OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING, JANUARY 3, 2000

PRESENT: Jim Sahr, Etienne Smith, Palmer Parker, Charlie Zennache, Marlene Monette-Showker, Jim Newhall, M.D., Lawrence Taylor, Jack Makarchek (arrived during announcements), and Charles Drew & Howard Galvin (alternates).

NOT: Brad Lerch & Michele Sharpy.

MINUTES APPROVAL
Dr. Jim moved, and Howard seconded, that the minutes of the 12/6/99 BoD meeting be approved. The motion passed: 8 in favor and 0 opposed. Marlene was temporarily out of the room.

ANNOUNCEMENTS/CALENDAR

Tues. 1/11 LUMP meeting at the Fair office, 7:30pm.
Sat. 1/15 Highway Clean Up. Meet at the Warehouse 10am.
Sat. 1/22 Coordinators' potluck with the Budget Committee.
Mon. 1/24 Work session on the Operating Budget at Central Presbyterian Church, 7-9pm.
Mon. 1/31 Board Meeting to approve the 2000 Operating Budget.
Tues. 2/29 Grievance Work Group will meet at 7pm at the Fair Office to clarify the grievance process.

John Stamp announced that members of the Archaeology Crew taught 600 kids at Woodruff Middle School, south of Tacoma, how to do flint knapping.

MEMBER INPUT

John Stamp began a discussion about the Bi-Mart Wetlands Mitigation project on Fair property. It was agreed that John and Bill Burwell (outgoing Archaeology Coordinator) will work with Land Use Management Planning (LUMP) to insure that all archaeological issues are addressed during the wetlands mitigation process. The proposed site is the oldest known archaeological site in western Oregon dating back 13,000+ years. Bill added that 50% of wetland mitigation projects are completed with parking lot mentality. The Fair must be vigilant about the project's methods. Lil DeSoto (Horse Crew) expressed concern about Bi-Mart’s employment practices. She hopes the Fair can introduce a new way of thinking about employee relations. Janee Fossom (Lot Crew Coordinator) is concerned how Bi-Mart will affect the local Veneta businesses. Steve noted that we’re still in the talking stage; we haven’t signed any agreement yet. The project will require permits from the Division of State Lands and the Army Corps of Engineers. These permits require the on-site presence of an archaeologist whenever any excavating is done. He added that Dennis Todd of the Fair’s Land Use Management Planning Committee (LUMP) is also in favor of the project. Dr. Jim noted that the BoD hopes to use the money from Bi-Mart to further other social concerns. Jack agreed that we are doing another dance with the devil but this time he voted for the birds. This project furthers the dream of a Long Tom Greenway corridor. Jim Sahr suggested that the agreement to do a wetlands mitigation project with Bi-Mart be revisited at the February BoD meeting. Bill Burwell also noted that he could help the Fair classify the known archaeological sites as “Traditional Cultural Property” which is a new classification by Executive Order of President Clinton.

STAFF & OFFICER REPORTS

Administrative Assistant. Happy New Year! norma has talked with Leslie Scott, GM, a couple of times this past month. Leslie’s schedule for February & March is not set yet. Y2K passed peacefully and norma is preparing for Y3K! She and Jeff Harrison (Craft Inventory) have updated the craft applications. They will be available for e-mail, snail-mail, or off the web pending approval by the Craft Committee. It is time to renew the BoD & officers liability insurance. She will submit her capital projects proposal for a new copier to the budget committee soon. norma will be working on her tan in Hawaii during 1/17 - 2/1. The office will be staffed by volunteers in her absence.

Site Manager. Steve Wisnovsky thanked norma, Dick Stewart (Recycling) and Tommy Rhea (Communications) for yurt sitting so that he could spend the holidays with his family. Andy (Caretaker) is on an extended vacation to Mexico and is expected back tonight. It has been a very quiet month. December began with a flood through the 8 and then dried up. All the pump houses and pipes survived the freeze! Steve thanked Zak Schwartz for working on resolving grievance issues. The house on the-formerly-known-as-Hubbard property has been rented to a nice, young couple. They are interested in getting involved with the Watershed Council and other Fair restoration projects. We are currently in the process of applying for campground development permits on that property.

President. Happy New Year! It seems significant that we’ve made it this far without blowing ourselves up. Time seems to be going faster. The Fair has accomplished a lot in the past five years: bought a town office,
bought the Hubbard property, completed the land swap with the City of Veneta, and moved forward with the greenway vision.

A lot of the time the OCF seems to be just a party. But, rather, it is a great party. What we do is what makes it great. He hopes that we continue to take risks.

It also seems that the rest of the world is becoming younger while the OCF is aging. We have to learn to help each other, not just around the event. We cannot be so proud as to not ask for help in our daily lives. Jack hopes that over the next years, the Fair family focuses on helping each other. He thanked the Fair and family for the last years and expects to be around for a long while.

**COMMITTEE REPORTS**

**Craft Committee.** David Helton (Registration Coordinator) read a synopsis of the past months’ discussions. They have been focusing on: Crafters’ Rights, alternatives to the Booth Reps, and how to place crafters permanently into booths. All of these topics are entwined. They have agreed on the following points.

1) The Fair needs to do something to reduce the pool of boothless crafters. 2) 900+ crafters seems to be too many. There are currently 930 juried crafters trying to fit into 250 craft booths. And all booths are controlled by booth reps.

Resolving these issues is still being discussed. One proposal for this year includes limiting the number of new juried crafters to the number of one-year only booth spaces. Also, everyone on the Craft Committee agrees that the Peach Pit should include a Crafters Directory. They are working with Ray Neff (Peach Pit Coordinator) to estimate the additional cost and plan to ask that it be added to the 2000 Operating Budget.

**OLD BUSINESS**

**ARCHAEOLOGY COORDINATOR APPOINTMENT**

Dr. Jim moved, and Marlene seconded, that the BoD appoint Virgil Courtwright as the Archaeology Coordinator.

Peach Gallery: Anna DeLocis (Construction) said it will be great to have an archaeology liaison to LUMP.

BoD: Charlie thanked Bill Burwell for his years of service as the coordinator. Lawrence also thanked the Archaeology Crew for providing solid facts to back up what we’ve all known—there is something truly special about the OCF site. Jim Sahr & Charles Drew said they would present to the Budget Committee the crew’s request to increase by one person in size if it has not already been reviewed. Marlene rejected Jim’s friendly amendment to increase the number to 12 (the number of letters of interest that have been submitted) was not accepted by the second, Howard.

No action was taken on this motion.

**MEMBER SURVEY COMMITTEE APPOINTMENTS**

Marlene moved, and Howard seconded, that the BoD will appoint seven members to the Member Survey Committee.

Peach Gallery & BoD: An interesting yet tedious discussion followed regarding the appropriate number of fairies that should work on this committee. 7?, 9?, 10?, 13? Etienne said that regardless of the number it requires committed people. She added that it is still unclear what the committee’s mandate is. Dr. Jim’s friendly amendment to increase the number to 12 (the number of letters of interest that have been submitted) was not accepted by the second, Howard.

No action was taken on this motion...

**MEMBER SURVEY CLARIFICATIONS**

Lawrence moved, and Charles seconded, that the Board will create a bi-annual survey and will appoint a committee to administer (print, distribute, and collect), tabulate and report the results of said survey to the Board and membership. The Committee will solicit suggestions of ideas for possible inclusion in the survey. The Member Survey shall include any topic suggested by a member and which is supported by signatures of 25 members. The names of the questions’ chief petitioners will be published on the survey. (new text to the approved motion.)

The motion passed: 8 in favor and 2 opposed (Marlene & Charlie) Marlene advocated that a chairperson should be appointed and a first meeting date be set.

**MEMBER SURVEY APPOINTMENTS**

Jack moved, and Lawrence seconded, that all who have expressed interest via letter to the BoD thus far shall serve on the committee. This includes: Arna Shaw, Reese Prouty, Etienne Smith, Daniel Dillon, Andrew Miscoe, Howard Galvin, Norma, Bill Lakey, MD Mitchell, Lil DeSoto, Reggi DeSoto and Chris Roop.

The motion passed: 10 in favor and 0 opposed. Etienne offered to contact each person listed above and convene the first meeting.

**PROPOSED GUIDELINES CHANGES**

Jack moved, and Jim seconded, to keep the Guidelines as is other than date changes for 2000.
Oregon Country Fair Board of Directors January 3, 2000

Peach Gallery: This sparked a lively discussion, especially with those who have put in many hours of thoughtful consideration of the Guidelines feeling insulted. Folks also discussed whether the Guidelines are too cumbersome and should be divided into two books, one to get through the event and the other giving more background information and Fair philosophy. Others disagreed saying that philosophy and action are intertwined and cannot be separated. David offered to compile a set of current Guidelines with all proposed changes inserted to make the review process more efficient and comprehensible. He actually offered to include those that he liked but a bit of with a bit of friendly arm-twisting he agreed to include all changes!

BoD: The BoD spent a lot of time trying to figure out a process to get through all of these and in the end put it off until next month. Marlene advocated for a BoD sanctioned Guidelines Revision Committee in the future. The BoD discussion echoed similar opposing opinions as expressed by the Peach Gallery. Jack said he took this adversarial position because it is more serious issue if we intend to use the Guidelines to direct Operations.

The motion failed: 2 in favor and 8 opposed (Etienne, Palmer, Charlie, Marlene, Dr. Jim, Howard, Charles, & Lawrence).

Jim moved and Charles seconded, that the BoD will accept David’s offer to compile all submissions to the Guidelines and vote on them next month.

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

(OK... All submitted Guidelines revisions proposals are listed below in order as they appear in the pamphlet. In order to save space (and my eyes) 2000 date changes, typos, and cosmetic changes are not included. The code is as follows: Italic = new text, deleted text, text remains the same. The petitioners' names are listed prior to the entry: DH/CC David Helton/Craft Committee, GC -- Guidelines Group (norma, Arrow Anders, Anne Morris, Randy Nowell, Jim Sahr, and Andy Strickland), JF-- Janean Fossum, JL-- Jen-Lin, JS-- John Stamp, ML -- Marshall Landman, R&L-- Reggi & Lil DeSoto, and SW-- Steve Wisnovsky.

SW Code of Conduct. 1. Everyone is equal. The Guidelines apply to all members, whether you are a Board member, a paying Fairgoer, or have any other involvement. Board members, staff, vendors, paying Fairgoers or those with any other involvement. The Guidelines and Code of Conduct apply whenever and wherever we gather as Fair family. We are all responsible to the same code.

JF: Code of Conduct. 3. Perhaps the most important of all is reverence for the land. 3. Respect for the land, without which we jeopardize our natural surroundings. Respect for the plant and animal life whose space we share, and a desire to work in an environment of respect. will take us to a much better place than disharmony and disruptive patterns will ever achieve.

JF Code of Conduct. 4. The most important of these is respect for each other. Over the past years, we have developed a reputation...

JL Calendar Aug. 28 Deadline to submit Board candidate statements for publication in the Fair Family News and the Voters Pamphlet.

Sept. 14 Last day to register as a Fair member to vote in the 2000 election for Board of Directors

John Stamp General Information. (add between Section 11 Public Facilities and Section 12 Entertaining at the Fair

Section ?? ARCHAEOLOGY All ground disturbing activities need to be monitored by Archaeology. This should include water lines, any large holes, and fence lines that require more than six holes. All artifacts should be brought to the attention of the Archaeology Coordinator or the Site Manager. If anyone even thinks they are digging an archaeological site, they should STOP and contact the Archaeology Coordinator or the Site Manager.

GC Section 5. Food Vouchers. Food voucher recipients are invited to donate them to the Jill Heiman Vision Fund. The OCF will exchange the vouchers for money to be donated to a non-profit group chosen by the membership. The total amount of donations by Fair family will be matched by the OCF up to $10,000.

ML Section 4. Volunteer Staff. Crew Services facilitates the health, safety, and well being of the OCF Staff during the three days of the Fair by providing beverage delivery, hospitality, showers, lanterns, and fire barrels. Beverages are delivered night and day, primarily to outposted staff and on stage performers. Hospitality Kitchen welcomes all staff, performers, and SOPs . It can be accessed to the left of Youth Stage and is open from 11am to 5pm. Free showers for staff and performers are located at Dahinda’s Acres and are opened between the hours of 8-12am and 2-6pm. Bring your own towel and shower supplies. At night, approximately forty lanterns are supplied to areas for either safety or security reasons. For certain security positions, fire barrels and a wood supply are provided.

JF and R&L Section 13. Information, Health & Safety The Fair keeps order through its own security staff.... Outside these times contact the Quartermaster if you observe, or are involved in, a troublesome situation. (This is repeated verbatim under Section 14. Security.
JF Section 14. Security  The Fair keeps order through its own security staff. These are your sisters and brothers, here to keep peace in our village. As a security crew our first responsibility is safety. The job is to maintain an environment within which the health and personal safety of all persons is assured. In this aspect of the job no distinction is made between staff, vendor or public. It is helpful if people continue to wear their photo I.D. or wristband from Wednesday through Monday. Our Security staff is on duty from Monday before the fair through Wednesday after the fair. Outside these times, contact the Quartermaster if you observe or are involved in a troublesome situation. It is Fair policy not to interfere with Sheriff’s deputies if they are present. Any situation that requires attention from the Sheriffs will already involve A situation involving the Sheriffs deputies will have Security, the General Manager and/or the Back-up Managers attention as well.

Pre-post  As the name implies this is the crew that maintains the security before and after the fair. Pre-post works from Tuesday through Thursday morning before the fair and from midnight Sunday through Monday after the fair. Pre-post also joins in the sweep each evening during the fair.

Lot Crew  Lot Crew is on site from Monday before the fair through the Monday after the fair. This security crew maintains an overview of the lots. We oversee loading and have the Horse Security. During event days we have trained medical staff in the lots. The parking lots are the first and last experience of the public. The more that can be done to get them to the admissions and send them home safe, happy and at peace the better.

Section 18. Children on Site

JF While at the Fair site, children are the responsibility of parents or guardians at all times. Main Camp does not operate pre-Fair child care services. Please instruct your children not to rely on Main Camp kitchen as a resource. Please make sure children wash their hands before using kitchen facilities. Bring adequate food and water for kids. While at the Fair children are the responsibility of the parent or guardian. While Main Camp is unable to provide child care we can be a resource for your child(ren) in an emergency. They should know we can be trusted. Show your children the facilities. Make sure they know where the toilets and hand washing and drinking water is located. Bring snacks and food enough for the day. If you are interested in providing pre-fair child care contact Jill Liberty.

Diapers may be available during Fair hours...

GC To prevent safety hazards, children on bikes, tricycles or riding toys are strongly discouraged from June 1 through August 31.

JF Section 19. Child Care Facilities Sorry, No Diapers

JF Section 19. Child Care Facilities Parental Responsibility. Child Care is not a surrogate parent. We are here to give you a break from parenting. We want you to honor our established guidelines. We reserve the right to ask those who do not honor our protocol to not bring their children back to Child Care for the duration of the Fair. to refuse service for violation of these.

JF Section 20. Lost Children (add to existing text) Instruct your child(ren) where they should go if they are lost. Have a plan. Have a familiar place to meet should you become separated.

JF Section ??? Safety of the Child PARENTS, GUARDIANS AND CHILD CARE PROVIDERS Please share the following Child Safety Guidelines:

- Teach your children their names -- It is helpful if they know their parent’s name(s), their booth name, crew name, or other fair affiliation.
- Place wrist bands on all younger children -- especially if the children are too young to speak.
- Use appropriate sunscreen... Along with creative use of umbrellas, scarves or hats. Sunglasses and water toys are fun.
- Give children plenty of fluids. They can easily dehydrate.
- Encourage a nap time. Children energize from the pulse of the fair and may get overly tired. Create a safe, shady napping spot.
- Teach children about boundaries. Empower them with this knowledge. It is important to set limits on how far can they go from camp/booth and for how long. Use the buddy system with older kids. Teach them to watch out for each other. Show them the location of safe places to go, friends camp, friends booth and information booths. Inform children about “the bathing suit rule” - those areas that are their own personal space. Instruct children to come to you if any one invades or tries to invade their personal space. Use private showers if public showers make them uncomfortable.
- Understand the transition from being with the child at all times to letting them go unattended. This should be gauged by their age, experience, knowledge and your children’s comfort level as well as your own comfort level. Use common sense. Know where they go, who they are with and when they will be back. Set limits. Encourage them to go with friends. Never leave small children alone.
Oregon Country Fair Board of Directors January 3, 2000

- Watch all children in play areas. Pay attention to unattended children. Assume nothing. An adult dragging a child away who is crying and kicking may not be the child’s parent. Find out. Ask to help. Take a moment to check in with first the child and then the adult.
- Accompany your children in the rest rooms and showers. These areas can be high risk. Let’s keep them as safe as possible.
- Recognize the false sense of security that can occur. We think our children are safe. -- The Oregon Country Fair is an event with people who are familiar with each other. This should not interfere with common sense. The nature of the event attracts all types of people. The rules you use every day, especially for the safety of your children should be followed. If you do not let your child go alone to a mall, concert or sporting event, then do not let them on their own at the Fair.

Section 24. Membership.
JF As a member you can vote in Fair elections. Contact the Membership Secretary for information on receiving an absentee ballot.

GC Grievance Process. Over the years that the Oregon Country Fair has existed, a collective wisdom has been present in our lives as we have worked together as a Fair Family. Yet, we have also observed that in the flow of interactions in the Fair Family, disputes and disagreements may arise from time to time that require settlement. We have created an alternative method for settling disputes that is completely fair to everyone and permits the highest possible expression of our alternative ideals. You may obtain a full copy of the Grievance Process and the necessary filing form from the Fair office. All grievance processes and time limits at any step of this procedure are suspended by a moratorium period from June 1 through July 31 in each calendar year in order to permit the efficient and orderly production of the Fair.

JF Section 25. Transportation & Parking Staff Parking. All staff with vehicle stickers are to park in designated parking areas only. North Miss Piggy Lot is for the Public -- it is kept available for the alter-abled, elderly, and people with strollers. ALL staff vehicles with stickers should park in South Miss Piggy, Craft over flow lot and specified areas only. If you park in North Miss Piggy, you will be towed to the Dead Lot.

North Miss Piggy is for Public parking only. This front lot is especially suited for the alter-abled, elderly and people with strollers. Please respect this designated area. Vehicles will be kept out of the fair itself from 6am Friday July 7th until 9pm Sunday July 9th.

Traffic Flow. Traffic crews work out in the hot sun and eat dust all day. Please say “Hi” and be cooperative. They know how to squeeze a lot of cars into limited space and they know areas that need protecting. (Note: If the Traffic Crew needs to address what they do and how they do it, it should be in another section such as General Information before or after Section 14. Security.) The public will be using both Maple Gate and Bus Road entrances on Fair days of the event. On Wednesday and Thursday pre-fair, staff, and performers and booth people will use enter on the Bus Road entrance on Suttle Road. Visitors’ cars are not allowed onto the fair site after 6pm on Fair event days. No cars (including ones those with staff vehicle stickers) can may enter any gate between the hours of 6pm and 8pm on event days. This is to allow for traffic to EXIT only. (Emergency and Service vehicle stickers are the exception.) The OCF cannot be not responsible for theft of or damage to vehicles, motorcycles and bikes or their contents while on OCF property.

Vehicle Stickers. Please carpool or take the bus. The LTD is free. Each vehicle on the premises after 9pm must on site should have a vehicle sticker on affixed to the lower-left front windshield window by Wednesday, July 5th. No exceptions. Cars without vehicle stickers may be towed at the owner’s expense. ... (see Towing below).

The front lots are to be used only by the public. Vehicles must be kept out of the Fair itself from 6am, Friday, July 9 until 9pm, Sunday, July 11.

GC Cars without stickers may will be towed at the owner’s expense.

Towing. Cars with a Vehicle sticker that parked in such a way as to block Traffic, fire roads, any the Red Vehicle Sticker Zone, or the flow of traffic or in areas designated as public parking may will be towed. to an-out-of-the-way area of Fair property.

Towing and emergency car service is available on the fair site during the fair from 8am until midnight. If you have AAA and need their emergency assistance you can call 935-1031 for the AAA 24 hour service.

JF Section 28. Sweep. ...limited resources (water, toilets, patience, etc.). ...R&L Section 28. Sweep. ...See Section 22. (Camping Passes). Failure to have either of these will lead to immediate expulsion.

R&L Begin Sections 29 Campsites, 30 Environment, 33 No Visible Campsites, 44 General Construction Requirements, and 46 Aesthetics with Use existing and encourage growth of natural barriers.
Section 29. Campsites.

JF **Staff** Everyone must camp in designated areas. Please check with your coordinator or the Main Camp Quartermaster if you are a new member or if you have any questions or concerns. Campsites must not be claimed or altered without an OK from Main Camp Quartermaster. **No brush cutting is allowed.** We ask that you not alter the land. Utilize the natural surroundings as much as possible. Please do not use rope or flagging to claim your campsite. If needed, identify your camp with a sign that includes your name and fair affiliation (i.e., booth, crew, etc.).

GC Campsites must not be altered without an OK from *Vegmanecs* from Main Camp Quartermaster.

R&L Staff must camp in designated areas. Neighborhood camping may overlap. Solutions are best reached by the parties directly involved. Camping location disputes should be directed to (GM, Site Manager, Caretaker, Quartermaster, BUMs and Swimmers) who will arrange mediation with the PIT crew to help reach a solution.

Far Side Campground **Camping.** The Far Side campground is for volunteer staff camping only. If you are camping there you need to inform your crew coordinator or booth representative. All camp locations, campsites ... Please do not use flagging or rope to claim your campsite. ** Please Identify your camp with a name and sign, include your name and fair affiliation (i.e., booth, crew, etc.) All individuals ... **If you are camped on the Far Side and need to use your vehicle during the fair you will need to park on the Fair side in an approved staff parking lot. **it in the Crafts and Staff Overflow Lot. (Note: this last sentence also affects Section 25 Parking at the Fair.

GC Section 30. Environment. First paragraph. **Use baling twine... remove it by July 31.** Consult with the Main Camp Quartermaster before you plant anything in the ground or if you need help tying anything up in your booth. Please be sure to remove your ties by July 31.

Add to end of first paragraph: **Use of all gas powered tools are prohibited except during Main Camp when they must be checked in with Quartermaster and receive a permit tag and fire extinguisher.**

**Ground Cover.** Duff, the native ground covering, is composed of organic materials and seeds that are necessary to the regeneration of the ecosystem. Moving of this duff should be kept to a minimum and you must replace it before you leave. Hay, straw, and wood shavings are detrimental to native plants and are a fire hazard. They are also large contributors to dust and are highly allergenic for some people. Use of these materials in booths, campsites and on paths is prohibited. See paragraph in Section 38 titled Environmental Deposits, for an exception. Cedar shavings are not allowed because they inhibit growth and are difficult to compost. Because all commercially available lawn sod is now grown with a plastic netting that is not compostable and is difficult to remove, sod is not an appropriate ground cover. All ground coverings, including carpet, cardboard, plastic, plywood, or burlap used as a ground cover must be removed from the Fair site by July 31.

Section 32 Paths.

JF Because of reseeding and compaction problems associated with vehicle traffic, we ask that you **keep vehicle use on Fair paths to an absolute minimum.** (Janean noted that we need to stop reseeding. “It is a HUGE waste of money that has been going on for way too long. The fact remains grass does not grow on paths.”)

**...We expect your cooperation. Thank you for your cooperation.**

**No bicycles, tricycles, or riding toys on the paths.** (“This should be re-written to reflect the safety of the children.”) **All open holes must be securely covered at all times.**

GC **Only service bikes are allowed on paths.**

JF Fair policy states, “In keeping with the third provision of the OCF Code of Conduct, all Fair Family members shall work together to do whatever possible to insure a grass covered, bare foot safe path during the Fair.” (Janean noted: “This policy on bare-foot safe paths needs to be revised. It should reflect that we work cooperatively so that the paths are safe, ... free of nails, broken glass, burning cigarettes, etc.”)

R&L Section 33 No Visible Campsites. ... Please camp in designated camping areas and always check with your neighbors. ...
JF Section 59 Food Committee. (Note: Sue Kesey is named in the guideline book. No other Committee contact person is listed. Would it be helpful to list all committee contact people? This would affect other parts of the Guidelines such as Registration and Crafts, etc.)

JF Section 64 Food Issues. (If Custom Meat Co. is mentioned then other meat producing places should be named as an example as well.)

Note: Anyone is welcome to work on the Guidelines Revision AdHoc group. All are invited to send feedback about the proposed changes to the Board.

The next BoD meeting will be held Monday, Jan. 31, at Central Presbyterian Church from 7-9pm to approve the 2000 Operating Budget.

The next regularly scheduled BoD meeting will be held Monday, February 7, at EWEB, 7pm. The schedule, subject to change, may include the following tabled items: Budget Issues -- Cost of land swap, Larson easement, Salary ranges for steps 1-7, 3-7, and 4-7; Commissioned Artwork Rights-- Palmer, Fair/Board Members as Tenants, Conservation Easement Proposal, Purchase Easement from Forest Larson, Confidentiality Rules for Committees-- Palmer, Donation-- Garcia Senior Center-- norma, and Leaves of Absence from Committees-- Charlie. New Business includes: Donations to Alzheimer’s Association, Ballet Juvenil Azteca, the City Club of Eugene’s History Project and East Lane Soil & Water Conservation District; Appointment to LUMP Committee, Revisit Bi-Mart Wetlands Mitigation Proposal-- Jim, Guidelines 2001 Process-- Marlene, Hubbard Property Renaming, and Process to Discuss Items without a Motion-- Etienne.

Blessed Be
Jen-Lin