

OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING, MARCH 5, 2001

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

ANNOUNCEMENTS/CALENDAR

Mon. 3/19 Work session on "Long Term Visioning." Central Presbyterian Church, 7-9pm.

Sat. 3/24 Truck rodeo on site. All site mechanics and anyone mechanically inclined is welcome to meet at the Warehouse at 10am. Spend the day starting up the engines and seeing how the old machines run.

Mon. 4/16 Work session on "How do we Finance our Dreams." Central Presbyterian Church, 7-9pm.

Sat. 4/21 Highway Pick Up. Meet at the Warehouse, 10am.

Sun. 4/22 Plant a tree in honor of Earth Day. Come plant native species along the river banks to help protect the riparian zone.

Sat. 5/5 Spring Fling will be held at the WOW Hall, 7pm.

Happy Birthday to Leslie Scott who is celebrating her birthday, today, elsewhere. Happy Birthday also to Charles & Marlene.

Steve Wisnovsky (Site Manager) welcomed David Liberty back from his self-imposed exile in southern California. Michele announced Fastixx has moved its ticket outlets from Fred Meyer to Safeway. Patrons may also purchase tickets for the OCF and neighborhood campgrounds at the EMU on the UofO campus. Day of Show ticket booths will be at both LTD bus shuttle sites. Buses will leave from the downtown transit center as well as from Valley River Center (VRC). The latter is a new staging area for us which we hope will become permanent. VRC offers ample parking in addition to being located on the river bike path. It will be a good site for patrons to pull off I-5, leave their car, take the bus to the Fair and avoid the \$5 parking fee.

MINUTES APPROVAL

Bear moved, and Charlie seconded, the minutes of the 1/29/01, special Board meeting on the Operations Budget be approved.

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

Dr Jim moved, and Brad seconded, the minutes of the 2/5/01 Board meeting be approved.

Jen-lin corrected the minutes -- The letter regarding the new grievance process draft which Jack read was written by Howard Leighty only, not Howard and Jon Steinhart as recorded.

The motion passed as amended: 10 in favor and 0 opposed.

MEMBER INPUT

The Board received a letter from Jon Steinhart who offered his services to be the new grievance process draft editor. He suggested publishing sections of the draft in the *Fair Family News (FFN)*, collecting and assimilating feedback from the membership, and publishing the amended version in the *FFN* for further review until a final document has been approved. He also submitted an alternate version of the grievance process. (*Note: the entire proposed grievance process was published in the Fair Family News. The membership is always invited to submit feedback. During last month's Board meeting, Charlie, as Board facilitator, began the process of amending sections of the proposal which received contradictory feedback. This process remains open and public.*)

Vince LaRoche (crafter) asked operations to talk with the Craft Committee before implementing plans which affect booth people.

Reggie Soto (Horse Crew) announced he was taping the meeting.

Marlene thanked Dorene and Deborah who prepared a hot meal on site for the VegManECs work party last Sunday. The good, warm food was heartily appreciated by the cold and wet volunteers after working all day. Marlene invited Fair family to join the VegManECs work parties which are held on the first Sunday of each month, 10am at the Warehouse.

Bear appreciates the site stewardship and all the OCF does to protect our piece of Earth.

David Liberty is very glad to be back after a year's absence. He didn't realize how much he would miss living here. He encourages Fair family to become involved, participate, if they do not feel as if they are being heard. He appreciates that we all can give each other a sense of belonging simply because one is Fair family.

Anne Morris (VegManECs Coordinating Council) requested the Board and Ops consider creating and using camp site neighborhood coordinators to distribute information to Fair family once they are on site.

STAFF & OFFICER REPORTS

General Manager. norma read Leslie's report. After many years Jaye Stutz is resigning as Event Carts Coordinator. Leslie thanked Jaye for his wonderful service. Jaye recommends Craig Patterson be appointed as the next

coordinator. Leslie thanked the Jill Heiman Vision Fund (JHVF) committee for their work in selecting the 2001 JHVF recipients for basic needs grants. They are White Bird, Looking Glass/New Roads, the Siuslaw Women's Center, and the Senior Meals Program at the Garcia Center in Veneta. Thanks to the Youth Advocacy Committee which has begun to meet. Their meetings are held on the second Monday of each month at the Fair office. Thanks to Michael Glownia for organizing the Fools for the Earth Culture Jam on April 1. It is a kick-off for the Fair's new youth program. Thanks to the Budget Committee for their dedicated work on the Operations and Capital Projects budgets. The Fair received a letter from our land use attorney. "He agrees that the revised mass gathering statute means we do not have to get land use permits for our three ancillary campgrounds anymore, as long as they have less than 3,000 people for less than 120 hours in any one of them. We still need all the development and sanitation permits we've always gotten.."

Administrative Assistant. norma thanked Dan Hitchcock (Ambiance) for painting the bathroom walls and ceiling as a beautiful wilderness. Thanks to Deane Morrow (crafter) for donating a computer to the office to be used by volunteers. This computer with internet access allows the Elders Committee to hold physical & cyber-meetings at the office. Thanks to Leslie & Charlie for planting the colorful primroses in front of the office. Spring cannot arrive soon enough! The application process is going full steam. Blank applications for each division are available on-line, by phone or e-mail, or in the rack outside the front door. Completed applications may be turned in through the mail slot if the office is closed. The application deadline for each division is April 1. A new DSL line will be installed if the capital projects budget is approved tonight. This will improve internet access and allow Leslie, norma, and the fax machine to work simultaneously without each waiting for the other to complete their work on the internet!

Site Manager. Steve reported that rainfall remained below average last month and spring is only two weeks away. Thanks to the VegManECs who removed the hay bale and sand bag dams last weekend. They worked; there is no flood erosion on site this year! Thanks again to Deb & Dorene for the wonderful food and great cookies! David Hoffman (Community Village) is healing well from his second retina surgery. He expects to return to the site soon. The site experienced the first act of vandalism this season. Some kids broke into one of the storage sheds. A greater family presence on site will help prevent further vandalism.

Treasurers. Steve Gorham reminded the Board that the \$6,000 Board Donations line item includes \$1,000 that was approved last November or December for the Wayne Morse Memorial Plaza at the Lane County building. Thus, after last month's donations, \$3400 remains in the Donations line item.

President. Jack said he will continue the theme this year of Celebration. Reflect upon all the animals becoming extinct, rainforests are disappearing, AIDS is ravaging Africa. Yet we at the OCF are fortunate to have the ability to celebrate. This coupled with education is our true reason for existence. And the she-wolf still lives.

OLD BUSINESS

APPOINTMENT: POST-FAIR KITCHEN COORDINATOR

Bear moved, and Charles seconded, that the Board appoint Geri McDonald as Post-Fair Kitchen Coordinator.

Peach Gallery: Thumbs Up! Hilary said the Treasurers and Geri communicate well regarding the kitchen budget.

BoD: Bear appreciates Geri for her compassionate leadership. In the past years, Geri has been the paid, temporary employee running the post-Fair kitchen. The Fair is working to reduce the paid event positions. Thumbs Up from the other BoD members.

The motion passed: 10 in favor and 0 opposed!

APPOINTMENT: LOT CREW COORDINATOR

Charlie moved, and Marlene seconded, that the Board appoint Cindy Walklett as Lot Crew Coordinator.

Peach Gallery: Melisa Largent read the following letter: "I am here tonight to nominate Cindy Walklett as our new Coordinator for Lot Crew Security. Also, let the record show that a full 76% of our crew of 61 people support Janean Fossum as a Co-coordinator. It is apparent that firing an elder cannot be a constructive solution and that we can remedy the situation so that we all win. You win because you have still downgraded Janean's position to 'co-coordinator.' And we win because we will still retain the knowledge and expertise that Janean embodies. She was a very fine coordinator. We acknowledge that the Board is the parent figure in our Fair family and that you sometimes must give us sour-tasting medicine, but as a parent you also hug us even when you're angry. In families you are given many chances to learn, listen, and forgive. Please give us that chance so that we can work together to keep our family safe and strong." Mike James (External Co-Coord) -- the Board should listen to the crews' opinions. Keith

(Lot Crew) -- the Fair will lose good people if the Board gets rid of people they don't like because they don't resolve personality disputes. Howard Galvin (Security) said Janean was removed because she would not communicate nor cooperate with the Board. All crew members are welcome to offer guidance and knowledge to their coordinator. Anne agreed the Board tried to accommodate Janean and still she would not cooperate. Coordinators must be responsive to the Board or there can be no working relationship.

BoD: Bear -- The Board reluctantly terminated Janean's coordinatorship after months of trying to communicate with Janean who continually refused. The Board will not reopen this question which was settled last fall. Lot Crew urgently needs a coordinator now. Charlie appreciated Melisa's letter and said he wants to take more time to reflect upon its meaning. Many others echoed this sentiment. He does not view the Board members as the Fair's parents. They are the peers of all the staff, booth, and entertainers. Charlie noted that Cindy's letter of interest states she would like to be a co-coordinator of the crew. She responded that she is willing to be the sole coordinator at this time and still hopes to work with the crew to propose a co-coordinator. Charlie said he likes Janean and believes she was a good coordinator. However, she would not talk with the Board, which created an impossible working relationship. Jack said the humbleness and the sincerity of the letter read tonight is a good start. The Board members are listening. Marlene thanked Cindy for stepping up to the challenge. Lawrence disputed Keith's statements. The Board's actions with Janean were not about personality disputes. It is the Board's failure to communicate enough with the membership if these actions are perceived to be taken out of anger. He said it is unclear whether the crew has all of the information.

The motion passed: 10 in favor and 0 opposed.

APPOINTMENTS: OCF BUSINESS DIRECTORY PROPOSAL COMMITTEE

Bear moved, and Dr Jim seconded, that the Board expand the working committee of the OCF Business Directory proposal to six members who shall report back in three months. The Board appoints: norma sax, Jayne Syverson, Aleta Miller, Robin Lindsey, Mindy Valpey, and Monte Matthews.

The motion passed: 10 in favor and 0 opposed.

APPOINTMENTS: BOARD LIAISON TO OCF BUSINESS DIRECTORY PROPOSAL COMMITTEE

Bear moved, and Lawrence seconded, that the Board appoint Etienne Smith to the above-mentioned committee as Board liaison.

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

APPOINTMENT: YOUTH ADVOCACY COMMITTEE

Brad moved, and Marlene seconded, that the Board appoint Pamela Aarons to the Youth Advocacy Committee.

The motion passed: 10 in favor and 0 opposed.

CAPITAL PROJECTS BUDGET

Michele moved, and Charles seconded, that the Board approve the Capital Projects budget (\$32,696 total) as presented by the Budget Committee. Michele and Charles accepted Bear's amendment to fully fund a used gator at \$3500 if \$700 for gator rental is taken out of the Main Camp budget.

Background: Steve G said they received requests totaling \$69,159. They approved \$32,696 which leaves the entire budget in the black. He apologized to those whose requests which were shortened or not funded. Three items not recommended but which may return for further review include line 22 Office Computer Upgrades, line 27 6 Wheel Gator, and line 38 Water Tanker Truck. The Budget Committee does not dispute that norma needs a better computer to do her job. However, they are still discussing whether to purchase a Mac or a PC. Hilary added there are some annual items listed as capital projects for the Far Side such as the bridge rental which should be moved over to the operating budget now that we own the Far Side. The Treasurers and Jack will continue to discuss how to fund the fencing needs behind the Warehouse. One of the funded projects includes building raised beds for a Main Camp Kitchen garden. Another project includes improvements to the vault toilets at Main Camp. This will be a demonstration project to redesign the six-packs for improved air circulation and easier cleaning. The proposal includes purchasing approximately 40 new carts. norma thanked those who proposed putting a dishwasher in the office. However, she and Leslie requested this item be deleted. Human dishwashers can be as efficient as the machines and more environmentally friendly!

BoD: Jim is concerned that the work of building and tending the kitchen garden may fall through. Bear and others spoke to Eric Nusbaum's (Kitchen Co-coordinator) commitment to the project. Jack said Construction and the Treasurers need to have a clear understanding about the Conde redwood supply and how it is to be used and assessed.

Charlie is concerned that there isn't a request for more showers especially for ones located closer to Crafts Lot. Steve noted they are working on plans to site a shower center on Fire Road.

The motion passed: 10 in favor and 0 opposed.

DONATIONS: EARTH DAY CELEBRATION, EUGENE

Diane moved, and Etienne seconded, that the Board donate \$500 to Earth Day Celebration, Eugene.

BoD: Michele cautioned that the Board has given away almost half of its donation budget already. She asked to put a donation to the Whiteaker Community Thanksgiving Dinner on the agenda for next month.

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

MEMBERSHIP: WESTERN STATES CENTER

Bear moved, and Dr Jim seconded, that the Board pledge \$100 for membership to the Western States Center (WSC).

Background: This organization tracks the work and publications of conservative groups. They provide facts to counter the assertions which support the conservative agenda.

Peach Gallery: Joseph (Lot Crew) said that having seen our country taken over by an armed force, donating to the Western States Center would be a "wise use" of our funds!

The motion passed: 10 in favor and 0 opposed.

MEMBERSHIP RENEWAL: OREGON MICRO-ENTERPRISE NETWORK

Bear moved, and Charles seconded, that the Board renew its membership with the Oregon Micro-enterprise Network at a cost of \$100.

Background: This group supports the "cottage industry" which represents many of our vendors. Their motto is "Helping Oregon's smallest businesses succeed."

The motion passed: 10 in favor and 0 opposed.

BUDGET ISSUES -- FOOLS FOR THE EARTH CULTURE JAM

Charlie moved, and Michele seconded, that the Board allocate \$1000 from the Other Events line item in the Board budget for the Fools for the Earth Culture Jam.

Background: This will be a day-long event on April 1, held at Amazon Community Center. The OCF is working in collaboration with the City of Eugene, Maude Kerns Art Center, and the YMCA to teach environmental awareness through the arts. Michael Glowonia, who has attended the Power of Hope facilitator training in Eugene and a Power of Hope Culture Jam in Seattle will be coordinating this culture jam.

Peach Gallery: Hilary strongly supports this project as a step toward developing the Fair's youth program.

BoD: Lawrence appreciates that the circle is returning; the Fair literally began as a fundraiser for an alternative school. Dr Jim strongly favors this event and the steady, deliberate progress toward a self-sustaining youth program. He is very excited this culture jam will include community youth as well as Fair youth! Bear questioned Michael as to how the money will be used. He learned that Michael will receive a \$500 stipend for his time and effort and the balance will be spent on facility rental, art supplies, etc.

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

GUIDELINES PROPOSAL RE SUSPENSIONS & OTHER EVENTS

Michele moved, and Marlene seconded, that suspensions and other events that management decides require gatekeeping a)be held in a remote area of the Fair, b)have all blood taken care of in a safe and responsible manner, and c)have proper security to prevent unsuspecting family from happening upon the event.

Peach Gallery: Leslie (via norma) said she preferred the wording of the original motion and that specific references to "suspensions" and "blood" be deleted. Many opposed putting this in the guidelines. They believe Operations has the benefit of 20/20 hindsight and has been listening to Fair family members' concerns. Vince is concerned that events such as the suspension will hurt the Fair's reputation and that craft sales will drop. The Guidelines should include a statement that anything offensive should be closed off. Rivka supported a positive, pro-active stance such as creating a new area of the Fair that welcomes new forms of expression by the next generation(s).

BoD: Many Board members agreed this motion does not belong in the Guidelines. Brad said the scope is too narrow. The rave held on Friday night upset many other folks. Lawrence trusts that Operations will implement better plans to handle this and other events. He said the greater issue is what the suspension and its aftermath have revealed to us

about ourselves. Do we really support alternative, creative expression? He does not believe the family values coalition attends and spends money at the Fair anyway. Diane, however, said many folks who cannot attend the Board meetings disagree. They want assurance that management will consider better gatekeeping for events not suitable for all ages. She wondered if all agreements were followed. Jim commented that he personally does not enjoy, or support, events that contain violence, or the casual display of blood. He appreciates the efforts of Michele, Marlene, Diane and others to implement Board action around this issue. However, he believes this motion would create an "X-rated" venue at the Fair, and therefore will vote against the motion. Jack opposes any form of censorship by the Board. Michele said she would like to finally close the discussion of this issue. The motion is not coming from a place of hatred or discrimination. In her eyes this is not censorship as nobody is being asked not to do anything, just move it. She said she knows Operations will follow

safe measures and has confidence this motion was not needed as a Guidelines change. It was acknowledged that there were a lot of family concerned with this issue and her main point was to get suspensions off the path and in remote areas of the Fair. She is content that Operations would handle similar events better.

The motion failed: 1 in favor (Michele), 8 opposed (Marlene, Dr Jim, Bear, Charlie, Brad, Jim, Lawrence, and Jack), and 1 abstention (Etienne).

Bear moved, and Brad seconded, that the meeting be extended by 15 minutes. The motion passed 8 in favor and 2 opposed (Michele and Etienne).

SWEEP PARTICIPATION

Charles moved, and Bear seconded, that the Board give Operations the authority to implement the proposal (from the Internal Security Co-coordinators) to institute booth participation in the Sweep and that appropriate changes be made in the Guidelines to reflect such.

Peach Gallery: Oso and Rivka (Internal Security Co-coordinators) said Sweep is understaffed. An effective Sweep would have 150 participants rather than the 50-60 members from teen crew, off-duty security staff and sweep crew. They propose one person from each booth receiving eight wristbands and two people from those receiving twelve or more wristbands participate in the Sweep. They believe pooling the resources from all aspects of the Fair will create a safer and more pleasant Fair. Howard said ultimately security is a family issue that affects all of us. Everyone needs to take ownership for the Fair's safety. Dave Peek (crafter) wished Security had approached the Craft Committee first. This was echoed by the other vendors. Vince and Anita (crafter) oppose putting this item in the Guidelines. Crafters work 9-10 hours each day in their booth and are as tired as staff at the end of the day. Anita said her booth feels more secure when she is present. Rivka said they did not intend to offend the crafters; they were acting in haste to affect the Guidelines. Perhaps the Sweep guideline could read "all volunteers of the OCF family are asked to help..."

Charlie moved, and Bear seconded, that the Board table this motion.

The motion to table passed: 8 in favor and 2 opposed (Jim and Marlene.)

The next Board meeting will be held on Monday, April 2, 7pm, at EWEB. The agenda, subject to change, will include the items postponed and tabled tonight: Volunteers (Etienne) and Direction to Craft Committee (Charlie). New Business includes: Donations to Eugene Bicycle Coalition, Fiesta Latina, Kids Helping Kids Program, Elmira High School Graduation Night, the Dalai Lama's visit, and Whiteaker Community Thanksgiving Dinner (Michele); Appointments: Medical Co-coordinator and Event Carts Coordinator; Budget Issues: Increase Funding for Entertainment (Charlie); Logo Jurying, Reconsider Grievance Process (Charlie), Medical Marijuana/Eugene Cannabis Grow-op (Brad), and Support for Dancing Dragons proposal.