

OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING, AUGUST 3, 1998

PRESENT: David Liberty, Martha Evans, Charlie Zennache, Paxton Hoag, Jim Sahr, Jack Makarchek, Michele Sharpy, Charles Drew, and Marlene Showker & Charlene Tremayne (alternates).

NOT: Daniel Dillon and Tom Alexander.

MINUTES APPROVAL

Charlene moved, and Martha seconded, the minutes of the July 5, 1998, meeting be approved.

The motion passed: 10 in favor and 0 opposed.

CALENDAR

Thurs. 8/20 There will be a hearing at Harris Hall, 1:30pm, to discuss the appeal to allow camping at Zumwalt park. It would be great if Fair family members participate.

Sat. 8/22 The Teddy Bear Picnic will feature the usual bill of faire: family, barbecue chicken, corn on the cob, grilled vegie burgers, soft drinks & entertainment at Main Stage provided by the Fair. You bring the family (of Fair family) and a potluck dish. Please, no tortilla chips! Anything that a chip may dip or accompany would also be great. Contact norma at the office if you're willing to don an apron for a grilling shift.

Sat. 8/22 Path Planning will meet at X-Ray Park at 1pm. All are welcome to attend.

Sun. 8/23 Meeting to form 30th Anniversary committee will take place by the yurt fire pit.

Mon. 8/24 Deadline for publishing candidate statements for the Board of Directors election in the September issue of the Fair Family News.

Tues. 9/1 Paths closed to vehicular traffic.

Tues. 9/8 September BoD meeting, 7pm, Central Presbyterian Church, room 203. The meeting was rescheduled because of Labor Day.

Sun. 9/13 The Evaluation meeting (using the Open Space process) will be held on site 10am - 4pm. Meet at the Warehouse. Lunch will be potluck; OCF will provide drinks and dessert. All are welcome to attend. But, if you can't be there in person you may still give your two-cents worth via e-mail or letter. There's a lot to discuss.

Mon. 9/14 BoD work session on personnel evaluation. Fair family invited to participate.

Sat./Sun. 9/18-19 The Eugene Celebration. Does anybody want to coordinate an OCF parade entry? Parade entry applications are due Aug. 14. Contact norma. The Law Reform group will have a booth representing the OCF in the community parkway. Booth volunteers are needed to staff two-hour shifts from 9am - 7pm on Saturday and 11am - 5:30pm on Sunday. Contact norma or Charlene Tremayne.

Sat. 10/17 The Annual Meeting will be held at the WOW Hall starting at 6pm.

ANNOUNCEMENTS

Michele announced the ticket sales: Friday 10,914, Saturday 14,282 and Sunday 12,449.

Total: 37,645. We parked a total of 9,405 cars.

Michele continued that the Jill Heiman Vision Fund preliminary count is \$4,112 with matching Fair funds for a total of \$8224. There are still some food vouchers which need to be added. \$5,000 will be given to the League of Conservation Voters and the remainder will be given to the Northwest Coalition for Alternatives to Pesticides. Michele also thanked David Paul for the Pink Floyd light show for the volunteers.

Tons of straw and hay are left lying in 52 booths and staff camping areas. VegManECs have spent the last two hot Sundays raking and cleaning what other people have left behind. Marlene said the VegManECs already spend 100s of hours before the Fair maintaining the land. It is not their job (or any crew) to clean up after Fair family. They spent three hours cleaning straw out of childcare, two hours cleaning straw out from behind the chalupa booth. If you're going to bring it in then pack it out when you leave.

Debra Nunez & David Oaks, (long time Community Village/Fair family members) were married on Saturday, Aug. 1.

Marlene is the Personnel Committee liaison for August.

MEMBER INPUT

David Hoffman (CV) thanked everyone for a great Fair. He is, however, tired of being the janitor for crew that do not clean up their own mess.

Anne Morris (VegManECs) This year's Fair was fabulous. She appreciated the lower attendance as it actually allowed her to shop without being shoved around.

Jeff Allen (crafter) Path Planning did not think about the impact of putting a smoking area next door to their booth (both he and Kim are non-smokers) which is already smoked out from Cleveland Chicken across the way.

STAFF AND OFFICER REPORTS

General Manager. Leslie thanked her fellow employees for a beautiful job well done. The BUMs and Swimmers did a great job as always. Thanks to Main Camp and the Quartermasters; it was very well organized and did a good job staying within and under budget. Thanks to the coordinators and staff whose experience and commitment make the level of organization invisibly apparent so it feels like magic. Thanks to Hospitality who welcomed crews to take a break. It worked well having hospitality based in Main Camp. Thanks to the vendors who supplied hospitality with delicious food and drink. Thanks to Robert DeSpain who spent the weekend coordinating media on site. Thanks to the Treasurers for all their help with the budget issues. Thanks to David Paul for a wonderful Pink Floyd experience for Fair family on Friday night. And special thanks to the 22 guys who made Saturday's midnight show so memorable with their rendition of the Full Monty!

Regarding the budget: We were down 10,000 - 12,000 in admissions which means we're approximately \$100,000 short of budgeted admissions income. Many theories abound as to why attendance was so low. This Fair was almost incident free, no medical crises, the neighborhood and shopping center were happy. The Fair needs to consider future admissions levels from a holistic perspective rather than piecemeal. The Fair patrons have changed: more families and kids. The kids pageants were great.

Crews were given the option to take voluntary time off on Sunday to minimize the lower attendance impact on the budget. The Fair appreciates the staff that responded to this request and turned in \$5,000 worth of food vouchers. It helps. Leslie also cut the Best Pots budget by \$1200, LTD by \$900, and they laid off the sheriffs on Sunday which saved another \$500! Capital projects came in under budget as well. There are still bills to pay, but, the amount is smaller than last month. They'll present a clearer financial picture by the next BoD meeting.

Leslie would like to hold an Open Space forum on Youth and Elder Issues. Perhaps it could be part of the Evaluation meeting but it may need more time. All interested family are to think on this issue and participate in the discussion. What is elder status? How can elders retire and still participate in the Fair? How do we bring youth into positions of responsibility? We hope to have a plan by the 30th Anniversary.

The Fire Marshall was happy upon inspecting the site on Friday to see the butt cans and straw bales separated. Thanks to Path Planning who held two well-attended meetings during the Fair. The next area of focus is the reconfiguration of Way Back Way and the Sesame Fix. This affects the path from the Sauna to Pike Street and through to Maple Commons.

Bus ridership was up 5%.

The apartment is rented and now has its own separate address: 446 Lawrence. The paper work has been submitted to the city for office compliance. The Non-conforming Use reverification will be amended at no charge to the Fair. The two-year clause that was mistakenly added by the County to Exhibit A will be removed. Leslie will administer the wetlands grant. Dennis Todd has begun work on the wetlands restoration. Volunteers may contact Dennis or Leslie. The City of Veneta is ready to proceed with the land swap. Jack, Martha, and Daniel are the Fair liaisons who will meet with the City sometime this month.

Administrative Assistant. norma echoed Leslie's thanks to everyone who did a fabulous job and to her wonderful co-workers. She has spent most of the time since the Fair unpacking, cleaning, and writing lots of checks. She issued an appeal to all coordinators and other parties to turn in their receipts so the financial picture may be resolved sooner than later. Teddy Bear Picnic planning has begun. Bob Fennessey (WoW Hall and CV) is scheduling the entertainment. And big thanks to Auntie Em and Tom for maintaining the office lawn and yard. Again, thank you all for a wonderful time.

Site Manager. Thank you everyone, especially to Leslie and Andy Strickland (Caretaker). Andyman was a constant source of energy and solutions during his first Fair as resident caretaker. Thanks to all the crews who stayed to work on Monday: Recycling, Decon, Quartermaster, Kitchen. Thanks to those folks who showed up for the post Fair highway clean up.

The site is hot, dry, and dusty. The fire danger is extremely high. A stack of hay bales went up sometime Friday between 2am and 7am. Andy found no known ignition source. All that remained were charred ashes. Be very aware of this when you come out for the picnic. Tons of this flammable material is left on site. People need to reconnect with their responsibilities to the site and do a more comprehensive clean up. We had to start a new composting area to just deal with the hay and straw that remains. He will be working with VegManECs to create guideline changes for next year. Leaving anything on the ground is

not acceptable; it stifles the growth of the native natural material. Note: one bale of straw needs six to eight garbage bags to haul it off. Think before you bring it in.

We need to build a vehicle shed, but, because of budget constraints we would like to build it with volunteer labor. Those interested should contact Steve. Plan on a fall barn raising.

They continue to water the meadows. Main Stage should look beautiful for the picnic. He will core-plug and seed the paths beginning Sept. 1, when we should be able to expect cooler weather and some rain. The paths will be closed to vehicles as of Sept. 1.

Steve has spoken with the sheriff about the vandalism on site by a few local teens. They broke into the cabinets at Main Camp and turned on the irrigation system (which runs the risk of burning out the well pump). Their parents say that all items (peach cart and lantern) have been returned. Fair family is welcome to come out but he is saddened to announce that the site will be closed to other visitors unless they call ahead to get permission. Fair family coming to the site should come in on Chickadee. Let Steve or Andy know you're on site and report any unusual activity.

Thanks to dahinda, Brad, and the Royal Blue family for the donation of another road legal flatbed, the Blueberry Princess.

The Far Side clean up went well. We were issued a permit for the bridge by the County. We had more campers over there this year with a rental shower and a good water source. Crews need to tighten up the lists of who is supposed to camp on the Far Side. There were some difficulties at the Far Side Gate due to confusion on this issue.

Treasurers. Hilary noted that this is the first time in recent memory that the Fair did not make budget. It looked pretty grim pre-Fair and then revenue came in below what they had even imagined. Community Village and Energy Park have yet to turn in their admissions. With various cutbacks and crews coming in under budget the Fair should be about \$40,000 - \$50,000 over budget. This does not include a \$25,000 transfer to the Endowment principle. That would make us \$65,000 - \$85,000 over budget. We plan for: \$100,000 Start up funds, \$150,000 Endowment principle, \$300,000 Rainy day funds, \$50,000 payroll & benefits.

Steve Gorham added that we had a nice Fair but we lost money. He provided a graph of revenue over a six year period. We're still slightly above where we were in 1995.

Jim Sahr noted that it seems that all paid parking came from advance ticket sales. He wondered if we really need a crew to collect parking fees. Steve G jokingly asked if Jim was trying to put Michele out of a job again?

Martha thanked the Treasurers for thinking about these issues. There seem to be many options. She hopes that the Fair family will be included in the discussion and not left solely to Financial Planning.

A brief discussion ensued whether we should budget for fewer patrons 37,000 - 40,000 by intention or default instead of 50,000. Or was this year just a blip? Another result of El Nino? Do we try to increase revenue and/or hold costs down? The Fair hasn't needed to address these issues so comprehensively in the past. Hilary envisions Financial Planning providing information and workable scenarios for the BoD to consider. The Budget Committee's role is to implement the budget.

Charlene requested data and graphs comparing ticket sales demographics and advertising over the past several years. Was attendance down due to lack of advertising or because people thought if it was raining in Eugene it would be raining at the Fair as well?

COMMITTEE REPORTS

Personnel. Last fall the BoD approved revised personnel policies which changed how employee evaluations are done. It also stated that evaluations would not be tied to an employee's hire date. So, all BoD members will participate in a work session to complete the evaluation forms. The work session is scheduled for Monday, Sept. 14, 7pm, Central Presbyterian Church.

Law Reform. Charlene said the kiosk in Chela Mela was beautiful and wonderfully built. It was great to see people debating the issues presented as they read the information. Both Shaun's and Floyd's talks were well attended. The Law Reform group plans to create an information packet about the upcoming elections, staff a booth at the Eugene Celebration community parkway, and hold workshops on lobbying. The group meets in the office every Tuesday at 7pm. Anyone is invited to get involved.

Election Committee. Letters of interest to serve on the Election Committee will be accepted prior to and approved at the next BoD meeting. The Annual Meeting will be held on Saturday, Oct. 17, 6pm, at the WOW Hall.

OLD BUSINESS

SEPTEMBER BOARD MEETING DATE SET

Tuesday, Sept. 8 was agreed upon: 9 in favor and 1 opposed (Paxton). The BoD meeting will be held at Central Presbyterian Church at 7pm.

BYLAWS REVISIONS

Martha moved, and Paxton seconded, the BoD accept the recommended changes to the Bylaws by the Bylaws Committee as published on 6/3/98. They accepted Jack's friendly amendment to vote on each change separately.

"It's registered office shall be at 442 Lawrence Street in Eugene,"

The motion passed: 10 in favor and 0 opposed.

Article VII, Section 2(c): ..."the incumbent candidate shall be deemed to have irrevocably resigned such candidate's incumbent director or alternate position. The resignation shall be effective at the commencement of the first meeting of the board of directors following the annual meeting."

Background: In the past, an incumbent candidate resigned their seat upon declaring their candidacy. This affected Michele last year when she had to miss Executive sessions during which incident reports and follow up with the sheriff and DA were discussed. Continuity was lost. She continued to participate from the Peach Gallery, however.

BoD Discussion: Jack was concerned that this was a set-up for BoD members to play politics. Charlene noted that BoD members have played at politics at any point regardless of the Bylaws.

The motion passed: 8 in favor, 1 opposed (Jack), and 1 abstention (Michele).

Article VII, Section 4 Vacancies: "The term of office of any director appointed under this section shall be until the next annual membership meeting, at which time the seat shall be filled by a vote of the membership, except for an alternate who has been elected for the

same term as the position being filled, who shall serve out the term of the position being filled.”

Peach Gallery: Ann Morris (VegManECs) disagreed. She prefers all appointed positions be open again at the next election.

The motion failed: 5 in favor, 4 opposed (Marlene, Jack, Charlie & Martha), and 1 abstention (Charlene).

Jim noted that this decision breaks the deal upon which he accepted to fill Neils' vacancy. Russell suggested that this language be added to the Bylaws for clarity. Martha and Charlie changed their votes, so...

The motion passed: 7 in favor, 2 opposed (Marlene & Jack), and 1 abstention (Charlene).

Article IX, Section 1. “At the Board of Directors' discretion, any officer position may be shared by one or more persons.”

The motion passed: 10 in favor and 0 opposed.

PERSONNEL COMMITTEE APPOINTMENT

Martha moved, and Charlene seconded, the BoD appoint Palmer Parker to the Personnel Committee.

Background: The BoD received Frank Sharpy's letter of resignation from the Personnel Committee just prior to this meeting. Thank you, Frank, for your service.

Peach Gallery: Shaun MacRae (Personnel Committee) strongly urged the BoD to accept this motion. She, also, knows that Palmer has Cheryl's permission to be on this, yet another, committee. norma said she would be honored to consider Palmer one of her assorted bosses. Brad Lerch and David H were both enthusiastic supporters.

BoD: Michele said she was embarrassed and saddened that the motion did not go through the first time when it was on the agenda in June.

The motion passed: 10 in favor and 0 opposed.

Palmer raised the issue that there are already 7 members on the Personnel Committee. This is the maximum allowed according to the revised Personnel Committee policies. Brad Lerch who was on indefinite leave of absence (and was therefore not being counted as an active member) then spoke up and resigned his position on the Personnel Committee.

501(h) ELECTION

Charlie moved, and Paxton seconded, the BoD authorize the Fair to proceed with a 501(h) election as recommended by Hilary.

Peach Gallery: Robin Smith (Quartermaster) said it is very important that the Fair pursue this course. The Law Reform group's involvement in “Obey the Law, Change the Law” high-profile activities could easily draw the attention of the IRS. A 501(h) election will set clear boundaries of what the Fair can and cannot do and still maintain a 501(c)3 status.

BoD: Charlene noted that a 501(h) election covers all the activities the Law Reform group wants to pursue. Martha thanked Hilary for her expertise as a CPA and providing the BoD with such well-documented information.

The motion passed: 10 in favor and 0 opposed.

VEGMANECS CO-COORDINATOR APPOINTMENT

Marlene moved, and Michele seconded, the BoD appoint Anne Morris as VegManECS co-coordinator.

Background: This motion is recommended by the VegManECS crew.

Peach Gallery: Philip thanked Marlene for her service of three plus years as VegManECS co-coordinator. He hopes she will continue to be a leader in the crew. He supports Anne who has been very active and an outstanding influence. Brad thanked the VegManECS for electing/reaffirming new coordinators in a democratic way. Other crews could learn from their example. Leslie added that she appreciates all that Marlene has taught her. She enjoys learning from you. And welcome, Anne!

The motion passed: 10 in favor and 0 opposed.

Items tabled until September: Capital Projects - Vehicle Shed Construction and Appoint Vaudeville Co-Coordinator.

The next BoD meeting will be held on Tuesday, September 8, 7pm, at Central Presbyterian Church, room 203. The agenda, subject to change, will include the items tabled above, Appoint 1998 Election Committee, Land Swap with the City of Veneta, Swanson Property. Also, possibly up for discussion is Population Cap and Crew Size Reduction.

Minutes recorded by Jen-Lin