

w/ Corrections

SCANNED



A nonprofit 501(c)(3) organization dedicated to growing community through events like yours, and the Super Fair.

Our big spaces inside & out are open for socially-distanced events—contact us if we can help you with yours!



Aug 17-20, 2022

Lancaster County Agricultural Society, Inc.

*A Nebraska non-profit corporation, designated as 501(c)(3) by the IRS
and separate county-level political subdivision
created under Nebraska law in 1870 to promote agriculture & youth*

MINUTES

Lancaster County Ag Society

Board of Directors Monthly Meeting

Thursday, September 16, 2021

TO FOLLOW 7 pm ANNUAL BUDGET HEARING

no sooner than 7:30 pm

Lancaster Event Center Fairgrounds

4100 N 84th Street, Lincoln, NE 68507

Lancaster Room (Business Center entrance—Pavilion 1)

1. Call the meeting to order and proof of due notice of meeting and open meeting notice on display
 - Meeting was called to order by President Ronnau at 7:41 p.m.
2. Roll call
 - Present
 - Cooper, Dowding, Messick, Ronnau, Rutt, Suing, Doeschot
 - Absent
 - Cusick-Rawlinson, Hagan

3. Approval of minutes from August regular board meeting & 2021 Budget Hearing
 - **Regular board meeting from August:** Messick moved to approve the minutes from the August regular board meeting. Rutt seconded, and the motion was approved on a 4-0 vote; 2 board members were not present for voting, and 3 board members abstained from the vote (Dowding, Suing, and Doeschot).
 - **2021 budget hearing meeting:** Rutt moved to approve the 2021-22 Lancaster Co. Ag Society Annual Budget Hearing meeting minutes shown on the screen by Board Clerk Rasmussen from the immediately preceding budget hearing held at 7 pm on September 16, 2021. Suing seconded, and the motion was approved on a 7-0 vote. 2 board members were not present for voting.
4. Approve resolution to approve increase of EIDL from \$150K to \$500K (Bruce Gubser, LEC Financial Consultant)
 - Rutt moved to approve the resolution to increase the EIDL from \$150K to \$500K. Suing seconded, and the motion was approved on a 7-0 vote; 2 board members were not present for voting.
5. Financial report (July), approval of checks, update on audit (Sarah Martin, Controller)
 - **Balance sheet:** Everything is in balance but Martin noted that the Line of Credit balance needed to be corrected to zero instead of negative balance shown.
 - **Profit-loss statement:**
 - Income for July: Actual numbers were used for tax receipts (no estimates).
 - Expenses for July: There were higher expenses than usual for camping. There were lots of security and equipment rentals for the rodeo and fair as well as several sizeable fair expenses (performances, attractions, etc.). Payroll and repair/maintenance costs (including fuel) were high for this month.
 - Rutt moved to approve the July 2021 financials as presented with one correction to the balance sheet to be made for the line of credit that is in error showing at -\$12,856.18 balance, should be \$0 balance. Dowding seconded, and the motion was approved 7-0; 2 board members were not present for voting.
 - Suing moved to approve checks for August in the amount \$236,257.42. Messick seconded, and the motion was approved 7-0; 2 board members were not present for voting.
6. Officer and Committee reports—no reports
 - President (Ronnau), VP (Dowding), Secretary (Cooper), Treasurer (Rutt)
 - Committee Reports: Nothing to report.
 - Personnel (Ronnau), Fund Development (Cusick-Rawlinson), NHSFR (Cooper), Strategic Planning Committee (Cusick-Rawlinson), Grievance (Cooper)
7. 4-H Program / Extension Update (Anderson/Wobig)
 - Pat Heather has been on the Extension board for 6 years; she will be finishing up her appointment and attending tonight's meeting in place of Wobig. Pat

mentioned that she was very impressed with the rodeo and expressed her thanks for all that LEC Fairgrounds does to support 4-H.

- Tracy Anderson said it was great to see everyone after a few months. She expressed her thanks for such a great fair. She noted that numbers have been down in static exhibits, but that was to be expected with COVID-19. She says her office's priority will be to get 4-Hers back into the program. Her office will also be starting an embryology program for the fall and will pick up some in the spring who cannot attend in the fall. Anderson mentioned that the state fair recently happened. She encouraged everyone to come out to Culver's on Monday, September 30th from 4:30 p.m. - 7:30 p.m. since 25% of all proceeds will go to 4-Hers. Anderson mentioned that horse awards are coming up September 30th. 4-H information night is also on October 5th. Erica Murray was elected to represent Lancaster County 4-H in May, but recently transferred to Douglas-Sarpy County in August.
8. Communication from the public (5-minute limit per person)
 - No members from the public present.
 9. Appointment of Annual Board Election Nominating Committee (Cooper, Doeschot, Dowding) to nominate candidates for positions up for election: Suing, Rutt, Ronnau
 - *Bios and pictures need to be submitted by November board meeting.*
 10. Business Development Report (Kraeger)
 - Review Fairgrounds Recognition Banquet Plans for Nov. 18th
 - Agenda will be similar to that of the VIP event from the fair so things are not rushed; details will be coordinated at a later time.
 - Name of event is 20th Anniversary Banquet
 - Invite County Board in lieu of annual joint meeting
 - Invites are going out now
 11. Approve changing date of November board meeting to Tuesday Nov. 16th
 - *Dowding moved to approve changing the date of the November board meeting to Tuesday November 16th to accommodate the 20th Anniversary Banquet on Thursday, November 18th. Messick seconded, and the motion was passed on a 7-0 vote; 2 board members were not present for voting.*
 12. Operations Director Report (Rook)
 - **Update on Operations & Guest Services Training Certification program:** This document took a lot of effort and input to develop, but it has been fairly successful thus far. The document must be updated regularly, especially before big events like the rodeo and fair. A major challenge for LEC is advertising a price to attract talent with additional skills like equipment operators while keeping current employees satisfied when their wage is lower as they haven't attained the same skills. This certification program is driven by each team member to seek out the development on their shifts so they know exactly the skills required to attain

higher pay if they are interested.

- Storm insurance claim
 - There were around ~\$375,000 in damages & related costs to 5 pods from the storm (might be as high as \$50,000 deductible)
- Updated Org Chart
 - Greg presented updated org chart & went over recent staff changes
- Pricing
 - There has recently been an annual 5.9% inflation increase as of July 2021 which is far higher than any of the last 7 years; LEC will be sharing this higher inflation cost over 2 years rather than passing it on to customers directly right away by taking a 3% rental price increase instead of the regular 1.5% increase.
 - Discussion among board that LEC must be cautious not to raise its prices too much or customers will go to shows elsewhere but challenge as fairgrounds not subsidized to be open outside of fair time.
 - Custom services labor costs have increased as well due to higher wages coming out of the pandemic which is especially true in Lincoln with lower unemployment than even the state of Nebraska which is one of the lowest states in the country.

13. Comp Time Approvals (Martin/Rook)

- Rook & Martin brought a proposal to make official what was verbally communicated to staff that an added 100 hours of comp time for rodeo extra hours would be honored and to include Rook & Dickerson who aren't usually included in comp time as executive staff due to the extreme nature of extra hours and dedication exhibited by all staff in this first NHSFR following not only a pandemic but then extreme storm damage 5 days before move-in.
- Employees are typically expected to use vacation time in the same year it is granted, but they are being allowed to carry up to 2 weeks over to the next year for vacation and for regular comp time per the team member manual.
- Discussion on concern with this policy is to not have employees accumulate so high of leave balances that they end up having to take vacation leave at the same time and leave the fairgrounds short staffed.
- Dickerson also brought up a proposal for Martin to be allowed up to 40 extra hours of comp time to have time to finish extra financials work caused by the rodeo before year-end in November.
- *Rutt moved to have an Executive Session board discussion without staff regarding comp time policies. Cooper seconded, and the motion was passed on a 7-0 vote; 2 board members were not present for voting. Staff exited.*
- *The Executive Session commenced at 10:01 pm.*
- *Cusick-Rawlinson moved and Dowding seconded to come out of Executive session at*

Swing

10:30 pm and staff returned.

- Rutt moved to 1) extend the 100 hours of rodeo comp time to Dickerson and Rook as well as rest of team working rodeo as already communicated verbally, 2) grant an additional up to 40 hours of regular comp time to Martin as needed to finish extra rodeo/fair financials before November year end and 3) stipulate that all rodeo comp time for all staff must be used by December 31, 2022. Suing seconded, and the motion was passed on a 6-0 vote; 2 board members were not present for voting, and Doeschot abstained from the vote.

14. Managing Director Report (Dickerson)

- Monster Truck 2nd weekend of fair
 - The Promoter is wanting to come in; they will pay rent and be available the 2nd weekend of the fair.
 - Asked for and received board agreement to book monster trucks in lieu of dirt drags 2nd weekend and have demo derby/figure 8 races on 1st weekend—no vote required.

15. Executive Session—NHSFR update on financial negotiations, Cell tower negotiations, Managing Director Evaluation Process

- Dowding moved to enter the executive session. Cooper seconded, and the motion was passed on a 7-0 vote; 2 board members were not present for voting.
- The Executive Session commenced at 10:16 p.m. *Suing*
- Messick moved to exit the executive session. Hagan seconded, and the motion was passed on a 7-0 vote with Executive Session ending at 10:55 pm.

16. Adjournment

- Moved by *Rutt* Hagan and seconded by Messick to adjourn the meeting at 10:58 pm. Passed on voice vote with no objection.

Next Board Monthly Meeting: October 21, 2021 at 7:30pm

(check website to confirm final timing/location at LancasterEventCenter.org, click on About Us, Public Notices)

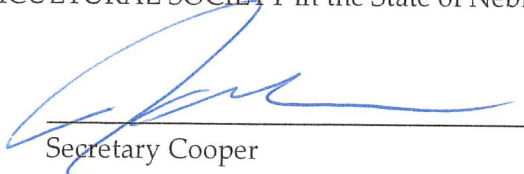
PASSED, APPROVED AND ADOPTED as set forth herein this 28th day of

October, 2021.

Submitted by the LANCASTER COUNTY AGRICULTURAL SOCIETY in the State of Nebraska.



President Ronnau



Secretary Cooper