

DATES OF INTEREST

January 6th – First Friday – Annual Student Show Featuring Crossroads adult and children art work and Baker and Burnt River High School art students.

January 12th – Cork N Craft Stamping Party at Crossroads – Please pre-register! Check out details in class schedule.

January 16th-21st – Gallery Closed for repainting. So please come visit the Annual Student Show before or after this week!

February 3rd – First Friday – Crossroads welcomes Hillery Lay with “Burn Scar” contemporary mixed media paintings. In the student gallery the artwork of Baker County Head Start Students. Light refreshments provided by Head Start Staff and Friends of Head Start. Music provided by Larry Lambeth on piano.

February 9th – Cork N Craft Paper Collage Valentines with SK Cothren – Please pre-register! Check out details in Class Schedule.

CROSSROADS WISH LIST
Small dessert plates for First Friday, Toilet Bowl Cleaner, refill for hand soap, Lysol disinfectant spray, TP, small cold cups for punch, #10 white envelopes, copy paper, post-it notes, rubber cement, regular stapler, staples, regular black sharpies, 1/3 cut file folders, and clear page protectors.

ONE TILE REMAINING ON THE DONOR WALL

Who will get the last glass tile at Crossroads? \$500 donation to Crossroads.

With the updates on staffing and painting, I will have our year-end recap in the February Newsletter.

~ Ginger Savage

Changes at Crossroads

Brian Watt, Crossroads Board Chair – January 2, 2017

It is a new year, 2017, and there is a major change afoot at Crossroads. As of January 1, 2017 Derek will no longer be with us as paid staff. No, this was not Derek's idea; it was an action the Board elected to take. Reluctantly I would like to say, the preference of the Board would have been to continue the position.

In 2016 the Obama Administration elected to publish new regulatory rules changing some of the requirements of the Fair Labor Standards Act (FLSA). The Board was made aware of this impending change last Spring. In particular, they changed the standard for who may be considered an “Exempt” employee.

Ginger, our Executive Director, has been classified as “exempt”, meaning she was paid a salary above the minimum set in the law, and worked whatever hours she needed to get the job done, with the expectation she would work a minimum of 40 hours per week. Those folks who pay attention to such things will know that Ginger works far more than 40 hours per week. Constantly. This is typical of similar Non-Profits of all sizes. The new regulations set the minimum salary at \$47,476.

The new regulation contains some exemptions for Non-Profits. We originally thought there would be no change as the new regulations exempts Non-Profits with annual income of less than \$500,000. We fit in this category with annual income a little north of \$200,000. But, buried in the new regulation was a statement that the exemption did not apply to an employee of an organization if he or she is engaged in Interstate Commerce. What the heck does that mean we asked?

After consulting with the Oregon Bureau of Labor and Industries and the Non-Profit Association of Oregon, who consulted with the Federal Department of Labor, we were told the following. An employee is considered to be engaging in Interstate Commerce if, as part of their regular duties, they communicate, purchase supplies and materials, or sell products, materials, or supplies across state lines. Communicate means phone calls, emails and instant messaging. It is hard to fathom a Non-Profit, or for profit enterprise in this day and age that would meet this criterion. Particularly if it happens to exist in one state and the closest major metropolitan area is in another. Upshot is our ED and in fact all our paid staff engage in Interstate Commerce. So much for the exemption, based on income. The Final answer is --Crossroads and Crossroads staff will be subject to FLSA requirements.

The Board looked at many options. Too many to describe here, if someone is interested they can contact a board member, and we will be happy to discuss it. Well not true, willing maybe, it was not a “happy” decision, but we made what we thought was best for the long term fiscal health of the organization. The bare bones are to operate Crossroads anywhere near the level it is now, it would be impossible to hold the ED to 40 hours per week. The choice became, pay overtime or raise ED salary to the new exempt level. An analysis of the two alternatives was essentially a wash, even considering reasonable overtime limits on the ED, and still getting necessary work done. Second, the hard fact is at times our other staff work more than 40 hours per week, and we will have to pay overtime, another added expense. This balanced against essentially flat unrestricted income. Yes, we have some nice increases in Grant income, but these do not translate to a lot of money for overhead. The Board elected to raise the ED salary to just above the new limit.

In working on our 2017 budget, we saw we had little ability to increase our personnel costs significantly enough to cover all the increases. Reluctantly, we decided we had to eliminate the Communications Coordinator position to balance the budget. We did agree to hire a part time shopkeeper to keep the building open on Saturday. Loss of this position will be felt. There is work that will now have to be done by the ED and Art Director that was being done by Derek before. Which will take them away from other things they are now doing.



continued on next page

Changes at Crossroads, *continued*

The Board made its decision, reluctantly, and without any joy. In December, we found out that a group of State Attorneys General had successfully been granted an injunction in Federal Court in Texas preventing implementation till the suit can go to trial. So now what? Many non-profits are in the same situation. Again we sought advice from the Non-Profit Association of Oregon and others. The advice is stay the course and await for developments. This is what we are doing. We spent six month struggling with this and decided on a path forward.

I hope this makes our decision more clear. Again, anyone wanting to discuss it is welcome to chat with Ginger or a Board member. I would like to wish you all a happy and prosperous 2017.

Thank You

SUSTAINING MEMBERS:

**Chaves Consulting
Garchar and Colton CPA's**

GRANTS RECEIVED:

The Leo Adler Foundation

DONATION TO THE G. WALTER PALMER HOUSE:

Anonymous

DONATION TO CROSSROADS FOR

GENERAL OPERATING SUPPORT:

Forest Dawn Hynek, Brian and Susan Watt,
Anonymous

DONATION TO CROSSROADS FOR NEW CHAIRS

(DONATION MADE AT CROSSROADS):

NancyZelck, Jane Bohn, Robert and Marie Savage,
John and Molly Wilson, Sue and Loren Henry,
Idaho Power

DONATIONS TO THE ENDOWMENT FUND:

Jim and Shirley Adamson

DONATIONS TO THE HAND TO HEART

SCHOLARSHIP FUND:

Clair Button and Kathryn Bulinski, Jeff Givens and
Sigrid Johnson

DONATIONS FOR NEW CHAIRS (MADE ON FACEBOOK AS PART OF GIVING TUESDAY):

Pam Peyron, Richard and Kathleen Chaves, Jim and
Mary Tomlinson, Bruce and Wanda Raffety, Brian
and Susan Watt, Tony and Benita Britt, Dennis and
Terri Axness, Eric and Katie Lamb, Jay and Beth
Grimes, Marshall McComb, Sherri Linnemeyer,
Michelle Paoletti, Linda McClinton, Andrew, Ann
and Josie Bryan, Don and Patti Burrow

NEW OR RENEWED MEMBERS (DECEMBER 1-31):

Jim and Shirley Adamson, Garwood Allen, Jane
Bohn, Virginia Buchfinck, Clair Button and Kathryn
Bulinski, Mark and Sharon Freeman, Jeff Givens
and Sigrid Johnson, Sue and Loren Henry, Amy
Hindman, Donna LeBlanc, Mark McGibbon, Leigh
Metz, Gaynelle Nielsen, Obie Simonis, Sandy
Sturdy, Tymmera Whitnah, Barbara Wilbur, Troy
and Gen Woydziak, Nancy Zelck

Spring Cleaning at Crossroads

As many of you have noticed, thanks to the support of numerous foundations, we are in the process of repainting the interior of Crossroads and retrofitting all the lights to LED lights. This process started on January 4th and is expected to conclude by February 17th—though I expect it to be quicker as Rick Scrivner and his crew of painters just in the first week have moved quickly and efficiently. Ty and Barry Nichols will be coming in behind them and doing the retrofitting of the lights. We retrofitted the Gallery Spot Lights in 2012 and now the rest of the building inside and out will be done.

We thank in advance our teachers, artists and students for their patience with this upheaval in the lives of Crossroads. We have had to adjust classes so please check out the class schedule to see the adjusted days. We ask that you pay attention to the wet paint signs and the guys are moving ahead whenever they get a few extra minutes.

SCHEDULE OF PAINTING

- **Week of January 9th:** Ballet Studio Closed and back stairway will be painted. Access to the art closet will be limited so please call in advance if you are coming to pickup artwork.
- **Week of January 16th:** Main Gallery and upstairs restroom will be painted. All artwork will be taken down on January 14th and 15th and moved to Ballet Studio to be safeguarded. Work will be re-hung on January 21st.
- **Week of January 23rd:** The staff office and the center of the upper gallery including the front lobby will be painted. On certain days access to the upstairs will be redirected to the downstairs doors to use the inner stairs or the elevator.
- **Week of January 30th:** Kiln room and downstairs hallway will be painted. Kilns will be fired on the 23rd and 24th to complete as much work as possible. Students are asked to pick up work by January 27th. Please note the Pottery Committee will be reorganizing the Kiln Room at the end of the painting.
- **Week of February 6th:** Pottery Studio will be closed and repainted. The Pottery Committee is reorganizing as we speak and all cubbies need to be tidied up.
- **Week of February 13th:** Main Classroom will be repainted. This is an excellent time prior to the painting for artisans using the studios to clean out cabinets and reorganize. Materials for classes not regularly used need to be taken home; Crossroads simply does not have the storage. Students and parents of students please come and pickup artwork AS SOON AS POSSIBLE so that partially finished work does not get disposed off.

A few comments have been made about the paint not looking too bad. The long term maintenance is something Crossroads must take very seriously to assure the Carnegie Library stands for another 108 years. While you may not see the general grubbiness of things—it is my job to notice that. This project also will lower Crossroads energy bills. Not only will the lighting change offer our artisans better, clearer lighting our costs will go down. Also part of this project is acquiring the blinds for the main windows on the second floor of the Carnegie and adding UV protecting blinds to the ballet studio. This year is a perfect example of the need for them. The cold air seeping through the original 1909 windows can make the building drafty and costs are up. These blinds will help us keep energy costs low and better safeguard artwork and the original floors. There is a lot of work to be done, and if you would like to volunteer on a weekend to help with moving furniture or artwork, we would appreciate it. Contact Ginger at ginger@crossroads-arts.org if you would like to be placed on the email blast list for helping out.

We are so appreciative of all the funders who provided funds for this complex project: Oregon Community Foundation, Ford Family Foundation Visual Arts Program, Sunderland Foundation, Buerkel- Zoellner Foundation and Leo Adler Foundation. We also thank Oregon Trail Electric Consumer Cooperative and their staff for assisting with getting Crossroads over \$4000.00 in BPA rebates for this project!

Miller Foundation Challenge Grant – YEAR TWO!

We thank the James and Marion Miller Foundation in 2016 – they have challenged Crossroads to grow its membership and donations to our Hand to Heart Scholarship Fund. We knocked the 2016 challenge grant of adding \$10,000.00 in new membership, increased memberships and donations by June.

Well year two began on January 1, 2017. Again we need to raise another in \$10,000.00.

HOW YOU CAN HELP

- If you annually purchase one of our memberships -- increase it to the next level and the difference will count towards the challenge grant.
- Sign up to have your increased membership taken out your checking, savings or credit card every month to help make it more cost effective for your family.
- Make a donation to the Hand to Heart Scholarship Fund to help anyone who would like to take a class but cannot afford to do so. Please remember to make the Crossroads Hand to Heart Scholarship your gift of choice for Memorial gifts throughout the year.
- Volunteer to be on the committee to have our Soup Dinner for the Scholarship Fund. With the painting, I have not had a chance to get started but with a couple of great volunteers moving the project forward could get things back on track. All proceeds from this wonderful event can be used to make the match for the Challenge Grant.
- Teach a special class for the Scholarship Fund or teach an exciting class which is FREE to members to motivate people to get a membership.
- *The number one thing you can all do:* Invite friends and neighbors to come join Crossroads... our individual membership is only \$35 a year and what a great way to support the Art Center's work.

The grant was written to get more new members to Crossroads and then work to encourage our current members to increase their donation.

February in the Gallery

In February we are pleased to welcome Baker City artist Hillery Lay to the gallery with her new collection of mixed media paintings titled "Burn Scar."

The exhibition opens on **Friday, February 3rd with an opening reception from 5:30pm to 8:00pm.** Informal artist talk begins at 5:30pm. Refreshments will be provided by Head Start Staff and Friends of Head Start. Live music by Larry Lambeth on piano. In the Student Gallery see the artwork of Head Start students. The exhibition will be on display through Saturday, February 25.

BURN SCAR – HILLERY LAY

"People within the landscape, taken out of context, are the themes of my painting practice. I have been refining my personal artistic vocabulary of marks, shapes, and colors. I try to find depth in every layer of a painting through these personal techniques. Over the course of a series of work, I make a history from my own developing visual signs.

New and important characteristics of my vocabulary sometimes occur very abruptly. Natural disasters like the lightning caused Cornet/Windy Ridge Fire in 2015 change a landscape forever. That fire is particularly symbolic for me. It wraps up a lot of painful events in my life into one blackened package.

A burn scar left by a wildfire can shape a forest and a person for a long time."

Hillery's work is recognized regionally and she was invited to participate in Salon: Portland 2016, The Studio Visits from the Portland 2016 Biennial of Contemporary Art at Disjecta Contemporary Art Center in Portland, Oregon in 2016.



The Path of Totality – Call to Artists

You are invited as local and regional artists to submit artwork to our April Open Regional Show titled, "The Path of Totality." This year's theme is based on the upcoming total solar eclipse which will cross over Baker City on August 21, 2017. We want to encourage artists to explore the theme from any angle which they choose. Artists may be inspired literally by celestial ideas and others may be inspired by the title and the implications of the words, or combination of words.

- Accepting up to 3 pieces of artwork from each artist
- Artwork deadline: Monday, April 3, 5:00pm

Please see website for more information. On home page scroll down and click on "forms."

2nd Annual Winter Holiday Card Contest – Call to Artists

We are pleased with the response to the 1st Annual Holiday Card Contest and would like to continue the tradition by inviting artists to submit artwork for the 2nd Annual Contest.

The subject is open to artist interpretation of the winter holiday season. All media types will be accepted. The winning submission receives a \$100 prize and 12 printed cards. The original artwork will be returned to the artist. The winning artwork will be reproduced as a 5" x 7" card which will be the official 2017 Crossroads holiday card. Proceeds from the sale of the cards go to support Crossroads programs.

Submissions due at Crossroads by August 15, 2017.