

OREGON COUNTRY FAIR

P. O. Box 2972
Eugene, OR 97402

December 3, 1990

503-343-4298

BOARD OF DIRECTORS MEETING

PRESENT: Janine Alea, Wally Slocum, JR Robinson, Darrel Sink, Rene Knowles, Kathryn Madden, Dahinda Meda, Mary Wagner, Michael Goldhammer, Bedo Crafts, Dean Felders, Jeanne Sharpy.

ANNOUNCEMENTS:

1. You may notice that the minutes look different this month. That is because we have a new secretary, who is using the Fair's computer, which does not do all the fancy things that the ex-secretary's computer did.
2. If you are interested in being on the Elections Committee, leave a message for Heidi at the Fair office, 343-4298, indicating your desire.
3. The Association of Oregon Archaeologists gave a Recognition Award to John Stamp and the Oregon Country Fair in recognition "for their contribution to archaeology, including their efforts to document and properly investigate the archaeological resources on their land, their extraordinary concern for preserving archaeological remains, and for their efforts to communicate to the public understanding and respect for those who lived here before."

APPROVAL OF THE MINUTES

^{Kathryn} ~~Janine~~ moved, and ^{Darrel} ~~Kathryn~~ seconded, that the minutes for the November 5, 1990 meeting be approved with the following corrections:

- 1) Darrel Sink's name is to be added to the first sentence under RATIFY ELECTION (page 2), because he was also elected to a two year term.
 - 2) Under PROPOSED ELECTION PROCEDURE AMENDMENT (page 3), paragraph 2, sentence 2, Darrel actually said that a member should bear the costs of an absentee ballot. He objects to someone bringing a referendum being required to pay for those absentee ballots.
 - 3) On the top of page 4, add Bernie Bradvica to the list of people interested in being on the Personnel Committee.
 - 4) On the top of page 2, omit the comment in parentheses about the ex-secretary getting the excess funds. (Nice try, Sax.)
- The motion passed, 10-0.

****Darrel moved, and Mary seconded that the minutes for the Annual Meeting, October 21, 1990 be approved with the following amendments:

- 1) On page 2, delete the comment in parentheses about the ex-secretary getting the excess funds. (The BOD really does read the minutes!)
 - 2) Clarification - On page 2, under ARCHAEOLOGY, John has actually been working closely with professionals from the University Museum of Natural History in researching the OCF's archaeological resources. While the minutes do reflect what was said, the information was incorrect.
- The motion passed, 10-0.

STAFF, COMMITTEE, AND OFFICER REPORTS

General Manager - Arna Shaw said that November is a pretty slow month, yet she had quite a bit to report. The budget committee is working, and budget forms have gone out to crews. They expect them all back by January 1, and hope to have a budget to present to the BOD at the March, 1991 meeting. The craft

committee met this month. (See their report.) The replacement area has been named The Left Bank, there has been tree planting done there, and meetings for this project will continue all winter. Arna has met with the Personnel Committee to rework the caretaker job description as directed by the BOD. The poster contest is underway. John Stamp has resigned as coordinator of archaeology. The Archaeology committee will recommend a replacement at the January BOD meeting.

****Janine moved, and Kathryn seconded, that the board accept John Stamp's resignation and offer many thanks for all his work, especially for having the freeway not go through the Fair. The motion passed, 10-0.

CARETAKER - Carpeting has been put down in the 2 bedrooms of the trailer, which should cut down on the heating bills. Plastic has been put up to water proof the porch, so that crews have a place to take off their boots and get dry, before entering the caretaker's residence. The Oddfellows crew had so much fun planting trees out in the mud, they want to come do some more, they will finish the seedling orchard. Thanks to Shari Nicholson who donated about 40 bare root vine maples, alder, cascara, and such. Thanks also to John and Heidi Doscher for the (about) 40 ferns we took off their property. The ferns will go on the south side of Indian Creek. Sand bags and hay bales have been placed in critical places in the 8 to break up the flow of water this winter, we should gain ground instead of losing it. The annual November vandalism made it's return, apparently some kids got underneath the sauna reservoir, found some stuff that shouldn't have been there like paint and epoxy remover, spilled it on the ground, then took what spray paint they found and had a ball. Graffiti is limited to the sauna and reservoir. Traffic crew has planted trees as well.

CRAFTS COMMITTEE - Thom Chambliss reported that they had met this month and created a list of issues they want to work on this year. They are: 1) Kid's crafts (see New Business); 2) Unjuried partners in a craft; 3) Craft business with employees; 4) Booth with too small an inventory; 5) Inconsistency of jurying; 6) After hours sales; 7) Composition of the jury; 8) Allowing juried artists to sell all types of work; 9) Registration and jurying timeline; 10) Appeals process; 11) Tone of registration; 12) Delegation of booth representation; 13) Unclear grand fathering; 14) Customer complaints; 15) Strolling vendors. This list needs to be prioritized, they may not be able to get to everything. The committee welcomes Fair Family feedback, please address your comments to the Fair office.

PERSONNEL COMMITTEE - Kathryn reported that they are still meeting, things are moving along. Arna and John are taking part in mediation. They are still working on clarifying the caretaker job description and hope to have a packet to the Board at the next meeting. During this report the BOD decided an executive session, to discuss personnel issues, would be held before the next BOD meeting.

TREASURER - Chris is working on 3 things right now. The first is the revenue report to the budget committee. She is assessing cash handling at the Fair and cash flow from the Fair. At their next meeting, the budget committee will talk about revenue projections for next year. Number two, she'll be sending a letter to the Endowment Steering committee and getting their suggestions for meeting times after the first of the year. The purpose of the meeting will be to set goals and a timeline. Third, she will be sending out a letter to charter members, telling them the time has come for the fair to repay loans.

OLD BUSINESS

THE GREAT WHITEBIRD ELECTRICITY DEBATE - Zak Schwartz presented Whitebird's position to the BOD. The WB staff looked at alternative sites but found nothing adequate, there was either no room for camping or it was too close to the porta-potties. Splitting their staff, having the hospital in one place and first aid stations elsewhere, is expensive, compromises their operations, and could increase liability for WB and OCF. In-fair access is best where they are now, as far as outside access, they are doing better than ever. It is hard to get a stretcher across Main Stage to Moz Road, but that could be remedied with an emergency path, for medical use only, that goes behind Main Stage. David Paul has OK'd an emergency path. Zac didn't consider noise a big issue, they have had no complaints, WB has indoor exam rooms, an indoor carpeted holding area, and a large quiet area out back. Their camping is squished, overnight staff have to be near the booth, others share with Entertainment. Zac said the original plan was to allow electricity to Main Stage, the barn, and the hospital if it needed it. Electricity is used in the exam room, which is on the meadow, not on the 8, and used at night only for sutures, etc. The only alternative is a gas generator which is smelly and dirty. The medical staff urged the BOD to allow a wire to be run along the emergency path, for medical use only. WB sees themselves as part of the Fair Family, and remind us that their services would cost 3 times as much to others. They strongly urged not to mess with the location, leave them where they have been for the last 20 years.

Jim (electrician) backed Zac, said the temporary wire was not abused at the last Fair. He does not want to see electricity in the 8.

Janine said she would be delighted to vote in favor of electricity if medical services followed through on a quiet place. She wasn't sure that was really the best place for WB, considering noise, dust, accessibility.

Dean expressed concern about access to the Left Bank. Also thought a vehicle would be more expedient than a walking trail.

Jeanne asked if the present space, in the noise, dust, and hyperactivity of Main Stage, is really the best place in the whole Fair for WB.

Mary thought the majority of WB services were not major emergencies, but the ones where people need to find them easily. WB has done a terrific job over the last 20 years, both little and big things, and they have saved lives. It was originally intended that electricity go to WB. She thinks they should stay where they are, only change might be a 2nd station in the Left Bank loop.

JR said he didn't want to see electricity in the 8, but he would defer to WB's professional staff opinion of the need. He's disappointed that another suitable location wasn't found.

Janine said it was a viable alternative to increase the WB staff in order to have separate facilities. Zac said they had not addressed the Left Bank yet, a third station would increase their budget. Janine said it was an option, if we can increase security, we can increase medical.

Arna said the Odyssey WB station should work for the Left Bank. Services have been great for the last 20 years, if it's not broke, why fix it. If we can provide better services with one wire, we should look at it. She is also strongly against electricity in the 8, it is easy to give WB electricity and deny it to every other booth in the Fair.

Bedo said she talked to Zac in 1988, at that time it was mentioned that a station where the electricity is now, while not preferred, might be a workable option with a crew increase. She wondered why we could not have 3 stations, there could be good outside access and quiet. The hospital could be where the electricity is.

Zac said the doctor especially objects to splitting staff, he is liable

for all stations. The more they split up, the less he can cover. An extra doctor might be possible, but runs into scheduling problems, in order to have two doctors available for the Fair.

Anya spent 3 days assisting medical, she said there is quiet in spite of the activity. An ambulance did get out the back road in 2 minutes, from Main Stage.

Darrel felt that the quality of WB service was ^{agiven and} a non-issue. He said the issue appeared to be whether WB gets their electricity from a wire, a generator, or batteries. The BOD must weigh the choice of on demand electricity, with moving the surgery. The reason WB had the temporary wire last Fair, was because the request failed last June, until the motion was proposed to settle the issue after the Fair. Medical experts couldn't find another site, they would rather use a generator than move the surgery. Darrel asked why the spot near the child care stage would not work. Zac answered that it was on top of the Buck's, there was no overnight camping, and the staff could not watch the Main Stage field, where their services are often needed.

Kathryn wished a good spot could have been found for the hospital that didn't cost any more money. She echoed JR and Mary, in deferring to the professional medical staff's opinions.

Dean would like to know about the actual costs of another station. ***** Mary moved that for the foreseeable future, the Country Fair provide electricity to Whitebird at its present location, on the condition that no lights be visible to the public areas. Kathryn seconded.

The motion failed with JR, Dahinda, Kathryn, Mary, and Michael in favor, and Bedo, Wally, Darrel, Renee, and Janine opposed.

So it goes... ** Darrel's reason 1 n January minutes. (Addition)*

"BY MAIL" BY-LAW PROPOSAL -

***** Mary moved that Article V, Paragraph 6a of the by-laws be amended to allow voting by mail. The first sentence will now read, "All members who have been members for at least 30 days prior to the date of the membership meeting shall be entitled to cast one vote in person or by mail, on any issue brought before the membership." Michael seconded.

Janine asked how this would be implemented. Mary said that the development of a procedure will be delegated to the elections committee, who will work out the nuts and bolts, for the BOD to accept later. We are setting the policy first.

The motion passed, 10-0.

BOARD LIAISON TEAM (BLT) - Darrel (and others) would like to see us institute some sort of management team. He has submitted a rough skeletal outline to the General Manager for her input, from there he will take it to the Personnel committee for their input. We need such a body in place to provide an opportunity for the BOD or its representatives to have an active inter-change between the BOD and management. There was some discussion of tabling the issue until the input was received, but this has been on the agenda a couple of months.

***** Wally moved that the Board go on record as favoring investigation of the establishment of a Board Liaison Team. Mary seconded.

There was more discussion about whether or not this would be like the old OM team, which has been replaced by the BUMS during Fair time. Bedo said she didn't care what we called it as long as the actions and policies that the old OM team used were being followed, that was a good working relationship. Darrel said that he wanted something similar to the OM team and its job of supervision on an ongoing, year-round basis to provide the plethora of

experience that can be brought to bear on every issue that comes up. It's also a way that the BOD, through it's representatives, can be made aware of information. This is an old issue, he hopes something comes out of this so we can have something in place by the next Fair. Wally said he hopes the various committees will cooperate with Darrel as he gathers information. Dahinda said the motion will not form the BLT, but expresses support for the idea and recognizes that Darrel is working on this and it's going through the process. Dahinda called the question.

The motion passed with 9 in favor, and 1 opposed (J.R).

J.R. said that he is in favor of what Darrel is doing, it's a fine idea, but he doesn't think we need a motion to get committees to cooperate with the BOD.

Kathryn had to leave (against her will, of course), so Dean gets to vote.

DEAD SUPPORT LETTER -

*****Wally moved that the Board of Directors of the Oregon Country Fair go on record as urging President Brand of the University of Oregon to rescind the denial of access of the Grateful Dead to Autzen Stadium. The Board believes the benefits to the community, by the concerts, outweigh the alleged negative aspects. Darrel seconded. The motion passed, 9 in favor, 1 opposed (Rene).

COORDINATOR REVIEW - Darrel said we need to have a better process for reviewing coordinators. This is outside the scope of the Personnel committee. We don't have policies set up for review of coordinator performance. There are some coordinators not doing their job.

A nameless audience member suggested that it was important for crews to have input about coordinator performance.

Janine supported Darrel strongly. She said the BOD approves coordinators and then the GM has the responsibility to deal with them, and that's not right.

Dahinda said there is a tradition of crew autonomy, each crew nominates a leader to be approved by the BOD.

Another audience member said many people don't know who their coordinator is. (After seeing membership applications, the secretary agrees.)

Mary liked the idea about evaluations from the crews, she said the coordinator is often elected by default and becomes a free slave.

Arna said that as well as crews, the coordinator should be evaluated by other coordinators and management.

JR wanted to know if the committee would come up with procedures for reviews or would it do the reviews.

Darrel said we need to establish that we want to do this so it can get done.

*****Darrel moved that the Board establish a Coordinator Review Committee. Janine seconded. The motion passed, 10-0.

If you would like to be on the Coordinator Review Committee, leave a message for Heidi at the Fair office, 343-4298.

MAIN CAMP - Darrel brought up the issue of "us vs. them", i.e. Main Camp vs. others. He said that the stresses of working in Main Camp contribute to the stress of dealing with Main Camp. He would like the BOD to think about ways to work out this relationship. He sees making Main Camp feel appreciated may be part of it.

NEW BUSINESS

** see Jan. 91 minutes*
ARTICLE AMENDMENT - This is from the BOD orientation meeting, and was mentioned in the August BOD meeting. We need to work out the method by which members can communicate with each other, according to the by-laws. The lawyer will need to be consulted.

BARTER FAIR REFERENDUM - At the June meeting, it was said that this needed to be dealt with after the Fair. Jim Guthrie would like to see a referendum around in time for the Spring Fling meeting.

TEEN VOLUNTEER VOUCHERS - Teen volunteers do not receive vouchers at this time. Kelly Campbell, Teen Volunteer coordinator, would like to see this addressed.

SIGNIFICANT OTHER PASSES - The BOD needs to discuss the problems and possible solutions.

KID CRAFTS - The Crafts Committee recommended the following: 1) Children under 18 may sell in their registered booth without jurying; 2) Items must adhere to current Fair guidelines (i.e. handmade, handcrafted, etc.); 3) kids should be listed with craft inventory as kid crafters (craft inventory will assist with this); 4) Kids who will be 18 at the time of the Fair must jury, either as a returning booth person (if they've been listed on their booth registration as kid crafter) or as a new person.

NEXT BOARD OF DIRECTORS MEETING - Monday, January 7, 1991, 7:00 P.M., EWEB Community Room. Agenda items: Article amendment on member communication, Barter Fair referendum, Teen Volunteer vouchers, Significant Other passes, Kid crafts, appointment of the Elections committee.

OREGON COUNTRY FAIR
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 Eugene, OR 97402

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