

□ OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING, 9/4/01

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

## ANNOUNCEMENTS/CALENDAR

Tues 9/11 The Employee Evaluation meeting will be hosted by the Personnel Committee at Central Presbyterian Church at 7 pm. Evaluation forms are available on-line.

Sat. 9/15 Members are invited to participate in this year's sentry in the he Northwest of Normal Eugene Celebration Parade. Contact Andyman asap for more information and if you would like to help decorate the float.

Thurs. 9/20 is the deadline to submit OCF membership forms in order to be eligible to vote at this year's Annual Meeting.

Wed. 10/2 Members of the Archeology Crew will give a lecture at the General Meeting of the Oregon Archeological Society, at 7pm, in Portland.

Sat. 10/20 The OCF Annual Meeting will be held at 6:30 pm at the Knights of Pythias Hall, 420 W. 12<sup>th</sup>, Eugene, OR.

Charlie had a great time at the picnic last month and thanked norma and everyone who put it on. In Memoriam – James Knudsen from the lantern booth at Jill's Crossing passed away last month.

## MINUTES APPROVAL

Bear moved, and Brad seconded the Board approve the minute of the 7/1/01 BoD meeting  
The motion passed, 10 in favor and 0 opposed.

Michele moved and Lawrence seconded the Board approve the minutes of the 8/6/01 BoD meeting.  
The motion passed, 10 in favor and 0 opposed. Charles voted in Etienne's absence. Etienne was not present at the August Board meeting and excused herself from voting.

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## MEMBER INPUT

Randy Nowell (VegManECs) appreciated the Waste Warriors' successful efforts at the Fair this year. It is a new, positive step in the right direction.

Brad Mowreader congratulated everyone who participated in the Open Space Evaluation of this year's Fair which was held the day after the picnic last month. It's a place where one can learn that everyone's voice matters at the OCF.

norma thanked everyone who made her sister feel so welcome during her visit. She received a mini-intensive peek into norma's life organizing the picnic, a slap & fold session for the *Fair Family News*, and the picnic itself!

## STAFF & OFFICER REPORTS

**General Manager** Leslie Scott thanked norma who held down the fort while everyone was away this past week. It has been a very busy month. The first Culture Jam (CJ) weekend campout was wonderful and a great, learning experience. We have a lot to consider and planning should begin soon if we want to do a week-long CJ campout next year. 37 youth attended and all would like more! Thanks to norma for organizing the picnic so beautifully. Thanks to Steve Wisnovsky (Site Manager) and Andyman (Caretaker) and the many volunteers who worked so hard at the picnic, which is supposed to be a thank you to the volunteers. Thanks to Wally Slocum (Banners) for doing his usual, fantastic job and to Steve Simmons (Community Village -- CV) for coordinating the barbecue. Thanks

to Bob Fennessey (CV) for booking the entertainment. Thanks to Marshall Landman (Crew Services Co-Coord) for keeping the water and soda cold and flowing and thanks to George Braddock for opening the Ritz for the evening. The best estimates counted 1,000 people at the picnic.

Thanks to everyone who participated at the Open Space Evaluation the next day. The turnout was lower than expected since the numbers of folks at the picnic was so high. Yet one of the laws of Open Space is those folks who are present and participate are the right folks to be there. This process works well for our fairies in that we debrief the Fair by discussing things we want to change. Thus, we move toward the future and are not bound by the past.

Budget wise, we are well on our way to \$100,000 in excess revenue. We've spent a lot of time this month getting bills paid, charge accounts and crew budgets reconciled, tracking capital projects expenditures, etc. Steve and Leslie are negotiating with United Rentals about the almost \$20,000 bill which accumulated through many crews. We have been billed more money for use of the same equipment because the person with whom we worked in past years is gone. The Fair also recaptured the money from the Oregon Watershed Enhancement Board grant for monitoring the work with the City of Veneta.

Thanks also to everyone who participated in the benefit, For the Love of Nina. It was a wonderful, joyful occasion. We can take great care of each other when we put our heads and hearts together.

**Administrative Assistant** norma echoed Leslie's appreciation of the benefit and thanked Shelley Winship and Marge Wise (former and soon to be new Vaudeville Co-coords respectively) for organizing it. Thanks to everyone who volunteered at the picnic. Someday it should be named the Wally Slocum Picnic as he does so much incredible work. Thanks to Steve Simmons for coordinating the barbecue, Bob Fennessey who always books great entertainment, Steve & Andy for site prep and clean-up, Marshall Landman for cool refreshments, Bear Wilner (Kitchen) for hauling cases of soda, Dick Stewart (Recycling) for cleaning up the Main Stage Meadow early Sunday morning, and to all the volunteers who slaved away at the hot grills! Thanks to all of us who were there to enjoy the food and company. There were many more people present than ever before, perhaps in part due to the later timing. But, it also seemed that there were many people present who were not Fair family. Remember, the picnic is not a public event, but, rather, a thank you to our family. This created some problems during the night by folks who are not accustomed to our ways; some drove much too fast in off-limits areas (i.e., in front of the dragon). The protocol on site is the same whether it is the Fair, the picnic, or the other 360 days of the year. Sadly, during the last month, the labyrinth was trashed. One of the poles was knocked down, hay bales were tossed around, and beer bottles were smashed in the center. Thanks to Steve W who has restored the labyrinth. Additionally, the town office was tagged.

**Site Manager** The site has been very busy. During the past month we had the Culture Jam, the picnic and Open Space evaluation, and two weddings! Steve has also been very busy doing lots of work in preparation for the grant project by jumping through many hoops to obtain the right permits. He hopes to begin the actual project during the third or fourth week of September and finish during the first week of October. It is a lot of work during a very small window of time. Thanks to Arrow Anders (Traffic Co-Coord) for Fair-sitting this past weekend while both Steve and Andy were out of town. Steve echoed norma's thoughts that the picnic is held to thank the Fair family and requires a lot of incredibly hard work which he is happy to do for the family. But, the general public create more work for the volunteers. People were dealing with security issues up til 2am.

There will be a work party this Sunday at 10am with the VegManECs, Site Crew, and Construction to close and put away Main Camp. Usually this task has fallen to Decon but the kitchen was left up for the Culture Jam. The heavy stoves, etc. will be moved when enough strong bodies are present.

**Treasurer** Steve Gorham said the excess revenue from this year's Fair will be approximately \$100,000. There are still more expenses to be taken out of the accounts and many coordinators have

yet to turn in their expenses. Yet, even with this excess, Steve cautioned that it is good to maintain fiscal restraint.

**President** Jack said the picnic was well-attended and many thanks to everyone who put it together and dealt with the aftermath of the party. There are some tough and disappointing issues to address as our family grows. Jack said he is committed to the continued growth of the Fair family yet the vandalism and dis-respect for the land and each other is a setback. It is a kick in the face. These acts make it more difficult to feel passionate about increasing our family. We have to take responsibility for our growth. It is the responsibility of those of us who are older or have been involved with the Fair longer to teach those who are unfamiliar with our customs. Silence is unacceptable. Jack would still like to see 10,000 more people involved with the Fair in the next ten years. However, we must think deeply who we are bringing in and take responsibility for them. Each member of the Fair family must be aware of this and not leave it to the few people who we put in charge to make sure things go right.

Etienne said that it is very simple. Everyone is equal. Violence is not tolerated. Respect the land. She challenges the family to read the Dalai Lama's book, *Ethics for the New Millennium*.

### COMMITTEE REPORTS

**Election** Please note that the Annual Meeting will be held October 20, at 6:30pm at the Knights of Pythias Hall, 420 W 12th, Eugene, OR, and not at the WOW Hall. Apologies to those who will miss meeting at the WOW Hall; the scribe did not book the date early enough and Oct. 20, was not available. Some people are confused and mistaken in thinking that volunteering equals membership. According to the Bylaws, a person must have submitted a membership form at least 30 days in advance of the election and must have participated in one of the last two years' Fairs in order to vote this year. Absentee ballots will be mailed Monday, 9/24. Requests for an absentee ballot (from those not already on the Permanent Absentee list) must be received at the office or to the OCF post office box by Friday, 9/21. You may read the candidates' statements in this issue of the *Fair Family News*.

### OLD BUSINESS

#### GROWERS MARKET DONATION

**Brad moved, and Bear seconded, the BoD donate \$500 to the Growers Market accessibility project to install a wheelchair lift.**

*Background:* The Growers Market in Eugene houses the food co-op downstairs and 14 offices for non-profit organizations involved with environmental and social change issues. It also has two meeting spaces open for use to the community. The cost of this project is \$38,000 and construction began two weeks ago.

*Peach Gallery:* Steve G -- the Donation line item has \$750 available out of the \$6000 budgeted. norma said she has fond memories of early Community Village meetings held upstairs in Growers. Palmer has even older memories of past Fair Boards meeting at Growers! Randy supports any place that promotes more unity where all are equal.

*BoD:* Michele noted the Jill Heiman Vision Fund would have been a better resource for this project.

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

### GRIEVANCE PROCESS

**Charlie moved, and Bear seconded the Grievance Process be adopted as drafted and ~~implementation would begin when the Board approves Appendices A and B, Mediator and Arbitrator Qualifications.~~ The second phrase of the motion was stricken by friendly amendment.**

The following technical changes were made to the draft by friendly amendment. The last sentence in Section 5b Duties of Grievance Administrator shall read, "Grievance forms and **copies of the grievance process** shall be sent (mail or email) to any person upon receipt of an oral or written request to do so." The last sentence in Section 10, Grievance Step 1, will be changed to, "If the

Grievance is not resolved at this step within 30 days of its initiation, then the Grievant **may** proceed to step 2.” The last sentence in Section 12, Grievance Step 3 (Arbitration) will read, “The decisions of the arbitration panel shall be binding on the parties unless the Board ~~committee~~ grants a request for appeal.”

*Peach Gallery:* Leslie proposed the BoD incorporate the changes proposed by Eric Nusbaum (Kitchen Co-coord). In particular, the language in 5b “any available supporting documents.” She is also concerned about the issues of conflict of interest with respect to random selection of arbitrators and mediators. Steve G recommended that all Board members and interested parties consider how potential or past grievances would run through this process as a test of its feasible and practical use. The Grievance Process should either work or be abolished. Joseph Newton (Traffic) suggested the process could be fine-tuned once it was in effect and not discard all the work done by a few, dedicated members.

*BoD:* Many folks liked Steve’s suggestion and would like further input from the membership. Bear countered that the Fair family has had ample opportunity to comment. Jack is uncomfortable with the technical change made in Section 12. Once a decision is referred back to the Board for appeal, it becomes politicized. Charlie noted the Board was added as Step 4 during the last session of feedback from the members and the Board. At that time, the general consensus was they want the Board involved. He is willing to draft the proposal either way. Charlie also responded to Leslie’s concerns regarding the conflict of interest by saying those issues will be covered in training.

**Charlie moved, and Michele seconded, the BoD table the motion.**

**The motion to table passed, 9 in favor and 1 opposed (Jack).**

#### **VAUDEVILLE CO-COORDINATOR APPOINTMENT**

**Michele moved, and Marlene seconded, the BoD appoint Marge Wise as Vaudeville Co-coordinator.**

*Peach Gallery:* Leslie offered a big thank you to Shelley Winship who resigned last month. Leslie said she is excited to work with Marge who is highly recommended by many Vaudeville members. Thumbs Up! from the rest of the peaches. Marge said she is looking for a good, 30-year-old (male or female or younger, strong body) to help with all the work.

**The vote passed: 10 in favor and 0 opposed!**

#### **BYLAWS CHANGE REGARDING SOP VOTING ELIGIBILITY**

Bear announced his intention to introduce a motion next month that would insert the phrase, “or recipient of a Significant Other Pass” into Article 5, section 2 of the Bylaws. The change would become effective for the 2002 election. The Election Committee asked the Bylaws Committee for more clarity. It is challenging to make determinations, especially as some SOPs are working volunteers, others are truly supportive of their significant other, and others use it as a way in to the party.

#### **TEEN PASS CONVERSION POLICY**

**Jack moved, and Dr Jim seconded, that booth teens may have their pass converted to adult passes (as they turn 19 and are no longer eligible for a teen pass).**

*Peach Gallery:* Palmer — this motion is very scary. The intention is good but, it excludes all other teens. Steve G asked if they would have any responsibilities to earn their pass. Leslie said she is totally opposed to this motion. This is not the way to proceed if the Board wants to increase vendor passes. This motion would create a special class of graduated teens without consideration for all the other teens. We have yet to guarantee staff positions to graduated members of the Teen Crew, who come from all parts of the Fair. It would create a bureaucratic nightmare to verify which teens are part of a booth’s family and which are not. This is an emotional reaction to a big issue. It deserves thoughtful discussion. Tom Alexander acknowledged that this issue is at a crisis point. There are children who have attended the Fair since their time in the womb and are now faced with finding a pass or illegal entry. We’ll have to deal with it openly or deal with the hidden consequences. norma

is concerned about the problems which arise when people aren't expected to contribute back to the Fair in any form. It is unFair to crew teens and other adult volunteers. Brad M (booth person) -- "Hail and Farewell to this motion!" Mike James (Security) — It is unclear who authorizes the pass conversion. Is it the teen, the family, or the booth rep? His family had to deal with this years ago in their own family. Vick Parkison (Pre/Post Security) applauds Jack and agrees with Leslie. Caleb (Quartermaster crew) -- the logistics of this proposal within the next five years is not feasible. This issue needs a committee for serious brainstorming. Joseph Newhall (Construction) (who just successfully graduated from Teen Crew to Construction) — there need to be more avenues that graduated teens can use to participate, or a transition period. Thus, 19- and 20-year-olds could act as camp counselors at Culture Jams and earn recognition and passes.

*BoD:* Jim (speaking as a booth member) said this motion will not work. There is a limited number of passes available. Even if we double the number booths are allowed to have, they'll still need more. Increasing the number of passes arbitrarily is not a good idea. Marlene — Joe is a good example of how a teen can work hard and find a spot. One solution which delays the problem is to extend the Teen Pass until the age of 21. The real issue is how do we accommodate all of our family. Charlie added this is a global problem. We have older members who are burnt out in the jobs they do yet remain in their position because they are afraid nothing else is available. Charlie advocates for a facilitated job bank. Dr Jim agrees with Jack that the bottleneck is very narrow and many graduated teens give up and leave the Fair in frustration. Lawrence — we have a lot of agreement about the problem. But, we still need to make it real for ourselves and have the emotional gut response. We need a comprehensive solution for our grown up teens. It is the coordinators' responsibilities to offer jobs to our own kids first. Jack — silence is unacceptable. We have chosen the metaphor of family for ourselves above the metaphor of community. Metaphors change the world. We chose Fair family. He would love to see 1000 teens walk in and request the Board give them the opportunity to prove themselves. He is committed to enabling family to participate. We must get past the impasse that not all family are welcome. He does not expect change overnight or recklessly. The issue is not going away.

**The motion failed, 1 in favor (Jack) and 9 opposed (Lawrence, Dr. Jim, Bear, Marlene, Jim, Michele, Charlie, Etienne).**

#### **ELECTIONS COMMITTEE APPOINTMENTS**

**Michele moved, and Brad seconded, the Board appoint Heidi Doscher (Membership Secretary), Jen-lin Hodgden (Recording Secretary), Steve Gorham & Hilary Anthony (Treasurers), Anne Morris (VegManECs), Merrill Levine (Wristbands), Mary Drew (Neighborhood Response Team), Cathy Coulson-Keegan (artisan), and Connie Freeman (Chela Mela) to the Election Committee.**

*Peach Gallery:* Thumbs Up! Steve W quipped — "Grumpy and the eight babes!"

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

#### **LODGE PROJECT STEERING COMMITTEE (LPSC) APPOINTMENTS**

**Bear moved, and Brad seconded the Board increase the size of the LPSC to nine members and shall include: Beth Grafe (Construction Co-coord), Andy Strickland (Caretaker), Joseph Newhall (Construction), Eric Nusbaum (Kitchen Co-coord), Steve Wisnovsky (Site Manager), Hilary Anthony (Treasurer), Tom Alexander (food artisan), Steve Harter (Construction), and Jack Makarchek as BoD liaison.**

*Peach Gallery:* Thumbs Up!

*BoD:* Dr Jim disclosed that Joseph Newhall is his son.

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

#### **ENDOWMENT PRINCIPLE CONTRIBUTION**

**Jim moved, and Jack seconded, the Board dedicate \$25,000 to the Bill Wooten Memorial Endowment.**

*Peach Gallery:* Leslie noted this contribution will mean that we have dedicated a total of a quarter of a million dollars to the endowment! She also thanked Dr Jim for being the Board representative at the community presentation of Endowment projects this year.

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

#### ALICE'S WONDERLAND COMMITTEE

**Charlie moved, and Michele seconded, the Board appoint a seven member committee to consider the best use of the new property which has been named "Alice's Wonderland."**

*Peach Gallery:* Charles and Steve W suggested that Land Use Management Planning (LUMP) would be a good vehicle for determining property use. What to do with the house is a different issue. Leslie suggested that Financial Planning is also relevant.

Thus, by friendly amendment, **Charlie moved, and Michele seconded, the Board direct LUMP and Financial Planning to work together to consider and report back to the Board on the best options for Alice's Wonderland.**

*BoD:* Etienne would like the meeting times published so other Fair members may participate in the discussions. Both Diane and Marlene expressed interest in serving as the Board liaison to the committee. The decision to appoint a BoD liaison was tabled until a new Board is seated in November.

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

#### WORK SESSION SCHEDULED

**Bear moved, and Charles seconded, the Board convene a work session following the Open Space process on some date in November (that is not a Monday) to explore the role of coordinators.** Bear suggested topics such as how are coordinators appointed or elected, proper term length, the number of coordinators in comparison to the size of the crew, coordinator discipline, how can the BoD solicit feedback on coordinators, etc.

*Peach Gallery:* Leslie said, as always, she welcomes and supports BoD discussion but, she becomes anxious when it feels as if the BoD wants to micromanage Operations. This sounds like lots of rule-making about operations from the policy arm of the Fair. David Liberty (Cartography) — the Fair crews are very organic; a cookie-cutter approach will not succeed. Joseph (Traffic) — not every issue/discussion has to jump to policy. Many volunteers have a vague understanding how leadership roles are assigned. Grumpy — the beauty of the Fair is the diversity which exists in crew & coordinator structures. A set policy will lessen that diversity.

*BoD:* Bear said he has no intention of forcing a standardized policy on the crews and coordinators. He respects the diversity of the various methods. Rather, he wants to create a forum where members can share their crew's practices with each other. Michele questioned how true to the Open Space process the work session would be if Bear is already suggesting possible topics. Etienne would also like to explore this topic with more people; "we can create a breeze or a storm.". Jack -- in the past we created the Coordinators' Council which was to be a forum where coordinators could network and discuss these issues. It only lasted six months. He is concerned that this work session borders on disrespect and that only a few of the usual suspects will attend. Leslie noted that meetings held on site, on a weekend, with food served tend to yield better attendance.

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

#### DEBRA CATLIN'S LETTER

**Charlie moved, and Bear seconded, the Board move the topic, "Debra Catlin's Letter" from New Business to Old Business.**

**The motion passed: 8 in favor and 2 opposed (Jim & Jack)**

**Charlie moved, and Bear seconded, the Board direct the Personnel Committee to investigate the assertions made in Debra Catlin's letter and report back to the Board within the next three months.**

**The motion passed: 7 in favor and 3 opposed (Jim, Etienne, & Jack)**

The following items have been taken off the agenda so that a broader discussion/work session may be held first: Entertainment Coalition (Marlene) and Family Rights (Etienne). The Child Crafts Booth has found a solution through Operations and does not require Board action.

The next Board meeting is scheduled for Monday, October 1, 2001, at 7pm, at EWEB. The agenda, subject to change, may include the following tabled items: Grievance Process (Charlie) and Bylaws Change Regarding SOPs Voting Eligibility (Bear). New Business includes: Donation to Energy Outlet, Life Circle Proposal (Brad Mowreader), VegManECS Coordinators Appointments (Marlene), and Pre-Fair Childcare (Brad).

Board Liaison to LUMP Appointment has been postponed until November.

Happy Autumn!  
Jen-lin