

OREGON COUNTRY FAIR BOARD OF DIRECTORS, APRIL 6, 1999

PRESENT: Dr. Jim Newhall, David Liberty, Tom Alexander, Palmer Parker, Charlie Zennache, Jim Sahr, Michele Sharpy, Brad Lerch, Marlene Monette-Showker, Jack Makarchek and Doug Carnie & Etienne Smith (alternates).

MINUTES APPROVAL

Michele moved, and Dr. Jim seconded, that the minutes of the March 1, 1999, BoD meeting be approved. Etienne corrected that there was no mention that Camping had been listed on the agenda so it could be raised as Old Business during this meeting.

The motion to approve the minutes as corrected passed: 10 in favor and 0 opposed.

ANNOUNCEMENTS/CALENDAR

Mon. 4/19 Work session on Elders will be held at Central Presbyterian Church, 7-9pm.

Mon. 4/26 Deadline to receive letters of interest to serve on the Personnel Committee.

Sat. 5/8 The Spring Fling will be held at the WOW Hall (Lincoln & 8th St.) 6pm.

Sun. 5/9 Fair wide Site Clean Up work party. Folks are welcome to join Steve and Andyman on site any weekend.

Fri. 5/21 Deadline to receive letters of interest to serve on the Membership Survey Committee.

The spiffy, new Guidelines are available. Make sure you read them and that everyone in your booth, crew, or camp have read and understand their contents as well.

The Vietnam War Memorial is coming to Medford. Contact Mary Beth at mammyb@jeffnet.org.

ATTN: Security. Auntie Em needs help from you to dismantle and remove the Security tower shower for safety and the health of the land. Come out any Sunday from April 18 until it's done.

The Registration packets were mailed out 3/22. They are due back by 5/1.

MEMBER INPUT

- Mitch Whitehall (Booth 112) read a letter signed by nine members opposing the outside production of a movie about the Fair. "To us, this would be a totally unnecessary, and possibly detrimental intrusion into the lives and privacy of Family Fair Members." This was met by many thumbs up, and a few thumbs down, in the Peach Gallery.
- Robert Arnauge-DeSpain (Media Crew Coordinator) agreed with Mitch. He had already sent a letter to the Board stating his opinion. And thus, having served the Hoop Committee, resigned from the committee. Michele apologized to Robert for the BoD's appointing him to a committee without his prior consent. Others agreed with her.
- Arrow (Traffic Co-coordinator) thanked Steve W. for providing wonderful food and drink for the Vehicle Shed construction crew.

STAFF AND OFFICER REPORTS

General Manager. Leslie thanked her wonderful co-workers for making it so easy for her to vacation for three weeks in France and return with hardly anything on her desk and no crises requiring immediate attention. She cannot thank them enough.

We did not prevail on the tax appeal on the first round. Photos of the site under water arrived after the hearing. She will proceed with an appeal (\$10 filing fee).

Leslie thanked David Helton for responding to last year's feedback by mailing out the Registration packets earlier and for using First Class mail for those vendors who live further away.

Leslie encourages everyone to take a walk on the Fair site and view the havoc that nature has caused this winter. We will be forced to move booths and paths. Strawberry Lane and Upper River Loop are especially bad.

There is no further news on the Field Trip at this time. The intention is to still hold a concert on site this summer contrary to the rumor mill.

Leslie and David Paul Black (Main Stage & Hoarse Chorale Coordinator) wrote a letter to Zen Tricksters returning their \$500 donation to support entertainment for the 30th Anniversary. Their letter concluded, "We're sorry for any confusion or inconvenience this may have caused. We love you guys and hope we'll be truckin' together soon."

Administrative Assistant. norma thanked Leslie for leaving things so easy to manage in the office. Her workload did not increase dramatically.

Now you can reach norma's voice mail directly by pressing 1.

Thanks to everyone who helped with the great coordinator potluck held 3/27, at the Fair office. Thanks to Bella and Kay for decorating the office and to Etienne and Tom for planting the beautiful flowers outside.

Craft deadline was 4/1; a record number of applications was received. The Entertainment application deadline is Saturday, 4/10. Applications are still being faxed out!

norma thanked the Fair for the wonderful benefit of her job of being able to walk around the Fair site and thus relieve any built up stress.

Site Manager. Steve joked, so where does he go for stress relief? He brought more current photos of the site and of the "Vehicle Shed mighty erection crew"! The site is faced with new natural realities and we will be forced to relocate booths and paths. Many trees have fallen and the riverbanks suffered great erosion by the rising and falling of the floods. Ugly flagging tape surrounds unsafe river banks and trees. Please proceed with caution in these areas. Also, the flood has probably redistributed anything loose throughout the Fair site or pushed it downstream. If your favorite bench is missing it may yet be somewhere on site.

Thanks to the many folks that helped with the Vehicle Shed construction. Steve would especially like to acknowledge Tim Wolden (Water) who originally designed the structure and has since pounded many nails, Arrow Anders who has been lead carpenter on this project, sleeping overnight on site so as to get an early start with the help of Steve's coffee, and Michael Bishop (Traffic) whose creation of a truss jacking system saved the Fair from renting a crane!

Come walk lightly on the site. The wildflowers, hummingbirds, and osprey are all returning.

Treasurers. Hilary said that things are great! They will pose some budget items next month related to crew changes.

President. Jack attended the Security meeting on March 7. He is glad that the proposed changes have a majority of support. He thanked everyone involved in the discussions. The outcome is very fair.

The City of Veneta now acknowledges that they will need less land than noted previously. They are also willing to redraw the boundary lines on a North/South axis instead of East/West. This means that the Fair would own the land on both sides of the Long Tom and could actively improve the greenway along that stretch of the river. We hope to continue negotiations soon.

COMMITTEE REPORTS

Personnel. Palmer reported that no meeting was held as scheduled on March 8, because only two members showed up. The first quarterly potluck for staff and Personnel Committee members will be held Friday, April 9. They will review the goals and objectives set at the last employee evaluations. They still seek one additional member for the Committee.

Craft Committee. David Helton read from a letter from CC regarding the proposed increase in number of SOPs sold to crews. "At the March 1999 Crafts Committee meeting, all Committee members present agreed that if the Fair increases the number of camping passes available (whether as SOPs, crew passes, or other forms), then the number of camping passes available to vendors should increase as well.

"...Increasing the number of passes sold to vendors would also result in additional revenue."

Craft Committee is also exploring a number of other issues including: crafters' rights, control of passes, expectations/obligations of booth members, etc. They hope to raise some of these issues at the Thursday meeting before the Fair and then hold an Open Space workshop early in the fall to continue discussion.

Law Reform. Shaun MacRae and Charlie recently testified at the hearing on House Bill 2610. Lil & Reggie Soto and John Flanery also testified. The House is considering a compromise that would shift the burden of proof to the state and lower the standard to a preponderance of evidence. Although flawed, this is better than the existing law.

OLD BUSINESS NEW SECURITY CREWS

Charlie moved, and Michele seconded, the Fair create Internal Security and Main Camp Security crews.

Background: Steve Gorham (Treasurer and BUM) noted that the Operations Management team, the GM and the BUMs have been meeting with Security heads to consider new ideas to tighten security. Don Doolin and Mike James (Security) offered a new Security structural plan primarily based upon location. There will be three crews: External, Internal, and Main Camp. Individual Security areas will fall into one of these three crews. There will be no changes to Lot Crew or Pre/Post Crew. Mike and Don will remain as Co-coordinators of External Security. One objective of this change is better communication between the volunteers and management.

Peach Gallery: Leslie added that our new protocol regarding the drug and alcohol policy has compelled a strategic and structural change to tighten our response. She is very appreciative of Security's thought and work to create this proposed change. They also propose two equal co-coordinators for each crew as the jobs are huge. Shared authority and responsibility are good. Each crew coordinates itself. Yet, Leslie expects them to coordinate amongst each of the other Security crews and use all of the Fair's resources to deal with any issue. Elizabeth (Community Village) thought the Village should also be part of the Security discussion. Robert questioned the accountability of the Co-coordinators. Response -- they are accountable to the BUMs and the GM.

BoD Discussion: Leslie answered Doug's question: 522 Security crew members will be shifted according to their area for no net increase. Whether additional path roves are necessary this year is up for review. The motion passed: 10 in favor and 0 opposed.

INTERNAL & MAIN CAMP SECURITY CREWS CO-COORDINATORS APPOINTMENTS

Charlie moved, and Palmer seconded, the BoD appoint Oso Harper as one of the co-coordinators for Internal Security and Tina Edwards & Amos Breach as co-coordinators of Main Camp Security.

BoD Discussion: Marlene said she would have preferred having letters of interest from the proposed appointees in addition to their presence at this BoD meeting. (Note: Oso was present.)

The motion passed: 9 in favor and 1 abstention (Marlene).

HOOP COMMITTEE APPOINTMENT

Charlie moved, and Jim seconded, the BoD appoint Jim Showker to the Hoop Committee.

BoD Discussion: Brad noted that Jim is very qualified to negotiate contracts with media and is a good candidate for the committee. David noted that this project probably will not move forward this year.

The motion passed: 8 in favor and 2 opposed (Jack & Michele).

KITCHEN CO-COORDINATOR

Brad moved, and Dr. Jim seconded, the BoD appoint Eric Nussbaum as Kitchen Co-coordinator.

Peach Gallery: norma said that introducing Eric to the kitchen is the best thing she's done for the Fair! And yes, Charlene, Eric will cook meat.

BoD Discussion: Brad noted that this appointment has Kitchen Crew's support.

The motion passed: 10 in favor and 0 opposed. (Etienne voted in Jack's temporary absence.)

LOGO JURYING

Jack moved, and David seconded, that the BoD approve all 19 entries.

Background: All logo items were on display before the BoD meeting began.

Peach Gallery: Thumbs up!

BoD Discussion: Jim opposed this measure. The crafters deserve a more deliberate and considered opinion. David said these all possess the same high caliber of craftsmanship as in past years. He encourages more crafters to create items with the peach logo.

The motion failed: 4 in favor and 6 opposed (Marlene, Brad, Michele, Jim, Dr. Jim, & Palmer).

Craft Inventory tallied the results and reported that: 5 items received 11 votes, 7 items received 10 votes, 6 items received 9 votes, and 1 item received 7 votes. Jeff did not relay the count for each individual item.

Jim's motion that the BoD accept the top 13 items died for lack of a second.

Charlie moved, and Michele seconded, the BoD accept all items except the one item that received only 7 votes.

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

MEMBERSHIP SURVEY COMMITTEE

Etienne moved, and Michele seconded, the BoD create a committee for membership survey. Michele's accepted, friendly amendment changed it to the creation of a committee of 6 people to create a membership survey to be held during the Annual Meeting. The deadline to submit letters of interest is May 21, 1999.

Background: This was approved by the membership at the 1998 Annual Meeting. Reese Prouty (Fair Central) has since sent a clarifying letter to the Board. This committee will screen and compile questions from the membership. Each question should have 25 members' signatures to be eligible for the survey.

The committee should be formed four to six months prior to the Annual Meeting.

Peach Gallery: Wren Davidson (crafter) encourages publishing the survey in the *Fair Family News* in addition to the Annual Meeting.

The motion passed: 10 in favor and 0 opposed.

NEW BANK ACCOUNT

David moved, and Charlie seconded, the OCF open a new bank account in Veneta to accept donations to the Fair. Charlie's friendly amendment to authorize the GM, the SM, and the Treasurers as check signers on this account was accepted. Jim's friendly amendment to open a savings account was accepted.

Background: Steve informed us that a few weddings have been held on site and the folks have asked to make a donation. There is no current structure to receive donations. He proposed holding an account at a local bank and using the funds for site restoration to buy native plants, trees & shrubs. This is a suggested donation, not a required fee.

Peach Gallery: Charlene cautioned in favor of careful wording of suggested donations to folks who'd like to use the land. Thumbs up from other members.

BoD Discussion: Jim supports this bank account if its funds do not have a designated use. Palmer noted that if we put only \$100 into the account each year, and the account charges a monthly service fee, we will lose money. David supports a designated land fund that is not part of the general funds. Brad is concerned about setting a precedent such that any Fair entity could accept money for a specific purpose.

The motion as amended above failed: 2 in favor, 6 opposed (Jack, Doug, Brad, Michele, Charlie, & Tom) and 2 abstentions (Dr. Jim & Palmer).

Jack moved, and Charlie seconded, the BoD open a separate bank account for a land fund. Approved check signers include the GM, SM and the Treasurers.

BoD Discussion: Palmer opposes this divisiveness. He expects that our capable treasurers will ensure proper allocation of any money donated to the Fair with a designated purpose.

The motion passed: 7 in favor and 3 opposed (Michele, Jim, & Palmer).

CAMPING DISPUTES

Dr. Jim moved, and Michele seconded, the BoD create a group to research future trouble-shooting of camping issues as they arise.

Peach Gallery: Reggie -- the Fair should acknowledge seniority rights before a working member is required to move their camp at the direction of a crew coordinator. Arrow -- Part of a coordinator's responsibilities is determining who camps where. This is not a BoD issue. Steve G quoted from the 1999 Guidelines, page 12, #33. No Visible Campsites "...Always check with your Booth Representative or the coordinator in your area of participation if you are uncertain where to camp." Many thumbs up that this is an Operations issue, not a policy issue for the Board. Reggie said that workers are part of the operations of the Fair. Some moves are reasonable while others seem to come about due to a personality conflict or power trip with coordinators. When we first moved on to the land, the whole property belonged to all Fair family. There were no designated areas for specific folks. Steve G said this statement is untrue. Leslie noted that we have specific procedures on site for immediate attention and a grievance procedure for longer issues.

Jack asked for a point of process. This issue is raised based upon a specific issue which should follow the grievance procedure that is already in place. This is not the time or place for the BoD to set policy.

Charlie polled the BoD: Is this a policy motion? No one said yes.

Charlie then asked, Is this an Operational issue? 6 yes, 1 no (Jim), and 3 abstained (Michele, Dr. Jim & Brad). Discussion continued.

Paul (Lot Crew) said he was told by Traffic Coordinators that his site in Traffic camp no longer existed and he had no option but to move and no other recourse. Coming to the Board is his first step. Frank (Lot Crew) said he was also told to move his camp and did go through mediation last year prior to the Fair with Martha Evans and Doug Green. He now seeks the BoD to help him advocate his grievance. Randy Nowell (VegManECS) said this is part of the larger issue of ownership. Nobody owns anything at the Fair. Seniority should have no part in this discussion. Anne Morris (Veg Co-coordinator) said Operations needs to have the ability to move people around. It is age-ist to say only elders can make such decisions. John Flanery (CV) -- the grievance procedure needs to be published and publicized more. All coordinators should be aware of it. Leslie noted that Main Camp has BUM & mediation teams to deal with exactly these issues. Agreements were made last year which need to be honored. She is committed to resolve any grievances that come through the process. We don't need another committee to study what is already in place.

BoD Discussion: Brad encourages more folks being trained as mediators. We all need to treat each other with respect. The Fair also needs to publicize the process better. Marlene -- The Grievance Procedure and the accessibility of the BUM mediation teams need to be in the Guidelines. Palmer quoted from the Guidelines, page 10, #29 Campsites "Staff must camp in designated areas. Please check with your coordinator before setting up camp." Jack -- we are never going to have 100% resolution to everyone's desire in all cases.

The motion failed: 2 in favor and 8 opposed (Jack, Marlene, Brad, Michele, Charlie, Palmer, Tom & David).

SOP INCREASE/FOOD VOUCHER INCREASE

Jack amended his motion from last month in light of the fact that 200 SOPs were unused last year. Jack moved, and Jim seconded, the BoD establish an SOP pool of unallocated SOP passes plus an additional amount for a total of 500 to be allocated by Operations. The revenue generated from this pool will be dedicated to increase the price of food vouchers.

Peach Gallery: This motion met with great opposition. Imagine the operational & administration nightmare after July 1. All who spoke support increasing the value of food vouchers. Steve G -- this method is too risky financially. It would be better to utilize the SOPs we do have. Randy said we don't have the room to camp all the additional people. Arrow questioned why we are considering decreasing crew size and increasing SOPs when many SOPs pay to work on crews. Jeff (Security) agreed. All his crew's SOPs work. They help keep each other safe in the middle of the night. Wren -- crafters would like to have access to additional passes. David -- This motion is premature. We need to consider the total number of passes sold and how they are distributed throughout all aspects of the Fair so that any inequities may be addressed.

BoD Discussion: Jim supports increasing SOPs and not food vouchers. Other BoD members support raising the food voucher value and they echoed the same concerns as the Peach. Charlie & Doug would like the Fair to build a kitchen to feed all crew and do away with food vouchers. We still need to deal with elders and aging teens before determining additional SOPs. Jack's basic agenda is to get more people to the party and thus change the world. Once people come, they're hooked and want to get involved.

Jack offered, and his second accepted, a friendly amendment which replaced his original motion: The BoD resolves to encourage and allow full utilization of all SOPs.

BoD Discussion: Palmer -- This is unnecessary. We don't need a policy saying we need to do what we do already.

The motion failed: 4 in favor, 5 opposed (Michele, Palmer, Tom, David, and Dr. Jim), and 1 abstention (Marlene).

ST. VINCENT DE PAUL'S SUNCATCHERS

Dr. Jim moved, and Jim seconded, the BoD accept Saint Vincent DePaul's proposal to sell suncatchers with the Fair's logo at the History Booths.

Peach Gallery: Charlene -- this is logical and the new peach color is beautiful. Randy -- This is a fundraiser to help folks in need in our own community. Andyman -- the glass is significantly altered by hand and is a work of craftsmanship and art. Jeff Allen (crafter) -- this item does not meet OCF Guidelines. Raimon Franck (crafter) -- it is not a juried item. It was a good idea but it didn't pan out. Leslie disagrees with any sense of obligation to make this a financially successful venture. They are beautiful. However, she opposes placing them in the History Booth. It would be difficult to track sales and separate the income. The History Booth has not been happy about similar items being imposed on them in the past. Anne said she had been attached to the success of the peach logo suncatcher as a way for the Fair and ST. VdP to join together to benefit the community. She is surprised and saddened at the amount of negativity and suspicion expressed. She would like the issue dropped. The divisiveness is not good for us.

BoD Discussion: Many BoD members expressed their appreciation of the item's beauty and craftsmanship. However, the Fair is not the appropriate venue for selling the suncatchers. Palmer asked to honor Anne's request by calling the question.

The motion to call the question passed: 8 in favor and 2 opposed (Jack & Marlene).

The motion failed: 1 in favor and 9 opposed (Dr. Jim, David, Tom, Palmer, Charlie, Jim, Michele, Brad, & Marlene)

FIESTA LATINA DONATION

Brad moved, and Palmer seconded, the BoD donate \$600 to Fiesta Latina.

Peach Gallery: Leslie encouraged the BoD to continue the wonderful, reciprocal relationship we have with this group. Thumbs up!

BoD Discussion: Brad agrees. He supports the Fair to continue reaching out in our neighborhood and encourage ethnic diversity.

The motion passed: 10 in favor and 0 opposed.

The next BoD meeting is scheduled for Monday, May 3, 1999 at EWEB, 7pm. The agenda, subject to change may include: Vehicle Shed and other Budget Issues, Legal Fund, Purchasing Guidelines, Appointments: Personnel Committee and Internal Security Co-coordinator, Donation to HIV Alliance, and Food Voucher Increase. New Business includes: Explore Zone Change for Fair Property, Maple Gate, Booth Issue (Karen Nunley), Logo Jury Process, Disband the Hoop Committee, and a Donation to Oregonians for Innocent Property.

See you at the Spring Fling and Clean Up
Jen-Lin