

Pride History Group Oral History Interview with Bruce Pollack**Interviewer:** Larry Galbraith**Date:** 13th December 1995**Location of interview:** Newtown**Reason for interview:** Research for book on the Mardi Gras**Restrictions:** None

Time	Summary: Tape TWO B	Keywords
0.00.01	Jim Jenkins contribution to Mardi Gras: Initiated the first Guide (1986) as we know them now. Quality a major contribution.	Jim Jenkins Guides
1.40	Workload on board members back then was huge. Cynthia Randall was first administrative employee they ever had, worked part-time for 1984 Mardi Gras. Jim Jenkins was first fulltime administrative employee. Amazing work he did.	Cynthia Randall
5.10	Ralph McAllister incident resulted in the resignation of members of the board mid-year.	
7.15	The board had been divided between artists and non-artists, and that not enough money went to the artists. Executive Director was to administer the work of the workshop, look after the money, budgets, and fundraising, and travel agency ideas.	Executive Director
11.00	Jim Jenkins wanted a larger executive position; had strong views, influential in the marketing area. He dealt with memberships, parade applications, did all the administrative 'shit' jobs. He computerized Mardi Gras, using his own computer from home.	Jim Jenkins
15.35	Every ED, every employee has had 14 bosses.	
16.45	Individual board members would get Jim to do all their tasks for them. BP as secretary, was responsible for the admin staff, had very close relationship with Jim, met on an almost daily basis.	
18.40	Tensions in where Jim's responsibilities would lie. Jim didn't have workshop responsibilities.	
21.00	Jim was employed as a next step in the development of Mardi Gras. But his employment caused problems rather than solved them. (e.g. no time to process Mardi Gras party tickets)	
23.00	The workload and emotional load is huge.	
24.00	Could see the need for an Executive Director. Bruce was on selection committee.	ED role
27.10	Jim wasn't happy with the way the duty statement for ED was written.	
28.40	Interviewed some of the applicants, including David Thompson, Ralph McAllister and Steve Ostrow.	
31.20	Remembered Steve Ostrow in particular, as the man who ran the bathhouse with Bette Midler and got her started. Thrilled to meet him.	Steve Ostrow
32.40	Difficult to choose between Ralph McAllister and David Thompson: ultimately wanted someone with substantial administrative experience.	

34.30	Ralph offered the job; thrown into a new job and did it as well as he could have done. His abruptness put some people offside, e.g. the workshop.	Ralph McAllister as ED
36.20	Put to the board to terminate his contract (Sept 1987).	
41.40	The workshop was a point of contention, esp regarding the financing of it.	
43.05	Bruce felt the organization as a whole was shockingly understaffed on every level. His relationship with Ralph was good. But realized early on that Ralph's expectations were unreasonable.	