

BOARD OF DIRECTORS MEETING -- JUNE 2, 1997

PRESENT: Tom Alexander, Anne Henry, David Liberty, Palmer Parker, Jim Sahr, Arna Shaw (alternate), Daniel Dillon, Charles Drew, Martha Evans, Paxton Hoag, Jack Makarchek, Michele Sharpy (alternate).

MINUTES APPROVAL

Jim moved, and Charles seconded, the minutes of the 5/5/97 Board of Directors meeting be approved.

Anne noted that the crafter's name should have been omitted from the motion regarding "Logo Jurying -- Ceramic Mug".

The motion passed as corrected: 10 in favor and 0 opposed.

ANNOUNCEMENTS

Michele announced that tickets went on sale Friday, May 30. Tell your friends and family to buy now. There will be no ticket sales on site. They are available through Fastixx, 1-800-992-8499. Fastix will also have ticket booths set up at Autzen Stadium (the new bus site) each day during the Fair. People will not be allowed on the bus and the site without a ticket.

Leslie announced that there may be space and money from the Education and Training budget item for a couple of Fair family to attend the workshop, "Team Building for Tough Times". It will be held in Portland on Wednesday, June 11.

Robert Painter announced that Recycling Crew needs to replace a couple of the flatbed trucks that died over the past year. The trucks are only driven a total of about ten miles. They are returned clean any time the owner wants after Sunday afternoon. We will pay up to \$75 for their use and will return them full of gas. We are looking for flatbeds with 10-14 foot beds. Recycling Crew needs the trucks to be in good starting and running condition. The trucks are fully insured while being used by the Fair. Contact Robert at 485-1738.

Main Stage is seeking input from all coordinators for acknowledging their respective crews. Please provide a snappy, informative or humorous phrase or thank you's to your crew. You may use descriptions of your crew objectives or functions that they attempt to perform. Place the info in David Paul's Main Stage box at Main Camp no later than July 10, 1997. These phrases will be announced on the radio from Main Stage throughout the Fair weekend.

A work session to gain clarity, unity and direction regarding the No Drug and Alcohol policy was held on Monday, May 19.

On Friday, May 23, each BoD member received a letter signed by Doug Harclerod, Lane County District Attorney, Jan Clements, Lane County Sheriff, and Bill DeForrest, chairman of the Lane Interagency Narcotics Enforcement Team. Daniel read the letter to Fair membership gathered at this BoD meeting. At the special BoD meeting held Monday, June 9, the BoD decided to mail copies of the letter to all Fair members. If members of your crew or booth are not members, please share the letter with them. We hope all Fair family is informed before they arrive for the event.

As President of the Oregon Country Fair, Daniel is calling four special BoD meetings which will be held on Monday, June 9, 16, 23, & 30, at 7pm at the Central Presbyterian Church. Closed sessions (not open to the general membership) are scheduled for 5pm before each of these meetings. No decisions may be made during closed BoD sessions. The sole agenda item for these meetings is to communicate and determine actions in response to the letter mentioned above.

The next general BoD meeting will be held Sunday, July 6, 4pm Fair time, at the Youth Stage on site.

MEMBER INPUT

Nils, Construction, urged us not to run away nor give in to fear. They will have won already if we let fear take over. We need to make it known that we are a positive, uplifting group. The morale of many Fair volunteers is very low right now and the BoD members are the guardians of the spirit of the Fair. They need to attack this issue head on and communicate and reassure the membership. Positive attitude changes everything. Jim Guthrie noted this letter applies to anyone and everyone who is on Fair property. He advised us to proceed with the Fair positively and respond legally with a steady gaze. Etienne, Pre/post, Take a kind and gentle stand and fight for our rights. Charlie Zennache, VegManECs, We all need to regard this letter seriously. Janet Tarver, Community Village Council, We must balance our response with a proactive stance and change the laws affecting our community. Bob Durnell, Recycling, urged everyone to be smart. There are many wonderful aspects to the Fair, Entertainment, Energy Park, Community Village, etc. Regie DeSoto, Traffic/Horses, expressed great concern about the Fair being taken over by the government. Forfeiture is big business to the government. Lawrence Taylor, Sanitation Coordinator, read a few paragraphs from the Sanitation Crew newsletter which is printed elsewhere in this issue of the FFN. We need to educate our staff, volunteers and all Fair family. Lawrence would be glad to mail, fax, or e-mail this portion of his newsletter to any coordinator to copy for their crews. Mary Shuler, Fair Family News Coordinator, reminded us that the folks in the DA's office are people too. Let's find the common ground and not make enemies of anyone. Yet, while we deal with the present reality we maintain the right to make political statements and work to change the marijuana laws. We'll all come out of this stronger. Etienne suggested we could each sign personal responsibility statements. Jim Guthrie responded that while these may be a good tool to open dialogue with folks, they are essentially redundant to the Guidelines. Ron Lloyd, musician, thought that a contributing factor is that fear-based reasoning has been controlling the Fair. Instead, we should recognize that we are gods and goddesses creating ourselves out there. Doug Green, Fair friend, -- Pressure makes diamonds. Many crystals are dropping right now. We will come out of this with a greater consciousness of why we are all here. Chewie, VegManECs, -- The general temperament of the world now is biased against differing cultures. He hopes the BoD makes the policy broad and directive enough that folks may be responsible for themselves. Marlene Showker, VegManECs Co-coordinator, expressed gratitude to Leslie and the BoD for being at the forefront of dealing with this issue. Jean Hennigan, crafter (and realtor), -- There is a lot of support locally and nationally on this issue. The National Association of Realtors has come out against the property seizure laws. Michael Bertotti, crafter, urges creativity in the face of adversity. Charlene Tremayne, Flowers, - We need to talk to our children, the youth of the Fair to help us and become part of the solution. We are an amazing family.

STAFF AND OFFICER REPORTS

General Manager. Leslie said that she has been so filled up with feeling this past week that she has been unable to speak at times. Unfortunately, there really wasn't any time to do what really needed to be done last week. That is help us prepare to put on a beautiful and magical fair. However, this is a national issue and there is an enormous wealth of resources upon which we may draw support. The bottom line is that it is time to put aside our differences and put on the most beautiful Fair. The BoD and staff are committed to working together on this and we'll be getting information out to Fair members as soon as possible.

Thanks to norma for putting on a wonderful Spring Fling. Thank you to the VegManECs for all your work on site and especially on the New Loop. Actually the new loop is the Upper Loop of the Left Bank and now the Fair has (non-identical) twin figure eights. Thanks to Sallie Edmunds, Shirley Demaline, Kirk Shultz, Hilary Anthony and David Paul for coordinating the many, different aspects of this great new space. Thanks to the Food Committee for helping with solutions for the food booths' concerns. Thanks to Donna, Grace, Ande, Woggle and

Construction for pulling Main Camp and the Kitchen together so wonderfully. The kitchen was organized, the food was delicious and served on time! Thanks to Steve W and Quartermaster Randy.

The Far Side, or Elders Meadow, is quite lovely. She and Steve Wisnovsky, Site Manager, have been plugging away to get the necessary camping permits. It seems there are lots of special rules for the Fair now as varying prices have been quoted as low as \$3.40/space (the same as quoted to the private, neighborhood campgrounds) up to \$2,000/space. They will keep negotiating.

Andrew Harvey resigned as Back Up Manager. He is currently filming "Titanic" and may not even make it back for the Fair. We will miss Andrew.

Details about the many operational changes will be published in the Fair Family News and mailed to booth reps and coordinators to inform their crews and booth partners/workers.

The final Respect our Community's Concerns (ROCC) meeting was held last week. They thanked the Fair for all the hard work accomplished during the past year. ROCC intends to write a letter to the West Lane News thanking the Fair for the positive responses that have been made.

Lastly, as reminded by David Hoffman (CV), rumor control: Neither Pepsi nor Coca Cola is sponsoring the Fair. Yet it does prove the Fair's positive influence if teens come into the office concerned that they've heard rumors about such corporate sponsorship.

Administrative Assistant. norma -- Thank you, everyone for being part of this incredible magic show. It's been an amazing ride filled with despair and joy. If you ever want to know why we do all this take a walk around the Fair site.

Thank you, Chewie, for mowing the office lawn. Thank you Katie Cousins, Wally Slocum, Vanna Sharpy, Denny Guehler for your work with the Spring Fling. Thank you Steve W, Arrow, Jim Sahr, and Ichabod for making the site office workable.

Site Manager. Steve W -- This is truly an amazing time. You invest faith all winter long and make plans and then the cast of thousands arrive and the faith is rewarded. Thanks to everyone who has come out to work on site. We seem to be a little ahead of the curve and he hopes we remain there. May cooperated weather wise until Saturday, May 31, when the skies opened up and it rained sideways and hard so some roads were closed.

Giving in to paranoia and fear will kill us. What we do is built on love and trust.

Treasurers. Hilary-- This is the lull before the storm. Time to sell those tickets.

Steve G-- Financial Planning has been meeting to review where we've been and where we're going. Four priorities have been set. 1)the event, 2)more rural property, 3)office space, and 4)equity issues. The treasurers have established a good, professional base of accounting and feel confident that money is being spent according to our priorities.

COMMITTEE REPORTS

Personnel. The Personnel Committee is soliciting letters of interest from interested Fair members, especially those with experience/background in human resources, etc.

The personnel policy will be revised at the August meeting. Copies of the proposed policy will be available at the office after the Fair.

OLD BUSINESS

ADMISSIONS CO-COORDINATOR

Michele moved, and Paxton seconded, the BoD appoint Greg Rikhoff as Admissions Co-coordinator.

Peach Gallery: Leslie said Greg would be great to have as Admissions Co-Coordinator. He was Admissions Coordinator prior to Michele. Greg has worked for the Council for Human Rights in Latin America and currently works for the Eugene Human Rights Coalition.

BoD: Michele stated that she needs the help, especially with the new changes this year including two sets of admissions booths.

The motion passed: 10 in favor and 0 opposed.

CHECK SIGNERS

Tom moved, and Martha seconded, the BoD add Carolyn Sykora as a check signer on the Pacific Continental Quartermaster account for the dates June 2 through July 31.

The motion passed: 10 in favor and 0 opposed.

Tom moved, and Palmer seconded, the BoD add Lucy Kingsley to the Key Bank checking account for the dates July 1 through July 31. She helps reimburse food vouchers to vendors.

The motion passed: 10 in favor and 0 opposed.

LEGAL BUDGET INCREASE

Martha moved, and Paxton seconded, the BoD increase the legal budget by \$5,000. (The Fair intends to hire another lawyer with expertise with regard to the letter Daniel read above to assist our attorney.)

Peach Gallery: Yes, Yes, Yes! Nils -- we should hire a Viking girded for battle. Steve G.-- This would bring the legal line item total from the GM budget to \$20,000.

BoD: Paxton, -- the Fair would do well to hire a lawyer who helps rewrite the laws.

The motion passed: 10 in favor and 0 opposed. (We were informed at the June 9, BoD meeting that the Fair hired Shawn McCray as special counsel. She is a state specialist in forfeiture law.)

PUBLIC RELATIONS

Daniel moved, and Michele seconded, the BoD allocate up to \$5,000 to hire a public relations firm/person.

Peach Gallery: Many spoke against this motion. They believe that we represent ourselves best and do not need anyone to put a spin on the Fair. Hilary thinks that the Fair has been misrepresented by the media and the papers. Right now it is crucial to hire professional help as we are in the middle of a political vortex. Dean (Video Crew) said that Fair family knows the good work the Fair does in the community via the Endowment and the Jill Heiman Vision Fund. But the larger community is not aware. A PR firm would help balance the bias in the news reporting by also talking about Energy Park, Community Village, the Endowment and JHVF. Lawrence added that while this thought is scary, good public relations would translate our culture into a medium that is distinct from us. Leslie would like the pr firm to help us find our voice and strategies about the best ways to respond. She is concerned that most folks right now are busy putting the Fair together and are too busy or too tired to talk in front of a camera. Marlene reminded us all that the offices of the DA and the Sheriff are elected positions. Greg Rikhoff noted that in the electronic world lies move instantaneously. Nils would prefer we seek our own creative response. He is also concerned that we did not support the Southern Oregon Barter Fair. Kindred events should help each other.

BoD Discussion: Paxton -- this is a proactive response. The BoD believes this is an area where we need more expertise. All that we say and do now is far more critical. Jack -- having to deal with all of this is disgusting. But, having to correct stupid mistakes in two or three months would be far worse. Tom -- you say you want us to fight this with all our energy. Hiring a pr firm/person is part of our battle plan. He knows that the media want you to speak from your heart. Then they take your words out of context and twist them to their own means. Unless you're on a live show everything will be edited. If a camera is stuck in front of him he will say, "No comment. Speak with whomever we hire or appoint..." Tom encourages all of us to do the same.

The motion passed: 10 in favor and 0 opposed.

GM SALARY INCREASE

Charles moved, and Martha seconded, the BoD increased the General Manager's salary from \$30,000 to \$32,500.

Background: Personnel did not give Leslie a raise when her contract was renewed because they intended to bring a revised personnel policy to the BoD earlier. Each paid position will have a salary range with specific merit and cost of living increase steps. Thus Financial Planning and our employees would know what to expect. Now that has been delayed until August. In the event that we had to hire a new person to fill any of our paid staff positions, the starting salary would be negotiated within that range.

Peach Gallery: Arrow and Steve Simmons (CV) said that Leslie is worth every penny of it and more.

Charlene -- a step system with built-in cost of living increases shows our employees how we care for them.

BoD Discussion: Arna and Palmer are uncomfortable with this process as it is being presented after the budget has been set. If it is a cost of living increase we should give one to each paid employee as well. And weren't we also looking into other benefit options?... Arna said her concerns do not reflect how well Leslie does her job.

The motion passed: 7 in favor, 2 opposed (Palmer and Arna) and 1 abstention (Anne)

The next BoD meeting will be Sunday, July 6, 4pm Fair time, Youth Stage on site. The agenda (subject to change) will include:

Appointments

Childcare Co-coordinator

Kitchen Co-coordinator

Quick Response Team

Office Search Committee

Budget loose ends

Spencer Butte Middle School Donation died for lack of presenter.

See you at the Fair! Jen-Lin