



BOARD OF DIRECTORS MEETING NOVEMBER 7, 1994

Present:: Tom Alexander, Daniel Dillon, Charles Drew (alternate), Martha Evans, Anne Henry, Paxton Hoag, David Liberty (alternate), Jack Macarchak, Jim Sahr, Margo Shafer, Jeanne Sharpy, Steve Wisnovsky

Not there: Martha Evans

Guest Facilitator: Frank Sharpy

Guest Secretary: Heidi Doscher (Norma, the usual and absent secretary, extends many, many thanks to Heidi for taking over her duties the night of the Board meeting. Heidi is a genuine peach!!)

APPROVAL OF MINUTES

Motion: Margo moved, Steve seconded to approve the minutes of the October 3, 1994 Board of Directors meeting.

Vote: The motion passed, 10-0.

Announcements

1. The Board of Directors presented the following statement to be included in the minutes of this meeting:

"We, as the Board of Directors, take this opportunity to reaffirm the Fair policy on Sex Offenders that was passed in May 1994, and reaffirm that this is a policy in progress. We anticipate that programs in support of the integrity of individuals, large and small will be developed.

Since the December 1993 work session where the issue of child safety was first addressed, the Board of Directors made a commitment to actively work on this issue.

Realistically, the manipulative, adversarial atmosphere we have experienced in the last year has in a real sense, diverted attention away from efforts likely to create real safety for our participants, in favor of polarization and drama which protects no one. Certain individuals are purposely misleading the Fair Family by using false attacks, half truths, and innuendoes con-

cerning this issue.

We acknowledge that this is an emotional issue. We as the Board of Directors have tried to walk the fine line between the safety of our children and the civil liberties of our members.

We have a responsibility to move ahead as a community. Some members believe we are moving too fast, some too slow. We have a legitimate difference in the amount of knowledge of, belief in, and trust toward the path to resolution of this subject. We are unique as an organization, and are trying to create a model that does not yet exist.

This will be a long process helped along by information, discussion, and support. Threats, attacks, and abuse will not stop our progress, and we reserve the right to exclude the counterproductive from it.

The flyer that was handed out at the 1994 annual meeting appears to be emulating the negative political attack ads that this season is prone to. The whole strategy of creating adversarial politics over this issue is extremely distasteful and counterproductive. Scare tactics and an attempt to manipulate the Fair by negative attacks do not benefit anyone associated with the Oregon Country Fair. The Board of Directors intends to take a positive approach towards the issue of safety and sexual assault at the Fair.

As always we are ready to hear your comments and concerns in our attempt to promote policies that benefit our organization as a whole.

2. Leslie Scott, General Manager, announced the 8th annual OCF poster competition. Submission deadline for slides of previous work is December 1, 1994. Call 343-4298 for more information.
3. Bob Durnell, Board member emeritus and

Recycling Crew Co-coordinator still, announced a program to use recyclable plastic cups at next year's Fair. Bob will send information on this to the food booth representatives. (and, we hope, he will provide more info via the *fair family news*.)

- Leslie expressed the Fair's condolences to the family of Bernie Larson. Bernie was a longtime neighbor of the Fair site in Elmira.

Member Input

The Board approved a request by JR Robinson, Traffic Crew Co-coordinator, that the following statement be part of the minutes (printed verbatim):
To the OCF Board of Directors:

I am concerned with a flyer that was handed out at the OCF Annual Meeting. This flyer was titled "Warning: Child Molesters on Staff." This flyer sets forth false and misleading statements regarding: the actions of Traffic Coordinators, the content and purpose of a meeting in Traffic Camp, and the outcome of that meeting in Traffic Camp.

Back Ground

Two Traffic Staff were accused of Child Molestation (from here on referred to as TS1 and TS2). A week or two before the Fair, I was informed that TS1 would not be allowed at the '94 Fair due to the recent policy of the BOD, but that this policy did not apply to TS2. I contacted TS1 and informed him that this ban included Traffic Camp and all areas of the Fair property and that I would honor and enforce the BOD policy. I also called TS2 and requested that he work with me to develop a plan to increase every ones safety at the Fair. TS2 voluntarily agreed to participate in a buddy system while on Fair property and to leave Fair property at night. After this agreement was reached, I was informed by the Fair President that the Fair Management now insisted on these restrictions (buddy system and leaving the property at night) and that his participation at the Fair was allowable only if he honored these restrictions. TS2 still agreed to the restrictions so then the Fair President, the Fair Attorney, and I worked out a tracking system. I have recently been informed that the Fair management as perusing some sort of restrictions prior to TS2's agreement with me and although I knew that both the Fair Manager and the President agreed with some type of tracking system I had no knowledge of any

intention of the Fair to take a formal action. I entered into this agreement with TS2 because I did not believe that the Fair was going to do anything.

Thursday, July 7, 1994

I had informed the General Manager of my intention to put this issue before the Traffic crew at our annual Thursday night meeting. Right or wrong, I had refused to be Judge and Jury for TS2 and had refused to bar him from Traffic Staff, but I felt it was important to give the Traffic Family an opportunity to say if they did not want him there. At the start of the meeting, I made a statement regarding the serious accusations against TS2 and he was allowed to say he was innocent. I informed the Crew that if they wanted more information regarding the allegations then they could get with me after the meeting and I would put them in touch with the right parties. Likewise, if they wanted to hear more from TS2 they could contact him after the meeting. The meeting took about a half hour and the vote was to allow TS2 to continue as a Traffic Staff. At no time during this meeting did anyone say anything about a strike or a slow down. There was no vote regarding the restrictions that were in place or regarding the actions of the Fair Management. This meeting had one purpose and one purpose only, and that was an opportunity to vote on whether TS2 would be allowed to remain a part of Traffic or whether Traffic wanted to go beyond the actions of the Fair Management with regard to even further restrictions.

I am concerned to hear that our Teen Coordinator, Kelly Isgrig, chose to participate in the distribution of this flyer. I have not met Len Crane nor spoken to him (to the best of my knowledge), but I did speak with Kelly Isgrig in September and gave her all of this information regarding the meeting. I believe that the first sentence of the second paragraph on the second page of her grievance against me demonstrates this knowledge of the purpose and outcome of the meeting in Traffic Camp and yet she continues to misrepresent the facts.

Len Crane outlines what he identifies as an abuse of power and a violation of Fair process. He speaks of the wrongness of this action and then says that two can play at that game and goes on to advocate for action that would hurt the whole Fair family. This whole attitude of: 'the end justifies the means' and 'my cause is so noble that my actions don't matter' needs to come to a halt. This type of campaign, full of misrepresentation and misinformation, will only create anger and fear. These are the tools of the OCA not

the OCF. I encourage the Board of Directors to take action and send a strong message that not only are Sex Offenders not welcome at the Fair but that we honor the US Constitution and the concept of Civil Liberties for all people, even when they disagree with us.

Staff Reports

General Manager

Leslie Scott, General Manager, said our SAIF refund of \$7,692.08 has been received and deposited. 1994 property taxes have gone down.

The second cycle for the Endowment Fund has begun, as committee members solicit new applications. Leslie met with Pat Burke, Superintendent of the Fern Ridge School District who gave her letters of thanks and support from last year's recipients. They plan a community presentation, probably at our May Open House.

Leslie thanked the Board and others for a great retreat.

Site Manager

Bill thanked, as usual, the volunteers who work on the site. Refrigerators have been rounded up and will be soon removed. Bill thanked Kal Kalamas for all his help with the refers and much, much more. Charges for refers will be added to booth fees.

Treasurer:

Steve Gorham reported that Christina Bauske, our erstwhile accountant, has moved to Florida, so we need to find a replacement.

Election Committee Report

Heidi Doscher presented a report from the election committee which is in this issue of the *Fair Family News*.

Candidates for the Board of Directors were:

| | |
|--------------------|----------------------------------|
| Daniel Dillon | elected (252 votes) |
| Charles Drew | elected as alternate (217 votes) |
| Martha Evans | elected (267 votes) |
| Paxton Hoag | elected (256 votes) |
| Jack Makarchak | elected (241 votes) |
| Maria Moondance | (100 votes) |
| Jeanne Sharpy | elected (228 votes) |
| Rainbow Warrior | (56 votes) |
| Shirley Valentine. | (157 votes) |

The Petition regarding the craft lot received 125 votes of agreement and 191 votes disagreed.

Old Business

1994 ELECTION OF BOARD OF DIRECTORS

Motion: Margo moved to ratify the 1994 election results as reported above. Daniel seconded the motion.

There was a round of welcoming applause for Charles Drew and congratulations to Martha Evans for being elected as a voting member.

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

ELECTION OF OFFICERS

Background: Officers of the corporation are elected each year by the Board of Directors. It's that time.

Motion: Margo moved to elect Daniel Dillon as president of the Oregon Country Fair. Tom seconded.

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

Motion: Margo moved Norma Sax be elected secretary of the Oregon Country Fair. Paxton seconded.

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

(not caring that she was absent at this meeting and will miss another in January. boy, these people are easy.)

Motion: Margo moved Steve Gorham and Hilary Anthony be elected co-treasurers of the Oregon Country Fair. Anne seconded.

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

HOMELESS CAMP

Motion: Margo moved to contribute \$3,200 to the homeless camp located in Eugene. Ann seconded.

Public Discussion: Richie Weinman, Fair booth rep and Eugene Housing Coordinator, spoke to the board as a representative of the Centennial Car Camp for the homeless, which will be managed by Lane ShelterCare. He explained that the camp needs to raise \$14,000 from the community to supplement government funding in order to operate this winter. Richie asked the Board for a \$2,500 contribution from the OCF. Possibly our contribution could be earmarked for showers and named after us (peachy clean?).

Steve G., ever the treasurer, asked if the money would come from the total Board budget or the general fund. Margo said she wants it come from the Board donation budget which will run a deficit.

Leslie talked to Bob Dritz of White Bird which had managed the car camp the last two years. Bob was supportive of Lane ShelterCare, and felt they were an appropriate agency to take over.

Board Discussion: Margo said there is about \$7,000 left in the Board budget, almost none in the Discretionary Budget. Rather than taking the money out of the general fund, Margo suggests taking it from the Board budget total, which is under budget.

Jim is concerned that this spending process is being done in an "awfully casual way."

Margo feels this is a very worthwhile project and it's time the Board made decisions about its social spending. The Board needs to track how it spends money on projects and make decisions for next year's budget.

Jack the benefits that we will get politically from doing things like this for the community will pay back big time over the next year or two when we have to deal with the county on certain upcoming issues. Jack described an exercise the Board et al participated in a retreat involving spending the OCF's money on visions and dreams and how hard it was to spend even paper money (sometimes known as "peach bucks.")

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

ENDOWMENT FUNDING

Motion: David moved to give \$25,000 to the endowment principal and \$5,000 to supplement interest earnings for this year's granting cycle. Margo seconded.

Public Discussion: Steve G. said this is a line item, not an item in the BoD budget, from the general fund. It is not an addition to the 1994 budget, but is derived from a formula passed by the BoD in September 1992 and comes from net event revenue.

Palmer Parker said he originally did not think the Endowment was a great idea but he has since seen the light.

Heidi Doscher, as a teacher at one of the school which benefits from the Endowment's grants, thanked the OCF for the funds.

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

The Endowment Committee is looking for new members; please write to the Board if you are interesting in serving.

CONFLICT RESOLUTION FUNDING

Motion: Anne moved to allocate up to \$1,000 for conflict resolution workshops. Steve seconded.

Background: Jean-Marie Aurnague DeSpain presented a proposal to the Board which read, in part, "I propose that the Oregon Country Fair Board of Directors provide a scholarship to every Coordinator who attends a one day workshop to learn Conflict Resolution Skills through the National Coalition Building

Institute's Oregon chapter based in Eugene. In addition to inviting all coordinators, I suggest that key people who have power to make important decisions, i.e., BUMS, Fair Central Personnel, and Emergency Response Leaders be requested to attend. As well, it would be valuable to have Board members attend to give direct feedback to the rest of the Board. Each scholarship would be in the amount of \$20, which is half the cost of the workshop per person. Each recipient will need to pay \$20 to attend."

Public Discussion: Leslie said lots of people have issues that need to be heard by the Fair who resort to the grievance process because it's all we have. She would rather use it when appropriate and feels conflicts should be resolved between conflicting parties whenever possible. A scholarship program would be a wonderful gift to volunteers and urges support for this motion. Leslie said the line item for education and training in the GM budget may be able to augment expenses if need be.

Jeanne Marie said her proposal was to help set some parameters; that no one should be excluded because of cost or interest.

Dean Middleton suggested the Fair make this workshop a requirement for leaders so they can pass on the minimal.

Vote: The motion passed, 10 for, 0 in favor.

1995 OCF ALCOHOL POLICY

Motion: Margo moved to authorize that all printed material advertising the 1995 Fair include, "Do not bring alcohol to our event" or other appropriate wording. Paxton seconded.

(This motion originally said "Please do not bring...")

Public Discussion: JR Robinson recalls passing an alcohol policy in 1993 that banned the sale, purchase and consumption of alcohol in certain areas of the fair, specifically the parking lots. JR suggests it's time to reaffirm that policy.

Palmer doesn't feel this would help him enforce a ban on alcohol. Heidi said she remembers a policy discussed but not passed because of concerns about enforcement.

Bob Durnell thinks we need a restrictive alcohol policy. He said our single greatest problem is consumption of mass quantities of alcohol. This pushes out families and those who don't wish to be around inebriation.

JR said if there is a no-alcohol policy, it should go on the poster. Enforcing policy has always been a problem, but we need to take into consideration what

we want the event to look like and what we want the conduct of the patrons to be and then come up with solutions through conflict resolutions and other ways to help create that vision. Many people drive up in vehicles loaded with alcohol. With a policy that says no alcohol on site, traffic, security and the lot crew will have authority to ask them to leave. JR strongly advocates an alcohol ban on public access areas, including the eight and the parking lots. This may be a 2-3 year plan, and JR supports beginning the steps now.

Board Discussion: Margo said the Board needs to discuss this now because the poster contest is in progress. This is a first step for an on-going discussion.

Jack said we shouldn't say "please"; we should say "no alcohol." Enforcement will be an evolving process to be worked out over time.

David suggested a friendly amendment that the wording be "Don't bring alcohol." David said no one should not be drinking during the public hours' if we ask the public not to imbibe neither should we.

Anne suggested all printed advertising materials include this statement.

Paxton said the biggest abusers who come in the gate with the biggest quantities wear wristbands. He feels a no-alcohol policy would be impossible to enforce. A more realistic guideline would be letting people have no more than a 6 pack. The ban should be for everyone or for no one. Providing a statement without any enforcement won't work.

Charles agrees this is a good first step in a no-alcohol policy.

Jeanne said the poster won't go to print until February, March or April; other print could be changed. This is a teeny tiny start.

Tom sees this as a logistical nightmare to enforce; he's against prohibition. "If we do ban alcohol, we had better spend big bucks on conflict resolution."

Jack thinks "no alcohol" on the poster is not really an alcohol ban and he doesn't want to ban alcohol at the Fair. He feels the issue should not be thrown at operations to deal with.

Margo would like to table this at the end of this discussion until the next meeting. She said she is not talking about an alcohol ban, but rather an alcohol policy. The Board has been asked by the Backup Managers to do something about excessive alcohol consumption at the Fair; this is a start at opening a dialogue.

Steve said implementation problems have stopped

him from moving on this issue. Staff needs policy to back them up in dealing with drunks.

David said he is not willing to support a ban on alcohol for staff, but would like to see it kept out of sight of the public. David would like to see a policy that states the OCF will not , supply alcohol or tobacco for its members with any of its funds.

The motion was tabled until the next meeting.

ACCOUNTING HIRING

Motion: Daniel moved the Board authorize the Financial Planning Committee to interview and recommend an accountant for the OCF. Paxton seconded.

Board Discussion: Margo encourages the FPC to look at firms that have extensive experience with nonprofits because they can guide us in directions we need go and also look at their record of public service.

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

GRIEVANCE POLICY

Motion: Daniel moved that the OCF grievance procedure be temporarily amended until April 1995 with the following: (1) A grievance help person shall be appointed to help any person understand and comply with the grievance process. This person shall be delivered all grievances immediately upon their being filed and shall assist the grievant in complying with the process. The grievance help person shall initially determine whether the complaint is in fact a grievable issue and if not shall so inform the grievant. The decision of the grievance help person shall be final but can be appealed to the general manager who with the advice of the fair attorney will make the final determination as to whether or not an issue is proper for the grievance procedure. The general manager's decision is final.

2) Mediation shall be come an option at all of the steps of the grievance procedure. Mediation shall be encouraged and facilitated by the grievance help person.

3) The Board appoints a grievance review committee to be named at another time to help revise the grievance procedure with the hope that alternative dispute resolution mechanisms will be explored. The Board encourages this committee to tap into resources such as Willamette University Dispute Resolution center, the University of Oregon Law School and any other source that is available.

4) Until the grievance review committee comes to the Board with its recommendations, the Board encourages the grievance help person to define grievances so that they will not include policy disputes that have or

Vote: The motion to table passed, 7 for, 3 opposed (Daniel, Tom, Steve).

New Business

WHITAKER THANKSGIVING

Motion: Jack moved to give the Whitaker Thanksgiving Dinner \$500. David seconded.

Public Discussion: Steve G. thinks it's a good idea to do this before Thanksgiving, but he thought this was what the Endowment was for.

Leslie said the event would be eligible for Endowment funding in two years. It's a community effort that does a lot for the Whitaker neighborhood. A number of Fair people volunteer for it. Leslie would prefer the Board give Whitaker notice we may not fund them again, if that's what the Board decides.

Board Discussion: Jeanne suggested an alternative of giving leftover OCF commemorative t-shirts to the clothing drive.

Margo thought last year's donation was the last for a while. She would prefer we fund people with the encouragement they go out and pursue other funding. She encourages the organizers to seek other kinds of funding and would support a donation of half cash and half clothing.

David urges not cutting off support now, but giving a year's notice to the organizers that we will not fund the dinner next year.

Vote: The motion passed, 9 in favor, 1 opposed (Margo).

Next Meeting

BOARD MEETING: Monday, December 5, 1994, EWEB Building

Agenda: Research on property acquisition, grievance procedure, youth stage coordinators, line of responsibility (Site Manager, Tree Crew, Vegemanec Crew), Clergy and Laity Concerned proposal, KRVM proposal, alcohol policy

WORK SESSION: Monday, November 21, 6:00-8:00 p.m., Central Presbyterian Church, 15th and Ferry Street.

a brush babe from hell

could be brought to the Board as an agenda item. These "political items" are not the proper topics for grievances and should be handled through other Fair procedures. It is not a grievance that a member does not agree with a board policy. It might be a grievance that X has violated a fair policy and that Y was harmed in some way by this violation. If Y wishes to file such a grievance that grievance policy must be followed. Y must describe the fair policy violated, how this violation has harmed Y in particular (not harmed a group that Y is not included in), and what remedy Y wishes to resolve the grievance. Steve seconded.

Public Discussion: Leslie said she is in support of the motion but the how, whos, and costs need to be thought out. Mediation, for example, costs money.

Steve G. see these as temporary solutions and would encourage us not to get stuck on one thing. These solutions will look better than what we have now.

Board Discussion: Daniel said this will work in conjunction with current policy and will hope the process be more user friendly. The help person will help a grievant go through the process, so the grievance arrives in usable form. It will help toward finding a resolution instead of taking it high up in the system. This will give a grievant someone to go to so a grievance won't be rejected on form and may offer another solution. Daniel would like to try this and see where the pitfalls are.

Margo is against the motion and said it needs more thought. She sees it as a "volunteer job from hell." Margo thinks all the information a person needs can be on paper. She said she is afraid people may be more disenfranchised by the process and feels the proposed policy seems to be a remedy rife for abuse.

Jack said this "changing horse in midstream but it's a horse we are not really on. It doesn't put us in the saddle any better." Jack suggests perhaps scrapping the grievance policy and starting over.

David suggests tabling the motion and looking at it again, perhaps formulating a new process in April.

Anne's concern is that someone may feel that the rules are being changed in the middle of a grievance.

Charles (who, along with Jack, is saluting, "national old tried and true metaphors month") said "don't throw out the baby with the bath water." The procedure has problems, but there are remedies to be built into it.

Motion: Paxton moved to table the motion until December.