

OREGON COUNTRY FAIR
BOARD OF DIRECTORS
AUGUST 5, 1996

PRESENT: Jeanne Sharpy, Anne Henry, Martha Evans, Jim Sahr, Jack Makarchek, Palmer Parker, Daniel Dillon, Rich Locus (alternate), Reggie DeSoto (alternate) NOT: Paxton Hoag, Tom Alexander, David Liberty

MINUTES APPROVAL

Martha moved and Jim seconded to approve the July 1996 minutes, correcting the spelling of Marta Traister. The motion passed with 8 in favor, and 0 opposed (Reggie was still on his way to the meeting).

ANNOUNCEMENTS

- The September Board meeting will be September 9, 7:00 p.m. at Central Presbyterian Church Fellowship Hall, 15th and Ferry Streets, Eugene.
- Ruby Christina Bauske and Katie Cousins are developing a proposal for an Elders Crew. If you would like to have input into the process, benefits, and criteria, please contact Ruby at 503-233-4982 or Katie at 302-4986.
- Michele Sharpy thanked everyone for the great work shutting down the Fair when we sold out. Management counted people in line, Admissions crew counted tickets, Traffic crew shut down the gates, and Neighborhood Response Team notified the campgrounds. Our total attendance was 53,176. Daily attendance figures were: Friday - 18,660, Saturday - 17,712, Sunday - 16,804. We sold 41.34% of the tickets in advance.
- Michele also announced that 1,211 food vouchers (\$6055) were turned in for the Jill Heiman Vision fund. We also received one 1994 food voucher, three sauna passes, and \$168.62 in cash. The total contribution to Food for Lane County will be \$6223.62. THANK YOU TO EVERYONE!
- Anne Henry said there has been feedback coming in. Keep it coming.
- Kevin Dougherty (Busses Coordinator) and Ari had a boy, Jacob, on August 4.
- Deni Schadegg , Inventory coordinator for many years, is resigning her position. Leslie said there aren't words adequate to thank Deni for the job she has done. Much applause.

- There will be an Open Space gathering the first weekend in October (the 5th and 6th). This is an opportunity for Fair family to share their ideas and give input as we are considering a second event and how it reflects the Fair's mission. Please RSVP to the Fair office (343-4298) ASAP!

- The OCF Annual Membership meeting will be on October 19, 1996. Five board members and one alternate will be elected at this meeting. If you would like to be a board member, candidate statements (300 word limit) must be received in the Fair office by September 9th, in order to be included in the Fair Family News. Candidate statements will be accepted for inclusion in the voter's pamphlet through September 19th. September 19th is also the deadline for requesting an absentee ballot.

MEMBER INPUT

David Helton (Registration) said we had a great Fair! (Those in attendance at the meeting responded with enthusiastic applause.)

STAFF AND OFFICER REPORTS

General Manager - Leslie said it was a great Fair! People worked really well together. The attendance cap was a new challenge in many ways. A big thanks to the Back Up Managers who worked beautifully together, as did the SWIM team. We did a spectacular job dealing with the heat and the dust. The Water crew did an exceptional job. By Saturday we set an all time record for water consumption. Thanks go to Norma for great work with the office transition. Thanks to all in Main Camp. The Neighborhood Response Team did an incredible job.

We went way over on the vehicle repair budget. Kudos to Phillip and Palmer for their great work facilitating vehicle repairs. There was a disturbing amount of damage to personal vehicles as well.

There were very few incidents involving sheriffs and the preliminary word from White Bird was nothing out of the ordinary. Everyone did a wonderful job on the FurthUr Festival. David Paul was amazing. Kit and Sue were a delight to work with. Frank put together a great Fire crew. Special thanks to Jim Guthrie who did a fantastic job cleaning up after the concert and all those volunteered time to make it happen. The balance of the rental fee has been received from Field Trip Productions. Paid attendance at the concert was just under 14,000.

Thanks so much to all the Fair family who spoke in support of the Fair at a very difficult meeting about the incident at the Dair Queen parking lot. People were calm, clear and articulate throughout! Special thanks to our President, Daniel Dillon for his leadership around this situation.

Site Manager - Bill spoke about the wonderful group of people he's been working with. He's resigning his position and moving on. He wishes he could thank everyone individually.

Treasurers' - The board has received very, very preliminary financial statements. Admissions revenue was ahead of projections. More accurate figures will be available at the next board meeting.

Furthur - David Paul said the Field Trip left today, the lease has expired. He's working on a final report for the board. We may need to get a crew together to finish cleaning up after the Fair and the concert.

COMMITTEE REPORTS

Personnel Committee - The committee met with the Site Advisory Council already, having heard the news of Bill's resignation. They hope to come to the Board in September with a job description, budget, recruitment plan, and a timeline for hiring of site personnel. An interim site person may be hired while they discuss whether this is really a one person job. They have been pleased to receive some responses to their request for new members on the committee. There's still time if you are interested in joining them.

Archaeology - Bill Burwell reported the committee would like to expand and invite Ann Rogers and Cathy Landberg to be included. A letter has been received from the Museum of Natural History at the U of O, requesting that the OCF sign over the artifacts found by the university on the Fair site in the Long Tom River basin. The committee thinks this is a good idea. The letter will be in next month's board packet.

OLD BUSINESS

COORDINATOR RESPONSIBILITIES

Martha moved that crew coordinators be available on site from Friday morning through Sunday night during the event. Jim seconded.

Public discussion: David Hoffman thought this was a given. Hilary asked if it included off-site errands. Frank wondered about providing some time off. Michelle doesn't think coordinators should get time off. Katie wondered why this came up. John Stamp said that, hopefully, coordinators are making responsible decisions about whether or not to be on site.

Leslie said this is part of developing guidelines for what it means to be a coordinator. If someone makes an agreement to take on this

amount of responsibility, the Fair also has a responsibility to let them know what that entails and what is expected.

BoD discussion: Anne is concerned about coordinators whose responsibilities take them off-site.

Reggie is in support of the motion, coordinators should definitely be on site all weekend.

Jack said this sounds like a decree to a volunteer organization, people may have legitimate reasons to be off site.

Palmer noted that coordinators have additional responsibilities. He suggested that "coordinators must work regularly scheduled shifts during the Fair and be reasonably available on site when not on shift" might be more appropriate wording.

Jim said that coordinator responsibility is the issue, widespread regulation may impact other coordinators unfavorably or unfairly.

Anne pointed out that a vast majority of coordinators do work during the Fair, while some coordinator's work (i.e. Peach Pit) is done before the Fair.

Martha said that one of the Security coordinators had another job at a private campground during the Fair and wondered if this could be a conflict of interest.

Jack expressed concern that we keep in mind that coordinators are also volunteers.

Jim said the thrust of this issue is good judgement and responsibility. We can't legislate this without insulting those who are already exercising good judgement.

Martha moved to table and Daniel seconded. The motion to table passed with 8 in favor and 2 opposed (Palmer, Jack).

Next meeting: Monday, September 9, 1996 at the Central Presbyterian Church, Eugene

Old business: Authority to hire interim site security, Hiring process for site personnel, Task force on relations with Veneta community, Appointment of Elections Committee, Budget for new loop, Coordinator appointment process, Jill Heiman Vision Fund report, Operational and budget changes for 1997, Elders crew, Cart contest revisited, Endowment, Archaeology donation, Appointments to Personnel Committee. Other items may be added.

OCF BOARD OF DIRECTORS MEETING, 8/18/96

PRESENT: Paxton Hoag, Daniel Dillon, Anne Henry, Martha Evans, David Liberty, Jim Sahr, & Palmer Parker.

NOT: Jack Makarchek, Jeanne Sharpy, Tom Alexander, Rich Locus & Reggie Soto.

This special meeting was called to discuss hiring an interim site caretaker. Bill is moving out on Labor Day weekend to run a bed & breakfast in other lands. A group effort was required to compose the motion; it was the day after the Fair picnic. Someone said it was like two brain cells colliding. The final version reads:

Daniel moved, and Jim seconded, the BoD directs the General Manager to hire an employee for site security for the period of time between the current Site Manager's departure and the next permanent employee is on the job.

Free for all discussion (relaxed process): Martha stated the Personnel Committee's intention that this position be considered as a temporary employee whose compensation includes hourly wage, staying on the land, etc. This person would not apply for the permanent Site Manager position.

Etienne & Steve Wisnovski also questioned the expectations of the interim position. Is it just security, or would this person be expected to clean and maintain the yurt for the next person. Would this person be responsible for help with clean up and preparing the site for the fall and winter...

As specific details were questioned, Martha said much of this fall under Operations direction.

The motion passed unanimously: 7 in favor and 0 opposed.

Palmer moved, and Daniel seconded, that compensation for said temporary employee does not exceed the current compensation level for the Site Manager.

Free for all discussion continues: The money would come out of the General Manager's budget. This position is subject to already established temporary employee policies and practices.

The motion passed unanimously: 7 in favor and 0 opposed.