

## OREGON COUNTRY FAIR BOARD OF DIRECTORS, 01/02/01

**PRESENT:** Jack Makarchek, Lawrence Taylor, Michele Sharpy, Jim Sahr, Marlene Monette, Charlie Zennache, Brad Lerch, Bear Wilner, Jim Newhall MD, Etienne Smith, and Diane Albino & Charles Drew (alternates).

### ANNOUNCEMENTS/CALENDAR

Happy New Year!

Schedules for the Master Watershed Steward program through the Extension Service are available now.

Sat. 1/20 The next Highway Pick Up is scheduled. Meet at the Warehouse at 10am

Mon. 1/22 The work session on the budget will be held at Central Presbyterian Church, 7-9pm.

Mon. 1/29 The Board meeting to approve the Operating Budgets will be held at the EWEB Training Room, 7pm.

3/1 Deadline to submit letters of interest to the office to serve on the OCF Business Directory proposal group.

### MINUTES APPROVED

**Bear moved, and Dr Jim seconded, the minutes of the BoD meeting on 12/4/00 be approved.**

Charlie corrected this evening's scheduled meeting time as 7-10pm, not 7-9pm as published.

**The amended minutes were approved: 10 in favor and 0 opposed.**

### MEMBER INPUT

Happy New Year from the seven members of the Peach Gallery. Etienne stated she had 56 signatures on the petition to hold the picnic on Sunday.

### STAFF & OFFICER REPORTS

**General Manager.** Leslie Scott thanked Etienne Smith & Tom Keller for their lovely decorations on the tree in the back yard of the Fair office. Leslie thanked all the coordinators, crews, commemorative sales, admissions and pass sales, vendors, Board and everyone who helped the Fair stay within the budget. It is because of your wonderful diligence that the year ends with approximately \$150,000 in excess revenue. Thanks to Hilary for her assistance in the year-end reconciliation. Leslie has spent much of the past month working on the final budget reconciliation, writing final reports on wetlands grants and details for the office compliance permit. Thanks to norma for creating the nice holiday open house held at the Fair office on Dec. 22. White Bird's service report for 2000, which was just submitted, is in the current Board packet. It is very similar to last year's report. The Board will note that White Bird is asking for a significant increase in contract fees. As per the Board's request, coverage is being extended to include Wednesday through Monday.

**Administrative Assistant.** norma sax thanked everyone who came to the holiday open house. She thanked Palmer for weatherizing the office and cleaning the gutters. Thanks to Dick Stewart (Recycling) and Steve Wisnovsky (Site Manager) for putting up holiday lights in the office. Thanks to everyone who sent holiday cards to the office. And thanks to Ichabod (Communications Coord) for installing the new cordless phones. Craft applications are available at the office, on the web, and via e-mail. Entertainment applications will be available in February. norma & Leslie will meet with Marshall Landman (Hospitality Coord) soon about updating the website. norma spent much of the last month proof-reading the current Guidelines and registered the Oregon Country Fair's web addresses for another year.

Please notify norma to schedule your committee's meeting date(s) & time(s) on the calendar. It can become fairly crowded with more than one group in the building.

**Site Manager.** Steve W. said the site has yet to flood and they are wondering when winter will hit. Because it has been so dry the site is more prepared than ever; more trees have been wrapped and fenced, more erosion control dams are in place and less dimensional debris is out there. Come and visit the site and check out the temporary roof covering Jill's Crossing that Andy and a few helpers have put up. It survived the first wind storm in fine shape. This may save the bridge for another four or five years at which time it should be rebuilt because of the rot. Fewer migratory water fowl have visited the site because the fields are so dry, but beavers have built a new dam on the upstream side of the volunteer bridge. In a late addition to the minutes, Steve reported that on a site walk-about with VegManEC crew on Sunday, Jan. 8, more beaver activity was discovered on the banks of the Long Tom near Fire Road. Here the beavers have girdled or taken down a number of trees recently, some in the 18"-24" diameter range. There are three new beaver dams on Indian Creek -- it seems as if the resurgence of Beaver gridiron dominance. ("We're #4!!") is matched here on site.

Volunteers are welcome to help collect tree cuttings (willow, cottonwood, and red-osier dogwood) to plant along the river in spring. We're also going to need lots of plant material for the Indian Creek restoration project.

**Treasurers.** Hilary said part of the Fair's financial success is due to the skill Leslie has in negotiating and administering the various contracts the Fair has. The treasurers have been transitioning the files from 2000 to 2001. The Board will vote on the Operating budgets at the special Board meeting on January 29 at EWEB. We are completing the second year of the second two-year budget cycle. The Budget Committee accepted the second year proposals submitted last year and have been working with crews that submitted a one-year proposal. They are still in search of imaginative suggestions for a new revenue source, especially as we plan to implement new programs such as the Youth Camp.

**President.** Jack wishes everyone well in the new millennium. He wants to set a tone of respect, honor and integrity. We must all do what we can to understand and respect each other's needs. We must remain civil to each other while respecting our diversity. It is essential to spend more time being consciously respectful.

The she-wolf lives; our thoughts have made her stronger which is also good.

## **COMMITTEE REPORTS**

**Personnel.** The employee evaluations have been completed. Each staff member's percentages (as rated by those Fair family members who submitted evaluations) all increased over last year. Marlene said they are pleased with the great team of employees.

## **OLD BUSINESS**

### **CONSTRUCTION CO-COORDINATOR APPOINTMENT**

**Jack moved, and Michele seconded, the BoD appoint Beth Grafe as Construction Co-Coordinator.**

*Peach Gallery:* Leslie said Beth has a creative, active presence and works well with many groups. Beth left a message at the office that she would like to attend tonight's meeting, but working in Port Townsend, WA prevents her presence. Palmer said it is fitting that Beth, who is also named "Woman of Wood" should be Construction Co-Coord.

*BoD:* Dr. Jim said Beth is an inspirational, creative artist and a delight to work with. Beth is responsible for the ornate carvings in the fencing.

**The motion passed: 10 in favor and 0 opposed.**

### **YOUTH ADVOCACY COMMITTEE APPOINTMENTS**

**Marlene moved, and Brad seconded, the Board appoint Beebee Head, Pamela Aarons, and Jeff Aarons to the Youth Advocacy Committee.** These appointments would fill the committee's seats.

*Peach Gallery:* Leslie asked the Board to consider adding a Youth Member seat on the committee or ask Pamela or Jeff to fill one seat.

*BoD:* The Board members engaged in a varied discussion whether having youth on committees is beneficial, especially as it applies to the Youth Advocacy Committee. Some members think holding a seat open for a person of any specific qualification weakens the committee. Others want to clarify at what age youth may hold a committee position. Etienne said the Board should formally invite youth to participate in Fair activities. Do Fair youth know they may apply to hold any committee positions?

The Board also discussed whether a married couple should hold two seats on any committee. Some BoD veterans recalled the Crafts Committee Appointments discussion when Kim and Jeff Allen both requested seats on the Crafts Committee. That Board decided to appoint only Kim Allen (crafter) because they wanted to allow for more variety on the committee and a couple may pose a stronger voting block. Marlene took offense to this argument, stating each person is an individual. Hilary was offended the Board was expending energy discussing Pamela and Jeff's marital status instead of considering the professional qualifications each one brings to the table.

**Marlene rescinded her motion.**

**Marlene moved, and Brad seconded, the Board appoints Beebee Head to the Youth Advocacy Committee.**

Lawrence, as Board liaison, will talk with the Youth Advocacy Committee to solicit Youth member nominees. He will also talk with Jeff and Pamela Aarons for their feedback and interest.

**The motion passed: 10 in favor and 0 opposed.**

### **MEMBER SURVEY RESULTS DISCUSSION**

Charlie read each question and the results. (Refer to the November issue of the *Fair Family News (FFN)*). Each question received a simple majority of yes votes. Jim did not believe it necessary to discuss all of the results. This is information from the membership to the Board. Individual Board members may pursue any of the questions if interested. Dr. Jim stated questions receiving a two-thirds majority response are the only ones to be considered. This includes only Question #2 regarding an OCF Business Directory. Diane doesn't want the membership to think the Board is ignoring them. Regarding Question #5 about long-range goals, the Board must do a better job communicating its vision and work on the Youth Camp as a second event, as well as publicize the work session on Dreaming our Vision which will be held in March. Charlie suggested each Board member could improve communication with the membership by writing one article for the *FFN* about their personal and/or the Board's visions and actions for the Fair. However, he would never support Question #4 which would require a vote of the membership before the Board could spend more than 100,000 on any item other than Fair Start-Up monies. This motion would prevent the Board from engaging in any real estate negotiations. Brad added we all achieve a great goal every July, sharing and creating our vision.

### **OCF BUSINESS DIRECTORY**

**Charlie moved, and Lawrence seconded, the Board create a five-person working group to prepare a proposal for the creation of an Oregon Country Fair Business Directory.** Letters of interest must be submitted to the Fair office by March 1.

*Peach Gallery:* Steve W. said most good ideas cycle round and round until enough interest carries it forward. He launched a similar proposal eight years ago when he was on the Board. It is good to keep our family working. Leslie said a time/skills bank was also launched when Camille was the Office Manager; much of that data base is on file. Howard Galvin (Security) stated any useful data base must be updated yearly rather than every three years as proposed in the second Member Survey question. Rivka said she intends to submit her letter of interest. She's already given this idea much thought: How can the directory be self-supporting; semi-annual publication; brief, spotlight articles about different listings to be chosen at random; category divisions -- crafters, professional services, restaurants, entertainment. Tom Alexander (Food vendor) envisioned a directory based upon the Co-Op America model. Each member receives a free listing; larger ads must be purchased.

*BoD:* Brad asked Hilary for clarification about advertising income as it relates to our non-profit status. She said it is a matter of balancing advertising fees with expenses. Anything over \$1,000 is taxable. Marlene suggested posting the directory on-line. Lawrence said he liked the idea of keeping it all in the family. For example, who do you call when you need a plumber. A chorus of response from the Peach Gallery and the Board: Bud Chase, the tuba player!

**The motion passed: 10 in favor and 0 opposed.**

#### **BOARD MEETING TAPES**

**Charlie moved, and Etienne seconded, the Oregon Country Fair allow people to listen to tapes of the Board meetings at the Fair office or pay a reasonable commercial cost for copies and postage. Bear's friendly amendment to keep the tapes available for six months was accepted.**

*Background:* Jen-lin said this issue is raised because several members have asked for tape copies of the Board meetings beginning with the August Board meeting. She has never received this request since she became Recording Secretary four or five years ago. While she generally favors all information being open to all of the membership she also believes the tapes are a tool to assist her in writing the minutes. The Board has two opportunities to correct the minutes which are the approved record of the meeting. Jen-lin and norma searched through the files to determine if an earlier Board had already set policy whether the tapes are required or not. No motions were found. Her gut reaction upon hearing the request was no. However, the General Manager suggested getting the Fair attorney's opinion about whether this was a policy issue and he recommended seeking the Board's opinion.

*Peach Gallery:* This issue opened yet another can of political worms. Andy Strickland (Caretaker) wondered if there was a limit to how many copies/requests would be filled... where's the limit. Mary Drew (Neighborhood Response Team) said the minutes are thorough & accurate for those who cannot come to the meeting. Anyone may bring a tape recorder to the meeting and make their own recording. This isn't the Fair's responsibility. Reggie thinks the tapes are part of the legal, public record of the corporation. It keeps communication with the membership open. He added if Jen-lin cannot handle it all, and not get so emotionally involved, she should give the job to someone who can. Howard Galvin (Security) questioned whether the tapes are part of the legal record. He said in his job of selling radio advertising, he can make anyone say anything. He is concerned that folks may be looking for an "OCF sound bite". If they are to be a legal record, then we need new equipment, a microphone at each seat, and possibly a court reporter. At the present moment, the tapes are a tool. However, it would be good to keep the tapes archived. The other Peach Gallery members were of two minds. They support open communication and respect for others as well as question if the Fair is responsible for providing duplicate tapes. Hilary added the Board has nothing to hide nor be ashamed of. Steve W added perception is reality. If tapes are not copied and distributed it will appear as if we are trying to conceal something. He recommended archiving the tapes for six months. Ross (public member) said publishing Board minutes covers the corporations responsibility. He questioned if the general public could also purchase the tapes.

*BoD:* While all the Board members commended Jen-lin on her skill for writing the minutes, they also supported the motion to foster openness and communication. Jack said he is proud of everything he and other Board members have said and done. He wants folks to know how good the Board is. Brad said the tapes are information, not ammunition. The problem is we're working with 70's technology and the recordings aren't very good. Brad and Marlene wondered if the Board should invest in better equipment. Charlie said his motion does not address tape quality. The tape is what it is.

**The motion passed: 10 in favor and 0 opposed.**

#### **INCREASE # OF AVAILABLE SOPS**

**Jack moved, and Lawrence seconded, the Board increase the number of SOPs to 75% over the next two years. This includes a 15% increase for 2001 and a 10% increase in 2002.**

*Peach Gallery:* Reggie Soto-- Right on, Jack! Steve said he'd take his place in this dance with Jack each time this issue arises. He feels obliged to comment on the effects an increased population has on our land and services. We are parking to the fences already because Fair family bring too many of their own vehicles. He understands the philosophical obligation to the Fair family to allow as many of us attend as possible, but at some point we must consider if there are limitations to growth on the site. Rivka asked, to know whether as a crew coordinator, if there is an increase, should she and other crew coordinators round up or down when faced with an odd number. Hilary is concerned that different classes of SOPs exist from crew to crew. Some must pay and work for their pass. She believes participation is what makes us a family. It is bothersome that some people can pay just to hang out and party. Hilary also thinks we should do more work on the elders issue first. Leslie is of two minds about this. She said Steve's concerns have to be taken sensibly. More people on site increases crew size over all. She agrees participation is essential, but that many overnights have moved far beyond the original intention of an SOP. Increasing the number of SOPs should not be considered as a form of revenue enhancement. The Budget Committee is considering increasing the cost of an SOP because it was raised as an equity issue when vendor passes increased to \$50. norma said it is unFairlike that some folks buy their way in to the Fair when at least once everyday she is asked "how can I work for a pass." The only answer she has is "you have to know somebody on a crew." Rivka suggested requiring all SOPs to perform Sweep duty.

*BoD:* Brad said this issue is multi-faceted. He would be more comfortable if the motion required a 5% increase each year for five years. Thus, we'd be able to track the effects better. He also suggested creating a new pass category, i.e., a \$100 buddy pass for the whole weekend. He trusts the membership would not abuse the system if other contingencies were in place. Bear and Charlie support a modest increase in working crews. Etienne said many folks want to work. She is impressed with Don Doolin (Security Co-Coord) who encourages crew leaders to take volunteers from Fair family first rather than from outside. She also supports participation in Sweep which should be representative of all the Fair. Diane believes this issue needs more, in-depth discussion. There are a number of inequities throughout the Fair. However, she would support an Insignificant Other Pass! Lawrence supports this motion, however he also sees the need to leave room for flexibility. Jack said it may be his calling to beat this issue into the ground. That is why he has worked so hard to expand the land base. He is doing this for himself and for all the volunteers. He does not want to be forced to choose between his wife and his daughter for the SOP. We can overcome any problem. Every volunteer should have the right to have an SOP.

**The motion failed: 6 in favor and 4 opposed (Michele, Marlene, Charlie & Bear)**

**Brad moved, and Bear seconded, to extend the meeting to 10:30.**

**The motion passed: 9 in favor and 1 opposed (Michele).**

### GUIDELINES REVISIONS PROPOSALS

**The following items were determined to be policy issues and will be voted on at the February Board meeting.**

~~Items~~ shall be deleted and *italicized items* shall be inserted.

submitted by Steve Wisnovsky

Code of Conduct, **1. Everyone is Equal.** ...We are all responsible to the same code(s), *whenever and wherever we gather as Fair Family.*

submitted by David Hoffman

page 4, **Section 10 Alcohol and Cigarettes** ...**Alcohol consumption is not allowed in public places or during public hours.**  
*(Alcohol consumption is allowed in public places during non-public hours and non-public places at all hours.)*

submitted by Sarah Grimm for the Waste-Free Fair group

pg 12, **Section 32. Clean Up** It also affects Section 19 and 67, Food Booth Recycling

*The Oregon Country Fair strictly adheres to a "Pack it In Pack it Out" Policy. All plastic sheeting, tarps, carpets, bedding, buckets, milk crates, coolers, removable signage, broken furniture or any other bulky items must be removed from the fair site by the owner of said items. The garbage and recycling kiosks throughout the fair do not have the capacity for bulky waste. You must pack out the gear you brought to the site. Clean your camp and booth site to remove all evidence of human activity (except permanent structures of course) and replace any duff or shrubbery that was disturbed. Leave No Trace.*

~~...and any similar items brought on site must be removed by July 31.~~

*The deadline to have your campsite cleaned up is July 31st. After such time, any items on site will be considered abandoned and will be removed at the expense of the booth or camp site occupant. The entire fair site is often flooded during the winter and the flowing water moves our debris down stream. All moveable benches, tables, dimensional lumber, firewood, pallets, and other loose materials must be secured at least four feet off the ground to a booth or other existing structure. (Not to Trees!), or taken off site.*

The Site Manager and/or the Caretaker have been authorized by the Board to facilitate interpretation...

Page 26, **Section 67. Food Booth Recycling.** It also affects Sections 19 and 32.

The Oregon Country Fair Board of Directors ~~has had~~ declared the fair a styrofoam-free area; ~~Therefore the~~ use of styrofoam is prohibited. *The board has also supported the intent of becoming a waste-free festival by 2002. This is possible by composting all non-recyclable paper and avoiding all non-recyclable plastics. Please make plans to use only paper food service products by 2002 and minimize use of disposables. Straws, lids, and other plastic items should be available upon request but not encouraged.*

The recycling crew asks that food booths separate trash into these five categories:

- A. Compost (food scraps)
- B. Plastic (*Bottles, tubs and jars only*)
- C. Glass and flattened tin cans (~~together~~)
- D. Flattened cardboard
- E. Waste

There are groups of ~~four or more~~ labeled containers for recycling and waste. ... Please keep four separate refuse containers in your booth and empty them ~~when they are full~~ daily. ... *Please note: the garbage and recycling kiosks throughout the fair do not have the capacity for bulky items (tarps, coolers, broken chairs, crates, sleeping pad, carpet, etc.) These items are NOT allowed at the kiosks. Please adhere to the long-held Fair policy of "pack-it-in, pack-it-out."*

From the Craft Committee: Add "The crafters with the top two scores in this year's jury will each be awarded a permanent booth. To be eligible, crafters must have sold at the Fair for five years, and be currently eligible to sell.

Beginning with the 2001 Fair, crafters may only be awarded a one-year-only booth for two consecutive years."

**Note:** Etienne's motion to have the OCF President appoint a Grievance Administrator from the Board to serve a one-year term failed for lack of a second.

The next Board meeting will be a special meeting to approve the Operating Budgets. It will be held on Monday, Jan. 29, 7pm, at EWEB. The next regularly scheduled Board meeting will be held on Monday, February 5, 7pm at EWEB. The agenda, subject to change, will include: New Grievance Process and Guidelines. New Business includes: Capital Projects Budget, Direct Craft Committee, Registration & Craft Inventory to create a comprehensive crafter's policy (Charlie), Appointments -- Craft Inventory Co-Coord and Financial Planning Committee. Donations -- Dalai Lama visit and Waldorf School. Membership -- Eugene Sister City Program.