

OREGON COUNTRY FAIR BOARD OF DIRECTORS, 10/1/01

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

Etienne moved, and Jack seconded, the motion to appoint an Ambiance Co-coordinator be moved to Old Business.

The motion passed: 10 in favor and 0 opposed.

Bear moved, and Michele seconded, the motion to appoint a Budget Committee member be moved to Old Business.

The motion passed: 10 in favor and 0 opposed.

Charles moved, and Bear seconded, the motion to continue WOW Hall membership be moved to Old Business.

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

#### ANNOUNCEMENTS/CALENDAR

Sat. 10/6 The City of Veneta will hold a Chili Cook-Off, including a number of vegetarian recipes. The proceeds will be donated to the families of the victims of 9/11.

Tues. 10/9 The first meeting of the new season for Land Use Management and Planning (LUMP) will be held at 7pm at the town office.

Tues. 10/16 The next joint meeting of Financial Planning and LUMP will meet at Alice's Wonderland at 6:30pm to discuss "What's to Do With Alice's Wonderland."

Sat. 10/20 The Annual Meeting will be held at 6:30pm at the Knights of Pythias hall at 420 W 12th, Eugene, OR. The text for the motion on the ballot and the candidates' statements are printed as submitted to the Election Committee.

Sun. 10/21 Nikki Scully will conduct a healing ritual for the labyrinth at the labyrinth at noon. Please bring a stone (not too small nor too big) for the ceremony. Bring a picnic lunch so we may eat together after the ritual.

Wed. 10/31 Deadline to turn in Business Directory entry.

11/5 Deadline to submit your thoughts regarding 9/11 for publication in the November issue of the Fair Family News (FFN). The editors would like to devote one or two pages of our writings about this tragic event.

12/1 Deadline to turn in 2002 Poster contest entries.

Michele said we feel for the people and families in New York and Washington, DC. Our family is part of a bigger family. We must leave room for all opinions and treat each other with love and respect.

Jack said he did not feel proud to be an American before nor does he feel more proud now.

Leslie thanked everyone who worked on the Fair's entry in the Eugene Celebration parade, especially Jay ?? and Todd ?? (Ambiance/Risk of Change Puppets), Anna DeLocis (Energy Park), Hilary Anthony (Chela Mela) and Andyman (Caretaker).

Etienne noted the wonderful artwork added by Fairies to the new curb extensions at 33rd by Hilyard and Willamette!

#### MINUTES APPROVAL

Dr Jim moved, and Michele seconded, the minutes of the September 4, 2001, Board meeting be approved.

Etienne corrected that she was present at the meeting.

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

#### MEMBER INPUT

Responding to a call for a work session on Coordinators, Bear S?? (Ambiance Co-Coord) encouraged the Board to seek ways to retain coordinators and not micro-manage their work.

#### STAFF AND OFFICER REPORTS

General Manager. Leslie Scott thanked Jay, Todd, Anna, Hilary and Andyman for designing a parade entry that exemplified creativity, sensitivity and respectfulness with real heart. She truly enjoyed sitting in a bathtub in a mermaid costume (compliments of Jay and Todd) blowing bubbles while being pulled by a dragon wagon. Those gentle moments at the parade were really welcome and reassuring.

Thanks to the Personnel Committee which has been working very hard processing the employee evaluations. Thanks to Hilary Anthony and Steve Gorham (Treasurers) and norma for their assistance to complete the data for the financial statements. The Budget and Financial Planning Committees will begin to meet again next week to discuss the next two-year budget cycle. Thanks to Steve Wisnovsky (Site Manager) for doing an incredible job to get the Indian Creek restoration project fast-tracked.

We would like to publish all the notes for the different sessions of the Open Space Evaluation Meeting together. If you participated in one of the sessions please contact the note-taker to submit the notes to the office as soon as possible.

Regarding 9/11 and its significance for the OCF: "To paraphrase the arts editor of the NY Times, what do those of us who love the arts and believe they are important see as we, the sensitive ones, peer apprehensively into the future? What is the role of the arts in this moment, and how will the arts change and respond to the wounded world we now inhabit? There is a great deal we can, and must do?"

Administrative Assistant. norma sax thanked the Election Committee for their work organizing the Annual Meeting and mailing absentee ballots. Oso (Internal Security Co-coord), who is also a contractor, will inspect the town office this week for any necessary repairs or maintenance to be included in next year's budget and to keep the house in good condition. She is beginning to prepare for the Board Retreat; it is very comforting to perform normal, everyday work. norma appreciates the Fair and having the land, and especially the labyrinth, to retreat to for grounding.

Site Manager. Steve said he and Andyman know the land offers psycho-spiritual rejuvenation 365 days a year and Fair family are welcome to come experience this wonderful elixir throughout the year.

The Elmira High School Cross-Country Invitational Classic meet was held last weekend on site. Dave Peek (crafter) asked if Nick's (his son) team could train on the Fair site. When Orchard Point (the usual venue) became unavailable for the Invitational Classic they requested the use of the site and Steve, Andy and the coach proceeded to layout two courses, one for the middle schools and one for the high schools. Boys and girls from fifteen different schools ran the courses which began in Miss Piggy's, traversed down E 13th, through to the River Side, across DeSpain bridge into Chela Mela through Crafts Lot and ended in front of the Dragon. It was a lot of fun and brought many new people onto Fair property. There are plans already to hold next year's race on the Fair site again, possibly with the addition of a track meet for adults to be held two weeks prior.

Steve said he has two more permit issues to resolve on the Indian Creek restoration project. He hopes to begin work on Monday, October 8. The project should be completed within three weeks which is the only reason he appreciates the continuing drought conditions.

Site work parties are held on the first Sunday of each month by the VegManECS and Site Crew. Come on out! There is a lot to do and see. Thanks to David Hoffman (Community Village) for showing up time and time again to do whatever needs to be done.

Treasurers. Hilary said the outside accountant has begun to work on the Financial Statement for 2000. They will have the internal management report prepared and printed for the Annual Meeting which will be based upon cash flow records and will include the amounts budgeted to actual. Grumpy -- "We're doing well."

President. Jack thanked the Election Committee. It is very important that we join together en masse at gatherings such as the Annual Meeting other than the event. It is a sign that the counter-culture is sustained and viable. We are doing that. Vote and speak your mind.

#### COMMITTEE REPORTS

Alice's Wonderland -- LUMP and Financial Planning. The first meeting was held on Sept. 25 at Alice's. Dennis Todd reviewed the OCF's history and interest in the (Alice) Fuller property. He also presented a detailed review of the flora and fauna on this parcel. It is zoned RR5, which includes the permitted use of a lodge. The current taxes are approximately \$1300 - \$1400 per year. The group brainstormed a wide spectrum of options and could not agree whether to recommend renting any or all of the property at this time. They hope to present a comprehensive recommendation at the next Board meeting. By meeting's end they reached consensus on three points: 1)A body should be present to insure the property doesn't waste; 2)The property should be used in ways so it doesn't

waste; and 3) There should be no activity with permanent effects until a decision supporting that permanent outcome has been made.

Business Directory. Applications to submit entries in the Business Directory were included in the Absentee Ballot mailing. They will also be available at the Annual Meeting. The deadline to return your application is Wed., October 31. The first issue will probably be smaller than envisioned but, they expect it will grow over the coming years.

#### OLD BUSINESS GRIEVANCE PROCESS

Charlie began a long, open discussion questioning whether another work session on the Grievance Process should be held or not. He acknowledged that the BoD received comments from three people after last month's work on this item. He is offended that one person suggested he is secreting or hiding the comments from other BoD members. Each person receives the same information in their Board packet prior to each meeting. There are many changes in the current draft which have been taken from comments and suggestions by some of these same people. Regardless, Charlie sees two final points to address: 1) Jack's concern about what role the Board should have in Step IV; and 2) Whether Step I of the process should mandate the concerned parties try to work out their issue directly. Some folks supported holding another work session but most felt the concerns submitted by the last round of comments had already been addressed. Some suggestions had been adopted and others not.

Jack said he had taken Grumpy's (Steve G) suggestion from last meeting and run various grievance scenarios through the new process. It became clear to him that it is the squeaky, or loud, or injurious, voice that gets heard while others who may feel grieved may passively accept any outcome. It is to the sensitive people who tend to go along to whom we are most responsible. Therefore, the BoD should review all decisions for policy intent. Lawrence agreed we should be concerned for people who do not stand up for their rights. However, that cannot be resolved at the BoD level. Bear -- the bulk of the actual decisions will not involve a policy component and may be delegated to a BoD appointed party or committee. The BoD has other business to attend to and should preserve its time. Finally, to formalize the discussion:

Bear moved, and Charlie seconded, the Board adopt the proposed Grievance Process.

Peach Gallery: Grumpy suggested not having any Grievance Process. Any written process will tend to be legalistic because of its very nature and will lend itself to a lot of dissent. Leslie -- Charlie has repeatedly and openly asked for feedback. He has thoughtfully, carefully, and thoroughly stated what has been incorporated and what has not in open meetings. To correct a current rumor -- The current Grievance Process is in effect now and may be until a new one is adopted and a pool of mediators and arbitrators have been trained. Additionally, the Budget Committee needs to know (ASAP) whether to include the trainings in next year's budget. Joseph Newton (Lot) agreed that the issues

have been covered although he would like the Grievance Administrator to have a more active role. Either way, it's time to launch the new process.

BoD: Jim -- no document will satisfy every member's interests. Brad --  
"\*\*\*@!!\*A. Get over it!" In the context of 9/11 many squabbles/grievances at the Fair seem damned trivial. We are a mutually chosen community. Charlie suggested they write the final draft, propose a budget for the trainings, and bring the complete package to the next meeting.

Bear moved, and Charlie seconded, the BoD table this item until next month. The motion to table passed: 7 in favor and 3 opposed (Jack, Jim and Brad).

#### BYLAWS AMENDMENT

Bear moved, and Charles seconded, that the words "recipient of a SOP pass" be inserted into the text "... effective 10/21/01.

Background: While this would exclude SOPs from voting in this year's election it would give them the right to sign petitions to the Board. Jen-lin spoke for the Election Committee which thinks the Bylaws are vague and requests clarification as to the intent of "participated in one of the last two Fairs." At this point there seem to be three types of SOPs: the original intention of one's significant partner, a person who supports you and your family's presence at the Fair, and the party pass. It is difficult to verify such participation at this point. Furthermore, how should we deal with the different classifications of Trade passes. Leslie stated this motion has many operational implications if it is passed including verifying SOP eligibility. The lists are incomplete. Eligibility should be a serious issue. We must determine how we can track it especially as many SOPs change yearly. Will we need a new SOP wristband?

Peach Gallery: Leslie spoke with Courtney (Inventory) who is very opposed to this idea. Courtney estimates only 25 percent of the SOPs are consistent from year to year and 75 percent are buying passes to the party and are not participating. Leslie wondered what that would mean about the value of membership. Some people joke that SOP means "some other person." Courtney proposes an SOP must have two years with the same crew or individual to be eligible for membership. Anne Morris (VegManECS) and Corey Sullivan (Ambiance) raised the issue of a need for a new type of pass, the working SOP which are used on their crews and who earn and deserve membership rights. Howard Galvin (Security) -- All of their SOPs are required to do Sweep. Brad Mowreader (Healing Arts) said it doesn't seem as if most members want to vote as it is. (700 +/- vote out of a possible 3000+ membership.) We shouldn't put limits on someone who wants to participate.

BoD: Charles favors membership for the working/support SOPs while Marlene supports membership for all SOPs. One solution will not cover all cases. Diane and Brad supported filling crews to adequate sizes so workers do not have to buy SOP passes. Brad continued to promote the creation of a weekend event pass to be sold for \$200 (or so) with a nifty moniker such as "Still Out Partying." Bear is confident that Ops has the talent to overcome verification issues. Lawrence -- this motion isn't necessary. Instead we need a finding of fact that

working SOPs are included in the text "volunteers and workers." Jack believes the membership is stagnant. The concept of unlimited opportunity is a myth. It used to be that you didn't have to be a member to serve on the Board. We changed that. It used to be that you didn't even have to come to the Fair to serve on the Board. We changed that. We are becoming closed. The bigger the diversity the better the organization becomes. Michele disagreed that we are a closed membership and becoming stagnant. We've enhanced and added new crews in the last several years. Nor does she want it open such that the Sheriff could become a member without participating for/within the OCF.

The motion failed: 3 in favor and 7 opposed (Etienne, Dr Jim, Marlene, Jim, Michele, Charlie and Lawrence).

Leslie clarified that the focus of this motion was issues of eligibility and verification. In no way, was it intended to create divisions into us and them, a closed membership, or discourage participation.

#### VEGMANECS COORDINATING COUNCIL APPOINTED

Marlene moved, and Brad seconded. The Board appoint the five members (Dahinda Meda, Glen ???, Howard McCartney, Mark Dignon, and Susan Bryan) elected democratically by the VegManECS to the VegManECS Coordinating Council.

Peach Gallery: Steve W thanked the outgoing VegManECS, Marlene Monette and Philip Guyette who chose not to run again, for their wonderful service. He thanked the continuing VegManECS, Dahinda and Glen, and welcomed the oncoming VegManECS (Howard, Mark and Susan).

The motion passed: 10 in favor and 0 opposed.

#### AMBIANCE CO-COORDINATOR APPOINTMENT

Michele moved, and Lawrence seconded, the Board appoint Bryan Keogh as Ambiance Co-coordinator.

Peach Gallery: norma -- Cory deserves much appreciation (big round of applause by all present). Leslie -- Cory has put more heart and soul into this job as well as great attention to detail and persistence to her crew's needs met. It is a huge job involving booking artists, camping, admissions. Cory has done a spectacular job with Bear her stalwart companion and co-coordinator. She is glad Bear will continue on as Co-coordinator with Bryan. Palmer -- we shouldn't accept her resignation! Cory -- No, no. She is ready to return to her work caring for and rehabilitating injured wildlife. Bryan thanked the BoD for the opportunity and thanked Cory for bringing him into the fold in '92. She began closely training Bryan four years ago but, he didn't know why then. Cory has paved a smooth road and Bear helps keep it consistent. Bear -- all of the crew members support Bryan who is excellent at problem-solving and always smiling!

BoD: Brad has worked for many years with Bryan outside of the Fair. He works hard and is a great person. Charlie said Ambiance makes the Fair special, unique, and more than another concert venue. Thank you for all your help. Michele said she will miss Cory, a woman who speaks her mind. Cory is compassionate and dedicated; twice now she has cut her hair for Locks of Love. Lawrence appreciated that Cory took care of her crew. Marlene said Cory has

contributed a lot to the Fair and she enjoyed working with Cory on the hiring committee. It is hard to say good-bye.

The motion passed: 10 in favor and 0 opposed.

#### BUDGET COMMITTEE APPOINTMENT

Bear moved, and Dr Jim seconded, the Board appoint David Peek to the Budget Committee.

Peach Gallery: Hilary noted that the current members of the Budget Committee include Leslie Scott, Steve Gorham, Hilary Anthony, Charles Drew, Eric Nusbaum (Kitchen Co-Coord), Lucy Lynch (Crew???) Michele Sharpy (Board liaison), and Sheldon Doughty (Traffic Co-Coord). This is a strong, working committee. Interested folks are asked to sit in on meetings for one year prior to becoming a committee member. David is sensible and has a good head for math. It would also be good to have a crafter on the committee. Steve W said David asked him to relay that he would have been at tonight's meeting except that he is at a craft Fair in Mendocino.

BoD: Dr Jim said he has worked with David on the Craft Committee. He will be very valuable to the Budget Committee.

The motion passed: 10 in favor and 0 opposed.

#### LIFE CIRCLE PROPOSAL

Charlie moved, and Bear seconded, the Board direct Path Planning and LUMP committees to identify potential sites and develop a plan for the placement of a new educational loop dedicated to all aspects of being human, including but not limited to site options, cost estimates, impacts and timetables.

Background: Brad Mowreader submitted this proposal whose major features include Archeology, Healing Arts, Body Walk, Mental Health, a Sage Stage, etc. Brad views himself more as a midwife to this proposal. He questioned whether it is time to acknowledge that this is a desirable venue and should we begin to induce labor. Hilary noted that Chela Mela was created out of the Path Planning process with help from LUMP which helped find the site. It was a very collaborative process involving a lot of interested folks. She endorsed the process to see what may develop. Dennis Todd (LUMP) agreed Chela Mela is a remarkable model in planning successfully. He recommended approaching this concept incrementally. Leslie also supports the concept although the specifics have yet to be determined. LUMP must be involved with site identification. If the Board's moratorium on cutting the understorey were to be lifted, it must be done carefully and explicitly. This proposal also has budget and planning implications if we intend to add anything new for the 2002 Fair. Joseph agreed the core concept has a lot of merit. Jen-lin (Fair home is Community Village <CV>) asked that the Village be involved in the process as many of the areas involve groups already in Village booths: Spirit, Health & Healing, Communications, the Moon Lodge and the Pyramid.

BoD: Bear -- this proposal provides a good starting place. Nothing is binding. He advocated also developing a second bridge to the Far Side. Diane (CV) noted that the Life Circle is not envisioned as a non-profit area yet it would many

more passes than the Village with the same focus. Brad M responded the proposal calls for 400 passes and he hopes it intentionally overlaps with the Village. Some people may choose to move to the Life Circle and thus open up space for new members in the Community Village. It is a broad concept open to the family for non-profit groups and vendors. Play with it. Maybe we'll come to a decision.

The motion passed: 10 in favor and 0 opposed.

#### PRE-FAIR CHILDCARE

Brad Lerch stated that some folks are interested in formalizing the informal pre-Fair childcare which has been happening with crews that have kids on site each contributing a little bit through their budgets, passes, etc. It was suggested that this may best be handled through Crew Services.

Her last motion on the Board, Michele moved to adjourn.

The Donation to the Energy Outlet failed for lack of a first.

The next scheduled Board meeting will be held on Monday, November 5, 2001, at EWEB at 7pm. The agenda, subject to change, will include Ratify the Election Results, Appoint Officers, Budget Issues, Grievance Process (Charlie), Consider Yoga Class Proposal, Appointments: Dog Control Co-coordinator, Board Liaison to LUMP, and Renew WOW Hall Membership. Do we also have to appoint a new Board Liaison to the Budget Committee as Michele will no longer be on the Board?

May peace be with you, Jen-lin