

OREGON COUNTRY FAIR

P. O. Box 2972  
Eugene, OR 97402

503-343-4298

BOARD OF DIRECTORS MEETING

January 7, 1991

ANNOUNCEMENTS:

1. The Endowment Planning Committee will hold their first meeting on January 31, 1991 at 7 P.M. in the Training Room at EWEB.
2. Jill Heiman passed away on January 1, 1991. She was the Fair's former lawyer, the Fair wouldn't be here if it weren't for her work. We are deeply saddened. Fair friends of Jill would like to plant fruit/nut and yew trees on the Fair property, as a memorial to Jill. If you would like to contribute money or trees to this memorial, contact Cindy Wooten, 485-3366. People who want to participate in planting the trees, contact Denny Guehler, 484-2914.
3. There are more people receiving these minutes, than there are members. If you wish to become a member you must voluntarily fill out a special form, receiving the minutes does not make you a member. Contact the Fair office if you would like Heidi to send you a membership form.
4. The Land Use Management/Planning committee meets each month on the Tuesday after the BOD meeting at Dahinda's, 7 P.M.
5. Thanks to an unnamed audience member and Chewie for their help in December. They are champion label slapper on-ers!

PRESENT: Rene Knowles, Janine Alea, Dahinda Meda, Wally Slocum, JR Robinson, Kathryn Madden, Darrel Sink, Mary Wagner, Bedo Crafts, Michael Goldhammer, Jeanne Sharpy, Dean Felders.  
(Worth noting - Perfect attendance for the last three meetings!)

APPROVAL OF THE MINUTES

(Get your December minutes and pencils ready...)

\*\*\*\*\*Janine moved, and Kathryn seconded, that the minutes for the December 3, 1990 meeting be approved with the following additions and corrections:

1. The motion for approval of the November minutes was made by Kathryn and seconded by Darrel. Cross out Janine and Kathryn, put in Kathryn and Darrel.
2. Under the GREAT WHITE BIRD ELECTRICITY DEBATE, Darrel said that the quality of WB service is a given and a non-issue. Write in a given on your copy of the minutes.
3. Addition to the minutes - After the motion for electricity to White Bird, Darrel wants his reason for voting against it on the record. He is not against electricity at White Bird, that would be medically dangerous and they do have a generator there, Darrel was voting against providing a wire to White Bird, that would have connected them to the nuclear power grid.
4. Under NEW BUSINESS, ARTICLE AMENDMENT, cross everything out and put this there instead: (It more accurately represents the issue.)

At the August BOD meeting, a motion was passed to provide a method for the membership to communicate with each other so that we will be consistent with the State laws governing the requirement for non-profits to keep a membership list available for inspection by any member. At the BOD orientation meeting, we were told by the lawyer that it needed to be passed as an amendment to the Articles of Incorporation in order to be legally binding. Darrel requested that we ask the lawyer to suggest language for the amendment that would meet the requirements of the law.

(Secretary's note - Darrel did try to help me get these right the first time, but I had already sent them to the copy shop. So it goes...)

\*\*\*\*\*The motion to approve the minutes passed, 10-0.



STAFF, OFFICER, AND COMMITTEE REPORTS

General Manager - Arna Shaw said that the Budget Committee is meeting and some of the budgets are actually in. Arna gave Rebecca Harris (Registration) a chocolate award for having the first budget in. Joseph Chez announced that he will be resigning as coordinator of Security. He nominated Don Doolin as his replacement.

\*\*\*\*\*Dahinda moved, and Kathryn seconded, that the BOD (1) recognize Joseph Chez for his work for so many years, (2) express our gratitude to him, (3) regretfully accept his resignation, and (4) confirm Don Doolin as his replacement as Security coordinator. The motion passed unanimously by acclamation.

Caretaker - John Winslow reported that the pipes in the pump house froze (during the big freeze) and once they thawed out, they were fixed.

Treasurer - Christina Bauske reported that she is working with Arna and the bookkeeper to get the books together to prepare a tax return. This may be the first time we have the tax returns done before the extension period. They will also be getting W-2's to the employees. Chris is also working with Arna on the charter member loans. She complimented Ron Chase for the complete records that he kept, that enable them to tell the loans from the donations. They plan to prepare a list of donations to publish in the minutes as a thank you. They will also prepare a list of outstanding loans to be repaid, as a way to obtain current addresses for these charter members.

The Budget committee has been talking about revenue projections, they are keeping them fairly low for this year. They'll be looking at expenses next.

Archaeology - The committee named John Stamp as Director of Archaeological Research and Liaison with Indigenous Native Groups. John recommended Kathryn Madden for his replacement as Archaeology coordinator. (Applause for John Stamp.)

\*\*\*\*\*Dahinda moved, and Mary seconded, that Kathryn Madden be appointed as John's successor. The motion passed unanimously.

Energy Park/Community Village Equity Sub-committee - Darrel Sink reported that this committee was set up to address any inequities in Community Village and Energy Park. He said that the committee has stopped meeting and they never gave a list of suggested members to the BOD for its approval. He said there has also been a rather vehement denial that the inequities that the Board sought to solve even exist, with three exceptions. 1) Regarding the question of charging for the use of the Solar Showers in EP, it generates about \$300 each year, which has been used primarily to fund repair and upkeep of the Solar Showers. Darrel suggested a motion, to be voted on next month, that would direct the Budget committee to work with EP to include a budget line item sufficient to maintain and repair the Solar Showers. 2) The method of distributing T-shirts and passes was discussed and it was felt that the number of participants was in line with what the Fair could absorb without negative impact, and that the Fair might be able to learn from the policies of Energy Park. He felt that the direction of the BOD has not been served and recommended that the committee be dissolved. Arna said that there had been a meeting on November 18, Darrel said he was not notified. Arna said that Energy Park was not unhappy with the situation, but Community Village did want changes that would be presented separately. (see New Business)

OLD BUSINESS

Caretaker job position - During executive session, 1/6/91, the BOD worked long and hard to come to some sort of agreement on this, and came up with the following motion.

\*\*\*\*\*Dahinda moved, and Wally seconded, that the BOD has decided not to renew the contract with the caretaker, this non-renewal is for medical reasons. The BOD requests that the caretaker remain on the job for up to 90 days, until a replacement can be hired, and this continued employment will be



restricted according to the doctors' advice, as it was communicated to the BOD. We thank John for his dedication, perseverance, and good work as a caretaker. The motion passed, 9 for, 1 (Mary) against. (Applause for John) Mary voted against the non-renewal because it was for medical reasons.

Caretaker job description - The Personnel committee gave the BOD, at the Executive Session, a proposed job description for the caretaker. There are some changes in language, and it is more specific than the old job description. A list of qualifications was added, as well as some additional tasks that the caretaker would perform.

There was a lot of discussion about some of the changes. In particular, a statement that "the caretaker is not a janitor...", was deleted and replaced with more positive but less specific language. Another section stated that the caretaker would "perform all repairs .... (and) notify the GM of any major repairs". Several Board members found this confusing and wanted to change it to "perform minor repairs...", or to "perform and/or facilitate all repairs...". There was also concern that the hours per week were not specified, the discussion clarified that it will be a full time position, and the number of hours will be specified in the contract.

\*\*\*\*\*JR moved, and Kathryn seconded, that the BOD accept the proposed job description with one change, "perform and/or facilitate all repairs..." instead of "perform all repairs...". The motion failed, 3 for (Kathryn, JR, Wally), 6 opposed (Darrel, Rene, Janine, Dahinda, Bedo, Mary), and 1 abstention (Michael).

Darrel said he voted against it because it still said "all repairs", and he thought the "not a janitor" part should be in it. So....

\*\*\*\*\*Dahinda moved, and Mary seconded, that the BOD approve the proposed job description with two changes, 1) "perform and/or facilitate all repairs..." instead of "perform all repairs...", and 2) include the language from the old job description about "...not a janitor...". The motion passed, 8 for, and 2 opposed (Kathryn, Darrel).

General Manager's raise - \*\*\*\*\* JR moved, and Kathryn seconded, that Arna be given a 6% raise. The motion passed, 10-0. (Applause, applause)

9-0 Abstention (Bedo)

Caretaker severance package - The BOD directed the Personnel committee to work with John Winslow and Russel Poppe to come up with a vocational, medical, and legal transition strategy. The BOD wants to be sure we are being fair to John.

Hiring process - With the job description approved, the open hire process for the on-site caretaker has begun. The Personnel committee will come up with a time line, post the job, and appoint a hiring committee to review resumes and do interviews. Interested applicants should contact the Fair office for a detailed job description. A job announcement will also be posted in Willamette Valley newspapers. A cover letter and resume must be postmarked no later than February 11, 1991. The Oregon Country Fair is an EO/AA employer.

Grievance - John Winslow presented a grievance to the BOD on December 31.

\*\*\*\*\*JR moved, and Bedo seconded, that the BOD form a committee to investigate John Winslow's grievance, and that the committee consist of 4 members. The motion passed, 9-0, with 1 abstention (Kathryn). Mary, Janine, Darrel, and Rene volunteered and were appointed to this committee.

Teen vouchers - Kelly Campbell, Teen Volunteer coordinator, asked the BOD to consider food vouchers for the teen volunteers. There was general support for the idea of feeding teens, but there were also many concerns about how it will actually come about. The BOD is looking at the entire food voucher program at this time. The request for teen food vouchers will go to the Budget committee.



Kid crafts - Last month the Crafts committee recommended the following information be included in the Fair guidelines:

- 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 the 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.

\*\*\*\*Kathryn moved to accept the Crafts committee recommendations for kid crafts, Wally and Mary both seconded.

There was discussion before the vote. Jeanne asked about the relationship of the child to the booth. Thom said that the booth representative would have to agree the child is part of the booth and be responsible for maintaining Fair standards. Janine expressed concern about the possible increase in the number of passes, she thought this might be an opportunity for a population increase. Kathryn called the question.

\*\*\*\*The motion passed, 9 for, 1 opposed (Janine).

Janine supported the proposal but thought the issues of passes and population control need to be addressed.

Elections committee members - Five people volunteered to be on the Elections committee. The committee is expected to come up with an elections procedure that includes absentee balloting, and supervise the election process.

\*\*\*\*Mary moved, and Darrel seconded, that Wally, Bedo, Jim Guthrie, Shari Nicholson, and Geoffrey Silver be approved as the new Elections committee. The motion passed, 10-0.

Barter Fair referendum - Last June the BOD discussed a petition that had been received, requesting a vote, during the Fair, by the entire membership on whether the Barter Fair should be part of the Fair. In the motion accepted at the June meeting, the BOD voted to disallow the 1990 Barter Fair, and hold a special meeting after the Fair, because the logistics of voting during the Fair were insurmountable.

There was a lot of discussion about whether another petition was needed to hold a referendum, or was the BOD going to set up the special meeting, and if there is a special meeting will there be a vote. The interpretation of the June motion was questioned, the June minutes and the corrections in the August minutes were consulted.

\*\*\*\*Kathryn moved to table the discussion, someone seconded it (who?). The motion failed, 6 for, 3 opposed (Darrel, Mary, Wally), and 1 abstention (Janine?)

\*\*\*\*Mary moved, and Wally seconded, that a special meeting be held at the Spring Fling, May 7, to discuss the Barter Fair. This is not a referendum, a vote would be initiated according to the By-laws. (This was not voted on.)

D. Doolin pointed out that May would be too late to set up security.

\*\*\*\*Kathryn asked once again that the entire subject be tabled until she could talk to the Barter Fair representatives and it passed unanimously.

Significant Other passes - JR is strongly opposed to the policy of Significant Other passes as it stands now. He is concerned about the impact this policy might have on our limited resources and the potential for population increase. He would like to see Significant Other passes discontinued indefinitely until someone comes up with a more sensible proposal. Darrel said that the only crew he knew of that had extended its camping area, was one whose coordinator had refused to supply Significant Other passes.

\*\*\*\*Janine moved, and Mary seconded, to table the discussion, and it passed unanimously.



NEW BUSINESS

Community Village letter - The BOD received a letter from Community Village. \*\*\*\*\*Janine moved to table the discussion until next month, Mary seconded, and (I'm pretty sure) it passed unanimously.

Next Board of Directors meeting - Monday, February 4, 1991 at 7 P.M. in the EWEB Community Room. Agenda items: Barter Fair, Significant Other Passes, Community Village letter, Darrel's Article Amendment, Coordinator Review committee, Darrel's Main Camp issue.

Minutes by Heidi



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