



## BOARD OF DIRECTORS MEETING

JUNE 5, 1995

*Present:* Daniel Dillon, Charles Drew (alternate), Martha Evans, Anne Henry, Paxton Hoag, David Liberty (alternate), Jack Makarchak, Jim Sahr, Margo Schaefer, Jeanne Sharpy  
*Not:* Tom Alexander, Steve Wisnovsky

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### Minutes Approval

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*Motion:* Anne moved and Paxton seconded to approve the minutes of the May 1, 1995 Board of Directors meeting as corrected.

*Corrections:* (1) In the Capital Projects Budget Approval, second Motion to Amend, David said he feels the safety aspect should be addressed, but it's not that critical that culvert replacement needs to be done this year. (2) In that same agenda item, first Motion to Amend, Leslie said an extra \$500 for miscellaneous flood repair was budgeted with fencing in mind. (3) In announcement #6, thanking the folks who participated in the highway trash pickup program, Susan Bryan's name was spelled wrong. Many apologies to Susan.

*Vote:* The motion passed, 9 for -1 abstained (Margo)

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### Announcements

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1. A Gay and Lesbian Pride Day event will be held Sunday, June 25 at Maurie Jacobs Park in Eugene. Scheduled entertainers include Lucie Blue Tremblay and Irene Ferrara.
2. The OCF has a World Wide Web page for all us net surfers. The address is <http://www.efn.org/~ocf>.

The page has info about the Fair including registration, entertainment, neat graphics. Thanx to Clif Cox and Marshall Landman for setting this up. If there is anything you would like to see included on the page, please contact Norma via the OCF office.

3. Fern Ridge Fun Daze is Sunday, June 25 at Zumwalt Park. Tons of fun in the neighborhood.
4. The OCF, the City of Veneta and the Fern Ridge Human Rights Coalition will sponsor a Bach Festival Creative Journeys community gathering on June 13. This will be held at the Veneta Community Center from 7:00 p.m. to 9:00 p.m. The theme of the gathering is reconciliation.
5. What you've all been waiting for: the 1996 Oregon Country Fair will be held July 12, 13, 14. See ya then and there, but see you there even before then.

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### Staff and Officer Reports

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#### General Manager

The ever lovely Leslie Scott thanked all the fantastic volunteers who helped put on the fabulous Spring Fling, including Michelle "Vanna" Sharpy, Jeanne Sharpy, Don Doolin, Cory Sullivan, David Paul, Rock Badger and what's her sax. Particularly wonderful was Administrative Assistant Susanna MacDonald who organized this terrific event. (can you think of anymore superlative adjectives i might have missed?)

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Thanks also from Leslie to Joan who has been helping out in the office, answering the ever ringing telephone. Doug Carnie doing a fabulous job has been holding down the quartermaster fort at the site on weekends.

Construction has been doing their usual magic already, spiffing the joint up for that big party that's coming up sooner than you think.

Leslie sadly announced the resignation of Don Tada as Traffic co-coordinator. We'll miss you, Donnie. As coordinator, that is; he'll still be at the Fair.

There will be a worker shuttle bus for staff and booth people leaving the Lane County Fairgrounds at 7:00 a.m. on Friday, Saturday and Sunday of the Fair. So you don't have to take your car, do you, Mr. Jones. Check with your crew coordinator or booth rep for details. You will need a wristband or worker day pass to board the bus. (If you haven't received a wristband beforehand, get a worker day pass from your coordinator.)

We signed our contract with LTD for bus service. They gave us a 15% discount this year. Rental of the Lane County Fairgrounds for parking is \$1500 smackers. (and you wonder where the money goes.)

Our public art project this year will be coordinated by professional puppeteers working with by Risk of Change (you know, the big puppet people) and will feature shadow puppets and mask making. Let the office know if you would like to volunteer to help members of the public participate in this during-the-fair art project.

There will be crafts lot parking stickers this year; cars parking there will need one of those and a regular parking sticker.

There will be off-site parking for staff at our neighbors', the Mauldens. They are located on the other side of the Dead lot. Get some exercise taking that walk from the lot to the Fair site.

Thanks to Tim Wolden et al who worked so

hard to pull off getting the permit for dahinda's acres campgrounds. They dug a trench for fire water lines from the pumphouse to Main Camp. It will be inspected by the county this week and closed up. We now have to get a license from the County to operate the campground.

The City of Veneta and the Oregon Country Fair received a planning grant of \$35,000 from the EPA for a biological waste water treatment system in Veneta. Over the next year, the Pacific Basin Shelter Company will oversee the technical work and Lane County Council of Government will administer the funds. Everyone involved will report to the City of Veneta and the OCF on the progress of the plan. (See further on in these minutes for more on this.)

#### Site Manager

Bill thanked as always the Vegmanecs et al who work at the site to help keep it so lovely. Construction has been doing a great job doing what they do while keeping the site in such good condition while they do it. The trench will be closed this week and roads will be re-opened.

Bill discovered six bees' nests already so be careful out there and if you discover any of those busy little creatures, let Bill know. Bill thanked the person (Byron Allen??) who designed this year's poster for a beautiful job well done.

Bill has been in touch with the EPA, the Oregon Fire Marshall's office and the Fern Ridge Fire District about setting up an on-site fuel depot for our service vehicles. We have far exceeded any of their requirements, so all looks good for this project.

The site looks beautiful, come see it now (while you still can see the greenery and listen to the birds and smell the flowers).

#### Treasurers

Hilary Anthony said the Financial Planning Committee has been talking about the upcoming change in the budget process. Co-

ordinators, be ready to have your budgets ready in the fall. The Budget Committee will review five crew budgets in detail to work out problems.

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## Committee Reports

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### Feedback

We have received 22 feedback forms from the time of the Annual Meeting until now. The following areas all received one comment: site manager back-up managers ; busses ; construction, craft inventory, main camp, Peach Pit, teens, wristbands, pre/post security, sauna, barter fair, sweep, craft committee. We also received feedback about: admissions (3), entertainment (5), neighborhood response (3), registration (10), security (3), traffic (2), craft lot issues (5). Copies of comments were passed on to the appropriate people.

Don't forget to fill one out for the 1995 Fair if you have some feedback this year. You can find them at Info booths everywhere.

### Personnel Committee

They have developed guidelines for temporary employees which will be voted on at this meeting. The committee is getting ready to do Susanna MacDonald's (Administrative Assistant) 90-day evaluation. If anyone has any feedback, let Brad, Daniel, Charles or Martha know.

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## AGENDA

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### July Board Meeting

Motion: David moved to have the July Board meeting Thursday, July 6, 6:30 p.m. at the site.

Yeah, right. Died for a lack of second; no surprise there.

Motion: Jim moved to hold the July Board meeting Sunday, July 2, 4:00 p.m. out there. (where the truth is.) Paxton seconded.

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

### Child Safety Committee

Motion: Margo moved and Paxton seconded to appoint the following to the Child Safety Committee: Doe, Shirley Demaline, Cheyla Guyette, Beebee Head, Jill Liberty as Chair, and Anne Henry as Board Liaison. (no men. the more things change the more things stay the same.)

Background: This committee will make proposals to the Board on increasing safety for children at the Fair.

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

### Quartermaster Account Check signers

Motion: Anne moved to appoint Leslie Scott, Norma Sax, Hilary Anthony and Carolyn Sykora as check signers on the Pacific Continental quartermaster account for the 1995 Fair. Martha seconded.

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

### Kitchen Account Check signers

Motion: Anne moved to appoint Leslie Scott, Ande Grahn, and Grace Tara as check signers for the Key Bank kitchen account for the 1995 Fair. Martha seconded.

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

### Larson Property

Motion: Daniel moved that the Board direct the Land Purchase Task Force to submit the offer as proposed for purchase of the Larson property. Jim seconded.

Background: The Land Purchase Task Force recommended the Fair offer approximately \$300,000 for the Larson property which is in close proximity to the Fair site and which is for sale.

Board Discussion: Margo is in favor of the property purchase but does not feel we are in good enough financial shape to make a major purchase at this time. She pointed out that the Rainy Day Fund will not cover a one-day loss of revenue in case it rains on our party and no one payes to attend.

Jim said he sympathizes with Margo's sen-



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tements but supports the project, which he feels is in the best interest and benefit of the OCF.

Jack said this process started almost three years ago; he feels it will protect the Fair and neighboring properties.

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

### Auditor Hiring

*Motion: David moved to hire Kirkpatrick and Associates to prepare tax returns, do a review of our 1994 financial statements and conduct an audit of the 1995 financial statements. The General Manager budget will be increased by \$500 to cover the \$2000 fee. Charles seconded.*

*Background:* Hilary said this is a small, local firm which has experience working with non-profits. They will help clarify and systemize our financial process.

*Board Discussion:* Jack is uncomfortable with this and will be even more uncomfortable if we hire someone every year to do an audit.

David talked to the firm's references who all had glowing reports.

Paxton hopes we can hire an auditor from the Fair family next time we seek these services.

*Vote: The motion passed, 9 for, 1 opposed (Jack).*

### Capital Projects Budget

*Motion: David moved to approve spending the following additions to the capital projects budget: \$1,000 for yew poles for fencing; \$500 for work on dahinda's acres; \$500 for a water cart; \$1450.78 for 1500 feet of phone cable. Jack seconded.*

(The motion originally included money for coaxial cables for computers, but was deleted after discussion.)

*Public Discussion:* Steve Gorham, co-Treasurer, distributed financial reports to the Board which indicated budgets at this point (including the proposed motion) leave the OCF about

\$3,000 in the red.

Ichabod, Communications Coordinator, explained the additional \$1450.78 expense for phone cables came about when he realized that the trench that had been dug for water would be needed for phone cables (which had not yet been budgeted). He bought the cable himself and is asking for reimbursement. He also said he learned coaxial cable would not work for our computers at the site, but fiber optics is what we need.

Hilary said there needs to be more interaction between the Budget Committee and Communications to avoid unbudgeted spending. (communicate with communications.)

*Board Discussion:* Paxton said fiber optics may be unfeasible given our wetlands status; wireless may be the way to go for computers. He feels the person organizing the trench digging should have communicated with other crews who may need to be involved (again, communicate with communications).

David said the cable is an incremental added expense. It would be a huge expense if the trenches were dug up and cables put in later.

Jim said he didn't necessarily think more and higher technology is the best thing for the Fair. He doesn't want to punish Ichabod by withholding the money but he does think that budget item should be voted on separately.

Jack said he would forsake the yew poles to decrease the deficit; the water cart is more important than the yew poles.

*Vote: The motion failed, 4 for, 5 opposed (Anne, Daniel, Charles, Martha, Jim), 1 abstained (Margo).*

*Motion: Martha moved to approve an increase in the capital projects budget by \$2450.788 for a water cart, work on dahinda acres, and phone cables. Paxton seconded.*

*Vote: The motion passed, 7 for, 2 opposed (Jeanne and Jim), 1 abstained (Margo).*

### Guidelines for Temporary Employees

*Motion: Martha moved to suspend the rules for new business to consider the agenda*

item regarding temporary employees. Jim seconded.

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

Motion: Martha moved to approve the guidelines for temporary employees as proposed by the Personnel Committee. Charles seconded.

Background: The Personnel Committee made the following recommendations regarding temporary employees (such as those who work full-time in the month before the Fair): The Oregon Country Fair is hiring some temporary employees for a one-year trial for the 1995 event. These employees are not covered by the OCF Personnel Policies, which only address probationary and permanent employees. (1) The OCF temporary employees will be hired and supervised by the Oregon Country Fair General Manager. There are no job descriptions and there will be no formal evaluation by the OCF Personnel Committee or Board. The OCF General Manager has the right to terminate any of the OCF temporary employees at any time for any reason. (2) Each employee is employed at an hourly wage for a maximum of 40 hours a week. Employees will be provided with and asked to keep time sheets of their hours. No temporary employee is permitted to work any overtime. The OCF will pay applicable withholding and workers compensation for these employees. Temporary employees will be paid on a monthly basis. (3) OCF temporary employees are not eligible for any benefits such as health insurance, vacation, or expense reimbursement, except for authorized purchases of materials and supplies.

These guidelines cover fewer than 10 employees.

Board Discussion: Jim said this is a solution that elimination of per diem didn't take care of. Jim feels that as bad as per diem was, it was better than this.

Vote: The motion passed, 9 for, 1 opposed (Jim).

## EPA Grant Memorandum of Understanding

Motion: Paxton moved to suspend the rules for new business to consider the agenda item regarding the EPA Grant Memorandum of Understanding. Martha seconded.

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

Motion: David moved the Board support the Memorandum of Understanding developed by EPA grant committee. Jim seconded.

Background: Regarding the EPA grant Leslie talked about in her report, the OCF and the City of Veneta must, as Leslie explained, submit a Memorandum of Understanding "which outlines both our vision for the project and our understanding of roles, relationships and responsibilities of the parties involved." The statement says the mission is: "To bring together private, local, state and federal parties to develop an integrative land planning model for the upper Long Tom River watershed. The planning goals are for water quality improvement of the Long Tom watershed above its confluence with Fern Ridge Reservoir, mitigation of the pressures of urbanization and pollution by agricultural and upland forestry practices; community education; and biodiversity and habitat enhancement. Within this context our vision is the development of landscapes that foster a high quality of life for human beings while maintaining, enhancing and restoring ecological processes and biodiversity."

Board Discussion: David declared a conflict of interest as his business will be involved in the project as consultants.

Vote: The Motion passed, 9 for, 0 opposed (Margo left the meeting before the vote.)

## Recycling Proposal

Motion: David move the Board resolve to make the mandatory use by food booths of #1 P.E.T.E. recyclable plastic cold beverage cups the stated policy of the OCF, as recommended by the Recycling Crew. Jim seconded.

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Public Discussion: Bob Durnell, Recycling Crew Co-coordinator, said there would be no budgetary implications with this proposal. The food committee is informing food booths of the change and where they can get the cups. This year booths would be allowed to use paper cups they already have in stock. Bob said ideally the Recycling Crew would ask for more room for recycling kiosks but there isn't enough space and this idea would go a long way in promoting reuse rather than throwing away containers. The goal is a garbageless fair and many fewer trips to the landfill. Plastic cups are more expensive and if the policy is not made mandatory any vendors who continue using paper cups will have an unfair competitive advantage over those who voluntarily cooperate with this effort.

Leslie said the Fair as an organization is instituting use of reusable plastic cups for volunteers.

Board Discussion: Anne applauded the Recycling Crew's efforts in working with food booths to implement this change. She encouraged everyone to look at the vision of the proposal, rather than the specific words.

Daniel urged that this be described as a positive change and not a step backward in the paper vs. plastic debate.

Paxton and Martha like the idea of reusable cups but are opposed to the word "mandatory." Paxton feels this policy would have to be re-evaluated every year in case the market for recyclable plastic changes.

Vote: The motion failed, 5 for, 4 opposed (Charles, Daniel, Paxton, Jack).

Motion: Paxton moved that in order to support the ongoing process of making a garbageless event the Board support the Recycling Crew project of the OCF and booths using #1 P.E.T.E. cold plastic beverage cups with the intent of recycling all the cold cups. David seconded.

Vote: The motion passed, 7 for, 2 opposed (Jim and Jack).

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## Next Meeting

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Sunday, July 2, 4:00 p.m., OCF site.

Agenda: Name traffic co-coordinator, discuss leave of absence, name Reefer Crew co-coordinator, consider building acquisition partnership with WOW Hall, discuss face painting jurying, consider bicycle parking proposal.

a brush babe from hell

