

MINUTES
Board of Directors Meeting
of the
OREGON COUNTRY FAIR
Sunday, August 28, 1977

Board Members present: Ron Chase, Nancy Albro, Mary Wagner,
Barbara Stern, Mary Gay Leibig, Gil Harrison, Bill Wooten.

Others Present: Wally Slocum Paul Friedlander, Terry Patrick,
Eileen Stephens, Jon Pincus, Mike Kilgallon, Jack Delay.

Facilitator and Minutes: Jon Pincus

Potential Agenda Items: Staff Compensation and Expenses.
Christmas Fairé Relationships.
Use of Surplus Funds
Hiring a Bookkeeper
CCPA Listing in Account.
Discuss Selection Methods for Workers and
Contractors
Election of Officers.

It was decided to call for adjournment at 9:30. The meeting began one half hour late at 8:00 PM. Participants chose agenda items according to the progress of the meeting.

1. CCPA Listing in Account: Jon Pincus expressed concern about the decision of the previous meeting to list CCPA's payment separately from entertainment expenses on the Financial Report. He asked that Fair financial reports be consistent with the original contract agreement as documented in the CCPA books, in which all entertainment expenses were dispersed through the CCPA checking account with the CCPA acting as general contractor for entertainment. He felt that inconsistencies between the two reports could result in difficulties with the IRS and possibly endanger the CCPA's Tax Exempt status.

He also felt that previous meetings had left most people unaware of the services that were provided by CCPA which he said included about fifty person-hours of booking, clerical and accounting work plus the provision of the piano.

Paul said that he would like to see the \$4149. for production expenses itemized separately from the \$1000. for CCPA but that it should be done in a way that is consistent with the CCPA's accounting.

It was the consensus that entertainment expenses should be listed as follows: Entertainment Expenses through CCPA

\$4149.00 - Operating Costs - Production expenses.
\$1000.00 - CCPA for contracting, booking,
clerical, and accounting services.

2. Discussion of Selection Methods for Contractors

Barbara suggested that in the future we should take bids on contracted work. She cited this year's printing operations as an example of an area in which we might achieve better results through a bidding process. It was noted that it would also seem more fair to the general community.

Mary Wagner said that she was also disappointed with the printing operation. Others agreed.

However, Mary Gay reported that the printers had been given only very vague instructions by the staff to "do it the same as last year" and could not be held entirely responsible for the results.

Sandra also felt that it was not really the printer's fault

Ron said that he felt that the people who work on the fair are like a family and that it was not appropriate to assign work through the bidding process.

Jack said that it would be difficult to describe the work of such areas as entertainment for bidding purposes making it unlikely that persons not previously connected with such operations could really understand what tasks they were contracting for.

Baul mentioned the importance of decisions on such things as the quality of the sound which could not be made solely on the basis of the lowest bid.

Jon said that a number of criteria could be used in awarding bids besides lowest quote. He thought that this would result in the board awarding contracts to those people it felt most appropriate anyway.

It was decided to postpone further discussion of this item until most of the larger organizational decisions had been made.

3. Hiring a Bookeener

After some brief discussion it was agreed by consensus that we should hire a bookeener. Bill and Ron each suggested potential candidates.

Various methods of payment were discussed. Paul suggested that comps and other such items might be used for payment.

Jon noted that the amount of work that was implied would probably require some payment of money, at least in the first stage of organizing the existing accounts.

It was agreed that the Treasurer will interview candidates

(Bookkeeper cont'd.)

for Bookkeeper and make a recommendation to the board. Discussion of method of payment was postponed until the Treasurer could research the matter.

4. Liabilities of Previous Fairs

Bill reported that this years Fair had produced a surplus of around \$8000. according to our present account balances. He reminded the board that the new corporation was assuming the debts of the previous fairs. He said that such debts might exist in the form of back taxes owed.

Sandra and Mary Gay said that they had understood that the new corporation was separate from the previous Fair corporations and that they had not understood us to have agreed to automatically accepting the ~~all~~ debts of previous fairs.

Mary Wagner felt that we did not have enough information presently to have an adequate discussion or decision of the the subject.

Jack Delay said that it seems legitimate to assume that the present corporation would take on the debts of the previous fairs since we have taken on the assets.

Jon agreed that it seemed fair to take on the previous debts since we had assumed such assets as the name, the credit, organization and equipment.

Gil suggested that we defer the decision to Jill.

Mary Wagner reiterated the need for more information.

Mary Gay said she would also like more information.

The group agreed to postpone further discussion until we can have more information.

5. Elections

The topic was opened with a long debate on which officers we should formalize and elect. The question of whether there would be a Chairperson - President was the main focus.

Nancy felt the need for a facilitator at meetings

Gil said that we need a figurehead or contact person to make it easier for the rest of the community to deal with us.

Ron said that he found the idea of a central figure to be inappropriate for a group that was trying to operate in a collective manner. He felt that other people should learn to deal with our method of operation.

Gil suggested that we use the name Spokesperson rather than Chairperson or Treasurer.

Paul noted that we will have at least a Secretary and a Treasurer.

(Elections - cont'd)

Wally suggested a Chairman of the Board separate from the
director of the Fair.

Ron suggested titeling the positions Secretary and Fiscal Officer.

Sandra asked what the responsibilities of the Treasurer would
be.

Mary suggested responsibility for the financial statement and
Ron suggested on-site financial logistics

Gil said that he still felt the need for a third officer. He
felt that the Secretary might get overloaded otherwise.

Sandra said that it would be a good idea to have a Public Relations
representative.

Gil resubmitted his suggestion for Spokesperson. He mentioned
the use of that term for some non-violent training courses he
had taken. He said that the Spokesperson need not have any power.

Jack pointed out that such a person might not be available by
the time of the Fair.

Ron said that we don't need a heirarchical structure to have
order and reiterated the points he had made earlier.

Gil felt that we need to make it as easy as possible for others
to deal with us and that a Spokesperson or Chairperson would
facilitate business.

Mary W. suggested that we chose a spokesperson on an event by
event basis.

Jack suggested that we elect officers as we need them and add
on later as needed.

Jon pointed out that the Non-profit incorporation law requires
a fiscal officer and another officer and that most businesses
and governmental agencies would probably regard the Secretary
as having the same powers and responsibilities as President
if there were no other officers.

Paul repeated his point that we know we are going to need at
least a secretary and treasurer and that we should elect those
now.

After some more discussion it was agreed by consensus that
we would elect a Secretary and a Treasurer.

It was also decided that the duties of the treasurer would
include the following:

- A. Signer on accounts and legal documents.
- B. Keeping track of the books and financial
matters in general.

Mary Wagner was chosen by consensus as Treasurer.

The responsibilities of ^{secretary}were determined as follows:

A. Being the other corporate officer and signer (contd.)

Secretary (contd.)

- B. Responsible for Fair inber - communications
- C. Maintenance of Archives.
- D. Makes sure that someone takes minutes.

Mary Gay Leibig was chosen as Secretary by consensus.

Mary Gay suggested that we rotate the minutes. This was agreed by consensus.

6. Staff Compensation

(Before discussion began on this item Ilene announced that she and Bill were the proud parents of two "kids". There were general congratulations)

Ron suggested we begin the discussion with Bill's salary.

Bill reported that ^{he} had been paid \$900. to date. He felt that he had worked the equivalent of 80 additional days beyond those counted in that payment. He requested reimbursement for that time at the standard rate of \$15/day. The total request amounted to \$300 which would bring Bill's total payment to \$1200.

Mary Gay said that she thought \$1200. was too much. She cited the fact that Bill and Cindy together drew only \$1000. the previous year. She said that if Bill gets more we should all get more.

Ron reminded us that other staff compensation was a separate issue from this request.

Bill said that he and Cindy had drawn only \$1000. at the time because they did not need the money. He said \$1000. did not really represent the amount of hours or sacrifice put forward by Cindy and himself. He said that this year he was claiming requesting a payment closer to the actual amount of work because his needs had changed.

Mary Gay asked if Bill meant that we should be paying on the basis of need.

Bill said no. He reiterated his point that he was requesting an amount that was based on the amount of time spent working.

Mary Gay said that she didn't get paid for days worked before and after the fair.

Ron felt that need is not a relevant criteria for payment.

Bill pointed out that main camp got a higher rate of pay than in-town workers by virtue of having meals and beverages taken care of. He quoted bills for food and beer

Jack pointed out that many of our payment decisions have been arbitrary making it difficult to account for actual hours or expenditures. He urged us to address the issue of payment

Bill again pointed out the extra financial benefits for main camp.

Mary Gay agreed that there was an inequity there, and

Mary Wagner said that she felt that Bill's request was reasonable, and that we should grant the request.

No Consensus

Ron said that Bill's request was larger than the actual amount of work would warrant.

Bill compared his pay schedule to the information shifts. He said that he has endured demands on his time similar to those of a manager. He cited phone calls in the middle of the night, accounting tasks and other items on a year-round basis.

Bill, Mary Gay, Mary and Paul agreed on Bill's request. ~~Paul~~ Jack felt the request is in the ballpark.

Barb suggested ~~at~~ we approve a compromise figure of \$150.

Ron objected to one person making four or five times more than all of the other workers. He felt that it was inconsistent with most of our philosophies.

Jon pointed out that Bill's position probably had demanded three or four times the ~~work~~ work. He pointed out that Bill had to deal with the press and inquiries about the fair all year and ~~that~~ that his association with the fair could cost him money in terms of his personal business dealings.

Sandra felt that the amount Bill would be getting paid would actually amount to \$1500. if the reimbursement for the not-lucks and the volleyball set were included.

Bill said that the volleyball was for the fair staff and the not-lucks were also part of the organization of the fair. Bill was charged with the responsibility of seeing to it that the not-lucks were productive events and that required expenditures.

(continued discussion of Bill's salary. Pick up after bill describes notlucky arrangements)

Bill*-.... Bill felt that he was hearing mostly resentments rather than comments on the question of work vs. compensation. He asked us to think about the amount of hours ~~it~~ and hassle it takes to have to answer the phone for the fair at all hours of the night. He~~d~~ again compared his per-diem to the actual benefits of those at main camp.

Nancy said the wage discussions shouldn't come down to nitpicking about food or food bills. She pointed out that all of us put in a lot of extra time that we are not paid for. She said that she ~~is~~ also knows that many items of faire business come up during the year which Bill has had to take care of. She felt that ~~Bill's~~ Bill's assesment of days worked sounded fair and recommended that we pay him the \$500.

Wally pointed out that that many of us didn't have the time for extra days because of jobs etc. He said that he didn't really need the salary that he had gotten although it was fun to receive something. He felt that if a person needed a higher amount and had produced as much work as Bill they should be payed on that basis. He recommended granting the request.

Sandra said that she felt that Bill had tried to "run away with the fair". She said the Fair shouldn't be any one person's, that it had ~~always~~ always been a group effort. She hoped that it would become more of a group effort in the future and had been more so than before during this years event. She said that the staff had unexpectedly found it necessary to fill voids for work previously done by Bill and Cindy. She also felt that we had established a norm of payment and should not overstep that norm without good reason.

Mary Gay mentioned the great amount of cleanup work that occurs after the Fair is over such as bookkeeping etc. She felt that this should be considered and that we should grant Bill's request.

Sandra said that Bill had all of that work because he~~d~~ had been unwilling to let other people do it.

Bill denied that conceit saying that everyone had worked as much as they wanted to. He felt that he went along with the increased responsibility of the staff. He called for the question on time and equity.

Gil said that we had trusted all other staff members to accurately report their work days and that he was upset that we weren't trusting Bill in the same manner.

Ron said he doesn't like the gap between the collective idea and three times the salary or work for one person

Jon said that one person could accumulate that many hours only if we all let that happen therefore it was all of our responsibility if that happened. He suggested that the group focus on the question of time worked and payment.

Gill said that the work happened and that Bill should be compensated for it.

Mary felt that anyone who felt undercompensated should present a bill to the board.

Terry said that he had been understanding payment for the Fair staff as being based on need and had not been aware of the per diem arrangement.

Mary Gay said that she may have accidentally misinformed Terry about payment and would clarify it with him later.

Several people helped explain the per diem arrangement.

Mike Killgallon felt that if we were going to reexamine compensation for Bill we should also do so for others.

After further discussion Ron withdrew his objection.

On the basis of an agreement to insure tighter controls on work time, compensation and expenditures in the future Sandra withdrew her objection.

It was agreed by consensus to reimburse Bill an additional \$300.

Ron asked for more money for the garbage ^{workers} explaining that they had been misinformed of the payment arrangement and accounted by shifts.

Sandra asked for verification of the account balance

Bill said that besides the balance he had reported there still some undetermined checks out.

Sandra reported that the garbage workers had received only \$10. per day

Ron said that proper reimbursement would probably involve six people at around \$40./per.

Jack described the former shift system.

Bill said that this year we had changed the system for admissions and should do so for garbage.

Gill reported that Dexter was running much better since he started using 10/40 wt. oil instead of 30wt.

It was agreed by consensus that the ~~///~~ Ron will bring a bill

For the adjustment for garbage to the next meeting for ratification of the Board. The Secretary will sign the checks.

7. Christmas Faire

Mary W. suggested that we obtain more information from the Christmas Faire before continuing the discussion. She passed on a list of questions (see addition) to Bill as a representative of the Christmas Faire.

Consensus.

Next Meeting

It was agreed that the next meeting will be held at Mary Wagner's house, 970 1/2 Van Buren St. on Sunday September 11, at 5:00pm. Potluck. Mary said that those who bring a towel and arrive on time will get to take a sauna. Those who neglect to do either one will miss out.

Adjournment

The meeting was adjourned at 9:45 pm, fifteen minutes beyond our scheduled time limit.

Note: I have tried to report your comments from my notes as accurately as possible. If you feel that any corrections are in order please contact me. Jon P.