

May 94

Present: Tom Alexander, Daniel Dillon, Bob Durnell, Martha Evans (alternate), Anne Henry, Paxton Hoag, David Liberty (alternate), Jack Makarchak, Jim Sahr, Jeanne Sharpy, Steve Wisnovsky

MINUTES

Motion: Bob moved to approve the minutes of the April 4, 1994 Board of Directors meeting. Margo seconded.

Corrections: (1) The motion on the Oregon PeaceWorks proposal failed. (2) Under Guidelines, the Code of Conduct was not incorrectly printed (as was incorrectly printed in the minutes), but rather it had not yet been approved by the Board. (3) Under Silver Anniversary, Anne moved to increase the entertainment budget for the Silver Anniversary.

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

(please take sympathy on the secretary. the hard disk on her too expensive, practically brand new computer just crashed and she's typing this on a tiny, little computer which just ain't much fun and is slow as molasses and oh, my, what a sad situation. if the computer doctors can't fix this, she's in what you call deep doo doo. stay tuned, this saga will continue as the minutes turn.)

ANNOUNCEMENTS

1. Anne thanked all the *Peach Pit* advertisers who have sent in their money and encouraged other advertisers to do the same. Anne urged everyone to encourage their friends who have businesses that support the lifestyle and beliefs of the Fair to advertise in the *Peach Pit*. Deadline is the end of May.
2. Advance ticket sales phone number is 343-6554.
3. Kelly Isgrig has resigned from the Budget Committee. Thank you to Kelly for her efforts toward gaining equity for all volunteers.
3. Communities United Against Hate is gearing up for the May election and needs help and support.
4. Recycling needs large flatbed trucks for during and after the Fair. A pickup truck is also needed during the Fair. Please call Bob via the Fair office (503-343-4298) or Robert Painter (503-485-1738) if you can offer your truck for a few days.
5. If anyone knows a haycutter contractor, please contact the Site Manager via the Fair office.
6. Jim urged support for Chuck Ivey, friend of the Fair who is running for state office in Oregon.
7. David Paul, Main Stage Coordinator, received his Super Volunteer award at the Heart of the Arts celebration on April. 18. Congrats to DP.

REPORTS

General Manager

Leslie Scott, General Manager, said she met with Elli Dumdi, Lane County Commissioner, and other county officials on various matters, including building codes. The County building commissioner informed Leslie of potential changes in inspection practices after the Fair. Leslie reminds everyone that **ACCESS TO LOFTS MUST BE REMOVED AFTER THE FAIR.**

Leslie would like to hear from Fair family regarding a staff shuttle. Shuffle or shuttle on down to your mailbox with input to Leslie. She would like an idea of how many people will avail themselves of this service.

Vehicle stickers will cost \$20 each, over and above the allotted number.

Zak Schwartz of White Bird will facilitate crisis intervention training, Sunday, June 26 at the site. Refresher training is scheduled from 10 a.m. to noon; training for those who haven't yet seriously with a little more background.

Steve said \$2,500 would be well spent to produce a video that would show the Fair to a wider audience.

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

SEX OFFENDERS AND THE OCF

Motion: Margo moved, Bob seconded, that the OCF Board adopt the following policy on sex offenders: (1) Adjudicated sex offenders (other than those committing acts between consenting adults) who are not currently in, or have not successfully completed, a sex-offender program with a licensed counselor, are not welcome at the Fair as employees, staff, volunteers, contractors, entertainers, booth people, general public, or significant others. (2) Any participant wishing to shall present documentation of an offense to the General Manager, who is granted the authority to bar said offender from entering the property or the Fair office, and may designate whichever crews necessary to enforce that prohibition. (3) Any coordinator or Fair staff person who is presented with aforementioned documentation, will immediately report that information to the General Manager. (4) Any person barred from the Fair property may appeal exclusion through (a) the Grievance Procedure, or: (b) when the grievance procedure is not in effect, the Fair President or his/her designee.

Public Discussion: Several people, including Robert DeSpain and Don Doolin, and Childcare Crew members, talked about the difficulties of enforcing this policy.

Palmer Parker has concerns about prior restraint, how to prove the validity of a complaint, and what the Fair's definition of a sex offender is. Palmer is afraid this policy could be expanded to include any behavior deemed offensive (e.g., cigarette smokers).

Childcare crew members Jill Liberty (co-coordinator), Pat, and Myles emphasized that the safety and welfare of the children of the Fair are their primary concerns. They, too, are concerned with enforcement of this policy and are afraid everyone involved with the Fair would be subject to

criminal background checks. Pat said she felt this motion is reactive rather than proactive, and would like to see a policy that states parents should come to the Fair prepared to take responsibility for their kids. Jill said every step we take to invade people's privacy is irreversible. Myles said this is a "club to smash a mosquito."

Steve Gorham is worried about the word "adjudicated." It is meant to be more than criminal, it is meant to include civil law, and Steve feels this is inappropriate for the Fair. He equated this with a witchhunt and with McCarthyism, during which people lost their lives because of rumors.

Andrew Harvey is concerned that the language is so strong that it takes away the ability of management to allow or not allow access to the Fair by someone identified as a sex offender.

Charlene Tremayne feels it is harder to prove a case in a criminal court, and leans toward something that includes other avenues than just the criminal courts.

Kelly Isgrig said when you talk about crimes against very young children, you often find the criminals not being prosecuted in criminal court, which sex offenders know. She said there are certainly some pedophiles who target non-verbal children because they know they will never be prosecuted. Kelly talked about societal problems (such as spousal abuse or rape) which did not see positive change until people spoke out about them and identifying perpetrators. It wasn't McCarthyism, it was people starting to talk about the reality of what was happening to them. Kelly pointed out that it's very difficult to talk about sexual abuse of children, especially incest. The people who are speaking out for these children are often treated like criminals and not believed. Adjudicated, Kelly said, means to be judged in a court of law.

Len Crane stressed that the documentation talked about in this proposed policy would be official court documents. He said this is much more serious than limiting someone's right to smoke.

Susan Bryan would like to be sure that perpetrators who have been adjudicated and have gone through counseling not become victims too by somebody deciding they are "not good enough."

Frank Sharpy said this is a damned if you do and damned if you don't situation. Without clear definitions of child abuse there is nothing to prevent someone from defining the way someone raises their kids as abuse. Without having everything spelled out in the policy, there are many cracks and gaps.

Etienne Smith saw the solution to be parents protecting their children.

Doe of Registration felt some people are taking this too generally; this is designed to keep known offenders out of the Fair where they won't be tempted and our kids won't be targets.

Board Discussion: Paxton agreed with Kelly that more talking about this issue is necessary. He feels we have more of a problem with rape in general than with child molestation. He thinks this policy is too vague and would like to see a well defined policy that does not allow ambiguities. He would also like to see something based on behavior at the Fair.

Daniel hopes this represents what the Board has been trying to produce. It's a first chapter of a final product. He sees coming back to this issue later and refining the policy.

Tom said we have to keep sexual offenders out of the Fair. He would rather be damned doing it than not doing it.

Jack feels points two and three are hard to deal with and sees it as dumping the issue in the General Manager's lap, which he is not comfortable with. He feels this responsibility lies with the Board. Jack wants to see more specifics.

Bob said this policy doesn't have anything to do with Childcare and is not a reflection of the job the Childcare crew has done. What is important is not the details, but that we let the public know we do not welcome sexual offenders at the Fair.

Anne expressed appreciation to the Fair family for its input on this issue. She feels this policy is a workable starting point. She said the people who have had experience with sexual abuse are brave for putting this issue forward and making us listen. This is the beginning of a healing process for some people. If some parts of the policy don't work, we can change them.

Martha spoke in support of the motion and feels the details are important. Adjudicated sex offenders draws a line which means someone who has been through a proceeding where they have had due process and there has been a finding in court of a sexual offense. It is not rumors or McCarthyism. She is concerned about the public and what that means. She pointed out that we have a right to say in terms of membership who we want and who we don't.

Steve thanked Margo for the motion and feels this is the best effort to come up thus far. He does feel we are opening ourselves up to a nightmare of enforcement and is concerned with a policy that polices the public. Steve thanked the Childcare Crew for their work and feels that casting any suspicion on the crew is reprehensible. The Childcare Crew has Steve's full support.

Jim said sex offenders are the key words. He doesn't think the practical application of this policy will trample our civil rights.

David said he speaks as a child advocate and that this policy is a mechanism to keep kids safe from people we know are dangerous. We need not cast the people who are ill as incurable monsters. This policy does not take away a person's membership, nor should it. David wholeheartedly urged everyone on the Board to support this motion.

Jeanne said this is the closest we're going to come at this time. She would like to start with this and go on. She also expressed her support for the Childcare Crew.

Margo said this policy is not going to keep anybody safe; that is further along the road. This is a tool for parents who are already on the ball and a tool for us to set our boundaries. Hats off to Childcare; this is a beginning. Ideally, she would like to see a program put together where offenders feel they can come forward. This policy needs more work, but the GM has asked for a policy to back her up and we need to support her. The

definition of a sex offender would come from the Oregon Criminal Code. It will be enforced with our best efforts. This is by no means a witchhunt.

Jack urged the Board to be unanimous in this.

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

BUMS

Motion: Daniel moved to approve Andrew Harvey, Robert Aurnague DeSpain, and Sallie Edmunds as Back Up Managers for the 1994 Fair. Margo seconded.

Public Discussion: Somebody said "throw the bums out," but, indeed, this was throwing the bums in.

Leslie said there has been a lot of discussion about another BUM appointed by the newly formed Coordinators Council. She urged people concerned about BUM selection to talk to her. She said everyone has a commitment to improving communication and working as a team with coordinators and crew members.

Kelly wonders why the Board doesn't vote on BUMS individually.

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

PERSONNEL MANUAL REVISIONS

Motion: Daniel moved to approve the changes in the Personnel Manual Revisions as outlined and recommended by the Personnel Committee. Steve seconded.

Background: Martha, who is on the Personnel Committee, said this mostly changes language from "Caretaker" to "Site Manager," includes the Office Manager, brings some areas into conformity with how we are already doing things, and changes payday to twice a month. Other changes concern sick days, leave with pay, leave without pay, termination, probation period, pay days, and vacation policy.

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

GENERAL MANAGER'S CONTRACT

Motion: Daniel moved the General Manager's position be revised to include the following: The General Manager, or the General Manager's designee, after consultation and communication with those involved or any other person affected, may remove or replace staff, coordinators, performers, booth persons, or visitors, subject to such policy as the Board of Directors may adopt from time to time. The General Manager also resolves disputes on-site between affected persons or makes other means of mediation/resolution available. Margo seconded.

Background: This gives authority to the General Manager which has already been expected of her.

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

CLEARCUTTING POLICY

Motion: Steve moved to direct the Site Manager to implement the following recommendations for clearcutting offenses: (1) A \$100 fee charged to offending person(s) to be applied to replanting area in question. (2) A number of hours on

site (to be determined by offending person(s) with Site Manager and Vegmanecs) to replant said area and work with the Site Manager and Vegmanecs in educating on correct procedures to tie back, transplant, and or properly trim brush in question. (3) Three to five year moratorium on camping in said area—privilege to camp on site to be discussed. (4) Set time limits on fines and replanting said areas within one year. Monetary fines to be paid to registration in full or in three payments (within one year). Registration, Site Manager, and Vegmanecs to keep open lines of communication on status of booth. The Site Manager will make determination of culpability. Jim seconded.

Public Discussion: Charlene likes this suggestion because it helps work with the offender and expand their consciousness.

Several people spoke out for making a strong statement against clearcutting.

Bill said we need to send a message to people that they cannot just buy a clearcut. He would like to work with offenders to remedy the situation. He wants a big enough fine so people will think twice about what they are doing.

Leslie would like to see a collaborative effort in implementation, without which we get into another us-vs.-them situation. She doesn't want anyone to think this is a booth vs. staff policy; this policy applies to everyone.

Jon Pincus thinks any policy should include the ability to throw the perpetrators out in extreme situations.

Etienne spoke for including the whole Fair site in this policy, not just the Eight.

David Hoffman feels this is way overdue, that people clearcut now because they think they can get away with it.

Board Discussion: David said this is a long time coming and suggested a five year moratorium on camping in the affected area.

Jeanne said it is necessary to put a halt to the mess people have been creating in the Eight and beyond.

Jim supports the intent but feels the sanctions are not strong enough. He feels expulsion is not too severe a punishment. He stressed the need to give the Site Manager authority to determine if excessive brushcutting has occurred. Before the meeting Jim had prepared the following announcement: "Brush cutting will not be tolerated, as noted in the Guidelines. If anyone cuts any brush, living or dead, the consequences will be severe. Any appeal before this Board will not be greeted with sympathy, by this Board Member, and I know many others feel just as I do. So don't think that if you don't get away with it, that you can bullshit your way out of it."

Anne was glad to hear people talking about booths and staff. She wants it spelled out that there is a responsible person (Site Manager or Vegmanec Crew) to deal with this and who that person is. Be very clear that this applies to all Fair family and all areas of the site. How will "no camping" be enforced? We should not get involved in inner booth or inner staff disputes, i. e., group of people identified as offenders.

Jack urged that the Fair organization be included in this, that any new projects have to have an impact statement. He suggested an amendment that says "any further development by the Fair has to meet brush cutting criteria."

Steve said the Board always retains the options of probation or expulsion as final penalties for these kinds of acts if they are repeated. His first reaction was "throw the bums out" but he doesn't think we do a good job of having people understand who we are by defining our values by who we throw out. The restitution buys seed and nursery stock.

Martha would like to see some sort of definition of what clearcutting is and suggested language saying the Site Manager could determine what constitutes an offense.

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

Next Meeting

June 7, 1994, 7:00 p.m., EWEB Building, Eugene. Agenda: Native plant policy, long range planning committee membership, policy for Board of Directors discretionary fund, check signers, craft jury logo item appeal, "forgotten lane," criminal background checks.