

Attendance: Colleen Bauman (Chair), Anna Lawrence, Teresa Pitzer, Deb Huntley, Jan Bullock, Owen Van Hooser, Sue Hunnel, , Dennis Westfall, Caroline Dunn, David Hascall

Staff: Beth Little, Kim Still

Recorder: Diane McWhorter

Guests: Kate Whitehorse

Introductions and Announcements: We introduced ourselves with words of gratitude for someone else in the group (lots of appreciation!). There is a movement to wear flowers in your hair or on your hat on Saturday to celebrate Opening Day. We received a letter from a fan in Afghanistan who asked us to take a photo for him on Saturday.

Pressing Member Issues: Kate Whitehorse has held her HM booth for 15 years but can see that due to her present situation she will not have the points in 2015. She asks to retain the booth without adequate points. She does not have a reserve space on the Park Blocks. While a Leave of Absence policy is on tonight's agenda, the Board chose to decide this case immediately. They discussed a possible fee, but as this does not cost the Market anything, it seemed unnecessary. After 15 years a member has shown ongoing support of the organization.

***Motion: Grant Kate's request to ensure she keeps Holiday Market space #124 for 2015. (Teresa/Jan) All in favor 9-0-0.

Agenda Review: Two-thirds of the Personnel Committee report will be in the public session and the rest will be considered in closed session.

***Motion: Accept the agenda as is (Jan/Dennis) All in favor 9-0-0

Minutes Approval: There is a clarification needed on page 3 regarding the HM schedule. The three-day block will be Dec. 22-24, not Dec. 20-24.

***Motion: Accept the minutes with the correction (Teresa/Jan) All in favor 9-0-0

Committee Reports: Standards: Teresa reported on the March 19 meeting. Nineteen people were screened. Screenings were held twice in March. Prepackaged foods approved include Chipper Swirls, Salted Caramels, and Reality Kitchen pretzels. The Reality Kitchen situation is different in that it is a program to employ and train young adults with developmental disabilities. Some tasks may not be practical for some participants, so the direct relationship of maker/seller may be not strictly followed, although they are aware that we will require every seller to have a working knowledge of all aspects of the making of the pretzels. It was recommended that they be approved to sell the pretzels in some type of packaging with a correct label (not setting precedent.) Board discussion resulted in the following motion:

***Motion: Accept the pretzels with packaging and labeling for a trial period of 15 selling days (after the first actual selling day.) (Dennis/Jan) All in favor 9-0-0

A label issue from HM was resolved. The continuing discussion of the use of 3-D printers resulted in the following Guideline recommendation:

3-D Printing: Items produced by a 3-D printer or “additive manufacturing” must be of the original design of the member. They may not be facsimiles of any other object. Any programs used must also be the sole work of the member and not produced by a scan of any prototype of any medium or downloaded from any source. Additional handwork of an artistic nature is expected to be part of the production process. 3-D printers must come to a full Standards Committee and after approval, the Board of Directors.

The Board suggested adding “3-D printers must come to a full Standards Committee and after approval, the Board of Directors.” This guideline will likely need to be changed as the technology develops.

***Motion: Accept the Standards Report with the sentence added to the 3-D Printing Guideline and approve the minutes of the March 19 meeting. (Jan/Deb) Motion passes, 8-1-0.

Personnel: Colleen gave the report from the March 13 meeting. The Committee would like to continue work on the proposed policy changes so will bring the revisions to the next meeting. They include extending terms on the committee to six months after the end of a Board member’s term, making the Chair and Vice-Chair automatically members of the Personnel Committee, and having the Board use nominations from the Personnel committee to appoint members.

***Motion: Accept the personnel committee report (public session parts) (Jan/Teresa) All in favor 9-0-0

Information Booth Task Force: Sue gave the report from the March 10 work party, a March 26 meeting, and an April 1 meeting. The booth set-up work party gave the Task Force a few ideas for small repairs and improvements, and a view of the spaces involved. Beth met with the County on March 28, and received a map showing areas the County was willing to have Saturday Market manage. The spaces would not be useful for selling spaces, and the idea of management involves costs which can not presently be afforded by our organization. It feels like the County is being receptive and cooperative but that a change in the space is a program that needs wider support from community partners. It is not something the Saturday Market can make happen alone. We will work on estimating the costs (thought to be \$20-30,000) and continue negotiating with the County.

There will be new signage saying we do not manage the space, delineating the borders of our space. Two canopies have been donated to put on the east side of the Info Booth, and non-profits will be invited to use them. Beth will write to the County expanding on our concerns and letting them know what we feel is feasible. We will continue to clean the space at this time as a show of good faith and neighbor relations.

***Motion: Accept all of the Information Booth Task Force reports (Teresa/Anna) Motion passes,8-0-1.

Food Booth Choice Task Force: Beth reported on the process. Because the opening was not a permanent one, it was difficult to find a good fit, and the farm-to-table option didn’t work out. The group looked to the Food Cart program for participants who might easily transition to a booth and be ready to go with a

menu and experienced workers. They chose Betty Rockers, who will offer gourmet burgers and breakfast sandwiches. They hope to be able to sell by April 12.

Administrative Report: We have 325 members. Market is starting...Joe pulled off a good April Fool's prank. Beth invested in a few small improvements, like waterproof speaker covers, and mic covers. There will be a third heater, on the west block near the top of the stairs. The tents were pressure-washed. She bought some new carts, stanchions, and line posts. The banners are up. The farmers are excited for us to join them. The wish list placements ended at 26 points.

Kim reported that the website is almost finished, and will look better on mobile devices. She was interviewed by KEZI today, and has met with the Emerald and the Weekly. She has pared back on a few areas to meet her decreased ad budget. She wants to see the new Weekend supplement in the R-G before placing the ads. She did a new spot with Liz on "The Mix." For heavier promotion she is waiting for new photos and the activities of the open Market. Community calendars are hard to manage but she does list us when possible. It is our 45th season so we will work that into the advertising, as well as the Smoke-Free Marketplace news. Facebook sharing is effective, so continue to promote each other there. She got some better software to manage the entertainment booking after there were data losses, so that should improve. In response to questions, she said that she does not require contracts, and artists are paid from \$30 to \$150 depending on the size of the group, plus they are treated to lunch by members of the Food Court. It was suggested that mornings are slow, and maybe we can shine a light on that.

Beth finished by saying the staff and site crew are very excited and ready to go, with three new employees.

***Motion: Accept the Admin report (Teresa/David) All in favor 9-0-0

Colleen handed the chair to Anna so she could present the Leave of Absence policy

Old Business: Leave of Absence Policy: Colleen presented a draft policy:

Leave of Absence: Upon written request, the General Manager may grant to members leaves of absence from either their Saturday Market reserved space or the space at Holiday Market for which they hold Booth Holder of Record status, or both.

Saturday Market reserved space: members may be granted a year's leave of absence from the Park Blocks. They would reclaim their booth at the end of the period. Upon returning they would return to complying with the requirements of the Reserved Space policy at Saturday Market.

Holiday Market reserved space: members may be granted a leave of absence from the space for which they have earned Booth Holder of Record status. They would return to their space the following year without complying with the requirements of the reserved space policy at Holiday Market.

If the individual has been a member in good standing for more than ten consecutive years, they may be granted the right to return to that space for two years after their leave without complying with the

requirements of the Booth Holder of Record policy at Holiday Market. Full membership fees must be paid. The GM may assess an administrative fee of up to \$50. The GM will report granted LOA's to the Board.

Discussion resulted in the approval being shifted from the Board of Directors to the GM. Suggestions to restrict the policy to medical issues were not fully supported. Non-medical leaves such as sabbaticals could be brought to the Board for approval. Any requirement to give confidential information on the application could be reworded for the comfort of the applicant. It makes sense to have a simple, clear policy to keep the work to a minimum. The intent of the policy is to honor longterm members, with flexibility. There was discussion of a fee, but full membership payments are already required. There are administrative costs, so a fee would not be out of the question, but it should not be framed as "buying points." The points must have already been earned. The policy was amended to include the last three sentences (in red) during discussion.

***Motion: Accept the Leave of Absence policy. (Colleen/Jan) All in favor 9-0-0

***Motion: Member Beverly Baca will be covered retroactively under this policy. (Colleen/Teresa) All in favor 9-0-0.

Beth will tune up the application to include information for those who are not members for more than ten years.

The Chair was handed back to Colleen.

Vendor Retention: Anna said there has not been much action on this as the season is just starting. The staff will now send postcards (when they have time) to those members whose customers ask for them when they are not there, just to let them know. You can put a note on your envelope if you think such a postcard should be sent to someone.

Ballot Layout: This is deferred to next month's agenda. It has to be done before the June election. In June we will have three open positions, and the Board number will go down to nine from the present ten, at the end of the adjustment of eliminating the alternate. First terms will end for Caroline, Jan, and Owen, who will all be eligible to run again. Deb Huntley will reach the end of her second term and can not run again for at least six months. Her position will be effectively eliminated to make the adjustment.

Executive Session: The Board went into closed session to discuss personnel policy. The Board returned to public session for the Evaluation.

Meeting Evaluation: Policy really helps, so thanks to all for crafting it. The leaders before us worked hard to provide them. Personnel committee can be hard, but a good job was accomplished. We are proud of the Market. A sense of humor helped work out a difference of understanding quite well. Good to know we can disagree but still be headed in the same direction. This is a fine organization and a very fine Board. It functions very well. It has taken the first 18 months to be comfortable, but now it is a pleasure. The evaluation is really important.

Next meeting May 7, 2014.