

## OREGON COUNTRY FAIR

POST OFFICE BOX 2972 EUGENE, OREGON 97402 OFFICE PHONE 343-4298

### BOARD OF DIRECTORS MEETING - October 7, 1991

#### CALENDAR:

November 1, 1991 - Deadline for capital project requests.

November 10, 1991 - Open discussion of Fair management structure, 1:30 to 4:30 PM at the Eugene Public Library, 2nd floor. All Fair members are invited to bring their input.

November 4, 1991 - OCF Board of Directors meeting, 7:30 PM, WOW Hall.

December 1, 1991 - Changes are due for the 1992 Guidelines.

#### ANNOUNCEMENTS:

1. COORDINATORS!! Please check your boxes at the Fair office for mail and messages. If you have office keys you don't need, please give them to Kathryn Madden or Thom Chambliss.

2. The 1991 Feedback report will be available at the Annual Meeting. You may also request a copy through the Fair office.

3. Any one wishing to help take care of the OCF property should contact Erica Lerch at 689-1836 to volunteer.

4. If you are interested in being on the Personnel committee, please send a letter of interest to the Fair office as soon as possible.

#### THE MEETING...

##### PROPOSED AGENDA:

Old business - Moz' resignation, Elections, Employee evaluations, Graphics for 1992, Endowment Planning recommendations, Whittaker Thanksgiving request, Personnel Policies and Procedures

New business - Newsletter, 1992 Field trip

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

##### APPROVAL OF THE MINUTES

\*\*\*\*\*Kathryn moved to accept the September 9, 1991 meeting minutes as written, JR seconded. The motion passed, 9-0.

**STAFF, OFFICER, AND COMMITTEE REPORTS**

**VegManEC** - Don Doolin reported that at the request of the Personnel committee (Sue Kesey to John Doscher), the general manager (to David Hoffman), and members of the Board (Bedo, Jeanne, Dean, Darrel, Wally) the Vegmanecs have secured the property, changed the locks, and started the enormous task of restoring our forest to its vibrant, living, full of joy spirit. We are rotating shifts to be on site every day. A few shifts are open to Fair family who would like to put some good energy in to the Fair. See or call Erica (689-1836) for schedule, instructions, the phone and combinations list.

The Fair paths are rutted, sad, and dry. It appeared that someone took a joy ride in the Peach truck across the Main Stage lawn - smashed the left rear end of the truck. Grafitti was all over the recycling truck and one booth--major quotes are "rednecks rule" and "hippies suck". The Vegmanecs had a meeting at the site, and have a long list of things to do and things done. They appointed Frank Sharpy as tractor man to work with the Budget committee to procure a tractor. They request up to \$1000 for seed, fertilizer, and fuel (if it's not already approved).

**Caretaker** - Scott Ballin formally withdrew his resignation. For what it's worth, he resigned under duress.

**General Manager** - Arna Shaw reported that she received formal notification that SAIF has accepted John Winslow's claim. The lawyer of another party involved in a suit with Winslow have subpoenaed some Fair records. She and Kathryn met with the West Lane Chamber of Commerce, it went as well as expected. The Fair's liaison with the County Commissioners told her that the discussion of the complaint went well, the sheriff and DA were supportive of the Fair. The caretaker's trailer was broken into. There's a dented fender on the Peach truck. Jeanne asked what happened to it and Scott said he backed into some saplings while filling 6-packs with water, he reported it to Arna about a month ago.

**Treasurer** - Chris Bauske reported that the BoD has a memo about the FM radio policy. She was sorry that no one from the Communications crew was at the meeting. She recommends that the Communications crew develop a policy, that deals with the issues to be resolved, before the radios can be rented or leased, to present to the BoD for approval. Apparently the radios have been loaned out twice without her knowledge.

Chris also reported that Budget committee is soliciting ideas. Capital project request forms sent to coordinators and Board members are due on November 1st.

**Secretary** - I (Heidi, to heck with third person) reported on the current state of the membership list. At this time there are 1387 persons on the list. Of those, 247 requested absentee ballots, and 961 members are verified. For curiosity's sake, 464 are from booths, some of the larger crews represented are: Community Village - 92, Construction - 103, Security - 175, Traffic - 167, Entertainment (all areas) - 100.

I also read portions of a letter from Kirsten Anderberg, a. k. a. Mother Zosima, that I've been holding for a couple of months. The letter expresses her interest in running for OCF President in (November) 1992. She is a political science major and plans to enter law school in the fall of '92. One of her concerns is the handling of the membership list. She understands "the apprehensions one would have about all of our names on a list but (her) feeling is that these agents are already among us and they already have most of our names on a list or two." She has requested the membership list for the purpose of doing a survey to find out more about who the Fair membership is and what they want for the Fair. I suggested that perhaps the BoD could have input into the survey and share, in some way, the costs of printing and mailing. I still haven't sent her a copy of the bylaws and other information about the Fair that was requested (but I will, soon..).

**Radios revisited** - *\*\*\*\*\*Dean moved, and Bedo seconded, that the FM radios not be given out for any use, other than the Fair's, until standards for rental are set up. The motion passed 9-0.*

**Election committee** - Jim Guthrie reported that the Voter's pamphlet was published and sent out. Absentee ballots have been sent out and he has heard rumors that some of them have even been received and returned. He apologized for the typos in the Voter's pamphlet. He thanked Roy Lisi for his help with the mailing. He said he has enjoyed doing this job. It has been lots of work, he has had good support. He feels it has been a real interesting "experiment in communication", aspects of this process have been looked at pretty closely from different perspectives, we should have something to work with next year. Returning ballots will be locked up until it's time to count them.

**More vandalism** - (Sorry, folks, this is really the order these things came up....this is the Fair, after all...) The barn/warehouse was broken into. Someone tried to jimmy the lock, then climbed to the roof, kicked in a boarded up window and entered that way. Inventory would need to be done to see if anything is missing, there is minor damage to the lock and the window.

### OLD BUSINESS

**Moz' resignation** - Moz formally resigned and explained some of his reasons for doing so. His letter of resignation is included in this mailing.

*\*\*\*\*\*Kathryn moved, and JR seconded, to accept Moz' resignation with regret and thanks. The motion passed, 9-0.*

Arna wondered if the BoD should approve Moz's recommendations to fill the coordinator position without the other entertainment coordinators present. Moz has had two roles, as overall Entertainment coordinator and for Shady Grove/Ambiance. The overall Entertainment coordinator works with the coordinators for Main Stage and Vaudeville. Corey said she has talked to both David Paul and Tim and they plan to work as a team. She will not override anything they do and wouldn't see herself as above them.

*\*\*\*\*\*Rene moved to accept Moz' recommendations of Corey Sullivan and Frank Wilkins for the co-position of Entertainment coordinator, as well as Ambiance and Shady Grove. The motion passed with 8 for, and 1 opposed (KM).*

**Graphics for 1992** - Camille Cole, as the long-time coordinator of OCF's T-shirt and poster design selection and History booth coordinator, proposed a one-time promotional effort, that for this year only we suspend the poster competition and t-shirt design contract for the purpose of having a world renowned guest artist, Stanley Mouse, prepare a design motif to be used for poster and t-shirt. He created the skull and roses images for the Grateful Dead, perhaps his most famous graphic is the Zig Zag man. The total cost for the Mouse design would be \$1000, and a 10% royalty fee would be attached to all sold merchandise.

In the future, she recommends combining the T-shirt design with the poster contest. It would be cleaner to have the poster and t-shirt of the same design, providing continuity of Fair advertising graphics for each year. The contest would need to start shortly after the Fair. It has also been suggested that concept proposals be accepted, rather than asking for finished art work for the contest. Camille also hopes to upgrade the standards of the materials submitted to the Fair for these purposes and to improve lagging sales of these items.

Darrel thought the idea of the unified design approach is wonderful, but felt that the idea of hiring someone and paying royalties was contrary to the OCF spirit.



\*\*\*\*\*Dean moved accept the proposal to suspend the poster contest for one year only, to hire Stanley Mouse as guest artist for 1992, and to reevaluate the policy for the following Fair. Bedo seconded.

There was some discussion. Wally enjoys the variety in his 150 pound poster collection. Several Board members thought it would be OK for one year. It was suggested to save this one year deal for a special year (maybe the 25th anniversary?).

\*\*\*\*\*Rene moved to call for the question, Bedo seconded. The motion to call passed, 9-0.

\*\*\*\*\*The motion to suspend poster contest, etc., failed with 5 for, 3 opposed (KM, DS, JR), and 1 abstention (JA).

Camille said it is too late to combine poster and T-shirt designs this year, it will go the way it has gone in the past.

**Elections** - Jim Guthrie found it extremely difficult to find a Fair elder to certify the election who is willing to do the all-nighter and who is emotionally unattached to the Fair right now. He was very fortunate to find John Sundquist, an early Fair traffic and security volunteer, an original HOEDAD, who is currently working an organic farm.

\*\*\*\*\*Kathryn moved to accept John Sundquist as certifier for the 1991 election. Wally said he is honest. JR said he's been around forever. Palmer Parker said he is a man of clarity and light, a man of real integrity. Janine seconded the motion.

\*\*\*\*\*Bedo called for the question, JR seconded. The motion to call failed with 4 for, 3 opposed (RK, DS, JA), and 2 abstentions (JS, DF).

The discussion clarified that only one person is needed to certify the election, to observe the ballots being counted by a crew (we need a dozen, so far Jim has 6 or 7 solid volunteers), and that the ballots will be locked in a safe place until the election.

\*\*\*\*\*Janine called for the question, Bedo seconded. The motion to call passed with 7 for, 1 opposed (DF), and 1 abstention (BC).

\*\*\*\*\*The motion accepting John Sundquist to certify the 1991 election passed with 8 for, 0 opposed, and 1 abstention (DF).

Jim Guthrie asked to use a portion of his remaining budget for refreshments for the crew, there were no objections, most likely because everyone realizes those folks will have a long night of counting ballots.

**Employee evaluations** - John Anthony read the Personnel committee's (PC) evaluation summary and recommendations for Scott Ballin as caretaker. They received 21 evaluations, with 11 recommending rehire. A perfect evaluation score would be 5, Scott's average was 2.8. Although his caretaker skills (groundskeeping, quartermaster skills, safe working practices) were rated average to good, they did not recommend to rehire because of concerns that were repeatedly expressed in the evaluations.

JR asked a question to clarify that Scott's contract ended on September 30 and no wages were withheld after he resigned September 27. JR suggested that Scott's withdrawal of his resignation was a moot point since his contract had expired.

\*\*\*\*\*Darrel moved to extend Scott Ballin's contract for one year. There was no second for the motion.

\*\*\*\*\*Jeanne moved to accept the PC evaluation and recommendation not to extend Scott's contract for another year, Bedo seconded. The motion passed with 8 for, 1 opposed (RK).

Rene was opposed because he felt the concerns about Scott's performance were related to his youth and inexperience, we've all been young.

Sue Kesey read the PC's evaluation summary and recommendations for the general manager, Arna Shaw. Of the 42 evaluation forms turned in, 28 recommended rehire, 13 were against rehire, and one was undecided. Her overall score was 3.25 (with a 5 being perfect). The PC expected a split in the evaluations along the lines of Board vs. Operations, but were surprised by the extent of the division. John Anthony brought a visual aid which illustrated that virtually every Fair coordinator gave her high marks, while Board members gave her much lower ratings. The PC recommended that (1) Arna be retained as GM for 3 months at full pay to ensure a smooth transition to the next GM. They also recommended that (2) the BoD develop and implement a supervisory structure for the two paid employees, and (3) direct the PC to initiate a hiring process for a new GM immediately.

**\*\*\*\*\*JR moved, and Kathryn seconded, to accept PC recommendations 1 and 3. The vote came later.**

Darrel expressed his respect for the 4 members of the PC, and thanked them for their work. He wished he could say it was an objective report, their job was not to evaluate the Board or its attitude but to evaluate the job performance of the GM. He was disappointed and will not support the motion.

JR also expressed respect and appreciation for the work of the PC. He felt their recommendations were not just reasonable, but excellent. He will support the motion, he thinks it is the direction to go.

Jack Makarchak said that the BoD should want a GM who will stand up to them and make them uncomfortable.

Vic Parkison referred to the visual aid and wondered how much per diem went with the favorable end of the scale.

Ed Moyer thought that was a crock and had no place in this discussion.

**\*\*\*\*\*The motion to accept PC recommendations 1 and 3 failed with 2 for (JR, KM), 6 opposed, and 1 abstention (RK).**

There were no other motions forthcoming. JR felt that the end result was that we screw the next BoD by letting things stack up that need to be dealt with, as was done when this BoD came in.

Wally called the gathering at the Fair site the weekend before (of Vegmanecs and other concerned individuals including 5 Board members) a meeting. Then there were suspicions that a secret BoD meeting had been held (exactly when and where I'm not sure).

At this point in the meeting the Fair does not have a caretaker or a general manager and JR wants to know what solutions are being offered.

Dean said there is no definite solution, volunteers are trying to deal with the things that need to be done. (Bede echoed this later.)

Wally suggested authorizing the PC to search for a caretaker, in order to move an inch. Jeanne also said we need to take one step at a time.

Darrel said there are steps being taken to deal with things, maybe not the best. He said an informal workshop is being scheduled for all to discuss the best future for management of the Fair.

Arna said she is relieved to be out from under the job. It's time to act like a corporation. The BoD knew this was coming and should have a plan, rather than leave the Fair in a void of management.

Jim Guthrie thought he heard the makings of a motion in what Darrel said about the workshop.

**\*\*\*\*\*JR moved to extend the meeting to 11 PM, Kathryn seconded, and the motion passed, 9-0.**

**\*\*\*\*\*Dean moved that anyone wishing to volunteer to take care of the OCF property should contact Erica Lerch at 689-1836. Janine seconded. The motion passed with 8 for, and 1 opposed (KM).**

**\*\*\*\*\*Rene moved that the PC initiate a job search for the caretaker position, Wally seconded.**

**\*\*\*\*\*JR called for the question, and Bedo seconded. The motion to call passed with 8 for, and 1 opposed (JA).**

**\*\*\*\*\*The motion to initiate the caretaker job search passed with 8 for, 0 opposed, and 1 abstention (JA).**

About this time, the Board was informed that the PC cannot initiate a hiring process unless they are reappointed tonight.

With the Fair site covered by volunteers, concerns were expressed about how the office will be covered during the interim without a general manager. The officers of the Board have covered the office, doing mail and messages for the last week.

JR expressed concern that there is no plan to take the place of the process now in place. The hiring process takes a couple months.

Kathryn said that was why the PC suggested having Arna for another 3 months.

The workshop to discuss the Fair's management system was brought up again, any new system will take time. There will be a new Board next month, possibly a new PC.

Bedo said it's a time for change, not panic, we need to reexamine the management system.

Kathryn said we have fiduciary responsibilities, you don't run a corporation this way.

Rene asked when we have ever run this like other corporations.

**\*\*\*\*\*JR moved to reappoint the Personnel committee until the January 1992 Board meeting. Wally seconded. The motion failed with 4 for (WS, JR, JA, KM), 4 opposed (JS, DF, BC, DS), and 1 abstention (RK).**

Rene left after this motion. (Are you still with us?? Right now we have now PC, no caretaker, no general manager. Will it be the end of the Fair as we know it??? The end of the world????)

Darrel read from Article IX, section V, of the Bylaws, describing the Office of President.

**\*\*\*\*\*Darrel moved that the President form an ad hoc transitional team to serve until the November 4 Board meeting, to provide services previously performed by the general manager. Wally seconded. Kathryn had mixed feelings.**

**\*\*\*\*\*Dean called for the question, Wally seconded, and the motion to call passed with 6 for, and 2 opposed (JR, KM).**

**\*\*\*\*\*The motion for the President's transitional team passed with 7 for, and 1 opposed (JR).**

Kathryn voted for the motion because she is still President and feels a responsibility to the organization, but she finds what has taken place appalling.

**\*\*\*\*\*JR moved to adjourn, Bedo seconded, and the motion failed with 2 for (JR, WS), and 6 opposed.**

**\*\*\*\*\*Janine moved that the Board announce that candidates for the Personnel committee send a letter of interest to the Fair office, in order for the next Board to appoint a committee, and Darrel seconded. The motion passed with 7 for, and 1 opposed (KM).**

There will be no action on the caretaker hiring, the process will have to be delayed for a new PC.

**Whitaker Thanksgiving - \*\*\*\*\*Dean moved, and Bedo seconded, that the Fair give the Whitaker Thanksgiving dinner a donation of \$1000.**

JR reiterated that he felt requests should not be dealt with one at a time on a piece meal basis. Kathryn agreed, but said the BoD used to have a budget for this type of thing, and supported the motion. Dean said we don't have a committee to deal with this at this time. Arna said that previous BoD budgets have had a total of \$500 to split among organizations, and that unless this came out of the capital fund, it would come from the operations budget.

**\*\*\*\*\*The motion passed with 6 for, 1 opposed (JR), and 1 abstention (JA).**

**\*\*\*\*\*JR moved to adjourn, Bedo seconded. The motion passed unanimously.**



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I have come before you now, not only to resign, but also to state my reasons for this decision, as well as my suggestions for the future. I must also note, that I believe I am addressing the next board with this information, as the future is in their hands.

In 1981 I took over the position of Entertainment Coordinator from Jim Williams. At that point the position oversaw Vaudeville, and booked Shady Grove and Main Stage. Since then the position has evolved through creation and multiple rearrangements of crews, Splitting and rearrangements of who or how many booked which areas, creation of Ambience as an area, plus vast improvements in our ability to facilitate the performers, and a working crew, for Entertainment that works because of it's ability to communicate and work with the changes.

I haven't been stalling. Part of the reason, (which I stated, when I first stated that I was intending to resign,) That what I was trying to find was someone capable of taking over. What that process through the past two years has shown me is that for what I was doing, there isn't anybody else, that happens to be around, that happens to be crazy enough, with the kind of shared sense of scope, that I have, that broad view of the fair, who actually want's to give that much of their time, and take the kind of lumps. So there isn't one person who can take over. There are a lot of people doing it now. I'm resigning now in part because I feel I can. The crew that is there is capable of continuing, not just in those steps, but in the on going creation process which facilitating entertainment is. It's always been a molten kind of process, lots of things pop and bubble, some things come to the top, and other things don't until later. If you are trying to go by rigid little lines and numbers, you're going to have a real hard time, cause there aren't that many corners in Entertainment.

During those first five years, I had what I considered to be a good relationship with the budget committee. That certainly doesn't imply that I got everything I asked for, but we worked together. I felt confident that I could tell entertainers, "It's OK, there's no money, but it's a good event, there's basically a good heart here."

The break up of my relationship with Deni Schadegg, of inventory, became the turning point on which many perceptions changed. The most obvious being the attitude on the budget committee. Working together since that has become, to me, unfortunately the most vivid parts have been: cheap shots, innuendo to discredit me and no support, to outright attacks, through twisting numbers and facts. I should say Lucy (Lynch) gets the award for those, but it became very contentious, not all budget co. members, but the attitude became one of mistrust. Slowly the position of Entertainment Coordinator has become null and void. No support from the board, budget comm., nor Vaudeville coordinator. There was a time when all areas of Entertainment worked together to solve whatever problems occurred, dealt with the situations that came down. There isn't that communication any more, hasn't been for years. The simplest request, like I want to make sure I understand and see everybody's budget (in Ent.) every year. I haven't gotten budgets from those coordinators, budget people, or Arna, until I really demanded.. It's been something I keep going over and over, so I felt I'd come to a point of asking, What am I struggling against here?

Now rumours are flying, Who's going to be next? What that position did won't be replaced by simply nameing some one else, that will take the support of the workers there, crew and performers alike.

They do work together. One of the fallacies that many people have in viewing that (Ent.) as a crew that works with the wild hoard. Well surprise! the crew and the hoard are one.

I am resigning largely because I tire of the games and outright lies. I can no longer say, "It's OK, there's no Money, but it's a good event." I wish to file an official grievance against the budget committee/process, which allows personal bias to effect the fair dispersal of funding. I've witnessed that and experienced it over the past five years, but that can all be specific under that grievance.

Our future holds many choices, please remember, for each thing you accept, you reject something else. The loss of the magic comes with the loss of trust. The mistaking responsibility for facilitating the event, (confused) for power over control.

A volunteer event demands respect for the volunteers or constantly replacing them, sound familiar? When will we live up to promises made over ten years by the budget committee and G.M.s, "when we pay off the land we'll reimburse you better : ", speaking to Entertainers Why did I keep telling performers for years "it's OK, etc" Now the land is paid off. If we are going to make decisions as a group, whether it be the board, or the budget committees effect on the board, without a view of history, of what the promises have been, we are going to necessarrily then disenfranchise people who have been acting on those promises. This has been happening. As board members sadly, you have all been part of that, wheather that be a willing part or not. Occasional endowment possibilities are not the same as better respecting the contributions that a whole group has made for years

It becomes your job, future board, to make the choices that respect the promises made to the fair body, or to live with the results. The funding inequities between different areas of Ent. is a good example.

If you want Ent. to continue as a functioning body I reccomend that you designate Cory Sullivan, and Frank Wilkens as Entertainment Co-Ordinators, give them your trust and support. They are the only ones who are trained in and capable, experienced. David Paul doesn't share that same experience. David Paul has my utmost respect in doing Main Stage, he does a wonderful job. I'm not trying to under cut David, but don't make the mistake of seeing the next name on a list, that's not how it works. This is a web of people and communication that work together well.

In closing, I'd like to thank somany performers for all the shows, over these years. I've seen some of the most amazing things I've seen anywhere on earth. Thanks to all the crew folks who have worked so hard. Thanks to all those who have the guts to work back toward a facilitated family event, instead of the controlled Springfield which too many times we make choices that lead us toward that fate. Thanks for the oppurtunity to experience what I have lived through, here. The laughs aren't gone but most of the bruises are. Good Luck!

*Mike Wajcik*

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