

OREGON COUNTRY FAIR
P. O. Box 2972, Eugene, OR 97402
343-4298
Board of Directors, December 5, 1988

HERE: Bedo Crafts, Marshall Landman, Kathryn Madden, Dahinda Meda, Palmer Parker, Frank Sharpy, Zak Schwartz, Wally Slocum, Mary Wagner, Tom Wenk, John Winslow (alternate), Moz Wright (alternate).

ANNOUNCEMENTS

1. Jim Guthrie said a group of artists would like to work with a member of the Board of Directors to develop a proposal to create a bronze foundry at the Fair and a raised copper sculpture for Main Stage. Moz volunteered to work with this group.
2. Dani Harper announced the formation of LETS Network bartering system which arose out of efforts to develop a directory of Fair participants. For more information, call Dani at 345-9890.
3. Palmer announced his withdrawal from the 20th Anniversary Commission.
4. Kathryn asked the Board to seek a wheelchair accessible facility in which to have meetings.
5. Deadline for poster contest submissions is December 18.

MINUTES

Bedo reported that Jill Heiman, the Fair's attorney, said certain motions passed at the November 7, 1988 meeting needed to be re-ratified because they were made or seconded by alternates when there was a full Board present. *Mary moved and Tom seconded that any motions made at the last meeting by alternates when a full Board was present, be affirmed and re-ratified at this meeting. Motion passed 10-0.*

Dahinda moved the Board approve the minutes of the November 7, 1988 meeting. Bedo seconded the motion which passed 10-0.

PRINTING COORDINATOR

Robert DeSpain, who recently resigned as Printing Coordinator, suggested Don Reynolds as his replacement. *Marshal moved the Board name Don Reynolds as Printing Coordinator. Tom seconded; the motion passed 10-0.*

CONSTRUCTION

At the November 7 meeting, the Board of Directors did not approve the outgoing construction coordinator's suggestion for a replacement and opened up nominations to the Fair membership, deferring selection to this meeting. No one responded by Fair phone to the request.

Discussion centered around a coordinator selection process when the Board does not approve the recommendation of the outgoing coordinator. Some people felt the crew should make a second recommendation before nominations be opened. Others recommended a core group of interested individuals propose a process for selection of a new coordinator.

The construction crew distributed a packet of materials with a second recommendation for new coordinators. *Zak moved and Mary seconded that the Board hear and vote on the construction crew's recommendations for new construction coordinators. The motion passed, 8-2.*

The construction crew recommended that Jim Richmond, Dennis Todd and Charles Drew be named co-coordinators of construction. Each is experienced working with the present crew. *Zak made a motion that the Board accept Jim Richmond, Charles Drew and Dennis Todd as new construction co-coordinators on the condition they agree to take the crisis intervention training offered to all Fair staff. Wally seconded the motion which failed, 5 for, 4 against, 1 abstained.*

Tom moved and Wally seconded that the Board accept the nomination of Jim Richmond, Charles Drew and Dennis Todd as new construction co-coordinators. The motion passed 9-0-1.

People interested in construction issues were encouraged to talk to the construction crew and to sign up at the Spring Fling to work with the crew.

WATER SYSTEM PROJECT MEDIATION

Kathryn and Dahinda were asked at the last meeting to mediate the dispute among persons working on installing the new water system. They reported that they talked to several people involved and were able to develop a report that describes the project and identifies the issue. Dahinda asked the Board to study the report. The mediation will continue; no action needs to be taken by the Board at this time. Sallie Edmunds, General Manager, asked that the mediation committee talk to John Winslow and include his statement in its report. Kathryn assured the Board of Directors that the water crew is involved directly in the completion of the water system project.

CARETAKER REPORT

John Winslow, Caretaker, reported that we have had our annual November vandalism, with lattice work at White Bird and Community Village and copper at the CV stage victimized. The doors to the toilets at CV were kicked in. There has been a small flood. Above ground pipes have been insulated. Trenches in front and back lots were filled. Cathedral Forest Action Group planted pine trees along the fence line in back of the trailer.

CARETAKER JOB DESCRIPTION

Ken Rodgers said the Budget Committee took away some construction tasks from the volunteer construction crew and made it part of the caretaker's paid position. He feels the construction crew, rather than the caretaker, should be paid for construction projects. The caretaker's job description calls for "light maintenance and minor repairs."

Sallie asked why there was no hiring process for a caretaker when it became a paid position. It was explained there was no legal requirement to have a hiring process and since there was already someone doing the job, the Board did not institute one.

Marshall moved and Wally seconded that the Board move on to the next agenda item. The motion failed, 5-1-4.

Several people said they felt insulted that the caretaker was offered retroactive pay and others were not.

Dahinda moved and Bedo seconded that the Board direct the Grievance Committee to study the interface of the caretaker's position with that of path maintenance, construction and the general manager and report back to the Board. The motion passed, 7-2-1.

RESIGNATION

Ken Rodgers explained that among the reasons for his resignation as Construction Coordinator, was that the job of building a fence was contracted to a non-Fair person at large fee instead of being given to the construction crew to do. Ken felt this was a "blatant disregard for process."

The questions arose of how the Fair utilizes and treats its volunteers and staff. *Palmer moved and Bedo seconded that the Board of Directors form an ad hoc committee to research and develop a comprehensive hiring and compensation plan and report back to the Board at the next meeting. The motion passed, 9-1.* Lucy Lynch, Tom Wenk, Brad Mowreader, Moz Wright, and Dave Hicks will be on this committee.

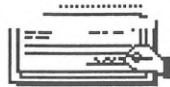
WOW HALL

The WOW Hall has paid the outstanding balance of its loan from the Fair.

CRAFTS BOOTH COMMITTEE

Wally said the Crafts Booth Committee will present proposals to the Board at the next meeting.

CHECK SIGNER



Wally moved and Zak seconded that Lucy Lynch, Treasurer, be designated a check signer for the Fair. The motion passed 10-0.

GENERAL MANAGER REPORT

1. Sallie asked the Board to seriously consider the report submitted by the 1988 OM Team.
2. Sallie asked the Board of Directors to consider a profit sharing after a profitable Fair so that all staff could benefit from financial success.
3. Sallie would like the Board to address the issue of Dahinda's actions regarding selling camping passes and food vouchers.
4. Sallie resigned as General Manager, member of the Budget Committee and the 20th Anniversary Commission. She may stay on as Main Camp Coordinator. The Board thanked Sallie for all her years of devoted, unmatched service and for an incredibly wonderful job.

MEETING PROCESS

Palmer moved and Kathryn seconded that the Board form a committee to develop an efficient method for conducting Board meetings. The motion passed, 8-1-1. Palmer, Zak and Mary will serve on the committee.

NEW LAWYER

Bedo reported that Jill Heiman is resigning as our lawyer. Jill has recommend Russell Poppe to take her place and has said she will make herself available to consult with him. *Tom moved the Board show appreciation to Jill for her years of service. Kathryn seconded the motion which passed 9-0.*

Some Board members would like to explore other options before accepting Russell Poppe as Jill's successor. *Mary moved that the Board appoint a lawyer search committee which will come to the next Board meeting with a recommendation for a new lawyer. Kathryn seconded the motion which passed 9-0. Bedo, Lucy, and Mary will be on the committee.*

CAMPGROUND

Brad Mowreader suggested the Board look into the possibility of acquiring a parcel of land that could be used as a campground for Fair goers.

BOARD PRIORITY FOLLOW-UP

The Board met November 28 in a work session to set priorities for work and expenditures on upcoming projects. They named several tasks they would like to have done and grouped them according to importance. They will now study that list and further prioritize it by rating each project, from 1-5 (one being low, 5 being high).

NEXT MEETING

Board of Directors - January 9, 1989 - WOW Hall

Thanks to all who responded to the request for help with mailings. Yeah, you!



have a cool yule, y'all.



and a wild '89.

