



BOARD OF DIRECTORS MEETING

MARCH 4, 1996

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PRESENT: Tom Alexander, Daniel Dillon, Paxton Hoag, David Liberty, Jack Makarchek, Palmer Parker, Jim Sahr, Jeanne Sharpy, Reggie Soto (alternate) and Rich Locus (alternate)

NOT: Martha Evans

MINUTES APPROVAL

The motion to approve the minutes of the January 22, '96, BoD meeting passed: 9 in favor, 0 opposed, 1 abstention (Anne Henry).

The motion to approve the minutes of the February 4, '96 BoD meeting: passed: 10 in favor, 0 opposed.

ANNOUNCEMENTS

1. Hammond announced that the Radiovision TV show premieres March 30 at 9pm on public access Channel 11. It will run every Saturday night after that.
He also has artwork at the new Alder Gallery on the mall and at the Provenance Gallery in the Tiffany building.
3. Anne announced that the Craft Committee will have met (by the time you read this) on Wed, March 6 at 6:30 pm.
4. Happy Birthday to Leslie, March 5!
5. Frank Sharpy thanked Jeanne for making him the happiest man when she said, "I do" 23 years ago March 3rd!
6. Leslie announced the presentation of the Long Tom watershed grant project on March 12, 7pm at the Veneta Community Center. Exciting things are happening regarding how our neighborhood looks and works.
7. The Fair's Recycling Crew received an award (a beautiful plaque) from Lane County for being such an outstanding model of recycling. The award was shared with Saint Vincent dePaul for their efforts recycling the Amazon Student Housing buildings.
8. Jim announced that Kit from Field Trip Productions entered the application March 4 for the permit for a concert at the Fair site.

Norma announced the Spring Fling will be held on May 11th at the WOW Hall

Up the Site Day, March 30. Meet at 10 am at the Warehouse area. See page 5 for details.

MEMBER INPUT

Kelly O'Neill wishes the public would have had more notice that the amended Grievance Procedure would be decided at the January 22 meeting.

Hammond Guthrie objected to the embarrassing and inconvenient way the funding was handled for the Wayne Morse Youth Program. He said the Board needs to clarify the discretionary funding process from the initial request to the final payment release.

STAFF AND OFFICER REPORTS

General Manager: Leslie Scott, GM, said the nuts and bolts of the '96 Fair have begun. Communication with LTD, Bucks and Best Pots have begun. Main Camp meetings have been scheduled.

Leslie attended an information gathering meeting with the City of Veneta about renegotiating the Spray Irrigation license on the Larson property. No commitments were made by either side. Leslie asserted the Fair's interests in developing an alternative system.

The OCF sought permission from the City of Veneta to apply for land use approval for a campground on the property the City owns on the other side of the Long Tom. The City Council sent us a letter of approval which was submitted with our campground permit applications. Thanks to Galen Carpenter and David Liberty who helped five of our neighbors develop camping permit applications. The Fair paid for both the City of Veneta land, Zone F2, and the rural residential, Zone EFO permit applications for the one-time umbrella for all applicants as agreed at the last BoD meeting. Also, it happens that the city land across the Long Tom is a split zone holding both Zones F2 and EFU. There will be a public hearing on the EFU portion of the property.

Leslie just attended a 3-day regional visioning process which was mandated by Oregon Economic Development Regional Strategies Board. Her name was submitted by Ellie Dumdi. Information gathered at this meeting will be used to create five-year plans on how to split up the economic development monies statewide. Their enormous tendency to marginalize the arts & culture is amazing and appalling, Leslie said. It is not surprising that their focus remains on software, high tech and forest products. Leslie is filled with a sense of the importance for those supporting arts & culture to become involved in this process. It will be hard to ignore us if we are not silent.

Lastly, an entrepreneur from Georgia with a strong interest in Renaissance Fairs, offered to buy the Oregon Country

Fair outright or at least a controlling interest! *Seems early for April fools...*

Site Manager: Bill Verner, SM, thanked all the weekend warriors for their great energy and help. This month was a very exciting one. Floods three times, freezing weather for eight days with frozen pipes, high winds, snow and sunshine. For next month, we should expect locusts, mosquitoes, drought, and anything we have not experienced yet—maybe a hundred year flood!

Rufus, from Traffic camp, repaired the leaky yurt roof last weekend.

Various BoD members, Leslie, Registration coordinators and Bill walked the site to observe the damage done by the floods and heavy snow to the booths and the site itself. We have lots of work ahead of us — all of us. (See article on page 5 about Site Cleanup Day.)

Work on the tractor is progressing slowly, but progressing just the same. Thanks for all the help thus far on the vehicle storage shed clearing project. More help is still needed.

Thanks to Anne Henry for the use of her video camera and her expertise using said video camera on Sunday, March 3, to document the site and booth damage. Perhaps the video will be shown at the LUMP work session on March 18...

Treasurers: It's still tax season... Otherwise, they've (Hilary Anthony and Steve Gorham, co-Treasurers) been focused on preparing the Capital Projects budget. Ten crew budgets have been held up due to "back page issues"; all other budgets have been returned. Call Leslie if you have budget questions. One of the money market accounts was converted to a CD account.

COMMITTEE REPORTS

Endowment: A total of \$10,000 was granted to the Fern Ridge School District as follows: Central Elementary—\$2,100, Elmira Elementary—\$2,025, Elmira High School—\$1,200, Fern Ridge Middle School—\$2,575, and Noti Elementary—\$2,100. As part of their final report, grantees are asked to participate in a community event displaying their work. The Endowment Committee has set aside funds for this presentation, and they expect it to be as innovative and exciting as it was last year.

OLD BUSINESS

EMPLOYEE PENSION PLAN

Daniel moved, and Jeanne seconded, that the Fair contribute to the employee pension plan at the following rate: employer contribution of 4% of gross pay plus 50% matching funds up to 4% total of the employees contribution and any annual administration fees. This would be a maximum employer contribution of 6% of gross wages.

Public Discussion: Hilary stated that she mis-spoke at the last meeting; this type of plan is workable. Two years ago, the BoD chose to pursue a tax-shelter type annuity plan. The Fair,

as employer, gives the employees the funds to invest. The employees then choose their own plans. She wholeheartedly supports this motion.

BoD Discussion: Jim questioned whether any other type of plan is available that allows a greater contribution by the employee. The proposed plan seems too limited (15% is the maximum contribution allowed by the IRS). Jack prefers OCF employees to choose socially responsible retirement plans.

Daniel rejected Palmer's friendly amendment that current employees are fully vested at the time of implementation. He also clarified for Jeanne that his motion pertains to permanent employees.

In Martha's absence, Frank allowed Palmer to non-rhetorically ask when Fair employees qualify. Answer: One year from their hire date.

Jim & Palmer both object to the one-year delay clause.

The motion passed: 8 in favor and 2 opposed (Jim and Palmer)

BIG \$\$\$ — CAPITAL PROJECTS BUDGET

Steve Gorham, Co-treasurer presented this year's beauties:

\$ 8,500 for Warehouse I approved in '95 by the BoD for the '96 budget.

\$10,000 for Permanent Reefers. This would purchase two containers that could be used for storage during non-Fair time, also.

\$ 400 to experiment with a new design for Six Pack Urinals.

\$ 2,000 for new Six Pack Roofs which must be removable according to county codes.

~~\$ 1,500~~ to rehabilitate the Six Pack at Main Camp

\$ 5,000 for fire equipment. This will buy two units each holding 500 gallons which can be put into pickup trucks for a mobility.

\$ 4,000 for a pole shed to house and protect OCF vehicles.

\$ 4,000 for a new Macintosh computer for the Office

\$ 3,000 for a new PC for the Office

\$ 850 for office equipment, i.e., a working fax machine...

\$ 3,000 to purchase 20 new carts (This is separate from the cart-design contest)

\$ 5,000 to rebuild the WC Fields stage which is currently rotting from underneath.

\$10,000 for fencing @ \$4 or \$5/foot. Type and placement will be determined. (Remember to come to the LUMP work session)

\$ 3,359 for a new yurt that will be wheel chair accessible (unlike the old one it is replacing)

\$ 2,600 for communications (sign wave inverter & misc. items)

\$ 500 for Stage Left storage

\$ 1,000 for Lock boxes

\$ 700 for a piano for Shady Grove (that must remain at the on-site Fair office or in the permanent yurt on the Fair site)

\$ 2,380 to finish the Solar Shower in Energy Park

\$20,000 guestimate for repairs due to natural causes: floods and snow damage.

Axed from the proposal tonight as it became evident more information and discussion is needed:

\$10,000 for Warehouse II

\$ 1,600 for 5 additional six pack urinals (BoD decided to see how the first one works)

\$12,000 to widen John Wayne Road

\$ 500 for Community Village Little People Booth

\$ 6,000 for additional roads

\$ 2,000 for the sticker booths (Wed/Thurs registration)

Note this proposal does not include the Site Manager's Capital Projects budget request.

Jeanne moved, and David seconded, that the BoD accept the Capital Projects budget totaling \$86,789 as outlined by Steve Gorham.

Public Discussion: Hilary stated that this is an exceptional budget and does not set the pace for the future. The BoD wanted to consider a large capital projects budget for one year to invest in our own infrastructure.

This has been an agonizing process for the Budget Committee, said Leslie. They are aware of the costs. Many people think we spend too much on ourselves. (This needs a broader discussion soon.) They debated about opportunity costs, i.e. being able to buy our own office space in which we could hold our meetings, coordinator meetings, etc. but, rather, opted to protect our past investments and get away from renting certain pieces of equipment annually. This proposal seems to be the best and wisest choices of all possible expenditures.

BoD Discussion: Jack stated that the total actually equals a regular Capital Projects budget if you don't consider the \$30,000 for flood damage repairs and fencing (much of which is also flood damage). Living in a flood plain wreaks havoc on our infrastructure.

Daniel noted that all combined budgets totaling nearly 3/4 of a million dollars takes his breath away. And yet, he could not see any place where it should be cut. The purpose for this event is education, arts and entertainment. We need to keep this purpose in mind. Fair members give a lot and get a lot in return. We need to continue our strong presence in the community and maintain a strong spirit with each other. This budget represents how we value ourselves.

The motion passed: 11 for (10 + Reggie), and 0 opposed.

ENTERTAINMENT CONTRACT

Tom moved, and Paxton seconded, to increase the 1996 Entertainment contracts by \$24,000 as proposed by the Entertainment coordinators to be allocated proportionally to the 1995 contracts.

Public Discussion: (As you will read, there was fair-wide support for our entertaining Fair family.) Marge Wise (vaudeville crew) is very supportive. Entertainers cannot afford to come just for a good time. She admires the BoD for considering this without entertainers begging for it.

Steve Gorham agreed it is admirable, but he thought \$24,000 is out of proportion in relation to other areas of the Fair. By his calculations this is a 100% increase since 1993. He urged the BoD use caution in considering the addition of \$24,000 to our baseline budget.

Hilary heartily supports this proposal while wearing hats (co-treasurer and vaudeville co-coordinator). She crunched the numbers to consider entertainment's role within the budget. Since 1988, entertainment reflected approximately

Fair attendance hit 50,000, revenues have increased enormously. Considering the projected revenues for 1996, the Entertainment budget (including the additional \$24,000) would be 11.5% of the operating budget. It's still possible to consider a large Capital Projects budget and increase the contracted entertainment budget and put money in the bank. It is long overdue. Vaudeville and Entertainment are Fair Family and it is doubtful that they'll ever be paid at market rate. They put on 200 performances on 10 stages and the Midnight Show. They are a vital part of the Fair. It is a way to honor our entertainers and support the arts.

Cory Sullivan, Ambiance Coordinator, asked us to respect that entertainers have contracts with the Fair in addition to being Fair family who volunteer their time and spirits. We don't negotiate contracts for the buses or sanitation pots in this same manner. Cory further challenged Steve and Traffic crew to perform for one hour on any one of her stages. (Get ready Traffic, I heard suggestions of the Pirates of Penzance in the buff from the Peach gallery. Or what do you think of a choreographed ballet of traffic gestures?)

Leslie said the Budget and Financial Planning Committees are on the whole very supportive of this proposal.

Kelly stated that an additional \$24,000 would raise the entertainers' contracts to a level that is still only 1/3 of their market value.

Susanna DeFazio said it is inappropriate to consider entertainers as part of Fair staff. She expressed appreciation for the entertainers who bring in the paying public who purchase her wares.

Shirley Demaline noted that good entertainment benefits all of us.

David Hoffman said one of the lessons learned in the 60s is political messages are heard more easily when accompanied by a rock 'n' roll band.

Ichabod asserted that Entertainment saved our butt last year on Sunday. Remember the rain that began Saturday night and continued 'til early Sunday morning? It wasn't until 2 o'clock that folks started to pour through the gates because they knew there was a killer band on Main Stage.

BoD Discussion: All BoD members were very supportive. Jack spoke about the politics of division of who deserves what regarding money. But, more money does not make the event more beautiful.

Reggie stated that money is a tool we can use to make it easier on ourselves. Each part of the Fair is important. The Traffic staff standing out in the parking lot or on the road has no reason for being there if there is no traffic coming to see the Entertainment and other parts of the Fair. And Entertainment will have no audience to perform to unless Traffic maintains an easy flow so folks can get to and in the Fair.

Tom repeated several BoD members' sentiments that this is long overdue. And we know, because the entertainers are Fair family, that if disaster struck they would still come and do what needs to be done to put the Fair on again. The show must go on.

The motion passed unanimously: 10 for, 0 opposed.

RFP'S TO SURVEY THE FAIR PROPERTY

Jack moved, and Tom seconded, to accept Cascade Mapping's proposal as submitted for a total of \$4,465 to be completed by May 1, 1996. The proposal was submitted by James Kramer, Certified Photogrammetrist (always interesting to learn a new word).

Public Discussion: James Kramer introduced himself as a Fair member working in one of the pizza booths and has twenty years experience as a mapmaker. His proposal includes survey premarks and benchmarks, aerial photography, and map compilation. The low-elevation aerial photographs, three exposures in black and white, will give a one foot contour accuracy. The high-elevation aerial photographs will include seven color exposures, each giving a two-foot contour accuracy. The mapping option for this scale is for future potential only. He will fly both the low-elevation and high-elevation flight lines at the same time. This will save considerable costs than if the flight lines were flown separately. Additionally, "per diem survey costs for field truthing and ground enhancement for topographic definition" is set at \$1,150 per day, estimated time is one day. James' proposal complies with the requirements set by the County.

Both David Hoffman and Kelly O'Neill spoke in favor of this proposal.

BoD Discussion: David clarified for Leslie that the low altitude photographs and survey would cover all structures on the 8 out to the sticker booth, the yurt and the warehouse. The high altitude aerial photographs will cover approximately three square miles. This is the foundation upon which future surveys may be based.

Palmer questioned whether other proposals were submitted. Answer: This is the only proposal on the table at this time. David had submitted one earlier and just now pulled it. He prefers the experience and professionalism of Cascade Mapping.

Jim expressed concern as Cascade Mapping's bid is considerably higher than David's. Leslie pointed out (time yielded to her by Jack) that a considerable portion of David's proposal included in-kind services, including self-volunteered labor. David said that it became evident, after talking with James, that he (David) had underbid some aspects.

While Anne supports David's enthusiasm, she wants the Fair to meet the minimum County compliance standard upon which a step-by-step process may be built.

The motion passed: 9 in favor, 0 opposed, 1 abstention (Anne)

WRISTBANDS FOR KIDS

Jim moved, and Paxton seconded, to authorize the expansion of the Wrist Band policy to provide identification bands for Fair Family members, ages 13 and under. This new class of wristbands will be for identification purposes only. All adults who are responsible for children will be urged to participate. This motion is to be implemented with current staff levels, and budget implications will be slight.

Public Discussion: Leslie clarified that the bands would not be numbered and that compliance is voluntary. However, it

non-wristbanded youth are not supposed to be on Fair property after public hours and may be swept out. This proposal offers a compromise position and urges everyone not to make the Sweep more difficult. It is up to Operations to figure out how banding will be implemented. The intention is not to create a new crew.

Crew representatives from Security, Registration and Childcare all expressed support. Don Doolin, Security Coordinator, added that kids should have the same option of getting a photo i.d. instead if so desired.

Kelly thinks it is wise to keep the program voluntary. On the other hand, it could be good to have it mandatory down to the age of 8. It would be wise to have a numbered i.d. system so that lost and/or feral youth may be reconnected with their responsible adults.

Cory hopes there is time for coordinator input regarding implementation. The sticker booths are already over-crowded.

BoD Discussion: Jim stated that the actual impact is unknown. Rich echoed that sentiment, the logistics of a pre-numbered system would be a nightmare; no one knows how many Fair(al) children attend each year.

Anne spoke as a member of the Child Safety committee, and as a mom, that for safety reasons it is important to write down the child's booth # or camp address, but not their name. She suggested that the Information booths could be used to create Fair neighborhoods. The Info booths would have staff to supervise the supplies yet parents may do the actual banding.

Palmer expressed concern that the policy is 'encouraged,' not required, that the wristbands are not numbered, and thus not traceable.

The motion passed: 10 in favor and 0 opposed.

SOUND REINFORCED STAGES

Jeanne moved, and Tom seconded, that the BoD approve the use of sound reinforcement equipment at WC Fields, Blue Moon and Daredevil Stages, using battery powered amps as funded by the Budget committee.

Public Discussion: Tim Miller, Vaudeville Co-coordinator, posed that back in the Reagan years the Fair had less drumming, fewer people and more brush. We all had younger bodies then as well. Now, performing two shows a day, entertainers' voices are trashed by Sunday and the audience in the back rows may not hear you on any day. Some entertainers have been known to sneak in their own amps knowing that it is forbidden by the Guidelines. On occasion, Tim has even turned a blind eye (or was it a deaf ear — thanks, Frank) although he refused to help carry an amp. Some entertainers refuse to perform at the Fair unless amplification is available. In anticipation of the BoD's approval they already petitioned the Budget committee for funds to rent the equipment for each stage listed above this year.

Cory said she has learned a lot about sound reinforcement from her experiences with Shady Grove. She takes this very seriously and is sensitive to noise issues. These stages should remain acoustic. Cory is adamant that ambient entertainment not be amplified. She would like to see a discussion sometime soon about ambient noise, sound reinforcement and related interests.

Leslie expressed ambivalence. She is concerned that the acoustic qualities of the stages might be lost. Perhaps all acts are not automatically amplified. Perhaps with amplification the Fair could broaden its partnership with KLCC. Additional stages may be taped for broadcast.

Frank questioned whether this constitutes a policy and/or Guideline change.

BoD Discussion: Jack stated that our current Guidelines were fine during the time that entertainers didn't want amplification. But, now that entertainers do want amplification, the Fair is bordering on censorship by not allowing such equipment.

Jim observed the limits of this motion and appreciates Cory's sensitivity to this issue.

Anne would like appropriate sound levels to be set by the coordinators, not the stage managers.

Palmer is concerned about the increasing electrification of the Fair experience, and yet he cannot argue against this proposal. He also suggested changing the Guideline wording on page two, Section 8 to "...prohibited unless provided by the Fair."

The motion passed: 10 in favor and 0 opposed.

ROUND TABLES FOR DEMOCRACY FUNDING

Victor Stathjakis said that high schoolers from all over the county met at the Cassanova Center for the Round Tables for Democracy workshop, February 12. Unfortunately, a lot of the smaller schools were unable to attend as it was held on the Monday following the flood. Dialogue happened between various local leaders. Oregon Country Fair was listed as one of the sponsors in the program. It was the organizers' understanding that the total donation from the OCF of \$500 consisted of \$250 for the Free Speech terrace and for the public access television program; the remaining \$250 would come when the conference was organized. He asked that the money be released.

EUGENE CELEBRATION FUNDING

Reggie moved, and David seconded, that the Fair's participation in the Eugene Celebration be a budget line item.

Public Discussion: Leslie doesn't want to make it mandatory. The Fair can do well without micro-managing each item. She figures the \$300 entrant's fee is included in the Miscellaneous line item of the GM's budget. \$500 was spent to do something special for our 25th anniversary.

Cory said the process works so long as it's known that the funding is there. It's a chance to be true volunteers and do the float for the fun of it. Giving the parade its own budget or line item probably won't change how it all happens anyway. Sometimes we don't know who is participating until they show up the morning of the parade. *(And yet it always comes together, Thanks!)*

BoD Discussion: David and Rich support this proposal because the Fair always participates in the parade; a separate line item would give it a life of its own. Others prefer not to discuss the issue each year. Reggie stated that the Eugene Celebration and the Oregon Country Fair are synonymous. It is a tradition that we are a part of the parade. It was Fair staff

clean public relations. Last year, it was disheartening that no one in the office seemed to know what was going on about the parade. He prefers not to leave it to chance.

Actually, everyone supports a Fair entry in the Eugene Celebration parade, but many don't support this motion. Anne said we hear commitment from Cory and Leslie to keep the Fair present in the parade.

Jack interestingly summarized the discussion thus far that not giving the parade its own budget seemed to make the parade insignificant. On the other hand, giving the parade its own budget, also, seemed to make it insignificant.

Palmer noted that planning to pick the check up two weeks to a month early could reduce future confusion.

The motion failed: two in favor and 8 opposed (David, Tom, Paxton, Palmer, Daniel, Jim, Anne & Jeanne)

FUNDING FOR OREGON ADVOCATE FOR THE ARTS

Paxton moved, and Palmer seconded, to renew our membership in Oregon Advocate for the Arts. \$300 (perhaps \$500) membership fee.

Public Discussion: Leslie stated the Fair received a special rate of \$300 last year; 'tho we haven't heard about an increase this year. This would come out of the \$1000 allocated to the Memberships line item in the BoD's budget. They are the only group lobbying the legislature to protect what is already in place regarding the Arts and Culture. OAA is funded solely through member contributions.

Steve stated that OAA has directly helped the Fair with specific information while the Legislature was in sessions.

Kelly suggested the BoD vote to continue paying annual membership dues until someone moves that the Fair decline membership.

BoD Discussion: Paxton refused a friendly amendment authorizing the GM to continue paying the annual fee each year up to a maximum of \$500.

Jim is concerned that we spend money like water.

Anne said that each year the issue is raised, more folks are educated about OAA. Additionally, it is a way to directly promote arts throughout Oregon.

The motion passed: 9 in favor and 1 opposed (Jim)

NEXT MEETINGS

LUMP issues work session on 3/18, 7 p.m., at Central Presbyterian across from the Fair Office.

BoD meeting, April 1, 7 p.m. at the EWEB building.

THE FOOLS' AGENDA — *Old Business:* Revisit Employee Pension Plan; More Capital Projects Budget Items including roads, roads, and more roads, Warehouse II, Site Manager's Capital Projects; Field Trip Productions, Second Event Clarification, Latino Medical Access, (Compassionate Oregonians tabled til August) *New Business:* Gypsy Stage, Spray Irrigation License with City of Veneta, Appointment of Back Up Managers