

OREGON COUNTRY FAIR

POST OFFICE BOX 2972 EUGENE, OREGON 97402 OFFICE PHONE 343-4298
BOARD OF DIRECTORS MEETING - AUGUST 5, 1991

ANNOUNCEMENTS:

1. The Fair picnic is on August 24th, near Main Stage at 1 P.M. Everyone involved with the Fair in any capacity is invited to bring something delicious to go with BBQ chicken and beverages provided by the Fair.

2. The next OCF Board meeting will not be on Labor Day. It will be on Monday, September 9 at 7:30 P.M. at the WOW Hall. (The usual meeting room at EWEB is unavailable.)

3. The Fair evaluation meeting will be held at the W.O.W. Hall on September 15 at 2 P.M. This is the perfect time to tell someone all those great ideas you have to make it an even better Fair next time.

4. The Annual Meeting will be on October 20th, 5 P.M. at the WOW Hall. The purpose of the Annual meeting is to elect the Board of Directors, to present members with a financial statement, and to discuss any other appropriate business. Candidate statements and absentee ballot requests must be delivered to the Fair office by September 10, 1991, 5 P.M. In order to vote, membership forms must be in the office by September 20, 1991, 5 P.M.

5. Michele Sharpy, Admissions coordinator, thanked everyone for a job well done. Admissions were 12,559 on Friday, 18,375 on Saturday, 14,536 on Sunday, for a record grand total of 45,470 people for the weekend. Special thanks to Traffic for getting them all in.

6. Wren Davidson, representing craftspersons, also praised everyone for a job well done. She had the "Summation of Concerns Expressed by Booth people at [their] Annual Meeting" on July 11, 1991, and asked that the Board discuss them at the October meeting. Their general feeling is that the Fair is getting better and better, and the last few years have shown a lot of improvement. Their list (attached in this mailing) points out areas where they'd like to see action taken to make changes.

7. If you are looking for a place to put positive energy this fall, the native plants nursery project may be your niche. The project could specifically use help with design and engineering of an irrigation system, and people with access to farm equipment like plows and rototillers. Steve Wisnovsky is the contact person for this project.

8. Have you gotten your pictures of the Fair back yet? Anne Henry requested that you send her some of the really great ones for next year's Peach Pit.

9. "Thank you to the cast of thousands...." from a happy first-time Fair-goer. "I wish I could express the magic and wonder of it all. I am in a wheelchair ... everyone was super and made sure of my comfort and safety. I really would like to say thank you for an extraordinary experience."

THE MEETING...

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

APPROVAL OF THE MINUTES

******Dean moved, and Dahinda seconded, to approve the minutes for the June 30 meeting. The motion passed with 9 for, and 1 abstaining (Bedo).*

STAFF, OFFICER, AND COMMITTEE REPORTS

Endowment Fund Planning committee - Camille Cole announced that they have been developing a mission statement, working on the goals, objectives, and basic criteria for use of the Endowment Fund. A rough draft of their proposal was given to the Board, discussion of the final proposal is on the agenda for the next BoD meeting. The EFP committee welcomes input from other interested persons, leave a message for them at the Fair office.

General Manager - Arna Shaw reported that we had a Fair. The attendance figures given by Michele are 10,000 more than we ever had before, and a 37% increase over last year. She thanked everyone for an incredible job, to provide services for that many more people and to pull off the Fair without any major problems, is really an accomplishment, the staff did a remarkable job. As she mentioned at last month's meeting, there are some budget overruns, there are still bills coming in so budget figures are not complete. At this point fencing, the bridge, and legal fees look to be the big overruns. She apologized to the Board for not getting approval of these budget overruns beforehand. The legal fees are over because of the SAIF audit, which has not been resolved.

The Left Bank opened successfully, all the booths she talked to were happy.

She and Russell had a meeting with the Bureau of Labor and Industries, who are now interested in possible wage and hour violations. It is a question again of whether our volunteers are employees, and if so, we are not paying them minimum wage.

The Board will receive a report on the Fair at the September BoD meeting.

Arna said that the Budget committee decimated the Picnic budget in order to balance the whole budget, with the understanding that if it was a good Fair, they would ask the BoD to increase that portion of the budget. She asked the BoD to approve an increase to \$1500 from \$500, the same as last year.

******Wally moved to increase the budget for the 1991 picnic to \$1500, Dean seconded. Darrel objected to a motion during reports instead of business. The motion passed unanimously.*

Arna thanked everyone again for putting on the best Fair she has ever seen.

Caretaker - Scott Ballin thanked everybody for a great Fair. Special thanks to those who stayed after the Fair to help take down, organize, and store almost everything. A few crews need to have clean up parties, preferably before the picnic. Construction (back Crafts lot), Security (fridges, Ho gate), and Main Camp crews have a bit of a mess, and Phil's motorcycle needs to go. Over all people did a good job packing up after the Fair, but there's always room for improvement.

He has been working to rehabilitate the grass in the Main Stage area. As far as rehabilitation of the paths, he sees a necessity of the long awaited purchase of a tractor and attachments. He did some shopping around and will give his info to the Budget committee. He sees a need to build more barn space to store the tractor and equipment, also for storage and workshop space.

Scott said he has a problem with the wage he is receiving. He wants to be paid minimum wage, he feels that is his right as an American citizen.

Darrel said, that as a member of the Board that entered into a contract with Scott, he would prefer that Scott speak to someone on the Board the next time he has a problem, before standing at an open meeting to tell them what he thinks the Board has done wrong.

Scott said he discussed it with members of the Personnel committee. The BoD discussed the issue briefly at the Executive session held 8-4-91, there was some discussion about decisions made at that meeting. Janine, and later Jeanne, stressed that no votes are taken during Executive session, the BoD was made aware of events and discussed their personal feelings about the issue. JR said that discussion of what was said at the Exec. session was out of line, no formal decisions had been made. Kathryn said this is on the agenda to discuss during business.

Treasurer - Chris Bauske said she wasn't here to talk about money. Bills are still coming in and it is too early to say how much excess revenue we generated from the Fair, but she is sure there is some. She has 3 suggestions for the BoD related to the budget. First, it is essential to have Board representation on the Budget committee (BC), so she recommends that at least two Board members be on the committee when it is appointed. (Nods of agreement.) Her second suggestion is to change the time line for the BC. This year, as usual, the BC came to the BOD in April with a budget including capital budgets, crew budgets, and budgets for year-round crews and activities, such as VEGMANECs, the GM, and the BoD. She is

uncomfortable with this because April is four months into the fiscal year, so money is being spent without an approved budget. She would like to see these budgets done before the start of the new year, so there is some basis to work on, even without revenue projections year round costs can be estimated. She hopes the BoD will direct the BC to work on that kind of time line. (Another round of nods.) Finally, the Fair has not had much of a chance in the last few years to look at management of our assets with a long view. She wants to begin a process with the BoD and BC to look at these things, partly to give the BC some guidance as to what their direction should be. Part of her thing is future vision for the BoD. This is a rational way to start talking about the future, what we want to be, not when we grow up, but if we grow up, she thinks we are growing up whether we want to or not. She asked that the BoD direct her to proceed to talk with folks on the BoD and the BC about developing a process, and she will report back in September. (More smiles and nods.) Darrel asked her to bring proposals in writing soon, in order to get more than nods.

Chris also had a question for the BoD about repayment of charter members. She does have the authority to issue checks and will bring the list of people to the September BoD meeting.

Elections committee - Jim Guthrie felt that the EC needed clarification of what participation means in the By-Laws. The section of the By-Laws, Article V, Section 2, concerning Eligibility and Admission, was read and found to be specific enough. There was discussion about how often member forms need to be filled out and how membership is verified. The Secretary has included vital membership information in this mailing, much of it was discussed at this meeting, please check it out!

Dahinda asked if we are ready for ballots by mail with the upcoming election at the Annual meeting. There was considerable dismay (amongst the audience and the BoD) that discussion of this important issue had been postponed at the last few BoD meetings due to lengthy discussion of other agenda items. It was decided that the EC would present their proposals for absentee balloting for discussion during the business portion of this meeting.

BUSINESS

General Manager - (Sec. note - This discussion did not lend itself toward brevity. Everyone felt strongly about what they said. I wanted to give readers a true sense of the meeting. I got carried away. I won't have time for this again.)

*******Dean moved that Arna Shaw be terminated as General Manager and removed from all responsibilities and committees for one year. Dahinda seconded.**

Dean feels that Arna has not followed the guidelines of her employment agreement by failing to: A) be a non-biased organizer and spokesperson; B) be an accurate channel of information to the Board, Staff, and others; C) coordinate and assist all crews to ensure that budgets are adhered to, policies followed, problems resolved, and tasks accomplished; D) ensure efficient communication channels among coordinators; E) direct, facilitate, and coordinate breakdown and clean-up; F) manage dispensation of operational funds; G) consult the Board of Directors for operational decisions not considered "business as usual"; H) work well with volunteers; I) maintain the answering machine and distribute messages and mail to appropriate individuals; J) coordinate and supervise the caretaker; K) use good judgement in delegation of projects and tasks; L) seek approval on an above budget amount in a non-emergency situation; M) remove and replace persons in extreme circumstances after serious consultation with staff; N) resolve disputes. He feels that she failed to follow Policies and Procedures A) in confidentiality matters where a breach of confidence may influence the outcome of sensitive issues, B) by engaging in conduct which interfered with an individual's work performance and created a hostile environment, C) by engaging in harassment, and D) by retaliating against an employee for filing a grievance. He said the arguments that Arna has not been given proper guidance have some validity in the grayer areas of policy and operations. He feels that she has failed to follow the guidelines of her Employment Agreement, her Job Description, OCF Policies and Procedures, and the Code of Conduct, and that is evidence enough that she cannot or will not follow any guidelines the BoD could now give her.

Dahinda said he was in support of terminating Arna Shaw's employment for several reasons. 1) He feels she acted in a manner which led directly to the resignation of a dedicated, loyal, and ethical Board member. 2) Copies of a confidential memo from Dahinda to the Personnel committee were distributed he feels this was a breach of trust by the President, and a violation of state laws protecting confidential matters by Arna. 3) Arna was heard openly supporting and encouraging recall of Board members during main camp. 4) Neither the Board or the Budget committee were notified of the storage locker/circus equipment loss. 5) Board approved budget allocations were not followed, specifically on the purchase of FM radios and the yurt for the circus. 6) The "designated equal" Vegmanec coordinator had to take over in order to have any communication between Vegmanecs and Main Camp. 6) Abusive, confrontive behavior from Main Camp staff was not controlled. 7) Arna did not respond to three distinct and direct requests from Dahinda for mediation of their deteriorating relationship.

Rene mentioned his long standing relationship with Arna, and said he considered walking out when this came up. After much thought, he decided he owes it to the Fair, himself, and the BoD to cast his vote. He doesn't see a conflict of interest, he thinks he can be objective and cast his vote fairly. He had to be begged to go to the Executive session on Sunday, he feels this issue needs to be dealt with openly not behind closed doors.

Kathryn was appalled that this came out before the evaluation process can happen. She feels this shows the BoD's unwillingness to listen to the opinions in staff evaluations. The Personnel committee asked for an Executive session in March, to deal with the deteriorating relationship between Arna and the BoD, it never took place. She said the main goal of this organization is to put on the OCF, the General Manager was hired to organize the OCF. She felt the issues brought up were personal, not organizational, and should be addressed in the evaluation process.

Jim Sahr was outraged, the BoD exists to put on the Fair, we just had the most successful one in history due to Arna more than any individual or group.

Jill Liberty said that since Arna has been GM, the flow of communication has improved. She has personally experienced a dispute that Arna helped resolve. The person being described is not the Arna she knows. She is concerned by the BoD's lack of accountability to the general membership and feels disenfranchised by what she perceives as arbitrary deliberations. She closed with a lesson from Malcolm Weir, don't (poop) on people who give their hearts and lives to the Fair.

Dennis Todd feels the last three years have been the most successful Fairs ever, certainly the highest attendance and most smiling people. In the last year he has watched personality conflicts in this Board and has been angry enough to consider quitting. He suggested that if there are personality clashes between the BoD and Arna, for the good of the Fair, the Board should be fired. He has a petition for the recall of the whole Board.

Rebecca Harris applauded Jill's statements. She feels that individual members of this BoD have taken on powers that have not been given them. As a coordinator, she can't support the motion or BoD members who support it. She also feels disenfranchised by the BoD, and suggested the motion be postponed until we have a new Board.

JR said he's disappointed that this is taking place, these conflicts have escalated all year, on both sides. After the evaluation might have been a better time to tackle this. He doesn't support the motion, he feels Arna has done an excellent job. She has made mistakes, it would behoove the BoD as administrators to work with those mistakes and move forward in a positive fashion. He senses that some BoD members feel that Arna is a threat to the BoD, she is too powerful and has too much popularity and support within the Fair. Several people in Main Camp this year exacerbated this problem, went out of their way to intentionally offend and bring this to a head. There are two groups here that want to fight, he feels his best course of action is to get out of the way. He's sorry this is happening, it shouldn't be happening. There have been numerous occasions to work this out, he doesn't know if Arna worked hard enough to do that. He knows the BoD didn't. He has heard accusations all year and been unable to substantiate them. People have

made assumptions that are not accurate, it is a deteriorating, sad situation. The BoD doesn't agree on this issue, each will vote as they feel they need to. There are processes and procedures available to members to let the BoD know how they feel about decisions that are made.

Scott Ballin spoke in support of Arna as his supervisor and GM. They meet once weekly to cross-reference priorities. He doesn't know how the BoD could come up with a better GM.

Dave W. observed that in his experience, he has found Arna to be supportive, willing to listen and then make a judgement. He feels that this motion is not in the best interest of the Fair, that it's not a personnel issue, but a personal one. He suggested tabling it for a new Board.

Mary Wagner said this motion has been coming for a long time, chances to avoid it have been lost. Before she resigned, she made herself available to mediate differences between the GM and the BoD, tried to find compromises. She felt she might as well talk to a wall. There was no willingness to compromise or attempt mediation. She feels there has been undue hostility leveled at the Board from the management of the Fair for the last 6 months. She's seen a lot in 20 years with the Fair but never anything that reaches the level of divisiveness seen in the last year. During the Fair many people approached her who supported the stand that she took when she resigned. She spoke to people who were afraid they would lose their jobs on their crews if they spoke in support of the BoD, people who were not given the authority to do their job as they should because of their affiliation with the BoD. She feels that opportunities to resolve this have been missed, disregarded, or treated with hostility, and supports the motion. Rene asked which side was the wall, the BoD or Arna? Mary said she was specifically asked to mediate differences between Arna and Dahinda, Arna was not receptive.

Janine doesn't think anyone on the BoD thinks Arna is 100% wrong. She feels Arna has failed significantly. As Arna's relationship with the BoD deteriorated there has been no effort on her part to compromise or take any responsibility for any problems. Janine talked to many people during the Fair, heard many stories, checked them out, and is convinced that the charges by Dean and Dahinda are valid. She feels Arna has been hostile and uncooperative with the BoD. Arna has done parts of her job better than anyone else, she's quick, intelligent, and charming. Arna claims that the BoD has not given her direction, Janine feels that the Job Description is clear. Janine thinks that no matter what Arna's intentions, the effect has been to divide the Fair as never before.

*******JR moved, and Bedo seconded, to call for the question. The move to call failed with 2 for (JR, Bedo), and 8 opposed.**

Ed Moye said this has been going on for a year in varying forms. He said this BoD has dropped issue after issue with no resolution, the BoD can't agree with itself. He said Arna was responsible for many good things like youth passes and organizing and pulling off the Left Bank project. He said to look at the track records of the GM and the BoD to see who's falling on their face.

Rene responded that this BoD has had touchy issues that other Boards haven't had. Some have been put on the back burner, like the grievance, but other important issues have been dealt with, such as power to White Bird, SAIF, budget problems, and the Security change over. There is no way the BoD can all agree on everything. He doesn't agree with all of Dean's issues. He feels BoD members put in a lot of time researching and listening to make valid decisions. He said to keep in mind that this will get uglier before it gets better.

Erica Lerch felt that some statements from the audience were false. She doesn't always agree with Board members, no matter who they are, but she thinks they are doing the best job they can.

*******JR moved, and Bedo seconded, to table the motion in order to discuss election procedure. The motion to table failed with 5 for (MG, DM, BC, JR, WS) and 5 against (DS, JA, KM, DF, RK).**

*******JR moved, and Darrel seconded, to end this topic by 10:30 P.M. The motion passed unanimously.**

Thom Chambliss expressed disappointment in this motion, and surprise that it's happening this way. It seemed to him that the questions and problems raised are legitimate concerns to be dealt with in the evaluation process. His crew has depended on Arna to explain to them what the BoD wants them to do. He thought his crew would want the opportunity to discuss the issue.

Jim Guthrie feels this issue is not being brought up in an appropriate manner at the appropriate time. He feels that this is the result of a number of years of poorly attended and addressed elections. This is something that involves all the membership. This is a strong, volatile issue that everyone has feelings about. To do this at a monthly meeting is killing the Board's ability to get business done. He urged the BoD to make this a campaign issue and deal with it at the elections.

Wren Davidson agreed with Jim. She feels the definition of what the BoD represents needs to be changed. It needs to be broadly based, representing staff, main camp, crafts people, entertainers. She's sorry it has come to the point of no compromise. It's not just Arna or certain members of the Board, she feels there are deeper, philosophical issues we need to get to like the concept of this Fair being a volunteer organization, where the money is coming from, where it's going, people who want to control vs. people who want to trust. She'd like to see this BoD think about unifying us as a large family. Somehow we need to change this organization, it's not working.

George Braddock spoke about the Personnel committee's evaluation process. He said he personally read each evaluation that came in, the PC is glad to get them all. He felt that process needed to take place to let everyone feel like they had some say. The BoD needs to hear what every one has to say in terms of evaluating Arna. He's amazed at the urgency of this motion before evaluations and elections.

Michael asked for clarification that Arna's contract ends on September 30, less than 2 months away. He said the Fair is at a crossroads where as a group we need to decide what we are and what we will do if the validity of the OCF is worth preserving. He sees us as a microcosm of the world, we put on an alternative process because we haven't found satisfaction with other things as being worth our efforts. It takes a lot of sweat, people put their whole lives into this project. We need to be more gentle with ourselves, we can't beat each other because this or that happened. This motion is a symptom of something, he's not sure what, he's afraid of the outcome, the repercussions could poison us. He doesn't have an answer, a positive thing we could do to make it better. He cannot support the motion.

John Burgess tends to agree with a lot of the points brought up by Dean and Dahinda, but that doesn't mean she's a bad manager. He thinks she is a good operations manager, but he has problems with her as a personnel manager. There are definite issues that Arna has not addressed. He hoped we can come to some conclusion we can all be happy with and live with, and not let this suck us down a black hole.

Robert Aurnague-DeSpain felt that Arna's successes and accomplishments far outweigh the management problems. Problems are a fact of life and won't go away regardless of who is managing the Fair. In the three years Arna has been GM, he has seen smoother operations and greater paid admissions. Complaints should use the evaluation process. He feels the BoD should listen to this audience, conduct Arna's evaluation, and learn to be professional. The OCF is one of a kind, there's nothing else like it, and we all want to be proud of it.

Nance Sledge thinks Arna does a difficult job very well. She said that firing Arna is not an isolated event, it would make her own job harder by asking her to work with people she doesn't know and trust, disrupting a good working relationship. It seems to her that the BoD doesn't respect the coordinators and workers, because they have not consulted them, have not used the regular process, and have not asked how their jobs would be effected.

Bob Durnell echoed all praise of Arna. He started coming BoD meetings about 4 or 5 months ago, when someone called and said the BoD was going to fire Arna. He has a superlative working relationship with Arna. He can call on her to resolve problems when needed. He thinks the BoD is making a mistake but putting this off would extenuate the problem.

Cat Rogers said she thinks Arna has done well, we have all made mistakes. She said the BoD should use the evaluation process and get as much feedback as they can.

Ted also urged the BoD to use the evaluation process.

Wally said there are two parts to Arna's job. Most of what has been said relates to the segment regarding mechanical management of the Fair, that would include working relationships with coordinators. The other part of her job is her relationship to the BoD. The people voting at OCF elections are responsible for the BoD being here and having this responsibility to deal with the manager. There is an implementation of the values of the group as a whole that the BoD has to do, look at, and oversee. Some members of the BoD feel they cannot depend on Arna to give them the information they need to do their job. He offered 3 examples. 1) The disagreements between Arna and John Winslow got to the point where they were not speaking. It was not brought to the BoD until much later. 2) When Winslow told Arna he felt he was being harassed by Ed Moye, she was unable to resolve it but did not bring it to the Board. 3) When Arna was informed about loss of items in the storage locker, she went to the lawyer and made efforts to recover items, but didn't tell the BoD or the person most effected for 5 months. Wally said this is not the way we treat people in this Fair. He feels that when Arna comes to a problem she can't deal with, that she sort of pretends it not there. It's not fair to anyone when elected representatives don't know what's going on. While Arna does the one part of her job very, very well, he can't separate the two parts of her job. She is only accountable to the BoD. He doesn't think anything will change, finds this to be a sad, unfortunate situation.

Darrel hoped not to offend but had to speak to some of the things said tonight. In his evaluation of Arna last year, he said he had severe problems with portions of Arna's job, he also said she did things nobody has done that well ever. In light of that, he said he would wait to see what happened. In that year he has been shown to his satisfaction that Arna is the Fair in her mind. He was also shown that the results of last year's PC evaluation, which suggested that Arna's is a private vision, and not the vision of us all, is the truth. The ugliest thing at the Fair, is that we go out there and say these are the people I like. No matter what this person that I like does, I will not find fault with them. These are the people that I don't like, no matter what this person that I don't like does that is good, I won't acknowledge it. This is his problem with Arna as GM, he saw that this year worse than he's ever seen it. He is happy to sit down and talk about specifics, but not in an open meeting (like this). With a few exceptions, no one in the audience who has spoken tonight has called him to complain, let's be mature on both sides of the issue and of the table. Not all goodness at the Fair is Arna's doing, she has contributed a lot and given us good, she's also hurting us by her other actions. He will vote for what he thinks is right, not according to who he likes and who he doesn't like. Just because he hears the audience input, and doesn't vote the way some want, does not mean he hasn't listened, he's sorry if anyone thinks it does.

*****Bedo called the question, Darrel seconded. The motion to call passed with 7 for, 2 opposed (Rene, Kathryn, and 1 abstention (Michael).

Jim Sahr and Ed Moye gave the BoD a written statement objecting to limiting the discussion before a vote.

*****The motion to terminate Arna Shaw as General Manager failed with a vote of 6 for, and 4 opposed (Michael, Rene, JR, Kathryn).

Caretaker - *****JR moved, and Kathryn seconded, to give the Caretaker a raise to bring his salary up to minimum wage, retroactive to his hiring date. The motion passed unanimously.

Elections - The Elections committee proposed two options.

A - Mail out all ballots. They would be verified and counted with the results announced at the Annual meeting. PROS - shorter meeting, easier to count and verify, treats in and out of town equally. CONS - no nominations from the floor, no opportunity for questioning, discussion, or debate of issues.

B - Mail-in and in-house ballots. Ballots to be counted before and during the meeting. PROS - in person questioning of the candidates on various issues, address concerns from the membership present, nominations from the floor, it's traditional. CONS - long meeting due to lengthy verification and counting process. Time frame - mail out ballots 3 weeks before election, candidate statements would need to be in office 4 weeks before.

The costs were discussed, which would include printing ballots and a voting pamphlet, and for mailing. The Secretary said it would have to be First Class postage, because it sometimes takes bulk mail 3 or 4 weeks to get to California.

Arna asked the BoD to consider if absentee ballots would open Board membership up to out of state members. Who would pay for their expenses for travel to meeting?

Darrel suggested that those requesting absentee ballots be asked to pay the costs of mailing their ballots to them. He had other suggestions for the process, and asked that the following quote from the By-Laws be included. *"Article V, Section 6 (a) Voting: All members who have been members for at least 30 days prior to the date of a membership meeting shall be entitled to cast one vote in person or by mail on any issue brought before the membership. Members shall vote to elect the Board of Directors, recall a director, amend Articles of Incorporation, as provided by the Oregon Revised Statutes and by these bylaws. The Board of Directors shall make provisions for absentee balloting."*

There was concern that by rushing to decide on a process, we will surely make mistakes. It was decided that the exact process could be decided next month, if a deadline for candidate statements is put in these minutes. The Secretary agreed that it is possible to send a notice to everyone on the membership list with a form for requesting an absentee ballot, which also would state the deadline for candidate statements, since all members are not necessarily on the mailing list (because the 2 lists are kept separate).

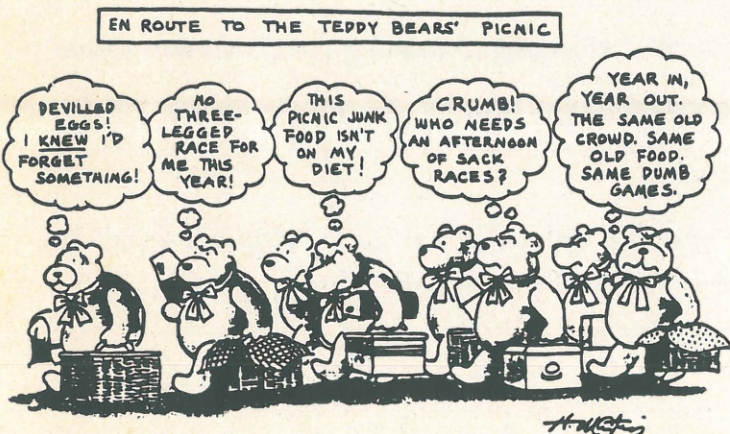
****Kathryn moved, and Dean seconded, that candidate statements and absentee ballot requests, must be at the Fair office by 5 P.M. on September 10, 1991. The motion passed unanimously.

****The motion to adjourn passed unanimously too.

NEXT BOARD OF DIRECTOR MEETING AGENDA ITEMS:

- 1) Elections procedure, 2) Grievance re-revisited, 3) Line of Sanity petition, 4) Article Amendment, 5) Personnel Policies and Procedures manual

Minutes by Heidi



"Noone would think I meant our picnic, would they?" said the Secretary to the Treasurer.