You may delay, but time will not
for any number of singers from 3 to 12

attrib. Benjamin Franklin J. Oates

Singers should not look at, nor listen to, each other. Perhaps they could wear noise-cancelling headphones, be turned away from each other, or be filmed while in different rooms, etc. Begin together at a (perhaps) visual cue, and then count the rests individually (and internally, without outward motion). The final bar is spoken at individuals' natural speech-tempo. As long as the top line of notes is performed (by one or more singers), other singers may sing any of the other notes. You could choose your pitches in advance, or ad hoc. Pay attention to articulation and note-lengths. It is expected that singers will be a little 'out' by the end - this is intended in the piece's sound.

Speak quietly and clearly.