

Minutes
Oregon Country Fair Board of Directors Meeting July 28, 1985

Next Board meeting: Sunday, August 25, 7:00 pm at Grower's Market.

Board Members present: Marshall, Patti, John, Brian, George, Zak, Robert, Lucy P., Frank, with Lucy L. facilitating.

Old Business: Announcements, grievance procedure, highway update, Bylaws revision, outdoor gathering legislation update, annual meeting, Christmas Fair, building code update, Camp Long Tom.

New Business: security guidelines, video policy, Fair overview, media, grievance.

Corrections to minutes: Mary did not suggest that we include a barter fair at the annual meeting.

Announcements:

Lucy P. has the lost and found. 683-7532.

John Stamp is organizing archeological digs for the last two week-ends in August. If you want to help call 345-4161.

Highway Update: ODOT has chosen to move Highway 126 back to the originally proposed Southern route. They are surveying that line. We are negotiating some details to affect the construction contract to be let by ODOT. Robert will bring recommendations to the next meeting.

Grievance Procedure: Tabled since neither Mary nor relevant document changes were available.

Bylaws revision: Frank will make copies available for the next meeting with, hopefully, suggestions for final adoption.

Outdoor Gathering Legislation: Although the bill reads as though it directly affects the Fair, it was stated in debate on the floor of both houses in the State Capital that the bill does not apply to us.

Annual Meeting: Robert will co-ordinate, with assistance from Lucy P. The meeting is scheduled for September 15 at 7:00 at the WOW hall. The agenda includes: financial report, fair evaluation, archeological update, long range planning, and land use. Marshall, Brian, Wren, & Norma will prepare a poll for it. No elections this time.

Christmas Fair: Robert reported that the OM Team decided not to pursue the idea for this year.

Building Code Permits: We are caught in a Catch-22 between needing building permits and violating our land use permit. There will be greater discussion on this at the annual meeting.

Camp Long Tom: Due to a variety of difficulties and on the advice of counsel the OM Team decided on July 22 to cancel the camp. This decision generated some unhappiness. The board discussed the issue at length. Highlights: Percy expressed disappointment and resentment about the cancellation of the camp. Robert expressed annoyance at Percy for talking to the media without

letting Robert know. There was discussion about what the proper channels are for a co-ordinator to address the media. That discussion was deferred to new

business. Robert said that some of the Fair's difficulties with the camp have to do with the camp not being listed as part of the Fair's activities in the Articles of Incorporation. It was generally agreed that the timing of the cancellation was poor. There was some discussion of the future of the camp and that it might be possible for the camp to apply for it's own non-profit status. There was some additional discussion on the validity of the OM Team making such a decision. This discussion was deferred until next month's meeting. Brian moved that the Board direct Robert, assisted by Percy, to draft a letter to Camp Long Tom participants explaining why the camp was cancelled and apologizing for any inconvenience and trauma. John seconded the motion and it carried 8 - 1 - 1.

OM Team discussion: Brian asked that we table it until next meeting.

Security Guidelines: Wally (pretending he was Brian) moved that we direct security folks with OM Team supervision to come up with guidelines for serious misbehavior as related to child abuse. Marshall seconded the motion and it carried 10 - 0 - 0.

Video Policy: Lucy L asked for an amendment to the video policy that requires all authorized video cameras to have a pass to aid path patrol and to help protect entertainment folks. Marshall seconded the motion and it carried 7 - 2 - 1. Brian and George were opposed because they felt that it is an open fair and that people should be able to take whatever pictures and video they want.

Fair Overview: Robert reported that attendance was about 15,100, that projected expenses were 160,000 and projected income was 161,000, and that it is possible that there will be additional unexpected legal fees. The valuables are in storage. The site is something of a mess due to the picnic. There will be a work party Wednesday to tidy up for winter. A preliminary financial report will be given at the annual meeting although bills continue to trickle in through Sept. There was some discussion about spending cash that was restricted to capital improvements or savings. Robert reaffirmed the board's right to be kept informed on financial status. Wren suggested we do some visioning with regards to ourselves and the land. These issues will be added to the annual meeting poll.

Media: Marshall moved that any contact by staff with media speaking for the fair gets co-ordinated through the president. Zak seconded. After some discussion Marshall withdrew his motion. Robert moved that while everyone has the right to speak **about** the Fair, it is the Boards wish that no one speak **for** the Fair without prior consultation with the president of the Fair. Patti seconded and the motion carried unanimously.

Grievance: Brian announced he had received grievances from both parties involved in the "Monday morning incident" (fight between Dave Durant and George Braddock in which Dave Durant was injured) and as grievance/feedback coordinator he had no intention of being the co-ordinator for this particular grievance. He further suggested that if the board decided to proceed with the grievance process that Zak be put in charge of that process. Highlights and motions of the next two hours of discussion follow:

Marshall wanted some sort of procedure for dealing with situation.

Robert recommended that the Board consider two possible courses of action.

- 1) We allow George and Dave to negotiate an agreement between themselves.
- 2) We recognize that an act of physical violence may have been precipitated by an act of verbal violence, that both of these actions are contrary to our code of conduct, and that the board ask both parties to step out of their present positions of responsibility temporarily.

Although the incident occurred on Monday morning both George and Dave were

acting in an official capacity as water co-ordinator and booth representative.

Lucy P. said she would be willing to participate in any fact finding committee and should such a committee be set up it should limit itself to facts and eye-witness accounts and not hearsay and personal bias.

Brian moved that the board direct the check writers not to write any checks to cover Dave's medical bills without board approval. John seconded. Robert said he had already written some checks and that since Dave was on duty at the time his injury could be construed as job-related. Motion failed 3 - 1 - 6.

Robert said he would pay office bills and wait to see what happens with regard to physical therapy.

Lucy L. moved that in the spirit of folks doing their best--the board can do something relevant and concrete by adopting a policy that any time anybody has a grievance to settle, or something heavy to deal with, that that person find someone else to accompany them as a fair witness, and that they make sure that the other person also has a fair witness, so there is no beef that gets settled one on one. Brian seconded the motion. Discussion included the importance of folks taking personal responsibility for their actions, knowing their limits, backing off, and finding a facilitator to arbitrate disagreements if necessary. Marshall said that the board was avoiding the issue at hand and that we already had a policy of non-violence. Lucy L. withdrew her motion. Discussion arose regarding appropriateness and relevance of a fact-finding committee.

Lucy Lynch didn't want an investigation because violence of any sort, verbal or physical, is not ok and that she wants both parties involved to take personal responsibility in correcting the situation rather than having an outside body provide that judgement.

Zak said fact-finding didn't establish judgement and that he thought it was possible to come up with an agreeable solution for all parties.

The discussion moved on to the relative merits of self-defense as a justification for violence.

Marshall moved that a fact-finding committee be formed and that George and Dave be removed from their responsibilities. Motion died for lack of a second.

Brian moved we form a fact-finding committee made up of Zak, Palmer, Wren and John Stamp. John seconded and the motion failed 3 - 7 - 0.

Robert moved that George and Dave be removed from their responsibilities without fault for 60 days or until resolution whichever comes first. Frank seconded. Discussion involved precedent established in last year's incident, how well or poorly that was handled, whether it was comparable, etc. Lucy L. announced that she felt she should abstain because of a possible conflict of interest (She is the alternate who would replace George). John asked for a role-call vote. John, George, Brian - no. Zak, Robert, Lucy P., Frank, Marshall - yes. Lucy L. and Patti abstained. Motion failed.

Someone said, "Well I'll be damned."

The meeting adjourned at 11:00 pm.

Next Board meeting: Sunday, August 25, 7:00 pm at Grower's Market.

Old Business: Monday Morning Incident, Bylaws, grievance procedure, annual meeting, OM Team evaluation, highway update. New Business: Birth certificate.

Please note the following additional meetings:

Fair Evaluation Meeting: August 10 at 1:00 pm at the WOW Hall.

Annual Meeting: Sept. 15 at 7:00 pm at the WOW Hall.

