

WHEATLAND MUSIC ORGANIZATION  
BOARD OF DIRECTOR'S MEETING  
August 13, 2019

BOARD MEMBERS PRESENT:

<input checked="" type="checkbox"/> Tom Ball	<input type="checkbox"/> Roger Little
<input checked="" type="checkbox"/> Scott Cavner	<input checked="" type="checkbox"/> Jo McLachlan
<input checked="" type="checkbox"/> Kim Croy	<input checked="" type="checkbox"/> Marco Menezes
<input checked="" type="checkbox"/> Greg Hoff	<input checked="" type="checkbox"/> Barb Oakley
<input checked="" type="checkbox"/> Carrie Harris	<input checked="" type="checkbox"/> Maria Reiser
<input checked="" type="checkbox"/> Marilyn Hummel	<input checked="" type="checkbox"/> Don Short
<input checked="" type="checkbox"/> Mary Ane Krum	

EMPLOYEES PRESENT:

<input checked="" type="checkbox"/> Lola Tyler	<input checked="" type="checkbox"/> Brooklyn Young	<input type="checkbox"/>
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The meeting was called to order at 6:36 PM.

Proposal Marco, second Mary Ane, to approve the Consent Agenda, amended to include \$400 for the cleaning lady, now totaling \$10,004.07. Motion carried unanimously.

Correspondence was circulated for review.

Public comment: Charlie says "Hi ya". He is happily retired!

EXECUTIVE DIRECTOR'S REPORT

1. We will have 2 ATM's on site (one free this year) located at gate building and Info.
2. First proof of the program book is due.
3. The woman that fell on the boardwalk is having secondary issues and is requesting payment for medical services. It is unclear that the problems relate to the initial fall. The insurance company declined to pay due to the delay between the incident and the request for coverage. Consensus not to pursue at this time due to the differing injuries and time delay.
4. Community music programs – we are funding Thunder bay at \$500 and Lakeview Music at \$600 for this year and \$1200 for 2020.
5. Wheat Bucks sample was circulated. They can be spent for food or Wheatland merchandise. Volunteers can get an additional \$9 for parking at Dreamfield. Paid attendees will be entered into a drawing for 2020 festival tickets.
6. Volunteer Appreciation night drew 175-200. It was a great night. "We ought to do it again!"
7. Donor Reception Thursday before festival. 6 – 7:30. Two wineries will be featured. Madcat and Mark Schrock will provide music.
8. FARM conference is October 25-27 in Grand Rapids. Several of us will attend.
9. Folk Alliance is January 22-26: Tom, Greg, Mary Ane & Maria attending.
10. Festival Safety On-Call – Board members please sign up for a shift.
11. Kudos to Heather Heath for donating the new grey worker station. Private Security will be based there, due to its' proximity to the hot spots.
12. Gate – Jo & Brooklyn will work there in Thursday to see if they can determine solutions to past problems.
13. Wristbands – need a different solution next year – add shipping and handling costs to cover better envelopes or return to a flatter model.
14. On line sign up went well, very few glitches.

## NEW BUSINESS

1. HR Proposal: The Personnel Committee recommends accepting the 3 phase proposal of development, implementation and monitoring/coaching put forth by HR Collaborative. The cost is an additional \$9000 beginning after festival for Phase One, then the rest in 2020. Proposal Don, second Kim, to appropriate the necessary funds from reserves to begin the process as there was no money budgeted for this in 2019. Phase One involves working with current staff, but not changing their existing jobs.

7:45 – the Board moved into closed session to discuss personnel issues.

8:31 – The Board returned to open session.

Brooklyn addressed the Board, saying that she likes her job but that the last two weeks “were miserable”.

2. The Personnel Committee motion noted above was re-visited. Motion carried 11-1. Marilyn questions the value of turning over these responsibilities to an outside agency.
3. Proposal Marco, second Don, to approve increasing Brooklyn’s salary, as discussed, retroactive to 4/1/19.

ADJOURN: Proposal Marco, to adjourn the meeting at 8:35. Motion carried unanimously.

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Marilyn Hummel  
Secretary

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Presiding Officer

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Date Signed