

P. O. Box 2972
Eugene, OR 97402



(503) 343-4298

BOARD OF DIRECTORS MEETING

DECEMBER 9, 1991

Happy Holidays

Present: Kelly Campbell, Dan Dillon, Thom Chambliss, Bob Durnell, Steve Gorham, Anne Henry, JR Robinson, Jim Sahr (alternate), Margo Schaefer, Jeanne Sharpy(alternate), Steve Wisnovsky

Absent: Paxton Hoag,

ANNOUNCEMENTS

1. JR and others went to the site and were very pleased with how clean things are.
2. The deadline for submitting applications for the General Manager position has been extended to January 10.

REPORTS

General Manager—Arna Shaw, General Manager, said she spoke to Stephen Hill, our neighbor who has property for sale. He wants to sell the property as two parcels, the developed one for \$60,000, the undeveloped one for \$35,000. She will continue looking into this if the Board would like her to. Arna and the rest of the Field Trip committee will meet with the Grateful Dead management on December 12 at the site.

Caretaker—John Doscher said there was a near flood on Friday, but all is well. The Fair has been sandbagged to prevent flood damage so he and his co-sandbaggers are hoping for rain so that all their hard work will not have been in vein (or is it vain? or vane? I suppose I could look it up. I did - it's vane. The vane in Spain stays mainly in the plain.)

Newsletter—Anne pointed out that in last meeting's motion forming the ad hoc newsletter committee she named only Norma Sax to be on that committee, but Sax is not really a one-woman band. Others are on the ad hoc committee: Anne Henry, Kelly Campbell, Erica Lerch, Brad Lerch, Wally Slocum, and Carol Bull.

AGENDA

WINSLOW GRIEVANCE

Motion: Jeanne moved that the Board of Directors consider the grievance between John Winslow and Ed Moyer to be closed as there is nothing the BoD can do to resolve it further. Steve G. seconded.

Background: See December 2 minutes. Jeanne talked to John Winslow and told him the Board would like to resolve the grievance. John said there is nothing the Board can do; he is not interested in mediation as he felt it was used against him in the past and that he will pursue legal recourses open to him.

Public Discussion: Ed Moye said the Fair has suffered enough and he would like to see the matter be considered closed.

Board Discussion: Margo was concerned that the Grievance Committee's recommendation to the past Board was never resolved.

Vote: The motion passed, 8 for, 2 (Margo and Kelly) abstained.

HIRING COMMITTEES

Motion: Bob moved that the Board accept the Personnel Committee's recommendation to appoint Brad Lerch and Arna Shaw to the Caretaker Hiring Committee. Kelly seconded.

Vote: The motion passed, 10-0.

Motion: JR moved to appoint Daniel Dillon to the Personnel Committee. Jim seconded.

Vote: The motion passed, 9 for; 1 (Daniel) abstained.

Motion: Steve G. moved to authorize the Personnel Committee to spend up to \$1,200 for hiring the Caretaker and General Manager positions. Margo seconded.

Vote: The motion passed, 10 for, 0 against.

Motion: Kelly moved the Personnel Committee run ads in the Seattle area newspapers for the General Manager position and that \$500 be authorized to spend for this purpose. Jim seconded.

Background: The Personnel Committee planned to advertise in Oregon, but had not considered the Seattle area.

Board Discussion: Thom was concerned about spending money too easily and felt the decisions were better made at the committee level. Bob thought that local and Portland advertising were sufficient, but Kelly would like to see the field of candidates broadened.

Vote: The motion passed, 7 for; 1 (Bob) opposed; 2 (Jeanne and Thom) abstained.

CARETAKER HIRING PROCESS

Motion: Steve W. moved that as a process for hiring the Caretaker (1) On or before January 5, the PC shall transmit (fax or courier) all written materials (resumes, applications, letters of reference, PC memos, etc.) on its three top ranked candidates to the Board of Directors. (2) The BoD shall meet in an Executive Session with the Caretaker Hiring Committee on January 6, immediately before its public meeting. The candidates will not be present and no straw polls will be taken. (3) The BoD will then proceed with its public meeting and regular agenda. The first motion made (available to any director) MUST be to hire the Committee's top ranked candidate. Public and Board input will be accepted before the vote on this motion, but no questions from the Board or public will be directed at the candidates. Should the motion pass, the process is completed. Should the motion fail, the floor is then open to motions on the other two candidates. Should both of these two candidates fail to win a majority, the BoD will then close action on this agenda item and proceed with the rest of the agenda. The BoD will then meet in an Executive Session with the Hiring Committee immediately after the Public meeting to discuss the process and to determine where problems are. Steve G. seconded.

Background: Board members had previously discussed the hiring process and considered having a list of candidates presented to them in an executive session.

Public Discussion: Kathryn Madden said the Personnel Committee supported the proposed process because it addressed the need for public input and for not making decisions at an executive session.

Board Discussion: Bob felt the motion did not address his wish that the membership be more intimately involved in the hiring process, but Thom, on the other hand, opposed it because he felt it is inappropriate for a hiring to be done in public. Margo feared that if the top candidate is not hired, the process could degenerate. Thom stressed the importance of notifying the candidates that they may be discussed in an open meeting.

Vote: The motion passed, 8 for, 2 (Thom and Margo) opposed.

GENERAL MANAGER HIRING PROCESS

Motion: Jeanne moved that the number of persons on the General Manager Hiring Committee be increased to 9 to assure a broader spectrum of the operational family. JR seconded.

Background: According to the Personnel Policies and Procedure Manual, the GM hiring Committee is to consist of 7 people. There are currently 7 people on the Personnel Committee. The Board intended to expand this committee by soliciting letters of interests and drawing names out of a hat. Jeanne felt this would not assure representation by some large crews.

Vote: The motion passed, 10 for, 0 opposed.

Motion: Jeanne moved the Hiring Committee for the General Manager shall consist of the Board appointed Personnel Committee and two people appointed by the Board from Fair family who submitted letters of interest in being on this committee. Anne seconded.

Board Discussion: Thom would like more time to talk it over before making a decision.

Vote: The motion passed, 8 for 1 (Thom) opposed; 1 (Kelly) abstained.

CRAFT INVENTORY

Motion: Anne moved that Craft Inventory be recognized as a separate crew and budgetary area. Bob seconded.

Vote: The motion passed, 10 for, 0 opposed. (Ah, if only they were all that easy.)

Motion: Anne moved that Thom Chambliss be recognized as Coordinator of Craft Inventory. Bob seconded.

Vote: The motion passed, 9 for; 1 (Thom) abstained.

REGISTRATION/SOLUTIONS

Motion: Anne moved that Registration and Solutions be recognized as a single crew and coordinative area with two co-coordinators sharing equal responsibility for all functions. JR seconded.

Vote: The motion passed, 10 for, 0 opposed.

Motion: Anne moved that the Registration/Solutions crew be known as Registration, although the check-in window and space used during the Fair would continue to be known as Solutions. Bob seconded.

Vote: The motion passed, 10 for, 0 opposed.

SCOTT BALLIN'S REQUEST

Motion: Jim moved the Board of Directors reimburse Scott Ballin \$1,086 for his loss on Fair property. This is in no way to set a precedent. Bob seconded.

Background: Scott Ballin's property was stolen during a break-in at the Fair trailer where he lived while he was the Caretaker. He would like to be reimbursed by the Fair for his loss.

Public Discussion: Scott said he had asked Arna in May about making the windows of the trailer more secure and she said she didn't think it was worth the expense. Scott asked if his belongings were insured and Arna said she would look into it. Scott feels because the windows were not secure and that Arna had not yet answered his questions about insurance at the time of the theft, the Fair should pay for his losses. Arna and others supported Scott's being reimbursed, testifying to the trailer's lack of security. Arna particularly felt this was the right thing to do. It was recommended that the Fair look into minimum housing requirements, as many people commented on the substandard condition of the caretaker's trailer.

Board Discussion: Bob felt also this was the right thing to do, and Kelly felt the membership was clearly telling the Board to make the reimbursement. Thom and Steve W. felt it was part of Scott's job to provide security on the property and he knew the condition of the trailer when he took the job. Housing, they said, does not typically come with renter's insurance and Scott should have gotten insurance himself until the Fair's position in this area was clarified. Margo would like to see the police report before making a decision.

Vote: The motion failed, 2 for; 6 opposed (Thom, Steve G., Jeanne, Anne, Steve W., Daniel); 2 abstained (Kelly and Margo).

Motion: Kelly moved that the General Manager be directed to look into state and federal housing guidelines and to give the Board at the January 6 meeting a cost estimate of bringing the trailer up to standard. JR seconded.

Board Discussion: Steve G. wondered what the Board would do with the information and said this did not need a formal motion. Thom felt it was new business and shouldn't be voted on at this time.

Vote: The motion failed, 2 for; 7 opposed (Thom, Steve G., Jeanne, JR, Anne, Steve W., Daniel); 1 (Bob) abstained.

FIELD TRIP

Motion: JR moved the Board authorize the Field Trip committee to enter into discussion with the management of the Grateful Dead regarding holding a Grateful Dead concert at the Fair site in 1992. Margo seconded.

Vote: 9 for; 1 abstained (Bob).

Motion: JR moved that those Fair members to take part in the discussion be picked by Sue Kesey and Arna Shaw. Margo seconded.

Public Discussion: Some felt the (county) permit process should start before we talk to the Dead management. (Dead management - now that conjures up images.) Thom Lanfear, of the Field Trip committee, said the soonest we can get a public hearing on the permit would be February and we may not get a decision until the first week of March. The GD management has to know the permit timeline so they can tell us if this meets their needs.

Vote: The motion passed, 8 for; 1 (Bob) opposed; 1 (Kelly) abstained.

Motion: JR moved that if the Field Trip committee receives a favorable response from the Grateful Dead management that they then begin the permit process. Thom seconded.

Background: The Fair must apply with Lane County for permission to use the property for an event other than the Fair.

Public Discussion: Nance Sledge asked when are we going to tell the GD management what we want? Arna said we can pull or amend the permit application 20 days after applying. Thom L. reminded the Board of the membership's vote to pursue the Field Trip negotiations and asked them not to let technical details stand in the way of negotiations. Sue Kesey said this is not a done deal with the Grateful Dead; their management has not seen the property and has not made any decisions about holding a concert there.

Vote: The motion passed, 9 for, 1 (Kelly) abstained.

Motion: JR moved the Board authorize the Field Trip committee to spend up to \$2,200 in applying for a permit to hold the Grateful Dead concert. Thom seconded.

Public Discussion: Thom Lanfear said that if major changes are made to the permit application after 20 days after filing, it will hold up the process.

Board Discussion: Steve G. and Kelly were concerned about the issues that will come up regarding this concert and would like them discussed soon. (e.g., Steve G. is concerned about the GD's wanting there to be 40,000 people for each of two days). Bob reminded everyone that any funds expended will come back to the Fair if there is a successful concert (is there any doubt?). Jim said that if a decision is made to limit the number of people permitted to attend the concert to (say) 20,000, instead of 40,000 THAT decision would properly be made by us. It would exhibit a lack of leadership to set arbitrary limits now, get that limit approved by the county, then at some future time cite the county permit as our excuse for being unable to proceed with the Field Trip or some future project.

Vote: The motion passed, 10 for.

T-SHIRT/POSTER REVISITED

Motion: Jeanne moved that the Board accept Camille Cole's proposal for this year to suspend the poster competition and t-shirt design contract for the purpose of having guest artist, Stanley Mouse, prepare a design motif to be used for poster and commemorative T-shirt and any other graphic work. This would be re-evaluated next year. Kelly seconded.

Background: Camille Cole, History Booth Coordinator, said that Stanley Mouse, who has designed many posters for the Grateful Dead and other groups would like to design our poster and commemorative t-shirt. He would be paid \$1,000, plus 10% royalties on all items sold. Camille brought this proposal before the last Board who failed to pass a motion to accept the proposal.



12/9/91

Non Profit
U.S. POSTAGE
PAID
EUGENE, OR
PERMIT 545

ADDRESS CORRECTION REQUESTED

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

Public Discussion: Pro comments regarded Mr. Mouse's talent and reputation and that 1992, possibly the year of the third Field Trip, would be an appropriate time to have Mr. Mouse design our graphics. Camille said Stanley would keep the flavor of the OCF in the design. Some people felt, however, that the poster contest should stand because it shows support for local, Fair family artists who are not necessarily famous, but are talented.

Board Discussion: Board members for the motion included Thom, who feels Stanley is Fair family and should not be discriminated against because he is not local, Jim who sees this as a gift to the Fair. Thom also said the Mouse shirt/poster will be a collectible and the Fair would need the income. There was much concern among Board members about the fees involved. JR and Bob expressed difficulty with the 10% royalty figure. Thom liked the 10% royalty, not only for this artist but in the future. Bob also felt the poster should be designed by a local artist; Anne expressed the fear that this would create two classes of artists.

Vote: The motion failed, 6 for, 4 opposed (Anne, Steve G., Bob, Margo).

Motion: Margo moved to accept the proposal to have Stanley Mouse design the Fair graphics for the 1992 Fair, but if this process of offering an artist royalties be followed in the future, Fair family and Oregon artists be allowed to apply.

Vote: The motion passed, 7 for; 3 (Steve G., Anne, Bob) opposed.

NEXT MEETING:

January 6, 7:00 p.m., EWEB

Agenda: Caretaker hiring, Endowment Fund Planning Committee, General Manager Hiring Committee, Recycling Co-ordinator

mirrored text



PR:DCS

OK, word game fans: every Board members has at least one noun somewhere in his or her last name and all but one has a verb in that same name. Your missions is figure out (1) What are the nouns; (2) What are the verbs; (3) Who is the holdout on the verbs? (4) Why doesn't the secretary have anything better to do but think these things up?