



Josh Wolsky <josh@downtownminot.com>

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**RE: <EXTERNAL>RE: EXTERNAL: Re: <EXTERNAL>Re: <EXTERNAL>Fwd: DBPA Staffing Challenge**

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**Lyndsay Ulrickson** <lyndsay@sourisbasin.org> Fri, Jan 29, 2021 at 1:55 PM  
To: "Bentley, Jason, S" <jsbentley@bremer.com>, jeremy mahany <jeremymahany@gmail.com>, Ryan Ackerman <ryan.ackerman@ackerman-estvold.com>  
Cc: Chad <Chad@fmirestaurants.com>, Sherry McGlaughlin <caribbeancolor2017@gmail.com>, Jessica Ackerman <jessicajackerman@gmail.com>, Josh Wolsky <josh@downtownminot.com>, Margie Bolton <mbmargiez@gmail.com>, Rod Wilson <sentrysales@srt.com>, Aaron Thompson <sourisriverbrewing@gmail.com>

Hi All,

I got the go-ahead from Chad after this vote yesterday. Thanks for prompt responses! The position is posted for the next 7 days, just as we had presented it to you all: [www.sourisbasin.org/employment](http://www.sourisbasin.org/employment)

Hoping for a February 15 or earlier start date.

Attached is the signed contract with SBPC and DBPA, along with the Scope of Work (it's a condensed version of what is in the job description).

Thanks!

Lyndsay

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**From:** Bentley, Jason, S <jsbentley@Bremer.com>  
**Sent:** Wednesday, January 27, 2021 3:45 PM  
**To:** jeremy mahany <jeremymahany@gmail.com>; Ryan Ackerman <ryan.ackerman@ackerman-estvold.com>  
**Cc:** Chad <Chad@fmirestaurants.com>; Sherry McGlaughlin <caribbeancolor2017@gmail.com>; Lyndsay Ulrickson <lyndsay@sourisbasin.org>; Jessica Ackerman <jessicajackerman@gmail.com>; Josh Wolsky <josh@downtownminot.com>; Margie Bolton <mbmargiez@gmail.com>; Rod Wilson <sentrysales@srt.com>; Aaron Thompson <sourisriverbrewing@gmail.com>  
**Subject:** <EXTERNAL>RE: EXTERNAL: Re: <EXTERNAL>Re: <EXTERNAL>Fwd: DBPA Staffing Challenge

Yes.

**Jason Bentley**

Vice President

Business Banker

D 701-857-6224

F 701-857-6279

[bremer.com](http://bremer.com) | [jsbentley@bremer.com](mailto:jsbentley@bremer.com)

20 1<sup>st</sup> Street Southwest

Minot, ND 58701



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**From:** jeremy mahany <[jeremymahany@gmail.com](mailto:jeremymahany@gmail.com)>  
**Sent:** Wednesday, January 27, 2021 3:06 PM  
**To:** Ryan Ackerman <[Ryan.Ackerman@ackerman-estvold.com](mailto:Ryan.Ackerman@ackerman-estvold.com)>  
**Cc:** Chad <[Chad@fmirestaurants.com](mailto:Chad@fmirestaurants.com)>; Sherry McGlaughlin <[caribbeancolor2017@gmail.com](mailto:caribbeancolor2017@gmail.com)>; Lyndsay Ulrickson <[lyndsay@sourisbasin.org](mailto:lyndsay@sourisbasin.org)>; Bentley, Jason, S <[jsbentley@Bremer.org](mailto:jsbentley@Bremer.org)>; Jessica Ackerman <[jessicajackerman@gmail.com](mailto:jessicajackerman@gmail.com)>; Josh Wolsky <[josh@downtownminot.com](mailto:josh@downtownminot.com)>; Margie Bolton <[mbmargiez@gmail.com](mailto:mbmargiez@gmail.com)>; Rod Wilson <[sentrysales@srt.com](mailto:sentrysales@srt.com)>; Aaron Thompson <[sourisriverbrewing@gmail.com](mailto:sourisriverbrewing@gmail.com)>  
**Subject:** EXTERNAL: Re: <EXTERNAL>Re: <EXTERNAL>Fwd: DBPA Staffing Challenge

My vote is Yes

On Wed, Jan 27, 2021 at 2:25 PM Ryan Ackerman <[Ryan.Ackerman@ackerman-estvold.com](mailto:Ryan.Ackerman@ackerman-estvold.com)> wrote:

I'll second. And vote yes.

Ryan Ackerman, PE

**Ackerman-Estvold**

1907 17<sup>th</sup> Street SE

Minot, ND 58701

Office: 701.837.8737

Direct: 701.857.9113

[www.ackerman-estvold.com](http://www.ackerman-estvold.com)

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**From:** Chad <[Chad@fmirestaurants.com](mailto:Chad@fmirestaurants.com)>  
**Sent:** Wednesday, January 27, 2021 2:24 PM  
**To:** Sherry McGlaughlin <[caribbeancolor2017@gmail.com](mailto:caribbeancolor2017@gmail.com)>  
**Cc:** Lyndsay Ulrickson <[lyndsay@sourisbasin.org](mailto:lyndsay@sourisbasin.org)>; Jason Bentley <[jsbentley@bremer.com](mailto:jsbentley@bremer.com)>; Jeremy Mahaney <[jeremymahany@gmail.com](mailto:jeremymahany@gmail.com)>; Jessica Ackerman <[jessicajackerman@gmail.com](mailto:jessicajackerman@gmail.com)>; Josh Wolsky <[josh@downtownminot.com](mailto:josh@downtownminot.com)>; Margie Bolton <[mbmargiez@gmail.com](mailto:mbmargiez@gmail.com)>; Rod Wilson <[sentrysales@srt.com](mailto:sentrysales@srt.com)>; Ryan

Ackerman <[Ryan.Ackerman@ackerman-estvold.com](mailto:Ryan.Ackerman@ackerman-estvold.com)>; Aaron Thompson <[sourisriverbrewing@gmail.com](mailto:sourisriverbrewing@gmail.com)>  
**Subject:** RE: <EXTERNAL>Re: <EXTERNAL>Fwd: DBPA Staffing Challenge

Thanks Sherry.

Do we have a 2<sup>nd</sup>?

**Thank you very much**

**Chad Thompson**

**701.240.9938**

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**From:** Sherry McGlaughlin <[caribbeancolor2017@gmail.com](mailto:caribbeancolor2017@gmail.com)>  
**Sent:** Wednesday, January 27, 2021 12:53 PM  
**To:** Chad <[Chad@fmirestaurants.com](mailto:Chad@fmirestaurants.com)>  
**Cc:** Lyndsay Ulrickson <[lyndsay@sourisbasin.org](mailto:lyndsay@sourisbasin.org)>; Jason Bentley <[jsbentley@bremer.com](mailto:jsbentley@bremer.com)>; Jeremy Mahaney <[jeremymahany@gmail.com](mailto:jeremymahany@gmail.com)>; Jessica Ackerman <[jessicajackerman@gmail.com](mailto:jessicajackerman@gmail.com)>; Josh Wolsky <[josh@downtownminot.com](mailto:josh@downtownminot.com)>; Margie Bolton <[mbmargiez@gmail.com](mailto:mbmargiez@gmail.com)>; Rod Wilson <[sentrysales@srt.com](mailto:sentrysales@srt.com)>; Ryan Ackerman <[ryan.ackerman@ackerman-estvold.com](mailto:ryan.ackerman@ackerman-estvold.com)>; Aaron Thompson <[sourisriverbrewing@gmail.com](mailto:sourisriverbrewing@gmail.com)>  
**Subject:** Re: <EXTERNAL>Re: <EXTERNAL>Fwd: DBPA Staffing Challenge

EXTERNAL

I would like to amend my motion to have the DBPA enter into a staffing agreement with SBPC. The dollar commitment for DBPA shall not exceed \$30,000.

Sherry M

On Wed, Jan 27, 2021, 9:04 AM Chad <[Chad@fmirestaurants.com](mailto:Chad@fmirestaurants.com)> wrote:

Hey all

Sorry for the barrage of emails here.

In the motion, we need the following:

DBPA agrees to enter into an agreement with SBPC with a "not to exceed" dollar commitment of \$30K (which allows us to pay someone \$55K) or \$35K (which allows us to pay someone \$60K)

My apologies for not being more clear in the initial email.

Sherry, please amend your motion if you are in favor of adding that extra detail.

**Thank you very much**

**Chad Thompson**

**701.240.9938**

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**From:** Sherry McGlaughlin <caribbeancolor2017@gmail.com>  
**Sent:** Tuesday, January 26, 2021 11:04 PM  
**To:** Chad <Chad@fmirestaurants.com>  
**Cc:** Lyndsay Ulrickson <lyndsay@sourisbasin.org>; Jason Bentley <jsbentley@bremer.com>; Jeremy Mahaney <jeremymahany@gmail.com>; Jessica Ackerman <jessicajackerman@gmail.com>; Josh Wolsky <josh@downtownminot.com>; Margie Bolton <mbmargiez@gmail.com>; Rod Wilson <sentrysales@srt.com>; Ryan Ackerman <ryan.ackerman@ackerman-estvold.com>; Aaron Thompson <sourisriverbrewing@gmail.com>  
**Subject:** Re: <EXTERNAL>Re: <EXTERNAL>Fwd: DBPA Staffing Challenge

EXTERNAL

I will put a motion to move this forward.

Sherry M

On Tue, Jan 26, 2021, 6:48 PM Chad <Chad@fmirestaurants.com> wrote:

Hey all

Is anyone ready to put forth a motion to move this forward?

Please reply all.

Thank you very much

Chad Thompson

701.240.9938

Sent from my iPhone

On Jan 25, 2021, at 10:38 AM, Lyndsay Ulrickson <lyndsay@sourisbasin.org> wrote:

EXTERNAL

Sorry to spam everyone with emails but made some corrections last night – corrected a spelling error and removed the paragraph referring to an Assistant Director (I forgot to remove this from the template doc I was using), and added a task item to continue exploring the BID.

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**From:** Chad <[Chad@fmirestaurants.com](mailto:Chad@fmirestaurants.com)>  
**Sent:** Sunday, January 24, 2021 3:29 PM  
**To:** Lyndsay Ulrickson <[lyndsay@sourisbasin.org](mailto:lyndsay@sourisbasin.org)>  
**Cc:** Sherry McGlaughlin <[caribbeancolor2017@gmail.com](mailto:caribbeancolor2017@gmail.com)>; Jason Bentley <[jsbentley@bremer.com](mailto:jsbentley@bremer.com)>; Jeremy Mahaney <[jeremymahany@gmail.com](mailto:jeremymahany@gmail.com)>; Jessica Ackerman <[jessicajackerman@gmail.com](mailto:jessicajackerman@gmail.com)>; Josh Wolsky <[josh@downtownminot.com](mailto:josh@downtownminot.com)>; Margie Bolton <[mbmargiez@gmail.com](mailto:mbmargiez@gmail.com)>; Rod Wilson <[sentrysales@srt.com](mailto:sentrysales@srt.com)>; Ryan Ackerman <[ryan.ackerman@ackerman-estvold.com](mailto:ryan.ackerman@ackerman-estvold.com)>; Aaron Thompson <[sourisriverbrewing@gmail.com](mailto:sourisriverbrewing@gmail.com)>  
**Subject:** <EXTERNAL>Re: <EXTERNAL>Fwd: DBPA Staffing Challenge

Thanks Lyndsay.

Please respond with any changes you would like to see to the document or idea ASAP.

By the latest on Wednesday.

We need to keep the momentum going (which we all have agreed to) so please reply all.

Thanks everyone!

Thank you very much

Chad Thompson

701.240.9938

Sent from my iPhone

On Jan 24, 2021, at 11:48 AM, Lyndsay Ulrickson <[lyndsay@sourisbasin.org](mailto:lyndsay@sourisbasin.org)> wrote:

EXTERNAL

Hi All,

Please see the attached draft job description. I did this a little bit backwards, and developed the job description first, as this will really guide what the Scope of Work will look like between DBPA and SBPC.

It could very well be that I completely forgot something or duplicated items in here, so please let me know! I tried to be as comprehensive as possible. This job description

is a mix between other SBPC job descriptions and job descriptions I researched from other downtown support roles. The only thing that is different here from my proposal, is that this position will not offer benefits, which will allow us to hopefully offer higher pay. When I reviewed SBPC's employment policies, our handbook states that contract employees are not entitled to benefits.

I think time is of the essence– it's important that we get moving on this, if this is the route we decide to go. So please let me know, no later than Wednesday of this week, on any feedback, additions, extractions, etc.

Thanks all!

Lyndsay

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**From:** Chad <[Chad@fmirestaurants.com](mailto:Chad@fmirestaurants.com)>  
**Sent:** Wednesday, January 20, 2021 4:07 PM  
**To:** Sherry McGlaughlin <[caribbeancolor2017@gmail.com](mailto:caribbeancolor2017@gmail.com)>; Jason Bentley <[jsbentley@bremer.com](mailto:jsbentley@bremer.com)>; Jeremy Mahaney <[jeremymahany@gmail.com](mailto:jeremymahany@gmail.com)>; Jessica Ackerman <[jessicajackerman@gmail.com](mailto:jessicajackerman@gmail.com)>; Josh Wolsky <[josh@downtownminot.com](mailto:josh@downtownminot.com)>; Lyndsay Ulrickson <[lyndsay@sourisbasin.org](mailto:lyndsay@sourisbasin.org)>; Margie Bolton <[mbmargiez@gmail.com](mailto:mbmargiez@gmail.com)>; Rod Wilson <[sentrysales@srt.com](mailto:sentrysales@srt.com)>; Ryan Ackerman <[ryan.ackerman@ackerman-estvold.com](mailto:ryan.ackerman@ackerman-estvold.com)>; Aaron Thompson <[sourisriverbrewing@gmail.com](mailto:sourisriverbrewing@gmail.com)>  
**Subject:** <EXTERNAL>Fwd: DBPA Staffing Challenge

See below

Thank you very much

Chad Thompson

701.240.9938

Sent from my iPhone

Begin forwarded message:

**From:** Josh Wolsky <[josh@theminotvoice.com](mailto:josh@theminotvoice.com)>  
**Date:** January 20, 2021 at 11:47:11 AM CST  
**To:** Chad <[Chad@fmirestaurants.com](mailto:Chad@fmirestaurants.com)>, Lyndsay Ulrickson <[lyndsay@sourisbasin.org](mailto:lyndsay@sourisbasin.org)>  
**Subject:** DBPA Staffing Challenge

EXTERNAL

Chad and Lyndsay:

Regarding DBPA staffing situation and challenges upcoming. I have been asked by one board member if I have an interest in continuing with the DBPA in some form.

I do. Beyond that, I'm well-versed in the challenges of the organization,

I know the field and the players, and I can hit the ground running in many areas.

Whether we come together or if I'm the best person for the role are matters of both a Board and mutual discussion, but please be assured, I'll not be offended whatever the outcome of that discussion and chosen path forward. My larger interest is in the success of the organization, and there are at least a few ways in which I may not be the best fit to that end.

So you're all aware, what was presented was the possibility of a 1-year opportunity working with/through Souris Basin Planning Council in a role specifically designated to the DBPA. The salary suggested was \$45k plus benefits. It was my understanding that the opportunity constructed was a product of means -- both financially and administratively. In other words, the job was crafted in this fashion because this was the imperfect pathway to getting someone on the ground.

With my interest expressed; I do have some thoughts I want to share about the previously discussed arrangement.

RE: Salary

I understand the financial limitations, and that it would be the responsibility of the person who takes the job to create the revenue necessary that would allow the organization/position to pay closer to the market rate for this position in the future. It's my estimate that the market rate for this role might easily fall in the \$65-75k range. All that said, the salary is something I'd like to discuss further and perhaps under different arrangements, but on the whole, we're, at least, in a ballpark that I'm willing to entertain.

RE: SBPC Administrative Arrangement

Again, I understand why this has been contemplated in this form. But at the outset, I think the board should be aware of both some challenges and advantages created by this arrangement.

Advantage: Great Synergy

SBPC has a great team and a great downtown space. Lots of synergies could be gained by joining this environment. Personally, this possibility excites me.

Challenge: Who's the Boss?

An SBPC-arrangement creates a pretty dynamic environment for the employee. They're working first and foremost for SBPC, but then also for the DBPA Board. Beyond that, many DBPA members will believe this employee will be working for them. This concern can be met in any number of ways, but it needs to be acknowledged at the outset.

Challenge: Conflicts of Interest - Organizationally & Professionally

It's not assured that the interests of the DBPA and the SBPC are mutually aligned. We'd need to have at least a cursory plan in place for such cases where they diverge, and it would need to address both of the organizations, board members, and employees. Again, this isn't a barrier to moving forward, but if we anticipate the challenges, we have a better chance of getting past them smoothly.

RE: Matters Specific to Downtown BID

Challenge: Deprioritizing BID Work

It's my understanding that the BID development has been moved down the list of priorities with the belief that the environment just isn't right to be asking property owners to approve it. I understand and agree with that -- from that perspective. But I'm worried that the political environment is not right for turning it off. There are pieces moving at the City, and the BID is being held as a contingent piece to them by at least one of our elected officials. I think we need to find a way to say we're advancing this work, but in a manner that's metaphorically equal to putting it in the crockpot on low. We have to be able to say it's cooking, and in six months' time, there has to be some evidence that we weren't just saying that.

RE: Matters Specific to Josh Wolsky

Challenge: Can he shut up?

You all know me; you all know my brand of activism. Minot is still a small town. There have been instances even during my term as a Vista that my comments on local issues have possibly blown back on the organization. I'd be happy to share the context of these if there's interest in deeper understanding from the Board.

Advantage: Pushing DBPA Political Weight Around

Any organization that speaks for 100 small businesses has weight and influence. If the Board wants to start throwing that around a bit more on local matters, we'd be a good match.

Challenge: Is he too toxic?

There is entrenched political and administrative opposition to nearly any idea I associate with or advocate for. So, in some cases, things will be harder if I'm the person in the room. This is simply the state of Minot's political environment right now, and the Board should enter any arrangement with me with eyes wide open.

Challenge/Advantage: ForMinot/TheMinotVoice/  
SavorMinot/Good Talk Minot et al

This is both a personal concern of mine and has both the potential to be an advantage/liability for the DBPA and SBPC. I have invested much in all of these properties which are at present largely silent and inactive. The question is this: is the Board comfortable with me maintaining or possibly reactivating these properties in my time outside of DBPA responsibilities? A broader discussion on concerns and potential associated is warranted.

With all that, you have a brief outline of the thoughts marinating for me regarding my willingness and suitability toward helping the DBPA beyond January 31. I welcome any further discussion on this matter, and as stated previously, I'll not be offended by whatever path forward the Board chooses.

And finally, please feel free to share this with the Board as appropriate.

Respectfully For Minot,  
Josh Wolsky

<Job Description - Downtown Resiliency Manager 20210122\_DRAFT.pdf>

<Job Description - Downtown Resiliency Manager 20210122\_2.pdf>

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**2 attachments**



**SBPC Service Agreement.pdf**

321K



**Attachment 1 Scope of Work.pdf**

433K