

Attendance: Giorgi DeCarlo, Kate Whitehorse, Julia Garretson, Teresa Pitzer, Ritta Dreier, Jaimee Gentile, Rachell Coe Excused: Eli Mazet Absent: Chuck Roehrich

Staff: Kirsten Bolton, Vanessa Roy

Recorder: Diane McWhorter

Guests: Tym Mazet, David Church, Colleen Bauman, Willa Bauman

Introductions and Announcements: There will be an election on December 8th and 9th, 2018 at the Holiday Market. Three positions will be open, with directors Eli Mazet terming off, and Julia and Ritta eligible to run again.

Family Fall Harvest Gathering and Potluck: October 28th at the LCC Longhouse, 10 am to 2 pm. There will be a Chili Cook-off as well.

Board Educational Minute: Professionalism and Decorum: The Meeting Etiquette posted in the room covers much of what should be considered. The Board is a formal, special group of people, with more expectations and care than a regular committee. An extra degree of politeness and concern for others is necessary. Gossip, hearsay, and talking about people not present isn't appropriate. Directors don't represent themselves, but the membership, the community, and really the whole town, when making decisions. Come prepared, with an open mind, and stay focused. Don't distract others or be too silly. When things get emotional, it helps to address the chair to avoid dialogue or arguments between individuals. Coming with an agenda and a made-up mind will prevent getting to the best decisions.

Pressing Member Concerns: none

Agenda Review: Cancel Executive Session, correct date of Volunteer of the Month (it's October), move Market Supporter Program to next meeting.

***Motion: Approve the agenda as amended (Teresa/ Ritta) 6-0-0

Minutes Approval: Minutes of the September 5th meeting.

***Motion: Approve the minutes (Teresa/ Julia) 5-0-1(Ritta)

Volunteer of the Month: Thanks to Tym Mazet for taking on the role of Treasurer, Budget Committee Member, Board member, and membership on the Volunteer Work Group.

Administrative Report: Kirsten reported that BRING re-certified the Market and will do a case study in October. Whether or not we can become a 501(c)(6) nonprofit has been studied. The opinion of Nonprofit Support Services is that we wouldn't qualify as we offer particular services to members. Some kinds of reorganization, or getting another or more specific opinion are options if the organization wants to pursue changing the status. Currently we are a Not For Profit corporation, a mutual benefit corporation, recognized as a membership organization by the State, but not a Federal nonprofit that is tax-exempt. A change would allow us to apply for grants and not pay taxes, but might change how we operate in significant ways. Discussion: The analysis was done in 2011, and might be different now. It might be worth a targeted question of what kinds of restructuring would be needed. Our current status might restrict some of the types of volunteers (who are not members). Our bylaws

need adjustment. We continue to register with the state every year and file annual reports. Not using grants allows us to operate consistently and independently without depending on outside entities for funding. Operating as a nonprofit in intent has benefited us, as we can reduce our tax burden by spending down our profits during the offseason. The Board would need to authorize \$285 per hour to consult the attorney, who might need considerable background information in order to make a recommendation. Members can research the options before consulting an attorney. Tabled to the next meeting.

Saman Harnsongkram and Misy Hansen have resigned from the Budget Committee. At least one more member is needed. An RFP for a database improvement has been outlined in detail. Anyone qualified should be asked to bid. The Annual Meeting packet is nearly finished for distribution and presentation at the meeting on Oct. 28th. SM will be tabling at the USO Street Fair through a EUG FUN program on Friday. The goal for membership fees was met; membership is strong. The census is attached. HM invoices went out. New table coverings have been designed that will be more sustainable than the previous ones.

***Motion: Approve the Administrative report (Ritta/Julia) 6-0-0

Advertising Update: Vanessa announced a late-season promotion that will be tried online to get customers to take photos of their purchases to be entered into a drawing for a gift certificate. This week will bring the annual Market-wide sale. Members participating will be listed at the info booth. There will be two flash mobs: zombies on the 20th and witches on the 27th. Holiday Market is 95% booked. The Guidebooks are ready and will begin distribution on the 20th, though most will be retained for distribution at the HM. She updated the Wikipedia page which was very misleading. Posters, postcards, and gift tags will be ready soon. A member, Arad, made a little video of some of the jewelry offered by members, which will be posted on YouTube.

***Motion: Accept the Advertising report (Teresa/Rachell) 6-0-0

Treasurer's Report: Tym reported on August financial trends. Income is generally up, and expenses down, keeping a healthy operating financial picture. A comparison with the previous year showed an income increase (April through August). August P&L was attached.

***Motion: Accept the Treasurer's Report (Jaimee/Rachell) 6-0-0

Committee Reports: Personnel: Report on the August 27th meeting, GM Annual Evaluation. Motions were made to recommend a salary increase and an increase in the amount of staff bonuses.

***Motion: Accept the Personnel Committee meeting minutes (Teresa/ Jaimee) 6-0-0

Holiday Market Committee: Colleen reported on the September 12th meeting. Mary's light fixture for Holiday Hall was shown and admired. Location of the Kareng Fund kiosk or table was discussed. Posters and postcards are in house. Advertising is scheduled and in production. Dress-up days have been delegated to Kate, Courtney and Vanessa to perfect. Elves are collected and photographed, ornaments are colored, and some coloring books have been donated for prizes. The "Snack Luck" notice will go out with the invoices. Work Tasks were examined, and Esther volunteered to offer services to other members who cannot do their work task. They would pay her the \$25. An MVP piece for the newsletter will be written to encourage members to do the work tasks. More sustainable table coverings will be researched and made. Mary will help Vanessa organize the Elf game. Next meeting October 10th, 3-5 pm.

***Motion: Approve the Holiday Market report (Julia/Rachell) 6-0-0

Street Team: The Team met on 9-13-2018. They reviewed a proof of the Guidebook, which was a success with 28 pages; 5000 copies will be distributed. They will continue to collect feedback from advertisers and find ways to include booth numbers in ads for those who do not hold BHOR status. They will add “Free, take one!” signs to the distribution racks. They are not moving forward with production of a book for the 50th, due to a reduction in team size and timing conflicts. A document outlining steps for producing a booklet was provided to the 50th Anniversary TF. They approved a gift certificate for a member who was moving away. They will not meet again until January 2019.

***Motion: Approve the Street Team report (Julia/Jaimee) 6-0-0

Standards Committee: Teresa reported on the September 19th meeting. They now have ten members attending. They approved some goggles but not sunglasses or jerky, and approved a Reflexology practitioner. They began discussion of laser cutting, plasma cutting, and CNC work, planning to craft a guideline that will cover this type of work. Only original designs can be used with these technologies. Families selling together and Member Legacy discussion continued and will still be put on the February agenda.

***Motion: Approve the Standards Committee report (Jaimee/Rachell) 6-0-0

50th Anniversary Task Force: Colleen gave the report from the Sept. 20th meeting. 50th Season logo items deadline is Oct. 6th, to be approved by Standards before going to the Task Force. The Work Plan was reviewed and homework reported upon. Leo showed two versions of an Opening Day poster for 2019. Vanessa reported on advertising options at the airport. Sarah reported on preliminary information she had gathered for a traveling archive or art show, finding various locations around town and what conditions would apply to display and fees. The schedule was reviewed for the Legacy Music, Tent Pole and special events. Book project options were discussed. An archives sub-committee was arranged to go through the many boxes of archived materials and make decisions about what to feature and/or protect. The TF discussed visions of the May 9, 2020 event. Requests from guests present included adding the Fashion Show to the schedule and working on a CD of Market music. Next meeting Oct. 25th, 3-5 pm.

***Motion: Accept the 50th Anniversary Task Force report (Ritta/Kate) 6-0-0

Sustainability Committee: Teresa reported on the Sept 25th meeting. JJ will be the staff liaison. Limiting the use of plastic bags would be a highly significant change in our waste stream. Compostable bags don't hold up well, and the bags are our biggest single item in the stream. Changing to a one-container system from the Clearstream ones might help, as all the garbage is sorted. They recommend asking the Board to authorize buying plastic garbage cans, with signs saying “Don't worry, we sort” in English and Spanish. They will be starting a FB page, are researching a bike valet, and will begin identifying a Sustainable Booth of the Month, focusing on sustainable practices, not just products. Next meeting October 23rd, 12 pm.

***Motion: Approve the motion to authorize funding for large trash cans (Julia/Ritta) 6-0-0

***Motion: Accept the Sustainability Committee report (Ritta/Julia) 6-0-0

Volunteer Work Group: Colleen reported on the September 26th meeting. It was discovered that the organization cannot authorize non-member volunteers. The Volunteer Manual was finalized and a process to measure improvement was discussed. Member numbers of each workgroup, committee and task force could be recorded at the time of the Annual meeting. The survey of prospective volunteers was also finalized. A survey of current volunteers could be designed. They suggested that issues of personal pronouns could best be handled by an Equity Committee. They did not set another meeting.

***Motion: Approve the Volunteer Manual (Julia/Ritta) 6-0-0

***Motion: Approve the Volunteer Work Group report (Julia/Kate) 6-0-0

Old Business: Board Self Evaluation Questionnaire: This could be used for the annual Board Retreat. It is a built-in training for new members, who would not have served long enough to evaluate their work but could learn from it. Some edits would make it work better for the group. It will be forwarded to the Retreat planners for the February retreat for edits and changes.

New Business: HM Dress-Up Days: Kate, Vanessa and Courtney worked out the Dress-up Days using past newsletters and memory of what worked and didn't. They will be:

Saturday, November 17th - Hats, Ties, & Tiaras
Sunday, Nov 18th - Mad for Plaid

Friday, November 23rd - Black and White
Saturday, November 24th - All That Glitters
Sunday, November 25th - Velvet Day

Saturday, December 1st - Mythical/Fantasy
Sunday, December 2nd - Wild Wild West

Saturday, December 8th - Leopard Colony
Sunday, December 9th - Things with Wings

Saturday December 15th - Holidays in the Tropics
Sunday, December 16th - Purple Day

Saturday, December 22nd - Seasonal Solstice
Sunday, December 23rd - Holiday Festive
Monday, December 24th - Pajama/Ugly Holiday Sweater

Equity Committee: Willa is willing to start a group to look broadly at our policies and procedures to find places where equal opportunity and accessibility need to be improved, such as low-end fees, language barriers, or other ways SM may unintentionally discriminate against or favor certain groups or individuals.

***Motion: Approve the formation of an Equity Committee (Julia/Kate) 6-0-0

Meeting Evaluation: wonderful feeling of cooperation.

***Motion: Adjourn (Jaimee/Teresa) 6-0-0 7:30 pm

