

## OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING, OCTOBER 4, 1999

PRESENT: Tom Alexander, Michele Sharpy, Palmer Parker, Charlie Zennache, Marlene Monette-Showker, Jim Newhall, MD, Jim Sahr, Brad Lerch, David Liberty, Jack Makarchek, and Etienne Smith (alternate).  
NOT: Doug Carnie

## MINUTES APPROVAL

Palmer moved, and Michele seconded that the minutes of the September 7, 1999, BoD meeting be approved. Etienne made the following corrections: 1)The Eugene Celebration budget motion was for a permanent line item in the budget for parade fees and expenses, not a donation. 2)During the Original Artwork Purchase topic Leslie said they normally give the winner of the poster contest \$800. This year there was no poster contest and they paid Jim Lind only \$400 for the t-shirt art. During the discussion, Etienne asked what happened to the other \$400. 3)During the Bylaws Change for the Member Survey discussion, Etienne clarified that changing the bylaws is not something one does lightly. They are the constitutional document of the Oregon Country Fair. The minutes as amended were approved: 10 in favor and 0 opposed.

## ANNOUNCEMENTS/CALENDAR

You are receiving your copy of the Fair Family News late so that election results may be included. The September issue of the Fair Family News is now on-line!  
Cyber-Fair: The office's new e-mail address is ocf@teleport.com. You can still reach the General Manager, Leslie Scott, at ocfgm@efn.org, and the Site Manager, Steve Wisnovsky, at ocfsite@efn.org.  
The University of Oregon is offering an accredited certificate in Festival & Event Management as part of the Leisure Studies program. Contact the office for a copy of the brochure.  
Hay, straw, and compost are yours free for the hauling at the Fair site. Please!  
Tom announced this is his last meeting sitting on the Board. He thanked the Fair family for the opportunity for service. He has learned more about himself, and how the organization and businesses operate during his tenure. The Peach Gallery thanked Tom in response.  
Etienne thanked everyone who participated in the OCF entry in the Eugene Celebration parade!  
Daniel Dillon thanked all the Board members who are retiring and running for re-election. He added that it takes a courageous person to commit themselves to the Fair and to listen and work on all the issues before the Board. Letters of interest and introduction are being accepted at this time for the following committees: Endowment (one or possibly two openings), Member Survey, and Elders.

## STAFF &amp; OFFICER REPORTS

General Manager Leslie noted that both the '99 Fair and the personnel were evaluated last month. She thanked norma and Andy Strickland (Caretaker) for their help organizing and setting up the Fair Evaluation that was held on site, September 12. There were not as many participants this year, yet the discussions remained lively and interesting. Copies of the evaluation and the feedback report will be available at the Annual Meeting. Leslie also thanked the Personnel Committee for their hard work and good process for the personnel evaluations. Leslie thanked Etienne and members of the Law Reform group for their great work at the Eugene Celebration. She thanked Tom for his years of valuable insight, expertise and commitment that he has brought to the Board.

The Jill Heiman Vision Fund checks, totaling more than \$10,300, were mailed, along with a press release about the JHVF.

The Budget Committee is accelerating the process a bit this year. Coordinators are supposed to return their two-year budget plans by Monday, October 11. There's chocolate for the first budget turned in! They have also begun having joint meetings with the Financial Planning Committee. As a follow-up for those tracking capital projects: the Larson fire truck has already been sold so it won't be a 2000 budget item request.

Leslie thanked Dennis Todd, Daniel Dillon & Jack Makarchek for continuing to negotiate the land swap with the City of Veneta. She also thanked Dennis for his professional expertise, holding the vision of the land, and proceeding with the wetlands consolidation work. After many years, dreams are becoming reality.

Leslie noted that Andy facilitated loaning the kaleidoscope to the Veneta library thus keeping the Fair's artistic and playful spirit present to the public.

Administrative Assistant norma thanked Leslie for bringing the Open Space process to the Fair Evaluation meeting. She also thanked the participants for their valuable input. norma has begun attending the Budget Committee meetings in preparation for the GM's sabbatical. As part of a cost-saving measure, norma encourages coordinators to purchase their office supplies through the Fair office. Thus, the office could buy supplies at volume wholesale pricing. The lawn mower is broken and needs either a repair-person or someone with a vehicle big enough to haul it to a repair shop. norma is also busy this month planning and scheduling the Board and staff retreat so that old and new Board members may discuss the next year's upcoming issues. norma also thanked Etienne for her great work on the Eugene Celebration parade!

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Site Manager (reprinted from the SM's report, 10/4/99) September turned out to be the longest stretch of dry, warm weather we've seen this summer, just when we could have used some occasional rainfall. We started the month moving soil, grading, core-plugging and seeding extensive areas of the Fair, and the lack of rain meant we spent a lot of time moving hoses and sprinklers to keep the germinating grass alive. As always, the picking up, cleaning up, and repairing and maintaining stuff goes on and on.

The weekend of 9/25-26 was a busy one onsite, with the last wedding of the season on Saturday in Chela Mela Meadow (congratulations, Melissa and Jerry), and work parties (Traffic and Tree crew). On Saturday morning, we held an extensive walk and talk with the Fair's consulting arborists, Paul Braverman, Kevin Hillery, and John Shaffer, joined by members of Tree and Site crew, David Liberty, Andyman and myself. My thanks to all who participated in a lively and informative discussion as we muddle our way towards a more coherent tree policy.

Hay and straw left on site continues to be a major problem, and VegManEC Crew has spent many hot, dry, dusty hours on removal, hours that could have been spent doing more meaningful and enjoyable work.

There has been major progress on the Farside wetlands consolidation/restoration project, thanks to a lot of work by Dennis Todd. Drive west on Hwy. 126 past the Dairy Queen for a view of the work site. Drive further west past Maple Gate to view ODoT's relocation of our entrance ramp. Robert DeSpain, Staton Construction, Steve Gorham and I are now working on construction of a new road on our side of the fence, ready for use for the next Fair. Thanks go to Shane Harvey and August Weinstein of Site Crew for their help in clearing and transplanting trees in the work area.

My thanks also go to Michael Bishop, long-time Traffic volunteer, who spent a 4-day weekend onsite designing and fabricating our new, 8-foot wide core-plugger. In true Fair fashion, we've invented a new machine that utilized existing resources and suits our needs, for one-third the cost of a commercial machine. Relieving the compaction caused by thousands of feet and hundreds of vehicles is the single most meaningful thing we can do to alleviate the impact of the event on our land. Michael, the trees and grass sing your praises.

President Jack thanked Tom for his work on the Board, "It has been more than great!" He also thanked Dennis for all of his work on the wetlands consolidation and land swap with the City of Veneta. The latter is moving faster toward conclusion. He is still in communication with Mr. Hubbard who has yet to obtain the electrical permit on the shop finalized. Jack said he had mixed feelings about the Fair Evaluation meeting. The month preceding the Fair, the numbers of volunteers on site continue to increase until we explode into a small city for three days. A few hundred fairies come to the Teddy Bear Picnic and then only twenty participate in the evaluation... He would like to see the day when 150 - 200 folks attend the Fair evaluation meeting. Then we could really begin to have some creative dialogue!

Treasurers Hilary Anthony reported that the Budget Committee assigned new crew coordinator liaisons. This process has increased communication considerably. They are not expecting any big changes in revenue projections thus they are not anticipating big changes in expenses. Coordinators will be asked to justify budget increases. Also, coordinators, please read the budget handbook which has been completely rewritten. Coordinators may discuss operational budgets at the coordinator potluck on January 22, at Leslie's house.

#### COMMITTEE REPORTS

Annual Booth Reps Meeting Wren Davidson (crafter) read the report which appeared in the September issue of the Fair Family News to the Board and Peach Gallery. She added that for the first time it feels as if a bridge is being built between operations and the artisans who have been here since the beginning. They would like to re-enforce the intent of Paxton's motion last year that the Craft Committee should make policy recommendations to the Board.

Craft Committee Dave Peek (crafter) stated that the meetings will be held on the second Wednesday of the month beginning in November.

LUMP (Land Use Management Planning) The next meeting will be held on Tuesday, 10/12 in room 303 of Chapman Hall, UofO. Contact the office for future meetings.

Law Reform Etienne noted that anyone is welcome to participate. They meet on the second & fourth Tuesday evenings at the Fair office.

#### OLD BUSINESS

##### WINTERGREEN FARM DONATION

Jack moved, and Brad seconded, that the Board donate \$500 to Wintergreen Farm. Palmer's friendly amendment to require a receipt documenting how the donation was used for educational projects was later accepted.

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Background: Wintergreen Farm is located five miles west of the Fair site. Wali from Wintergreen Farm said that one of their missions is to educate people of all ages about organic farming by hosting field trips and newsletter mailings. They have never charged for the field trips but the increasing number is becoming a monetary drain. Peach Gallery: Leslie added that they are leaders in the Community Sustainable Agriculture (CSA) movement. Hilary noted that to remain true to our 501(c)3 restrictions the Fair would need a receipt from Wintergreen Farm documenting how the money was spent for educational projects. She added that they are real leaders in the organic movement.

BoD Discussion: Brad agreed that the field trips are great. They are open to any school or group. Tom said he would like to see a fund similar to the Endowment and the Jill Heiman Vision Fund created for organic farming and land use issues.

The motion passed: 10 in favor and 0 opposed.

SABBATICAL IMPLICATIONS -- BUDGET

Palmer moved, and Tom seconded, that the Board form an Executive Committee for the term of the sabbatical plus three months, consisting of the Officers, two members of the Personnel Committee, and the Fair's attorney and that norma and Steve W. will each be given a bonus of \$650.00 payable upon Leslie's return. He later amended the amount to \$550.00. (a slip of the tongue earlier)

Background: The bonus is to compensate the AA & SM for covering duties that will fall to them in Leslie's absence.

BoD Discussion: The BoD members began to pick the motion apart debating who should be on the Executive Committee, the duration of the Executive Committee, the amount of the bonus, and when it should be payable. Michele offered a friendly amendment that the committee would sunset one month after Leslie's return. Palmer withdrew the motion.

Charlie moved, and Dr. Jim seconded, that the budget be increased to give the Site Manager and/or the Administrative Assistant a bonus of up to \$650 per person payable within 30 days of Leslie's return.

Peach Gallery: Hilary argued that the AA & SM are taking on additional work during Leslie's absence and should be paid during the time in which they are working. If we hired temps we would have to pay them as we go and not wait to evaluate the value of their work.

Charlie amended the motion to be payable upon Leslie's return.

BoD Discussion: David and Jack agreed that this is payment for wages not a bonus. David's friendly amendment to distribute the wages over a two month period was accepted. Marlene said she is more comfortable to decide whether a bonus is earned upon Leslie's return. Palmer noted that he had split the value recommended by the GM in the sabbatical proposal and offered a \$550 bonus. Charlie did not agree. Michele offered a friendly amendment that this difference be split and give a \$600 bonus. Palmer's friendly amendment that the AA & SM each be given \$200 extra during each of the two months' full-time leave, \$100 during each of the two months' half-time leave, and a \$50 welcome home, Leslie, upon her return was accepted.

The motion passed: 10 in favor and 0 opposed.

ANNUAL MEETING BUDGET INCREASE

Dr. Jim moved, and Jack seconded, that the Annual Meeting budget be increased up to an additional \$1070.00 to cover the costs associated with the change in venue and additional costs for regular copying and mailing.

Peach Gallery: norma confessed that she had forgotten to book the WOW Hall and when she remembered the hall was already booked for another group. Instead, the meeting is scheduled for the same night, 10/16, beginning a half-hour later at 7pm, at Wheeler Pavilion at the Lane County Fairgrounds.

BoD Discussion: norma was thanked for her courage to stand up in front of this group. Palmer thanked her for finding a place with ample parking. Jack thanked her for assuming responsibilities that are probably the President or Secretary's responsibility. The Secretary noted that norma spent the next 24 hours following her discovery in torment and yet also managed to pull off the miraculous and book the Annual Meeting and publish a correction notice postcard!

The motion passed: 10 in favor and 0 opposed.

BUDGET COMMITTEE APPOINTMENT

Michele moved, and Brad seconded, that Eric Nusbaum be appointed to the Budget Committee.

Peach Gallery: norma said that Eric was very attentive to the kitchen budget as Co-coordinator. His bookkeeping experience will be an asset. Hilary, Leslie, and Anne Morris (VegManECS Co-Coordinator) agreed that Eric has great energy and will be good to work with.

BoD Discussion: Etienne agreed that Eric is great!

The motion passed: 10 in favor and 0 opposed.

INTERNAL SECURITY CO-COORDINATOR APPOINTMENT

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Charlie moved, and Palmer seconded, that Rifka Gross be appointed as Internal Security Co-coordinator.

Peach Gallery: Thumbs up! Rifka read her letter of interest for the position to the Board. She appreciated how growing up in the Fair these past 25 years has shaped her values and goals. The letter was signed, "Country Fair Baby, the First Generation". Oso, (Internal Security sole Coordinator until now) appreciated everyone's support of Rifka and noted that they should get along well as she has an ego to match his!

BoD Discussion: Wahoo!

The motion passed: 10 in favor and 0 opposed.

#### EXECUTIVE COMMITTEE FORMED

Charlie moved, and Marlene seconded, that the Board create an Executive Committee to consult with the Administrative Assistant and Site Manager during Leslie's sabbatical with a sunset of one month after her return. The committee shall consist of the President, a Treasurer, two members of the Personnel Committee and the Site Manager.

Peach Gallery: The GM recommended this in her sabbatical proposal to cover situations beyond the management scope of the AA or SM. She added that this would be a good, learning experience which may be needed again some day. David Helton (Registration Coordinator) suggested the anachronym BUGUM (Back Up Group Management)!

BoD Discussion: Brad & Michele said that the committee should be heavier on BoD members. Jack views this as a crisis committee that should sunset immediately upon Leslie's return.

Brad moved, and Michele seconded, to table this item. The motion failed: 5 in favor and 5 opposed (Jim, Dr. Jim, Charlie, Marlene & Palmer).

Tom wants the Executive Committee to be responsive to the AA & SM, rather than directive. Marlene's friendly amendment states that one of the Personnel Committee members should be a BoD member. Charlie at first did not accept and then after more discussion:

Charlie amended his motion, and Marlene seconded, to read that the Board will appoint an Executive Committee to work with the AA & SM during the GM's sabbatical with a sunset of one month after her return from full-time to part-time. The committee chaired by the President will also include one Treasurer, two BoD members (at least one of whom is a Personnel Committee member) and the Site Manager.

The motion passed: 10 in favor and 0 opposed.

#### APPOINTMENT PROCESS

David Liberty moved, and Michele seconded, that any persons wishing to be appointed to committees or as coordinators, submit a letter to the Board stating their desire to serve in the position being filled. Palmer's friendly amendment that the Board appreciates their presence at the BoD meeting was accepted. Thus, a candidates presence is not required.

Peach Gallery: Wren noted that there is a lot of sentiment that the Fair operates around an old-boy's network rather than committee or crew direction. Mira Rainey (Site Office Crew) agreed that she's heard other folks say they have been passed by unfairly. David said it is the least one can do for a coordinator appointment. He added that it was the act of writing the letter to the BoD that clarified his intention of assuming the Registration's responsibilities. Steve W warned of creating one solution to fit all cases.

BoD Discussion: David said the intent of this motion is to clarify the appointment process; it does not address the manner by which the candidates are chosen. Brad noted that this item is related to his area of interest -- crew member rights. He would like any feedback and intends to bring a motion forward in the future.

The motion passed: 10 in favor and 0 opposed.

#### HUBBARD PROPERTY RENTAL AGREEMENT

David moved, and Charlie seconded that the Board accept the Management Agreement from Tom Cotter of Fern Ridge Realty, dated 10/1/99.

Background: The house will rent for \$700/month without the garage. The Fair shall have access to the garage with reasonable notice. The tenant will receive six access passes for him/herself and a maximum of five guests. The rental agency will receive a fee of 10 percent of gross collections with a minimum fee of \$70 per month.

Peach Gallery: Rifka wondered whether Fair members are allowed to rent the dwelling. David supported VIP passes, but no over-night passes. Pro and con arguments were listed for smoking and dog issues.

BoD Discussion: Palmer offered the following amendments:

1) The garage may be rented for an additional \$200.00. 2) The Fair retains the right to camp within 75 feet of the dwelling during Fair time. 3) The Fair has the right to draw water from the well and will maintain adequate pressure and supply to the dwelling. 4) Sections I & j of the agreement should be marked --- remove it from the Fair's responsibility to make timely repairs. Also, when the tenant leaves, the utilities (electricity) should stay on. But, it does not include telephone or landscaping.... 5) The tenants will provide proof of renters' insurance...

Brad added that the tenant should receive up to six(6) guest passes. Etienne asked the BoD to address whether a

Fair member or Board member may rent Fair property. This will be a future agenda item. There was no decision on dogs or smoking.

Because of the conflict of David beginning and then Palmer assuming the motion, Palmer withdrew his motions and then

Charlie moved, and Marlene seconded, that the Board authorize Steve Wisnovsky & Dennis Todd to "fill in the blanks" with the negotiations with Fern Ridge Realty.

The vote passed 10 in favor and 0 opposed.

#### ENDOWMENT PRINCIPAL CONTRIBUTION

Jim Sahr moved, and Palmer seconded, that the Board dedicate \$25,000 to the Bill Wooten Memorial Endowment principal.

The motion passed: 10 in favor and 0 opposed.

#### CAMPING CODE OF CONDUCT

Etienne moved, and Jim seconded, that the Board will construct and implement a Camping Code of Conduct.

Etienne suggested that a workshop be held to address the concerns and expression of this new code. We need to honor each other with respect and be personally responsible.

Peach Gallery: Hilary said she understands that a lot of energy on this topic exists now. But, this could go through the Guidelines process and does not need the Board's bureaucracy. David supported holding a workshop yet warned that again one policy solution may not fit all situations in the Fair.

BoD Discussion: David said that we should hold the discussion before crafting policy. The Land Swap decision will impact the camping issues far greater than the rules. The work session will be held on Monday, November 15, 7-9pm at Central Presbyterian Church in Eugene.

Michele moved, and Etienne seconded, to table this motion until after the workshop.

The motion to table passed: 9 in favor and 1 opposed (Marlene). The schedule for work sessions will be drafted at the Board retreat.

#### ELDERS COMMITTEE

Brad moved, and Etienne seconded, that the Board create an Elders Committee. The committee shall work through issues surrounding the creation of a formal elders retirement plan.

Peach Gallery: David said this will help with many of the booth problems

BoD Discussion: Palmer asked if Brad wanted to add a number of members for the committee and the deadline to submit letters of interest. Brad responded that he'd prefer to assess the level of interest first. Charlie and Marlene agreed that they would like as many aspects of the Fair to be represented. Etienne noted that a lot of issues need to be addressed and it should be open to all participants.

The motion passed: 10 in favor and 0 opposed.

#### LAND SWAP NEGOTIATIONS

David moved, and Brad & Dr. Jim seconded, that the Board appoint Jack Makarchek, Daniel Dillon, and Dennis Todd to conclude negotiations for the land swap with the City of Veneta.

Peach Gallery: Daniel appreciated Martha Evans' work on this issue in the early years.

The motion passed: 10 in favor and 0 opposed.

#### LEGAL MATTERS

Dr. Jim moved, and Marlene seconded, that the Board authorize the Fair's attorney and the GM to negotiate a settlement in a pending legal matter. Under advisement from the Fair's counsel details may not be discussed at this time.

The motion passed: 10 in favor and 0 opposed.

#### BI-MART MITIGATION PONDS

David moved, and Charlie seconded, that this agenda item be moved from new business to old business. The motion passed: 9 in favor and 1 opposed (Palmer).

David moved, and Brad seconded, that Leslie Scott, Jack Makarchek, Daniel Dillon, and Dennis Todd be authorized to negotiate with Bi-Mart Corp. for the possibility of wetlands mitigation on land we may soon own (i.e., the Boro Pits from the Land Swap).

Background: Bi-Mart intends to build a new store next to the old Dairy Queen on Hwy. 126. However, in order for them to obtain a building permit they need to do one to one and a half acres of wetlands mitigation work.

Peach Gallery: As opposed as members are to working with corporations, it will give the Fair money to further the vision of an intact wetlands and greenway along the Long Tom River. If it is not Bi-Mart, then soon another

corporation may be knocking at our door. Wren noted that the proposed site is one of the last remaining camas fields.

BoD Discussion: David noted that he helped survey the City of Veneta as a wetlands consultant. The proposed site does not function well as a wetlands and will never recover from the city's impact. However, the Boro Pit is far superior. We should be able to ask the going rate for the land and retain ownership. Jack said that personally, he would rather pass a motion preventing Bi-Mart from building in Veneta. Putting that aside, businesses can no longer rape the land without exacting a price. The Fair is valuable for holding the greenway vision and is the vehicle that the corporations need. We can make the site into a showcase and leave a legacy to our family and community. He added that working on a wetlands mitigation project has been some of the most rewarding he's done in construction. Palmer is still uneasy about the proposal. "It feels as if we're looking at a really big mouth on a really big gift horse." Leslie noted that Dennis mentioned this in his report last month. She and Dennis have met representatives from Terra Science, Inc. on site to discuss the possibilities. The motion passed: 10 in favor.

Tom's final motion to adjourn the meeting was seconded by Michele.

The following items were tabled to a future meeting: Appointments: Buses Co-coordinator, Member Survey Committee, Endowment Committee member. Crew Member Rights (Brad), Camping Code of Conduct (Etienne) to be held after a workshop, and Commissioned Artwork Rights (Palmer).

The next Board meeting is scheduled for Monday, November 1, 1999, at EWEB at 7pm. The agenda, subject to change, may include the above tabled items as well as Ratify the Vote for the Board, Officer Appointments -- President, Treasurer(s) and Secretaries, Renew WOW Hall Membership, Whiteaker Thanksgiving Donation (Michele), Committee Meeting Notice, and Bylaws Change -- Board Candidacy Requirements (at present a non-Fair member may run for the Board) (norma), and Fair/Board Members as Tenants of Fair Rental Property (Etienne).