

BOARD OF DIRECTORS MEETING

JANUARY 9, 1995

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

Missed: Anne Henry

ANNOUNCEMENTS

1. The illustrious Fair secretary, Norma Sax, is lolling on a beach somewhere in Hawaii so Heidi is doing the minutes this month.

APPROVAL OF THE MINUTES

Motion: Steve moved, Daniel seconded, to approve the minutes of the December 5, 1994 Board of Directors meeting as corrected.

Corrections: (in the order they appeared in the December minutes)

(1) Under *APPROVAL OF THE MINUTES*, #1, regarding the November 7, 1994 meeting and the alcohol policy discussion, David really said, "No one in a (staff) shirt should be drinking on the path during the public hours."

(2) Under *MEMBER INPUT*, #1, Kelly O'Neill did not say "only because Charlene is resigning".

(3) Under *Youth Coordinator*, it was Martha not Margo who made the motion.

(4) Regarding *Clergy and Laity Concerned Funding Proposal*, Jack's comment was that "dealing with our problems of institutional racism are the aspect of the proposal most important" to him.

(5) Under *Grievance Procedure*, Margo did not say "the present policy has worked successfully".

Cross that out and use the margin to replace it with - **Margo said there is one example of the process working successfully, and several examples of it not working.**

(6) Under *Grievance Procedure*, the second motion was made by Paxton, and seconded by Jack, not the other way around.

(7) Under *Grievance Procedure, Public Discussion*, Kelly actually said "the person should be able to help **create** paperwork, explaining and assisting with the process".

Vote: The motion to accept the minutes as corrected passed, 10-0.

MEMBER INPUT

1. Kelly O'Neill echoed David's request from last month that the previous month's minutes be available at Board meetings. He also said that the list of agenda items in the Fair Family News sounded pretty boring, but when he got here the real list is much more exciting. He suggested a comment could be added that additional items may be included on the agenda.

REPORTS

General Manager

Leslie said happy new year everyone. It's been busy even though it's been the holiday season. She thanked everyone who has stayed in touch and been working so hard to gear us up for the next Fair.

Budget committee packets will hopefully go out around January 19th, and will be due back on Feb 8th. They and the Financial Planning committee have been working on per diem replacement strategies. Per diem and budget process changes are the topic of a work session on Thursday, January 12.

Tom Alexander discovered a possible service mark infringement, a letter has been sent by the Fair lawyer.

A new form for guidelines changes was included in last month's Fair Family News. Guideline changes will be voted on at the next Board meeting. **(Please see Proposed Guideline Changes which are included at the end of the minutes.)** Suggestions for changes will not be taken from the floor. Staff and booth guidelines will be integrated. After March, any policy changes relevant to the Guidelines will be mailed out as an addendum.

Leslie has also been working on a hospitality area for volunteers, getting bids from toilet companies, talking to Dave McKay about another great public interactive art project, and investigating pay parking for this year's Fair.

The LUMP committee is working on camping and land use issues, including the permit with the county. This will be the topic of the 2-20-95 work session.

Site Manager

Bill said it is real wet, flooding at this very moment. (1-15-95 We've got a lake all the way out to Maple gate.) A Honda key was found by Chickadee gate. Look for the beaver in this issue of the Fair Family News. Thanks to Jim for the new light.

Treasurer

Hilary said that Steve (Lucky Dog) Gorham is also in Hawaii. Financial planning and budget committees have full schedules. They are working on this year's budget process, auditing, and the per diem proposal, specifics to be discussed at Thursday's work session.

Land Use Management and Planning Committee

The LUMP committee is having weekly meetings. They hope to have a draft plan by May 1. They will soon be sending a questionnaire to coordinators. They want to inventory current land use, and get future use ideas. Contact Dennis Todd if you're interested in attending LUMP meetings.

SPECIAL BUSINESS

Property Acquisition

Motion: Martha moved, and Daniel seconded, to suspend the rule that says we have to have something listed as new business for a month before it can be voted on, in order to consider a motion on property acquisition.

Vote: The motion to suspend the rule passed with 10 for.

Motion: Daniel moved, Steve 2nd, the Oregon Country Fair offer \$10,000 earnest money and \$230,000 to purchase the Bernard Larson property.

Public discussion: Supportive, tell us more...(See General Manager article on page 6 of FFN.)

Board discussion: Daniel said it's about 137 acres, home sites and buildings on 5 of those acres, agriculture fields, grassland, wetland, water rights, zoned exclusive farm. It is located on the east side of the Long Tom river, behind the West Lane shopping center along Territorial Road. Steve said this is the opening of real estate negotiation, it is best not to discuss it at a public meeting. Martha said the board has met, discussed, and thought a lot about what they want to do. Jack said we have a long term goal of acquiring available properties, we would be good stewards of the land, and it would get some of our money out of the bank.

Vote: The motion passed, 9 for, 0 opposed, and 1 abstained (Margo).

Motion: Jim moved to add Martha to the land acquisition committee, Paxton seconded.

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

OLD BUSINESS

Renewal of General Manager contract

Motion: Daniel moved that the Board of Directors continue for one year the contract of Leslie Scott as general manager, including the revised job description, and an increase in salary from \$27,500 to \$30,000, Paxton seconded.

Vote: Motion passed with 10 for, 0 opposed.

Renewal of Site Manager contract

Motion: Daniel moved to approve the new site manager position description, and continue the employment of Bill Verner as site manager for 1 year, Paxton seconded.

Vote: Motion passed with 10 for, 0 opposed.

Martha said we are really pleased to have two great employees who work well together. Job descriptions are always available at the office.

1995 guidelines

The forms for proposed changes are due, changes will be voted on next month. **Please see the Proposed Guideline Changes at the end of the minutes.**

Presentations from Board members on financial planning/spending priorities!

****NOTE**** Board members volunteered to research and report on the spending priorities developed at the Board of Directors' November work session. The text of the presentations is printed in the center of the newsletter.

Tom Alexander - buying land
Jim Sahr - office space
Daniel Dillon - additional events
Martha Evans - enhanced current event

Steve Wisnovsky - crafts catalog
David Liberty - water resources
Martha Evans - educational programs
Jack - give it all away

Alcohol policy

Margo proposed a committee to work on an alcohol policy. She has been talking to coordinators and crew leaders from Main Stage, Traffic, Security, and the Lot crews and found there is not general agreement on what the current policy is, in terms of alcohol at the gate. The committee would gather recommendations for multi-year implementation of a policy. This year would primarily be opportunity for discussion and letting folks know that "out of hand" behavior needs to be discouraged. We need to be responsible, to protect the Fair and to take care of our volunteers. The committee would include Margo, the people she has been talking to, and Leslie.

Board discussion: David thought sending it to a committee is a great idea, to codify the types of changes the people who have to implement the policy recommend.

Steve recommended following up on past proposals and suggested policies. Jack said we have to give some credit, we do have an alcohol policy that is evolving. We no longer supply alcohol to crews. We have taken responsible steps in dealing with the problem, with cooperation it has been successful.

Steve said that Traffic, and more recently, the Lot crew have been busting sellers in the parking lot for years.

Financial planning

Motion: Daniel moved, and Steve seconded, that the Board approve, in lieu of per diem, the hiring of some staff with supervisory responsibilities, and establish an expense allowance for some event volunteers and coordinators, subject to approval by the Fair attorney.

Background: Two years ago the Board approved a motion to phase out per diem by the 1995 Fair, for reasons including volunteer equity and legal concerns.

Public discussion: Hilary said this is a work in progress. The Financial Planning and Budget committees wants to get Board approval so they can proceed with the budget process. It's important that we do something, this may not be best solution. John Higby said this is not really an increase in the money spent, just in the way it is used. Kelly feels these are good people with a good plan and would like more details.

Board discussion: Jim thinks per diem was and is the best solution. This could be more costly and not work as well. It's going to remain a bone of contention for people who don't get it.

Jack said if per diem is inequitable, this is too.

Martha suggested a friendly amendment making it subject to approval of the Fair attorney, which was OK'd by the movers.

Daniel said more suggestions are needed on what to replace per diem with. The greatest and the best minds that the Fair has to offer have been working on this for 2 years. The best they can come up with is to hire people who have certain responsibilities and to have an expense allowance for legitimate expenses that volunteers incur while doing their job for the Fair. It represents a relatively small increase over per diem. It allows us to begin the process of getting the guidelines established, getting the budget material published and out to coordinators. We don't have hard numbers because it is a work in progress, but it is the best idea we have been able to come up with, to take roughly the same amount of money and distribute it possibly more equitably, based on receipts and tangible evidence that people have spent money out of their pocket to put on the Fair. The budget committee wants to begin to send information out to crews, with a rough idea of what's going to happen and where money will go. The committees are looking for a go ahead that this is the general direction that the Fair would like to go.

Paxton is uncomfortable with the way the motion reads, but supports the process that is going on and what the Financial Planning committee is trying to do. The wording is too open ended.

Jack likes the reimbursement part of the motion. He doesn't like the hiring part. What or who is considered critical to hire? The inequity in the process decision of who gets hired or doesn't is what he is uncomfortable with.

Martha said the Financial Planning committee is making an effort to try to continue volunteer spirit of the Fair, while recognizing there are certain positions that require people to give up a lot of time for example-the main camp cook. They are trying to be fair to those who fill positions that are needed to get the Fair underway. The demands that are put on them, the length of time required are such that those people ought to be able to be hired and earn a salary, while everyone else still volunteers.

Daniel said maybe we could start thinking of those positions we want to hire, perhaps the cook, quartermaster, bums. He's thinking about management level decision makers, and accountability issues.

Margo knows we have to do something, but this is opposite of where she thought we were going. We're trying to make decisions with information we don't have, being asked to follow up on policy without information.

Jack wants to move on, if we have to hire a cook, we hire a cook. Beyond that the fair won't fall apart without paying that small amount of money.

Margo's not looking toward hiring midrange managers, it would be detrimental to the volunteer energy. We do have to compensate people for substantial periods of time on site, where they can't be working elsewhere. Margo is thinking of main camp, cook, some construction and recycling, those living on site who make it happen.

Charles said the first list had those people on it, maybe too many people.

Hilary said they are thinking of 6 or 7 positions.

Jack doesn't buy budget quandary, per diem is frozen and has been for 2 years, crews have some idea. Would this be a different hiring process than we have now, would it be opened to the whole Fair family?

Jeanie and Margo were concerned that this is about hiring, not just reimbursement. It would mean payroll taxes, W-2's, worker's compensation, social security and unemployment insurance.

Martha said these hirings aren't covered by our present personnel policies for permanent employees.

Kelly thought this stemmed from a desire for equity. If you start hiring some people, with the possible exception of the cook, you have to pay every body. He doesn't think we can afford to pay everybody what they deserve, so we have to pay everybody less than what they deserve. This doesn't seem to be the equity in per diem concept he thought we were moving toward.

David said if we move to paying employees for certain positions, albeit temporary employees, he is loathe to give it to whoever has the job now. It would only be fair to make it an open hire process. We might open hire from within the Fair family, we might consider a temp agency. This isn't moving in direction he thought it was either. This is a sore spot with a lot of people, he's always been uncomfortable about it.

Motion: Martha moved to table the motion and call a special BoD session after the Thursday work session, Paxton seconded.

Leslie said we've had many meetings, work sessions, and reports on per diem replacement options and issues, she will bring those notes on Thursday.

Vote: The motion passed, 7 for, 3 opposed (Jeanne, Margo, Jack).

*****Please read the minutes of the special session following these minutes, to see what they finally decided.**

Amazon Housing

Motion: Jack moved to endorse rehabilitation of Amazon housing as low income student housing, Margo seconded.

Public discussion: Leslie said it is a moot point, the university has already rejected their proposal. St. Vincent's may buy a section for low income housing. Hilary said they may appreciate the support. Thom Chambliss is not in support.

Board discussion: Jim wondered why we would want to alienate the university. David is not in support. Steve doesn't support the motion but he doesn't care about alienating the university. Margo said maybe we should vote on alienating the university. (Hee, hee...)

Vote: The motion failed, 1 for (Jack), 8 opposed (Tom, Steve, Jim, Martha, Paxton, Jeanne, Daniel, David), 1 abstained (Margo).

Line of Responsibility

Jim was working on a motion to give the site manager responsibility for direction of the Tree and VegManEC crews. He congratulated the Personnel committee for the change in the Site Manager Position Description, which makes a motion unnecessary.

BRING proposal

Motion: David moves to support BRING with a donation of \$500 for the telephone hotline, Steve seconded.

Public discussion: Hilary said our can and bottle donation amounts to \$4-5000 every year. Leslie said BRING also does education and volunteering at the Fair. She wonders how we can support CALC and Reggae on the Willamette and not BRING. This is truly up our alley, she urges support. Kelly agrees with Leslie, this is better than some other donations. David Hoffman gave it thumb's up.

Board discussion: Charles talked to Mike Sandusky of Lane County Recycling, and asked how this proposal is different from what is already offered. The primary difference is there would be a person on this hotline as opposed to "press 1 for..." phone system. The same proposal was refused by the county.

Martha thinks we do have a process for giving, just no common criteria for who gets it. Her criteria is availability for an organization to get funds elsewhere. We should consider the Fair as member in some of these organizations.

Vote: The motion failed, 4 for (Jack, David, Tom, Steve), 6 opposed (Margo, Jim, Martha, Paxton, Jeanne, Daniel).

SPECIAL BOARD OF DIRECTORS MEETING JANUARY 12, 1995

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

Missed: Anne Henry, Jack Makarchak

Financial planning

Motion: Margo moved that the Board of Directors approve the expense allowance and wage compensation recommended by the Financial Planning and Budget committees, subject to adjustments by these committees, Steve seconded.

Vote: The motion passed 8 for, 2 opposed (Jim, David).

NEXT MEETINGS

February 6, 1995, Board of Directors Meeting, 7 PM, EWEB Community room

Agenda: 1995 Guidelines changes, By-laws membership criteria recommendations, Grievance Review committee appointment, budget process changes, alcohol policy, board process workshop, Carts coordinator, Teen co-coordinator, Auditor hiring, yurt completion budget, Oregon Advocates for the Arts membership, contributions to Birth to Three, Wayne Morse Youth Project, and Children's First, **additional items may be added to the agenda.**

February 20, 1995, Board Work Session, 7:15 to 9:15 PM, WOW Hall (8th and Lincoln) Topics: Camping, camping permits, land use