

**CENTRAL WISCONSIN STATE FAIR
BOARD MINUTES
September 21, 2015
7:30 PM**

ROLL CALL: Present; Board Members: Marilyn Heiman, Jeff Viergutz, Bob Ashbeck, Larry Gilbertson, Andy Keogh, Rob Posteluk, Jeff Hartman(7.39), Sara Schmitt, Carol Kerper, Mike Feirer, (one Open Position)

Adam Fischer-Executive Director

Absent: Keith Kay Guest: Lori Salzmann

Called to order at 7:30pm.

Minutes of August 17, 2015 Regular Board Meeting Moved by Andy Keogh, seconded by Carol Kerper to approve the minutes as presented. Motion carried.

Financial Report: Marilyn Heiman began by asking the BOD if they would like a printed copy of the report. They were provided. Marilyn directed the board to the balance sheet page and discussion followed. Andy Keogh moved to accept the financial report, Carol Kerper seconded the motion, the report was accepted.

Executive Director's Report: Adam Fischer handed out a vendor report. Explanations and discussion. One vendor has not paid, other issues, and negative comments on the midway and FB postings. District meeting is coming up in October. State convention comes in January. Thank you to those who helped at cleanup day. Randy Bliven has resigned from the BOD for personal reasons. The BOD decided to wait for the annual meeting in December to elect a replacement when normal elections are held. Adam turned the floor over to Lori Salzmann to discuss an issue that happened at the Jr Fair involving a parent questioning a judge's integrity and their confronting the judge. After much discussion, considering this individual is already on probation from last year, these events from this year will be documented along with last year and kept in a file for supporting evidence to bring disciplinary action if further offenses occur. It was suggested that the Executive Director or President contact the judge to offer reference support if there is ever any question that comes his way concerning his integrity. Also, contact the parent and inform the individual this behavior is unacceptable and document the

conversation. Adam continued. In the open class photo entries a copy write photo downloaded from the internet was displayed as one of their own by an exhibitor. As soon as this came to our attention and after investigation, all entries from this exhibitor were disqualified and removed from display. Due to the seriousness of this matter the BOD felt it necessary to take the following action. Jeff Hartman moved to ban this individual from entering exhibits at the fair for two years, and because this individual is a Jr Fair board member and a Jr Fair superintendent, this person shall be removed from these responsibilities indefinitely. Marilyn Heiman seconded the motion. Motion carried.

Another assistant superintendent and Jr Fair rep/ board member was discussed. This individual posted on FB very negative comments along with inappropriate language against the Fair's recent decisions, so much so that FB deleted the comments on their own. The BOD discussed and decided to remove this individual from serving as an assistant superintendent, and this year no compensation will be paid for assistant superintendent service. A letter should be sent to inform. Additional issues with two different individuals with claims against the old organization were heard. The Board spoke; these issues have been adjudicated previously. A revised organizational chart was distributed. This discussion will be tabled until next meeting. Adam asked that the BOD review his salary and terms of employment. Lori Salzmann left the meeting and Adam left the room for the discussion. Following a time of discussion the BOD decided to call the position full time, 15 days' vacation or PTO (three weeks) (annual accounting) (no time off during the Fair), and increase the salary, effective immediately. This will be reviewed when the budget is reviewed at the November meeting. Andy moved, Mike Firer seconded, the motion carried. This should be reviewed every six months. Rob and Larry shall develop a protocol to access revenue growth and any future salary increase. The need for a strategic plan was discussed. Adam was invited back to the room and was informed of the BOD's decision.

Fair Commission Report: no meeting.

Jr Fair Report: Sara Schmitt commented. Included: online registration, largest market sale on record, late record book from exhibitors, care to share forms, parking, Pat's Barn speakers, fill in Pat's barn, for sales signs in the Jr Fair show, use of bleachers, setup of display shelves, and more entertainment in the family tent.

Old Business: no

New Business: an entertainment budget was presented and discussion on a proposal for a corporate sponsor for the Fair. The proposed budget for entertainment was adopted and could change based on the securing of a corporate sponsor. Andy Keogh moved and Carol Kerper seconded the motion. Carried.

Jeff Hartman discussed an issue with a dairy exhibitor. Jeff and Adam will handle the issue.

The meeting was declared adjourned at 10:45pm. The next meeting will be held at 7:30 pm on October 19, 2015.

Recorded by Larry Gilbertson
Submitted by Andy Keogh, Secretary