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BOARD OF DIRECTORS MEETING FEBRUARY 1, 1993

Present: Kelly Campbell, Dan Dillon Bob Durnell, Martha Evans (alternate), Steve Gorham, Anne Henry, Jack Makarchak, Paxton Hoag, Jim Sahr (alternate), Margo Schaefer, Jeanne Sharpy, Steve Wisnovsky

MINUTES

Motion: Steve W. moved to approve the minutes of the January 4, 1993 Board of Directors meeting. Anne seconded.

Corrections: Margo said, " My prominent concern [regarding KLCC's broadcast] is I think it unlikely that the Board would vote to increase the advertising budget by eight times and this is essentially the same thing."

Jim would like the minutes to say, "Jim dislikes wristbands."

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

ANNOUNCEMENTS

1. There will be a Board work session on February 8 at Central Presbyterian Church on the subject of electricity and related topics.
2. Congratulations to Brian Alexander and Judy Lamb on the birth of their new son.
3. Jim Sahr said there will be no Field Trip in 1993. Both the Grateful Dead and the promoters have decided not to do a show at the OCF site.

REPORTS

GENERAL MANAGER

Leslie Scott, General Manager, said the last planned information forum was held last week. The topic was wetlands and the audience numbered about 40. One of the speakers, a wetlands consultant, is going to explore the possibility of an educational wetlands restoration project at the Fair site.

There was a highway clean-up on Saturday (you would never believe how much fun it is to pick trash up from the highway.)

Leslie is proceeding on emergency response planning with the help of many others, who, she says, know who they are.

Leslie will send job descriptions to all coordinators, asking them for information to include in an operations manual.

The Spring Fling is planned for May 1 at the WOW Hall in Eugene. The next day, we are hosting an open house, wildflower walk for our neighbors.

TREASURER

Hilary Anthony, Treasurer, said she and Nance Sledge, Treasurer emeritus, are working on closing the 1992 books. Hilary will give a report on expenditures for 1993 at next month's meetings. She and Leslie are going to the Fair to do an identification of the fixed assets in order to update the list.

Hilary has started assembling a packet of information on investments policies of non-profits and socially responsible investment opportunities. She is modifying a standard form for analyzing internal controls to be used for the Fair.

The Budget Committee is gearing up for getting all the budget requests back and start deciding what monies will be allocated (and when the Secretary can take that trip to Tahiti). Fewer than half the crew budget requests have come to the Budget Committee before the deadline, which was January 31. Shame, they said, shame, shame.

CARETAKER or SITE MANAGER or DUDE WHO LIVES THERE

Bill Verner, Caretaker (or whatever he's calling himself), said the site was flooded last week, lots of damage along the Long Tom, including fallen trees. Daredevil Stage is now Daredevil Lake.

LUMP COMMITTEE

Dennis Todd reported that the Lump Committee has met to discuss the purchase of adjoining properties. They have evaluated each neighboring property on several attributes, such as access, camping, investment, security, and water supply, and are compiling a report on each property.

The LUMP Committee recommends that the Board decide soon if the OCF is willing to purchase additional property. typing minutes

The LUMP Committee has developed a recommended procedure for property acquisition: "The Board of Directors shall authorize the OCF President, General Manager, Attorney, and one Board Member to negotiate for desirable properties. The BoD shall identify target properties and/or determine criteria for their choice. The Delegation may act to obtain right of first refusal or other rights or may put up earnest money to hold desirable properties that are offered for sale. The BoD shall make a timely decision to accept the negotiated agreement or reject it without recourse. One member of the LUMP Committee will act as a liaison to help the Delegation in the evaluation and negotiation process. The Treasurer will explore financing options and prepare necessary materials for presentation to lending institutions.

UPDATE

Steve G. said the grievance procedures will be discussed at the next meeting. (So forget reading those Calvin and Hobbes cartoons while you're in the can; instead take out the last newsletter and read the proposed grievance procedure.)

YURT

Barney Sullivan said that building of the yurt is making progress, but slower than hoped for. Electrical and plumbing work are being done. Barney thanked all the volunteers who have helped and said the Site Manager/Caretaker/Dude Who Lives There should be able to move in about 3 to 6 weeks. Barney asked for donations or bargain prices on fixtures for the yurt such as a vanity or bathroom mirror.

FOOD VOUCHER SUBCOMMITTEE

Leslie said the Food Voucher Subcommittee is discussing the possibility of recommending going to an expense voucher system as well as how to best feed the teens on-site. The sub-committee is preparing a questionnaire they will send to food booth representatives to get their insights on these issues. They are also considering ways to feed pre-Fair crews during the Fair.

PER DIEM

Frank Sharpy said the Per Diem subcommittee is looking at possibly recommending the elimination of per diems, probably for the 1994 Fair.

AGENDA

CARETAKER CONTRACT

Motion: Daniel moved to accept the Personnel Committee's recommendation that the Caretaker job title be changed to Site Manager, that Bill Verner be given a new job description, that Bill's employment be continued for two years, and that Bill be given a salary of \$12,970 per year, retroactive to January 1, 1993. Bob seconded the motion.

Background: The Personnel Committee made the above recommendation and said Bill "is performing all the duties outlined in the job description and in some areas has exceeded our expectations." (The secretary also thinks old-what's his-job-title is a pretty cool dude who lives there. Way to go, Verner.)

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

HEALTH INSURANCE BENEFITS

Motion: Daniel moved that the OCF purchase health insurance for the positions of General Manager, Site Manager, and Office Manager, as recommended by the Personnel Committee. Bob seconded.

Background: Leslie asked the insurance agent to investigate the possibility of finding an insurance carrier that would pay for services by alternative health practitioners. There is one company being looked at, but it will take some time to get all the information needed. The Board decided to go with another carrier now and possibly switch in the future.

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

SAFE DEPOSIT BOX

Motion: Daniel moved that the OCF obtain a safe deposit box. Margo seconded.

Background: Leslie said she would like to rent a safe deposit box to store valuable papers (like the Secretary's unwritten short story collection) and the bank said the Board has to make a resolution to do so. (Actually, Leslie said "revolution", which brought out a great cheer from all us aging hippies who, at least for a moment, thought it was 1968 and deja vu all over again.)

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

BY-LAW REVISIONS

Motion: Bob moved to institute a By-Laws Revision Committee to see if any revisions need to be made. Paxton seconded.

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

The Fair is inviting letters of applications from anyone interested on serving on a By-Laws Revision Committee. Please send a letter to the Fair office.

INTERNAL POPULATION

Motion: Steve G. moved that the General Manager use during the 1993 Fair wristbands for after hours identification and entry to the Fair site and report back to the Board whether or not his policy should continue. Staff T-shirts and simplified commemorative non-camping, non passes (suitable for buttoning) shall be distributed as before but the T-shirt alone will not allow entry to the Fair site. Margo seconded.

(As Bette Davis once said, "Fasten your seat belts, we're in for a bumpy ride.")

Background: Wristbands are recommended as a non-transferable camping pass. This will possibly cut down on the number of sneaker-inners.

Public Discussion: Those in favor of the use of wristbands applauded it as an idea whose time has come, that it will make population control easier. Don Doolin, Security Coordinator, said the Security crew supports the use of wristbands and recognizes that it will result in more work for them. He suggested that this change be advertised widely.

Those opposed to the idea felt it was much too authoritarian, that a lot of Fair family will be "kicked out," and that it reflects a fundamental change in attitude about the Fair.

Board Discussion: Paxton prefers photo IDs. Jack feels the use of wristbands is very disempowering and is concerned about how tight the bracelets will be. He doesn't like the idea of people being tagged and sees it as eliminating job sharing. Checkpoints inside the eight after hours will be needed. Jack is concerned that no alternative is being offered.

Bob doesn't like the idea but feels it is necessary in order to regain control of population numbers at the Fair. He feels we can use this as an opportunity to get back to being able to manage our problems in (for the Fair) traditional ways.

Kelly supports this only as a temporary measure. She is opposed to selling the commemorative camping passes.

Margo is unhappy about the idea but feels it is necessary to help Security do their job.

Daniel feels the discussion about population control has to take place with everyone involved in the Fair and what we're looking at here is how to discipline ourselves. This is a way to bring the discussion to everyone and a way for everyone to participate in finding a solution to our population problem.

Jim said the use of wristbands goes against his instincts, it's authoritarian. Jim is opposed to the "police focus" that it would create in all of us. Jim said it strikes him as "harassment to touch the wristband, pull on it, to grasp it, even to put it on."

Martha feels this is a way to put a limit on the party.

Steve W. said this is a thoroughly repugnant idea whose time has come.

Jeanne said the commemorative pass was suggested as a souvenir for those who do not get T-shirts.

Anne feels this is not a big thing to try for one year.

Steve G. said this is just a different way of identifying who should and should not be at the Fair after hours.

Before there was a vote, there was...

Motion: Paxton moved to amend the motion to state that the use of wristbands be put on the Annual Meeting ballot and put to a vote of the membership. Jack seconded.

Background: Paxton would like the membership's opinion on how the wristbands worked and if they want this policy to continue.

OCFB Board of Directors Meeting of the discussion centered around whether the February 1993 includes only the Teen Crew or also the teens who are on adult crews, with proponents for both points of view. Some felt if it is limited Teen Crew, it will be discriminatory toward them; other felt teens on adult crews deserved the same rewards as adults doing the same work.

Board Discussion: Jack feels if we do anything other than what is required by the child labor laws, we will be discriminating against teen workers. Bob and Steve G. feel this motion should be just for the Teen Crew. Martha feels the policy is unnecessary.

Steve G. withdrew his motion.

PER DIEM

Motion: Steve G. moved that the Board authorize the General Manager to explore options to abolish per diem for the 1994 Fair. Margo seconded.

(Have you noticed this is the Steve G. and Margo/Roscoe show?)

Public Discussion: Andrew felt this was a step backward.

Board Discussion: Bob said there will need to be some replacement if per diem is abolished. Jack feels per diem as it is right now is not equitable.

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

PARKING LOT SECURITY CREWS

Motion: Steve G. moved to establish a Parking Lot Security Crew. Daniel seconded.

Public Discussion: Andrew thinks this is a great idea and wondered if workers would be Significant Others and Teen grads.

Background: Leslie said Don Doolin (who had left the meeting) feels we need a security presence in the parking lot and Security has proposed a restructuring, splitting, and expansion of the crew to provide this service.

Board Discussion: Jeanne doesn't think teens are appropriate for this crew. Kelly said she can't vote for this motion because there is no process for establishing new crews and especially since the Board did not grant the VegManECs crew status. Margo shared Kelly's concern about forming new crews.

Vote: The motion passed, 8 for, 2 (Paxton and Jack) abstained.

GUIDELINES:

The Secretary read the following proposed changes for the Guidelines. They will be voted on at the next meeting. Guideline changes appropriate to decisions made at this meeting will also be discussed in March.

28. Passes

Sentence removed:

"Camping passes which are paid for after July 8 will cost an additional \$5."

Under section "Camping Passes," portion relating to Teen Passes changed:

"...or \$15 for Teen Passes (which are for workers aged 13-16 years). When ordering Teen Passes, please indicate the name, age and person at the Fair responsible for the teenager. Numbers of Teen Passes available should not exceed *half* the number of approved camping passes."

Under section "Worker Day Passes," first sentence changed:

"Worker Day Passes are available to food booths for \$5 each, up to a limit of 12 passes per day."

29. BOOTH SHARING, LEAVE OF ABSENCE AND BOOTH REPRESENTATIVE CHANGE. Add sentence:

Public Discussion: Some felt this amendment was a good idea and would give the membership a chance to have a say about the issue. Others (including Andrew Harvey and Palmer Parker) felt this is an operational decision, not one to be made by the membership at large.

Board Discussion: Some Board members felt this question should not have been brought to the Board at all, but should be an operational decision. Anne pointed out that the feedback process is an opportunity for Fair family to express their feelings about any aspects of the Fair. (The newsletter editor reminds everyone of the power of the press. Especially when you have to finish the minutes because you have clothes to iron for work tomorrow.. Oh, different press. Sorry.)

(I thought It was time for a joke (of sorts). This was a pretty damn grueling discussion, don't you readers need a break? I sure do. I'll think I'll put on some dance music and boogie for a minute. I suggest you do the same.

Okay, I think I can handle this again. Yeah for rock and roll.)

Vote on amendment: The amendment failed, 1 (Paxton) for, 9 (everybody else) against.

Vote on motion: the motion passed, 8 for, 2 (Paxton and Jack) against.

ADVANCED TICKET SALES

Motion: Steve G. moved to authorize the General Manager to work with affected crews or staff in order to conduct advance ticket sales for the 1993 Fair. The total number of tickets sold will be 16,000 for Friday, 18, 00 for Saturday, and 16,000 for Sunday. Margo seconded.

Public Discussion: Michele (with one L) (haven't we seen this somewhere before? hey, i'm not recycling crew for nothing.) Sharpy, Admission Coordinator is willing to work with whoever has some ideas on how to put this thing in place in a way that is fair to all. She is hoping her crew won't be out of a job totally or put off the site. Don Doolin said Security is willing to help in any way possible. Frank Sharpy reminded everyone that limiting attendance means limiting income; advance ticket sales could be costly and needs to be undertaken with great care. Andrew pointed out that visitors to the Fair are Fair family too.

Board Discussion: Some Board members felt the numbers were too high; then again, others felt they were too low or just right and some of them wished numbers weren't attached to this motion at all. It was an eclectic discussion

Steve G. said there are pluses and minuses, and this is worth a shot. He sees more utilization of the Left Bank as helping to spread the crowds out. Daniel feels this is an integral part of population control, but an attendance limit is not a good idea from the booth person's point of view. Margo (sometimes known by Bob as Roscoe) is excited about the idea of advanced ticket sales and feels it will get us on the road to controlling the parking lot problem.

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

FOOD FOR TEENS

Motion: Steve G. moved that the Board authorize the General Manager to explore feeding the teen crew on site for the 1993 Fair. Margo seconded.

Background: This motion is explore possiblites of feeding the teens without the use of food vouchers.

31. GENERAL CONSTRUCTION REQUIREMENTS & 78. under FOOD BOOTH GUIDELINES.

The statement is made:

"Fair policy regarding refrigerators on the property is being reviewed by the Board of Directors; look for changes in the 1993 *Guidelines*."

PROPERTY ACQUISITION

Motion: Paxton moved to accept the LUMP Committee's recommended procedure for acquiring property. Bob seconded.

Background: There is a desirable piece of property for sale and the LUMP Committee recommends exploring its purchase under the procedure they recommended above.

Public Discussion: Charlene wondered if have addressed the bigger questions of do we want to take on a mortgage again and Serenity said we haven't addressed the question of whether or not we want to buy more land. Dennis Todd feels the Board should authorize the General Manager to negotiate and put earnest money down on desirable property if it seems prudent.

Board Discussion: Anne feels this is an irresponsible process, coming as it does at the end of the meeting. Steve W. wants the Fair to take its time in buying property and to buy land without phrasing the questions Serenity brought up is a mistake.

Daniel says this recommendation does not tie us to anything, but establishes a property for looking into purchasing property. He feels there is nothing but responsibility in the motion. Margo wants the wider Fair family to have input into the decision to buy land.

Vote: The motion failed, 4 for, 2 (Steve W., Jeanne) abstained, 4 (Steve G., Anne, Margo, Bob) against.

NEXT MEETING

:March 1, 1993, EWEB Building, Eugene; 7 p.m. Agenda: Parking Lot Crew Coordinator, KLCC, LUMP Proposal, VegManECs, Grievance, Guidelines, Endowment Criteria, SAIF Appeal, H₂O Coordinator, Booth Suspension, Political/Social Contributions

PR:DCS



minutes by

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