

OREGON COUNTRY FAIR

P. O. Box 2972
Eugene, OR 97402

503-343-4298

**BOARD OF DIRECTORS MEETING
NOVEMBER 6, 1989**

PRESENT: Janine Alea, Michael Goldhammer, Kathryn Madden, Palmer Parker, Frank Sharpy, Darrel Sink, Wally Slocum, Mary Wagner, Dahinda Meda, Tom Wenk

NOT PRESENT: Bedo Crafts, Moz Wright

ANNOUNCEMENTS

1. CONGRATULATIONS TO THE NEW BOARD MEMBERS: JANINE ALEA, MICHAEL GOLDHAMMER, DARREL SINK (new members); BEDO CRAFTS, KATHRYN MADDEN, FRANK SHARPY (re-elected)

2. Many thanks from the secretary to that greatest of envelope stuffers, Dick Stewart.

3. Chris Mix lost his Dobie sunglasses at the WOW Hall during the Annual Meeting. If anyone has them, please call Chris at 344-3576.

4. The By-Laws Revision Committee distributed copies of suggested revisions of the By-laws and asked the Board to review them for discussion at the next Board meeting.

5. Mary Wagner and Rebecca Harris have prepared a letter regarding the new drug paraphernalia law to go to booths which may be selling relevant items. Anyone wishing a copy of the letter and the law should call the office to make such a request.

6. **THE OREGON COUNTRY FAIR IS SOLICITING IDEAS FOR MAJOR WORKS OF ART TO DECORATE THE FAIR. IDEAS MUST BE SUBMITTED TO THE FAIR OFFICE BY FEBRUARY 1, 1990.**

7. The deadline for entering designs for the 1990 poster is February 14, 1990. For information and poster packets, call or write the OCF office.

8. There will a **COORDINATOR'S POTLUCK** on December 16, 6:30 p.m. at Frank and Jeanne Sharpy's, 2493 York Street, Eugene. Here's what to bring - tofu hot dogs all around! Yeah!! No, you'll all be on my case for that, so instead, going by the first initial of your first true love's first name: A-G desserts; H-P salads; R-Z main dishes. (Now let's see how many domestic quarrels this can create.)

Mary moved and Palmer seconded a motion that the Board accept the October Board meeting minutes as mailed. The motion passed 10-0.

COMMITTEE, OFFICER AND STAFF REPORTS

Treasurer - Lucy Lynch submitted an income and expense report for the month of October. The biggest expense was payroll and the biggest incomes were from advanced ticket sales and the Community Village.

Caretaker - John Winslow said the water system has been extended and three spurs have been put on so now the water crew can reach anywhere in the Figure 8 with carts and hoses. ASSUMING THE SYSTEM WORKS OK, NO MORE WATER TRUCKS!!! Seeding and fertilizing took place. David Hoffman and Carol Bull filled holes in Community Village with sand to make it much more wheelchair accessible. John thanked many people for their help with site maintenance this month: Dean Felders, Dennis Todd, Vick Parkison, Don Hathaway, David Hoffman, Darrel Sink, Bernie Bradvica, Barbara Morris, Rebecca Harris, Cheryl Felders, Janine Alea, Tim Walden, etc. (Who's this etc. character?)

Personnel Committee

A. General Manager - The Personnel Committee presented for approval by the Board a revised Job Description for the General Manager (GM) and a proposed Employment Agreement between the Board and the General Manager. The Committee recommends that Arna Shaw, the General Manager, be given a 10% raise over her base hiring salary of \$15,000, which would make her salary \$16,500. They further recommd that the OM Team be disbanded and the Board and General Manager work out an alternative management structure to deal with on-site management. The committee also recommends this structure include a Board/GM liaison element.

Darrel and others were concerned that the GM job description included the duty to expel staff persons, coordinators, performers or visitors, or booth persons a he felt this responsibility could be abused. They were assured by the Personnel Committee that such decisions can be appealed to the Board.

Several Board members made suggestions for changes in the general manager job description. These are: (1) adding the statement that the General Manager may spend up to \$300 above a budgeted amount without approval in a non-emergency situation; (2) the inclusion of a statement that the General Manager works under the direction of the Board; (3) include a statement that one duty is to "oversee staffing of OCF office as well as order necessary supplies, maintain answering machine, copier and computer, and pick up mail and distribute to appropriate individuals; (4) correction of two typos and minor word changes. (Take my word for it, they're minor.) The Personnel Committee says the job description can be changed over time. Arna said she would like reassurance that no major changes are affected without negotiation between the General Manager and the Board.

Tom moved the Board accept the job description with incorporated suggestions for changes, the employment agreement and the salary of \$16,500 for the General Manager as presented by the Personnel Committee. Kathryn seconded the motion, which passed 8 for, 1 abstained (Darrel), 1 against (Frank).

B. Caretaker - Tom moved the Board accept the Personnel Committee's recommendation to continue the current employment agreement with John Winslow as caretaker for one more month while a new agreement is being worked out. Wally seconded the motion which passed, 10-0.

The Personnel Committee said it is in favor of the OCF offering a benefit package to its employees and will put together a proposal to be presented at a future date.

By-Laws Committee

Prem Denesh would like to be notified of meetings of the By-Laws Committee. Mary will make sure he is invited to the next one. Prem said he is concerned with democratization which he says, "is the key to making people happy." He wants to make sure no one connected with the Fair feels powerless, but rather feels a part of the decision making process.

Budget Committee

Frank moved and Tom seconded that John Winslow be appointed to the Budget Committee. The motion passed, 10-0.

ELECTION OF OFFICERS

November means time to elect officers of the corporation, President, Secretary, Treasurer.

PRESIDENT - Frank nominated Kathryn Madden for President; Palmer seconded. Dahinda moved and Mary seconded that the Board accept by acclamation Kathryn Madden as President of the Oregon Country Fair.

TREASURER - Tom nominated Lucy Lynch as Treasurer; Palmer seconded. Dahinda moved and Mary seconded that the Board accept by acclamation Lucy Lynch as Treasurer of the Oregon Country Fair.

SECRETARY - Kathryn (Madam President) nominated Norma Sax as Secretary; Palmer seconded. Dahinda moved and Mary seconded that the Board accept by acclamation Norma Sax as Secretary of the Oregon Country Fair.

WATER PERMIT

Frank moved the Board approve the expenditure \$2,362.30 to pay the fee for a water permit. Tom seconded the motion which passed 10-0.

ART CREW PROPOSAL

Jim Guthrie of the Art Crew (formerly Wood Carving Committee) presented a proposal by that committee to build a replica of a sculpture they would like to create for the Main Stage. The sculpture's theme is the two masks of comedy and tragedy (if I could draw it I would, but you all know what they look like). The Committee is asking for a budget of up to \$250 and two camping passes to make the model and write the specifications in a professional manner. The Committee believes the finished project will cost about \$1,000. The model would be 2 feet by 3 feet, while the real sculpture will be 12 feet long by 6 feet wide. A display of how the sculpture is put together could be part of a booth. Jim said the approval of the model does not commit the Board to commissioning the finished sculpture. Some Board

members were concerned that the Board was commissioning an art project without soliciting ideas from the Fair membership. There was also the feeling that \$250 seemed an excessive amount to spend on a model, and some people did not want to approve two camping passes as part of the budget. Others did not care for the theme itself.

Frank moved that Board approve up to \$250 and two camping passes for the creation of a model of a sculpture proposed by the Art Crew. Palmer seconded the motion which failed, 1 (Frank) for, 7 (Mary, Kathryn, Tom, Darrel, Janine, Wally, Dahinda) against, 2 (Michael and Palmer) abstaining.

Darrel moved and Wally seconded the Board announce an open selection process to solicit designs for a possible art project. The motion was defeated, 4 for, 5 opposed. (Frank left the meeting before the vote. Smart man.)

Palmer moved the Board of Directors solicit ideas for major works of art to decorate the Fair. This will be done through the minutes; questions should be directed to the General Manager. Jim Guthrie and Arna will oversee the competition. Kathryn seconded the motion which passed, 7 for, 2 against (Mary and Tom). (See announcements for solicitation notice.)

Palmer moved and Michael seconded that ideas for the art projects must be received by February 1, 1990. The motion passed 6 for, 1 abstained (Mary), 1 against (Tom).

No money has yet been approved for this project.

NOTI DONATION

Wally moved the Board allocate \$50 worth of Fair T-shirts as a donation to Laura Warden and Kathy Fox of Noti who are sponsoring a turkey dinner for the poor. The shirts will be used as door prizes. Kathryn seconded the motion which passed, 8 for, 1 (Janine) against.

CRAFTS COMMITTEE

The Board will discuss a selection process for the revised Crafts Committee at the next Board meeting.

RETREAT

Kathryn would like the Board to plan a retreat at the next meeting.

LAND ACCESS

Arna would like to discuss off-season land access at the next meeting.

NEXT MEETING (the last one of the decade)

Board of Directors - December 4, 1989, 7:00 p.m. at the EWEB Training Room

HAPPY THANKSGIVING TO ALL THE FAIR FAMILY - DON'T FORGET TO GIVE THANKS FOR THAT FAIRY MAGIC!!! AND THANK YOU FROM THE SECRETARY FOR ALL YOUR KIND WORDS - YOU MAKE DOING THIS STUFF FUN.



MAKE NO MISTAKE - THIS IS A TOFU TURKEY!!!



by minutes (representing turkeys everywhere - we know who we are)