll identify a lot of our problems and fix them right then, but again, that mini-group thing would really work well for me at least [inaudible 01:21:00] as a tenor, basically a little more [inaudible 01:21:03] helped a lot of the other guys that weren't, so ...

Jim Scollay: [01:21:07](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4867.77) I mean but yeah, literally just take half the leads and half the bassists, and have the whole, and do a little.

Rich Gray: [01:21:14](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4874.91) And also it comes back to, you know, with the testing thing, if I back myself or this program into the corner where I'm going to put more guys in a position to fail than succeed, or at least a good number of them, again, if I put strict quartet 100% note accuracy on the table next week and said, "Sing all nine," I could have 12 guys the next week maybe, okay, but we're not kicking people out. What if they don't? Nothing is the answer.

Jim Scollay: [01:21:55](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4915.84) Well the fellow they don't [crosstalk 01:21:57].

Rich Gray: [01:21:57](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4917.24) Well hold on. Nothing is the answer, and so what happens the next week? They're right back on the risers again making the same mistakes, and we say, "I'm going to test you," and you got to do it, and they fail. And what happens? They get right back on the risers, and not only do they get back up on the risers here, but they go to every stinking sing-out we do. They're on the spring show. They're on the holiday show. They're at every single event we do, because we don't want to hurt or embarrass feelings.

Rich Gray: [01:22:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4946.14) We got to be real with guys. If you want to go down that road, look, I go to both ends of this. I've told you, I'm totally bipolar on this, but I do believe that there is a point at which we are, in the last two years and now another year, going way above and beyond, and the scale has tipped severely in the effort category by the guys facilitating these programs, and not by the members.

Rich Gray: [01:22:56](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=4976.91) Not all members. I'm talking about ... Like I said, I got 10 guys. If I could ... I'm still waiting for the answer. What's expected of the member? Oh, he's got to do this. Okay, and if he doesn't, what, you know? That's the question. I don't want to be in the position to say, you got to do this. Okay, not even if. When they don't, what are we as an organization prepared to do? How are we going to address it?

Rich Gray: [01:23:28](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5008.81) Well give them more. Stop, you know? We're doing nine more programs than 80% of the courses out there would do.

Bruce Barker: [01:23:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5019.18) I think Steve wants to say something.

Rich Gray: [01:23:40](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5020.5) You know what they would do? They'd sit your ass is what they would do.

Steven Ritz: [01:23:43](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5023.8) This isn't the answer to the question, but this whole idea of the chart with the check marks and the stars. We did this with Pete Whitman a couple of years ago, when we had that big, white thing. Pete Whitman had a big board of all the songs, and everybody's name, and people marched in the room and we checked them off [inaudible 01:23:56] who was in charge of checking them off, and there was like, and then what, you know? What was the what if, you know, and [crosstalk 01:24:04].

Rich Gray: [01:24:04](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5044.27) Well, and I don't know what the execution looked like. I mean I want to make a big deal out of the guys who are doing it and highlight it, and I don't want to hide it in the admin room where 75% of the chorus never ventures to. I want it hanging on the wall right behind me, facing the chorus every week, on a big board. Not [inaudible 01:24:21] on a big board, and I want your name in big print, you know?

Rich Gray: [01:24:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5066.92) Oh Rich, you're just being ... You know what? Go sing with Rahway Valley, okay, because up there, they don't care. They just don't, and you know what else they can't do?

Steven Ritz: [01:24:37](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5077.99) Sing.

Rich Gray: [01:24:38](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5078.64) They can't sing.

Steven Ritz: [01:24:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5079.46) Right.

Rich Gray: [01:24:40](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5080.17) Okay, and that's the problem is we will ... And this happened in [inaudible 01:24:45], guys. They made every effort and instituted every program in the world to accommodate the guys they should have drawn a hard line with 20 years back. You know what they were left with at the end of that 20 years? They were left with those guys. You know what happened to all the good singers? They left.

Steven Ritz: [01:25:01](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5101.07) They all left, yeah.

Rich Gray: [01:25:01](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5101.77) They got sick and tired of it. Those guys that aren't prepared who can't learn another two words, guess what? They ain't ever leaving. They will never leave. They won't. Why the hell would they?

Chris Bush: [01:25:12](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5112) [crosstalk 01:25:12].

Rich Gray: [01:25:12](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5112.45) They're to put on the spot. There's no consequences for not knowing. I get to do all the shows. I get a fancy tux. I get to do this, I get to do that, I go to fancy holiday dinner, I go to ... And I don't even have to know all the notes and words. Now here's all the good singers going, "Screw this, I'm going to the brothers."

Chris Bush: [01:25:32](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5132.07) Why can't we take the shows away from them?

Rich Gray: [01:25:35](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5135.24) I would love to.

Chris Bush: [01:25:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5136.36) I think that's a good [crosstalk 01:25:37].

Rich Gray: [01:25:37](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5137.69) You know, my original I was going to propose this year was, we do the testing, you qualify on a schedule up to the week. If you don't know the song, you don't sing in the spring show, period. Now you argue to me why you should.

Jim Scollay: [01:25:52](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5152.3) How many members do we have?

Randy: [01:25:53](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5153.52) Because you might know seven out of the nine perfectly, so you can't kick them out of, just because ... I would just say, don't sing those two songs if you can't pass. Keep your mouth shut, or move your lips. Watermelon.

Bruce Barker: [01:26:11](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5171.8) Piece of carrot.

Randy: [01:26:12](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5172.18) You know, it's not fair. If I know seven songs, why can't I sing those seven songs?

Bruce Barker: [01:26:19](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5179.07) Why can't you learn the other two?

Randy: [01:26:20](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5180.83) Well maybe I have a mental block. I don't know, but you never know. You should be able to [crosstalk 01:26:29].

Speaker 5: [01:26:29](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5189) [crosstalk 01:26:29] just kind of hearing stuff and feeding it back. Randy's saying about being positive, Al is saying if they can't sing with somebody in their ear, they can't sing it. Rich is saying people signed up to be in a chorus, not a quartet, so you got to have some leeway, but part of what happens is sometimes people sing in this chorus, in their sections, and other times they're rearranged so they may not have another bass, or another tenor near them, and they really are on their own.

Speaker 5: [01:27:03](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5223.99) And then I think about barbershopper of the year, how people like, that's areal honor. That's a real positive thing, where the chorus recognizes the people that do. So gold stars for the ones. It's like people who learn the Polecat, they learn their part, they get some kind of recognition, and then there's the guy that knows all of the parts and can sing all of the parts of the Polecat songs. Another level of recognition.

Speaker 5: [01:27:31](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5251.83) So the ones who can do it cold get gold stars. The ones who are leaners who are silver stars, and then you work them up from silver stars to gold, but it's all about being honest, as Rocco said. About not just what they can't do, but what they can do, so that you're really saying, "That person knows all his notes, all his words, and can do it all by himself, even though he's not necessarily a chorus guy," so that you're focusing on the positive. You're rewarding what they can do, and so people want to get better instead of like, gee, am I getting kicked out this week? And [inaudible 01:28:10].

Jim Scollay: [01:28:13](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5293.79) Just saying that we need to identify the weak link, or where that [inaudible 01:28:18] but then we need to find a way not just to identify it, but either coach like either an actual lesson, have a section leader or smaller like work ... Basically there's guys that don't learn the music well. Guys can't read music. Some guys just don't study and practice at home, something like that. I mean that's [inaudible 01:28:34] you had to put the effort into stuff like that, but maybe again we need to find a way to coach up and help develop a ...

Jim Scollay: [01:28:41](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5321.66) Once you identify the problem, and then [inaudible 01:28:45] success, you have, that's what motivates people having little ... It's like oh, I got this, I figured out this ... Fix that mistake, and hopefully we can iron it out [inaudible 01:28:52] but you have to spend time once you identity it, and try to ... You have to develop the person, so otherwise I mean you go back on the risers, you're going to remember 10% of what you actually learn in one hour. That's about what your attention rate is, 10 or 15%.

Chris Bush: [01:29:09](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5349.68) Yeah, but I think if they're not threatened with something, they're to going to want to take the time to do it. I think that they need to have a consequence. It's like if you tell a kid, this is what's going to happen if you do this, you know what I mean? If there's not that consequence there, then they're just going to keep repeating the same behavior, and that's what needs to happen. There needs to be a consequence for that behavior, so the behavior of ...

Chris Bush: [01:29:31](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5371.34) Yeah, you can coach them up, but if there really is no consequence for it, are they really going to mentally really get it in their heads that these are the right notes?

Mike Thornton: [01:29:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5379.97) Sir [crosstalk 01:29:40] I'm sorry.

Rich Gray: [01:29:42](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5382.07) We've had a great discussion about this, but it's now 8:35 and we do have to conduct a board meeting. Maybe we can continue this discussion Monday night with the chorus. These matters concern all the chorus. Everybody has some thoughts about them, and needs to buy into the plan. So can we wrap this up and get onto the board meeting? Is anything hot, to discuss with Rich or ... Sorry, I have to play the heavy, or we'd never get our essential business done.

Mike Thornton: [01:30:16](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5416.22) I was trying to start that wrap up about a half-hour ago, but ...

Rich Gray: [01:30:18](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5418.64) You were.

Mike Thornton: [01:30:19](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5419.02) These discussions tend to take on [crosstalk 01:30:21].

Rich Gray: [01:30:21](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5421) [crosstalk 01:30:21] warmed up.

Chris Bush: [01:30:22](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5422) [inaudible 01:30:22].

Rich Gray: [01:30:27](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5427.16) Okay, we obviously don't have time for all the VP reports. We do need to go over the budget, and there are a couple of items that I need to discuss.

Chris Bush: [01:30:40](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5440.12) Here's a copy of what's [inaudible 01:30:42].

Rich Gray: [01:30:43](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5443.05) Yeah, can you pass those around? [inaudible 01:30:49]. I encourage all the officers to submit their reports, plans and thoughts in writing in advance, so we're not entirely dependent on ...

Chris Bush: [01:31:04](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5464) [inaudible 01:31:04].

Rich Gray: [01:31:06](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5466) Presenting them here, and that's started to happen.

Chris Bush: [01:31:09](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5469) [inaudible 01:31:09].

Rich Gray: [01:31:12](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5472.48) God, feeling my age.

Chris Bush: [01:31:14](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5474) [inaudible 01:31:14].

Rich Gray: [01:31:14](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5474.93) Can't read this fine print in this slide.

Chris Bush: [01:31:16](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5476) [crosstalk 01:31:16] take one of those.

Randy: [01:31:19](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5479) [inaudible 01:31:19].

Rich Gray: [01:31:21](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5481.75) It's a combination of the print, the light, and mostly my eyes.

Randy: [01:31:25](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5485) [inaudible 01:31:25].

Rich Gray: [01:31:28](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5488.45) This is better.

Randy: [01:31:29](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5489.06) Oops, I got two of them.

Speaker 5: [01:31:34](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5494.92) Oh, hey [inaudible 01:31:36].

Rich Gray: [01:31:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5496.68) So we don't really need to go over the financial report, I don't think. It's the budget I'm concerned about.

Randy: [01:31:42](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5502.31) It's the same thing, I think it [crosstalk 01:31:42] I thought it was something new. This has [inaudible 01:31:47].

Rich Gray: [01:31:48](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5508.21) Unless you disagree, I'd like to just go over the budget at this time.

Randy: [01:31:52](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5512.27) Okay, let's see here.

Chris Bush: [01:31:54](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5514.25) No, that's fine with me, but just identify ...

Randy: [01:31:57](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5517) [inaudible 01:31:57].

Chris Bush: [01:31:56](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5516.61) My perspective is like discussion [inaudible 01:31:57] but I don't think we should adopt a budget until January. Like we don't have a response back yet from the grant people. Last year, we got notification December 20th.

Rich Gray: [01:32:20](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5540.57) I don't know all the rules coming down from the society. A, do we have to have a budget before the year begins, and B, if we have a budget, what's the big deal about amending it when we ... With late breaking news?

Bruce Barker: [01:32:37](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5557.94) I'm pretty sure you can always [crosstalk 01:32:39].

Chris Bush: [01:32:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5559) [crosstalk 01:32:39].

Bruce Barker: [01:32:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5559) Yeah, I don't think they care.

Chris Bush: [01:32:40](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5560.22) Yeah, you can amend the budget. I don't think a budget's required to get adopted [inaudible 01:32:45] budget is not due to be adopted within 2018 [inaudible 01:32:52].

Rich Gray: [01:32:52](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5572.29) It's not required.

Chris Bush: [01:32:56](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5576) But I don't [inaudible 01:32:56] I advocate, I don't think that makes sense to adopt within the budget, and then quit the temporary one or whatever without [inaudible 01:33:05] knowing the grant information.

Rich Gray: [01:33:06](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5586.5) Okay, and it should not be hasty, so ...

Chris Bush: [01:33:08](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5588.62) Should not be hasty, and like [crosstalk 01:33:10] proposal for new music and coaching, and that [inaudible 01:33:19] discuss that. The other big element is like rent. You know, the rent is staying the same again, but the rent and coaching, and [inaudible 01:33:30] that have variables.

Rich Gray: [01:33:38](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5618.22) Okay, I'm fine with that, so you can present what you got. We can start thinking about it, and give people a chance to get you feedback both tonight and between now and the January meeting.

Chris Bush: [01:33:51](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5631.58) Yeah, what was [crosstalk 01:33:52].

Rich Gray: [01:33:52](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5632.15) Which by the way is January 24th. It's not the third Thursday, but the fourth Thursday of the month.

Bruce Barker: [01:33:58](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5638.69) Do you have a printed copy of the budget proposal?

Rich Gray: [01:34:01](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5641.58) Yeah.

Chris Bush: [01:34:02](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5642.23) But as of right now, we're trying to [inaudible 01:34:05].

Rich Gray: [01:34:08](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5648.1) I think that's what we're looking for here.

Randy: [01:34:09](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5649.92) One of the descriptors was the expenses from last year.

Rich Gray: [01:34:12](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5652.4) Yeah, we're looking at ...

Randy: [01:34:14](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5654) [crosstalk 01:34:14].

Bruce Barker: [01:34:16](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5656.04) This is our last year. We're looking for the budget proposal for 2019, so that we can discuss it and be ready to talk about it next year. This is all last year's income and expenses.

Rich Gray: [01:34:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5666.67) One that says income 2018 as of December, but there's also a ...

Chris Bush: [01:34:33](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5673.3) Expenses there [inaudible 01:34:35].

Bruce Barker: [01:34:34](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5674.99) None of this is 2019.

Rich Gray: [01:34:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5676.44) Oh, this is not 2019.

Bruce Barker: [01:34:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5679.36) So if you have that, we can at least look at it and kind of prepare discussion for the next meeting or so when we got to finalize it. Discuss any hot topics right now, I guess, but ...

Rich Gray: [01:34:54](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5694.51) I misread that. This is all 2018.

Jim Scollay: [01:35:00](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5700) [inaudible 01:35:00].

Rich Gray: [01:35:01](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5701.96) Do you have ...

Chris Bush: [01:35:03](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5703.82) The one I proposed for the grant is the same total budget as last year [crosstalk 01:35:10]. I was not looking at tonight being [inaudible 01:35:19] I thought tonight was just a discussion for the budget in 2019.

Rich Gray: [01:35:23](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5723.93) Okay, so let's make it that. So this is-

Chris Bush: [01:35:26](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5726.59) So I was like, things like what [inaudible 01:35:29] last week, a couple days ago last time we were here.

Rich Gray: [01:35:36](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5736.63) Okay, can we just then recap some of the changes that are anticipated or possible in 2018 and 2019? Income and expenses up or down?

Chris Bush: [01:35:51](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5751.76) Yeah, specifically the grant, like I said. Like we don't know what's happening with the grant. We won't know that until-

Jim Scollay: [01:35:53](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5753.42) Which grant is this?

Chris Bush: [01:35:54](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5754.11) This is [inaudible 01:35:59] grant.

Jim Scollay: [01:35:59](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5759) [inaudible 01:35:59] okay.

Bruce Barker: [01:36:02](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5762.39) What was the amount for that last year, thousand dollar?

Chris Bush: [01:36:04](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5764.41) We applied for 4000 and received 2500.

Bruce Barker: [01:36:07](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5767.37) Okay.

Jim Scollay: [01:36:07](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5767.37) That's income then.

Bruce Barker: [01:36:13](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5773.24) Where's the website expense?

Chris Bush: [01:36:16](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5776.63) We don't have a budget lineup for website expenses.

Bruce Barker: [01:36:19](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5779) [crosstalk 01:36:19]?

Chris Bush: [01:36:18](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5778.83) Some of it's under downtime, and then like PR [inaudible 01:36:28]. Like I'm still anticipating a [inaudible 01:36:33].

Bruce Barker: [01:36:39](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5799) [inaudible 01:36:39].

Rich Gray: [01:36:44](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5804.97) Website maintenance. There's a regular fee.

Bruce Barker: [01:36:47](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5807.68) And our domain license fee and all that stuff. When I ask Mike, I'm going to be proposing an upgrade on that maybe. I don't know where to put it.

Rich Gray: [01:37:07](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5827.74) Why don't you just send it to Mike? But ...

Chris Bush: [01:37:08](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5828) [inaudible 01:37:08].

Bruce Barker: [01:37:08](https://www.rev.com/transcript-editor/Edit?token=YvA0eXaO_6wuKPX4S1y1NfX1_GgOBOKYFetpgngKbwjsDQTg6WxyuHRl9XMM_G7Sk5x9Uu_RtUy-fYUP43PDs8VixMEyWh9dM73zmXdTsXafobtx&loadFrom=DocumentDeeplink&ts=5828) [inaudible 01:37:08] I don't even know [inaudible 01:37:16].