

OREGON COUNTRY FAIR

P. O. Box 2972  
Eugene, OR 97402

503-343-4298

BOARD OF DIRECTORS MEETING  
JANUARY 8, 1990

**PRESENT:** Janine Alea, Bedo Crafts, Michael Goldhammer, Kathryn Madden, Palmer Parker, Frank Sharpy, Darrel Sink (alternate), Wally Slocum, Mary Wagner, Tom Wenk, Moz Wright (alternate),

**NOT PRESENT:** Dahinda Meda

**ANNOUNCEMENTS:**

1. The next meeting of the Planning Committee will be January 25, 7:00 p.m. at Dahinda's house (call office for address).
2. The Food Committee is looking for a new member. Anyone from a food booth who wants to be on the committee should send a letter to the Fair office by February 15, answering the question, "Why I Want to Be on the Food Committee."
3. Dick Stewart did such a great job stuffing envelopes, he has been promoted to proofreader and label putter-oner, at which he also excels. Who says volunteering for the Fair has no rewards?

**APPROVAL OF MINUTES**

*Tom moved and Palmer seconded that the minutes of the December 6, 1989 Board meeting be approved as mailed. The motion passed, 7-0. (Mary, Frank, and Moz were absent for this vote).*

**OFFICER AND STAFF REPORTS**

Treasurer - Lucy Lynch, Treasurer, distributed a financial statement for December, listing expenses and income from January 1, through December 31, 1989. The packet also included statements of activity for November and December and an expense Report as of December 31, 1989. Lucy said budget packets have been distributed and the Budget Committee will meet January 18, 7 p.m. 2190 W. 11th Ave. Lucy asked the Board to put off making any decisions about camping passes and food vouchers until the Budget Committee has had a chance to meet.

General Manager - Arna Shaw, General Manager, asked that Anya be taken off as a check signer and that Madam President Kathryn be added. She also asked that an inactive Security Bank account be closed. These items will be voted on at the next meeting.

Caretaker - John Winslow, Caretaker, reported that the Fair site has been flooded and the strong winds brought down a few trees, including one across from Child Care. There are a few log jams. John got locks for the new water system, with one key for all the locks. John

and others made a turn-around area by the barn with gravel. John thanked all his helper elves: Dean and Cheryl Felders, Barbara Morris, David Hoffman, Dahinda Meda, Bernie Bradvica, Rebecca Harris and all the people from Community Village who planted trees.

## COMMITTEE REPORTS

### Planning Committee

Last month, the Planning Committee presented its report with several proposals to the Board. The Board addressed the proposals which deal with finances and will address the others at the next meeting. Stay tuned.

1. *PER DIEM*: The Planning Committee recommended:

(a) Keep per diem at \$25 per day, none for anyone Thursday through Sunday, and only for the days beginning with the day main camp opens, and ending with the day main camp shuts down. Crews included in this category are Main Camp, Main Camp Kitchen, Construction, Recycling, Traffic, Water, and the Cart and Reefer crews. Per Diem should be paid only for full days spent on site with the following exceptions:

1. Establish service contracts in an amount comparable to the total of per diem paid in 1989, with the following crews: publicity, childcare, communications, vaudeville, main stage, ambience, medical, the OCF office and registration.

2. Personal service contracts be kept with the Fair accountant, and the Fair lawyer as currently happens.

3. The treasurer and secretary should be paid \$250 per year. The stipend for the office of President should be eliminated. (Sharp eyed readers will notice that this is \$50 more than last month's recommendation which constituted a \$50 deduction in the current whopping stipend. The Committee realized the error of its ways and gave the hardworking officers back their \$50. We can all breathe easier now.)

4. Approved capital improvement projects should be done by volunteer labor wherever possible. Volunteer in this case means that no per diem is paid. Where volunteer labor is unavailable, or not qualified to perform the task at hand, the Committee recommends that the Board or General Manager solicit bids from qualified contractors, with special consideration given to already established Fair crews. The Committee also recommends that capital improvement projects be funded separately from regular budget items and that the amount set aside for future capital improvements be part of an overall financial plan which they will submit to the Board by April, 1990.

5. The reefer truck coordinator and crew should receive per diem and vouchers on the same basis as other crews. The Committee also strongly recommends that the Fair pay for ice, that the proceeds from the sale of ice revert to the Fair, and that the surcharge on food booths for use of the reefer truck be completely eliminated. The reefer crew will probably increase from the current \$50.

Ron Chase, of the Planning Committee, said these changes should balance out to a 0 expense increase for the Fair. Wally said he felt the President should receive \$250 stipend. *Frank moved that the Board accept the Planning Committee's recommendations regarding Per Diem with the addition of a \$250 per year stipend for the President. Bedo seconded the motion which passed, 8 for, 2 (Kathryn and Darrel abstaining.)*





2. **VOUCHER:**

The Planning Committee recommends:

- a. Distribute vouchers at a rate of one per hour worked, at a value of \$2.50 each, with a maximum of 8 per day. Persons who work for more than one crew can receive vouchers from each, within the parameters stated above.
- b. Vouchers are to be distributed Thursday through Sunday. There will be a staff kitchen before Thursday and after Sunday.
- c. Change the name from Food Vouchers to Vouchers and encourage use at craft as well as food booths.

*Tom moved the Board accept the Planning Committee's proposals regarding Food Vouchers. Michael seconded the motion, which passed 9 for and 1 (Darrel) abstaining.*

3. **CAMPING PASSES:**



The Planning Committee's recommendations are:

- a. All children 12 and under - no pass required (no change): Children aged 13 through 16 who are part of a booth or dependent of a staff person shall be sold "teen passes" for \$15.
- b. The significant other of staff shall be admitted for \$15, one significant other per staff person.
- c. For a staff person to be eligible for a camping pass, T-shirt, dependent child pass, and significant other pass, they must work a minimum of 16 hours between the day Main Camp opens and the day it closes. Volunteer time spent before the opening of Main Camp will not count toward the 16 hours unless specifically authorized by the General Manager.
- d. Those who work for more than one crew will receive camping passes, staff access passes, and t-shirts from one crew only. Under no circumstances will any person receive more than one t-shirt.
- e. Crafts booths will receive 4 adult free passes and be permitted to purchase 4 more at the normal price. This does not include extra camping areas.
- f. Food booths be provided a total of 648 camping passes (51 booths x 12 each plus 36 more [6 booths x 6 passes] for what the Committee originally designated super food booths). These passes will be allocated as follows: May 1 is the deadline to request the number of passes needed, up to 20 per booth. If 648 or less passes are requested, everyone receives what they asked for. The remaining passes will be reserved for food booths until the Thursday before the Fair, for first come, first serve (up to a limit of 20). If more than 648 are requested, they will be put into a pass distribution pool and matched with available passes. Everyone will then receive proportionately the same number of "over 12 passes." For example, if there are requests for 100 "over 12" passes, but only 80 are available, every booth requesting more than 12 passes will receive 80% of their extra pass request. Distribution of passes shall be the responsibility of the registration coordinator, with a food committee liaison present when the actual allocations are being made. Ultimate authority for resolving disputes shall rest with the registration coordinator. Beginning with the 1990 Fair, a food booth must be open a minimum of 15 hours per day and prepare their food on-site to request more than 12 passes. Booths requesting more than 12 passes who fail to meet these requirements (food prep on-site and open 15 hr./day) will be ineligible for additional (more than 12) passes the following year. All passes above 6 shall be sold at the normal rate, excluding teen passes.
- g. Strolling vendors should be given 2 passes, an addition of 1, and be permitted to purchase one additional at a normal price. Strolling vendors shall also be permitted to purchase "teen passes" under the same conditions as booths and staff.



Wally expressed concern that the overall effect of these recommendations would be to increase camping passes and bodies at the Fair. Others, including the Committee, felt these people would be there anyway and this plan would legitimize their presence and make honest people of them. Several people were concerned about the impact on the limited amount of camping space and the wear and tear on the land. Mary said she expects there to be a strong and meaningful look at camping space and that security be strictly enforced. Ron estimated about half of these increased passes will go to new people. Moz says, "think about the brush!!" Some people said the teen pass age maximum should extend to 17 or 18; others felt it should stay 16.

Ron said this represents a potential increase of 148 camping passes for food booths. He said the economic impact represents a revenue gain for the Fair.

*Palmer moved the Board accept the Planning Committee's recommendations regarding camping passes. Janine seconded the motion which passed, 9 for, 1 (Wally) against.*

### TEEN VOLUNTEERS

*Moz moved to accept the Planning Committee's recommendation that participants in the Teen Volunteers program be given special Teen Staff T-shirts.*

*Mary seconded the motion, which passed 8 for, 1 (Palmer) abstaining.*

### Personnel Committee (If you remember, we were still on committee reports).

The Fair's attorney made some minor language and format changes in the employment agreement with the General Manager that the Board approved in November. The content of the agreement has not changed. *Kathryn moved and Janine seconded that the Board approve a new Employment Agreement with Arna Shaw, General Manager. The motion passed, 10-0.*

The Personnel Committee asked for approval of an Employment Agreement and a Job Description for the Caretaker, John Winslow.

Frank was concerned about Section 8 of the Employment Agreement which states: "In order to facilitate Winslow's performance of his duties as caretaker, and for Fair's convenience, Winslow shall be required to occupy a mobile home at the Oregon Country Fair site during the term of this agreement, which mobile home shall be provided by Fair...Fair may require Winslow to make the mobile home available for use by Fair staff or members for Fair business, and vacate the mobile home for such periods of time as Fair deems necessary or convenient to permit us of the mobile home for other Fair business." Frank asked what John's compensation would be at this time. The Personnel Committee will develop a guideline for giving John notice of need for the trailer. *Kathryn moved and Janine seconded the Board accept the Employment Agreement and Job Description for John Winslow as proposed by the Personnel Committee with the addition to the Employment Agreement of the statement: "In the event the Fair requires Winslow to vacate the mobile home, Winslow is entitled to expense reimbursement as set out in Section 6 of this Agreement." The motion passed, 10-0.*

### RETREAT



Kathryn made reservations at Gull Haven Lodge in Yachats for February 2-3 for a staff and Board retreat. *Kathryn moved and Wally seconded that the Fair pay for lodging for a Board retreat. The motion passed, 7 for, 2 (Palmer and Frank) against. Palmer and Frank dissented because they didn't feel it was an appropriate use of Fair funds.*



**BY LAW AMENDMENTS**

1. Darrel (who only has one L in his name) proposed the following amendment to the By-Laws:

Article 5, section 6, subsection C, which now says, "A member may also present proposals and suggestions to the Board..." be changed to "A member may also present proposals, suggestions and motions to the Board."

Janine expressed the fear that this could be abused and that member may bring up issues that had already been decided upon by the Board.

*Kathryn moved and Moz seconded that the Board accept Darrel's proposed by-law amendment with the additional statement that any motion made by a member must be seconded by a Board member. The motion failed, 3 for, 5 against (Janine, Wally, Tom, Palmer, Mary, Bedo), 1 abstaining (Michael)*

2. Wally proposed the following amendment:

Article 8, Section 7 be amended by adding the following paragraph: "As a courtesy, the General Manager is allowed to make and second motions as if a regular board member. Such motions shall require seconds before discussion. The general Manager does not vote on any motions."

Darrel (you know old one-L in his name Darrel) suggested "as if a regular board member" be struck from the amendment. He also said he didn't feel it was appropriate for employees to make motions for the Board. Wally said he thought the General Manager shouldn't have to politic to get a motion on the floor.

*Wally moved and Moz seconded that the Board accept Wally's proposed by-law amendment. The motion failed, 3 for, and 6 against (Palmer, Mary, Tom, Bedo, Michael, Moz).*

**NEXT MEETING**

February 5, 1990, 7 p.m., EWEB Building. Agenda items: Check signing, Security Bank account, and the rest of the Planning Committee's report (new loop, barter fair, Energy Park, entertainment, Community Village).

*Thanks Darrel, or is it Darrell, or maybe Darell, perhaps Derrel (???)*

minutes by



**HAPPY VALENTINE'S DAY TO ALL YOU FAIR SWEETHEARTS (especially the head honcho sanitary engineer).**

OREGON COUNTRY FAIR  
P.O. Box 2972  
Eugene, OR 97402

FORWARDING AND RETURN POSTAGE GUARANTEED  
ADDRESS CORRECTION REQUESTED



BULK RATE  
U.S. POSTAGE  
PAID  
EUGENE, OR  
PERMIT NO. 545

58

2008

1987