

OREGON COUNTRY FAIR BOARD OF DIRECTORS, NOVEMBER 5, 2001

PRESENT: Jack Makarchek, Marlene Monette, Bear Wilner, Brad Lerch, Jim Newhall MD, David Helton, David Liberty (left after the first vote on Second Event/ Concert), Charles Drew, Charlie Zennache, Lawrence Taylor (LT), and Diane Albino, Jim Sahr (alternates), and Michele Sharpy and Etienne Smith (outgoing Board members).

Charlie announced that he has served as the meeting facilitator for the past four years. Tonight he passes that role on to Marlene. He has enjoyed being the facilitator but, now he would like to spend more time concentrating and engaging in the discussions more as he has not felt at liberty to do in the past. Good luck, Marlene.

Bear moved, and Charlie seconded, to move "Cancel the November Work Session" from new business to old business. The motion passed, 10 in favor and 0 opposed.

Jim moved, and LT seconded, to move "Second Event/Concert" from new business to old business. The motion passed, 10 in favor and 0 opposed.

Charlie moved, and Michele seconded, to move "Budget Committee Appointment" from new business to old business. The motion passed, 10 in favor and 0 opposed.

ANNOUNCEMENTS/CALENDAR

Mon. 12/10/01 Work session on all aspects of OCF Population issues will be held at the Knights of Pythias hall, 420 W 12th, Eugene, at 7pm.

Mon. 12/31/01 Deadline to submit letters of interest for serving as Grievance Administrator.

Mon. 12/31/01 Deadline to submit proposals for a second event/concert to be held on the Fair site in 2002. (See related discussion below.)

Sun. 3/17/02 Fundraising Education brunch/workshop, 11am. Location tba.

Charlie -- During the retreat held October 27-28, the Board prioritized major issues to focus on during the coming year. The number one issue is Population (Elders, Teens, Graduating Teens, SOPs, from all aspects of the Fair). This is followed by making the youth camp a reality and moving forward with the Lodge/Community Center in addition to the many other projects currently happening. See the related article in the *Fair Family News*.

Ray Neff (Peach Pit Coordinator) announced that he will be retiring next month and introduced Amy Wolfson who he supports as the next coordinator. Amy attended the meeting this month so the Board may excuse her absence next month as she is due to give birth then.

On the advice of the Fair's attorney and as outlined in the Bylaws, Brad announced a potential conflict of interest he has as a Board member. Brad is one of the owners of Cafe Mam, which has a wholesale contract to sell coffee to Main Camp kitchen

Jen-lin thanked Nicki Scully for leading the Labyrinth Healing ceremony held October 21. She invites all to practice this meditation of journeying to the center of the heart as you walk the labyrinth. There one may surrender and exchange energy with the self, the land, and Spirit.

MINUTES APPROVAL

LT moved, and Jim seconded, the BoD approve the minutes of the October 1, Board meeting.

Etienne clarified that we live Fair values 365 days a year among ourselves and in our communities by the artwork added to the new curb extensions at 33rd by Hilyard and Willamette.

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

MEMBER INPUT

Anne Morris (VegManECS) said she receives a lot of joy from the Fair however, she is resigning from the Election Committee for the same reasons she chose not to run for the Coordinating Council of the VegManECS this year. She must reduce the stress in her life from all the negativity and suspicion some Fair members

exhibit toward others, especially on-line. Anne hopes we can all find a way to begin healing. In response to members' criticism that they do not have instant access to committee members, Anne recommends the Fair establish committee e-mail addresses.

Wren Davidson (Artisan) -- A wonderful thing happened at this year's Fair. Craft Committee drafted a one-page paper on Crafters' Rights and Craft Inventory (CI) made sure that it was disbursed to each artisan. Thank You. Several folks have come to the Craft Committee stating that their booth reps are not upholding some of the rights. Craft Inventory thinks it is their responsibility to adjudicate these issues. Wren believes these matters should be addressed by the Craft Committee with facts supplied by CI instead.

Jen-lin and Joseph Newton (Lot) convened a session on Healing the Fair Family/Building Community during the Open Space Evaluation. They invite interested fairies to join them in developing workshops to be held during the next year. You may contact Jen-lin via the Fair Office or Joseph at rjnewton@efn.org.

STAFF & OFFICER REPORTS

General Manager.

Gratitudes: Leslie thanked Etienne and Michele for their service as Board members and their unique contributions. She will miss Michele's laugh and Etienne's hats and hopes to continue to hear and see them in the Peach Gallery. Thanks to norma for a terrific job organizing the retreat. Thanks to Dick Stewart (Recycling) for preparing and cleaning up after the meals served at the Retreat so all Board members, staff, and officers could fully participate. It was a good opportunity for the group to discuss and prioritize some very big issues. Leslie expressed awe and gratitude for the wonderful facilitation Charlie has provided. She thanked Jack for the wisdom and guidance he provides. She thanked everyone who ran for the Board and the continued presence of Howard Galvin (Security) and Joseph Newton (Lot) at the Board meetings even though they were not elected. Thanks to the Treasurers, Hilary Anthony and Steve Gorham, for the beautiful and detailed Financial Report prepared for the Annual Meeting. It is a comprehensive look at how we spend money, where it goes, and reflects a tremendous amount of work compiled all year long. Thanks to the Personnel Committee for their hard work preparing and compiling the results of the personnel evaluations. Thanks to the Election Committee for a job well done. Leslie will miss Anne and hopes we can uncover and reduce what is producing such suspicion. And thanks so much to Jen-lin and Nicki Scully for creating the labyrinth ceremony.

People often ask Leslie what she does in the winter. It is meeting and planning season. The Endowment process is in full swing. They have reduced the size of the grants from \$3000 to \$2500 because the interest rates have fallen so dramatically. The City of Veneta is building a Youth Park and has no money for public art in the budget, so that will be a focus for this year's endowment. A tall stack of property tax bills has been received at the Fair office this month. The Fair site property tax has been reduced significantly due to the successful appeal in which we argued that a majority of the acreage is under water for several months last year. However, we have the town office and we doubled the Far Side acreage, having concluded the land swap with the City of Veneta. We also purchased Alice's Wonderland. Thus, the property tax line item in the GM budget will be over by approximately \$2000. Leslie will adjust the budget request for the next budget cycle. The Budget and Financial Planning Committees are meeting regularly.

Finally, today, United Rentals agreed to reduce the \$7000 bill and reversed \$5000 of charges. This is a huge relief! The Path Planning meetings are in process.

Administrative Assistant norma thanked the Election Committee for a splendid job. The dedicated group insures the election process is fair and accurate. Thanks to Denny Guehler, the Voice of the Oregon Country Fair is now the Lawn Mower of the Oregon Country Fair! The poster contest is underway and packets are being sent out. This past month norma organized the retreat and has been helping the Budget Committee collect the budgets. Thanks to everyone at the retreat for a fun and productive event. She will mail out a new contact sheet by the end of this week.

Site Manager "Steve Wisnovsky reported that the fire danger on site has eased with the three and a half inches of rain on site during the last two weeks. Unfortunately, it came at a bad time for the Indian Creek enhancement project and work had to be temporarily shut down. Before the project had broken ground, OCF Archaeology Crew, led by Virgil Courtwright and John Stamp, and Tom Connelly from the UofO, had surveyed the project area with a ground-imaging magnetometer to scan for artifact images. They then worked

with Mark Doyle, the project contractor, as the areas of interest were excavated to determine what the images represented. However, only tin cans, car doors, etc., artifacts of our culture, were found. In the Fair tradition of Reduce, ReUse, Recycle, they recycled the gravel from the now-obsolete Maple Gate road to use as the gravel for the new culvert crossings. Additionally, as the new culverts are much bigger they must dig deeper. and under John Wayne Bridge they excavated a blue-gray clay which has been stockpiled separately. A potter-friend of Steve's is testing its properties and quality. Maybe it will be good enough to use as adobe brick or cob floor in the new lodge! The site is mostly put away, secured for the winter, and ready for floods. Come out and enjoy it; it's yours. Please tread lightly!"

Treasurers The excess revenue projection by year's end will be approximately \$100,000. They have been meeting with the Budget Committee with the advent of the new two-year budget cycle. They are addressing the issue of working SOPs and are seeking ways, as much as possible, to make them crew members. As crew costs include t-shirts and food vouchers and SOPs pay for their passes, they anticipate higher operating costs. Thus, the Budget Committee will propose three changes to increase the revenue projection for 2002. 1) Ticket prices for Friday and Sunday will increase by \$2. 2) All SOPs will cost \$50. 3) All worker day passes will cost \$10. The Revenue Projection will be on the agenda for approval next month.

President Jack hugged Anne, Etienne, Michele, and Charlie. The retreat went very well. The Board set their top priorities as the Lodge, Youth Camp, and Population. Population is by far the most important issue for us to resolve for the future health of our organization. We easily grasp the reverence for the land. We are of the land as are our elders. The dominant culture forces us not to recognize the reverence we must have for our ancestors. It is essential that we understand the importance of our elders and founders. Jack is confident that we will do wonderful things in the next year and begin to experiment with ways to honor our elders. This will be a long-term process. Jack hopes an elders motion will be raised before the next Fair. We can move forward without fear.

COMMITTEE REPORTS

Personnel (PC) They have concluded the Personnel Evaluations. We have a fantastic group of employees. All are above-average and the OCF is very fortunate to have them. We cannot say enough to thank them for all of their wonderful work. The committee encourages more people to participate in this process. Only 25 people filled out evaluations this year. A review of the job descriptions and related positions were discussed during the retreat. PC presented a list of tasks and areas of responsibilities already handled by the employees and added new responsibilities as we move forward with new, big projects. All of this is on top of their main work to put on the event. We ask much of our employees already and we have added more land and more responsibilities in recent years. Thus, the PC is forming an ad hoc committee with the Board to review job descriptions and positions. Four Board members expressed interest to serve on the committee.

Election See Heidi Doscher's (Membership Secretary) article in this issue of the *Fair Family News*.

Jill Heiman Vision Fund (JHVF) John Flanery (Community Village) thanked the folks at the Annual Meeting who helped count the JHVF ballots as well. Again, it was a race between Basic Needs and Environmental Protection. This year Basic Needs won.

Lodge Project Hilary reported that they want to keep the Fair family informed and involved in this process. They are discussing the feasibility of such a project. They agreed the lodge should be an example of our values, that the process is as important as the building, and that the lodge is valuable not by itself, but rather, it will be brought to life by the activity held inside. They discussed funding via a capital campaign. They encourage the OCF to attempt to purchase the Swanson property. Thus, all options for siting will be available before plans are drafted.

Business Directory norma reported that 125 entries have been submitted which is a good start. The deadline was Oct. 31. Now they will move forward with publication. norma is positive more folks will be interested once they see the finished product.

Financial Planning (FP) has been brainstorming ways to fund our two new big, long-term projects (two to five years) with the Youth Camp and the Lodge. They believe funding should be drawn from sources other than excess revenue. They are considering a capital campaign. FP will host a Fundraising Educational Workshop (with brunch) for Fair family on March 17, 2002 at 11am. The location will be announced

Alice's Future -- Financial Planning & Land Use Management Planning (LUMP) Their task is to present short and long-term recommendations to the Board. Their immediate/short-term goals include: 1)Maintain a presence at the house, effective immediately. Steve W has been asked to move his trailer from its spot next to the site office to a spot next to the house on Alice's Wonderland. 2)A janitor should be appointed/hired to clean the building. This is not Steve nor Andy's responsibility. The cost will be included in next year's budget. 3)The only use of the property is its current use. The house may be used for small, Fair-related meetings. The out-buildings are used for storage and are managed by the current employees. 4)We should determine if this is a "legal lot" especially if we decide to change the lot lines. It will cost \$375. Dennis Todd assumed responsibility for this item. 5)Any agreements made should be effective for as temporary a time as possible. Thus, use of the garden space and greenhouse should be used by the Kitchen, if at all. Think about the timing when making any decision. 6)Keep all options open until a permanent decision has been made. There are also some strong voices to sell the house. The next meeting will be held Monday, Nov. 12, at Alice's.

Endowment The report is included in the General Manager's report.

Archaeology Virgil Courtwright (Archaeology Coord.) said they had hoped there were some hot spots along Indian Creek but, nothing was found with the magnetometer. They have been busy this fall with educational presentations on Willamette Valley Archaeology, at OMSI, a Camp Fire field trip to the site, and a 7th grade class in Westfir. They have also recovered another big cedar from Oakridge to continue the cedar plank house next year!

OLD BUSINESS

RATIFY ELECTION RESULTS

Jack moved, and Dr Jim seconded, the results of the Board Election be ratified.

The motion passed 10 in favor and 0 opposed. Thus, Etienne and Michelle moved to the Peach Gallery and David Helton and David Liberty took their seats on the Board.

OFFICERS APPOINTMENTS

Bear moved, and Jim seconded, the Board reappoint Jack Makarchek as President, Hilary Anthony & Steve Gorham as Co-Treasurers, Heidi Doscher as Membership Secretary and Jen-lin Hodgden as Recording Secretary.

The motion passed: 10 in favor and 0 opposed.

BUDGET COMMITTEE APPOINTMENTS

Charles moved, and Dr Jim seconded, the Board appoint Michele Sharpy to the Budget Committee.

The motion passed: 10 in favor and 0 opposed. (Michele had been serving as the Board liaison.)

Bear moved, and David H, seconded the Board appoint Charles Drew as the Board liaison to the Budget Committee.

The motion passed: 10 in favor and 0 opposed.

NOVEMBER WORK SESSION CANCELED

Bear moved, and David L seconded, the Board cancel the November work session on coordinators.

Bear apologized to the membership and the Board for his proposal adopted in September. He said he did not recognize the many commitments volunteers have in November.

The motion passed: 10 in favor and 0 opposed.

DOG CONTROL CO-COORDINATOR

Brad moved, and Bear seconded, the Board appoint Brice McMorris as Dog Control Co-Coordinator.

Peach Gallery (PG): Woof and howl!

BoD: Thanks to Cheryl Jones who stepped down as Dog Control Co-Coord. before the 2001 Fair.

The motion passed: 10 in favor and 0 opposed.

LUMP COMMITTEE APPOINTMENT

David L moved, and Charles seconded, the Board appoint David Liberty as the Board Liaison to LUMP.

Marlene moved, and Diane seconded, the Board table this motion.

The motion to table passed: 10 in favor and 0 opposed. Diane and Marlene are also interested in this position.

Bear moved, and Brad seconded, the Board accept letters of interest for the position of Board liaison to LUMP.

Thus ensued a discussion among Board members whether the interested parties should decide among themselves or submit letters of interest. Brad's friendly amendment was not accepted.

The motion failed: 4 in favor and 6 opposed (David L, Jack, LT, David H, Charles & Dr Jim).

RENEW MEMBERSHIP TO COMMUNITY CENTER FOR THE PERFORMING ARTS (CCPA -- WOW HALL)

LT moved, and Brad seconded, the Board renew its membership to the CCPA.

Peach Gallery: Thumbs up!

BoD: LT -- The OCF, WoW Hall, White Bird, and Growers' Market -- "one community, one culture, one cause."

The motion passed: 10 in favor and 0 opposed.

YOGA SANCTUARY/CLASS

Charlie moved, and LT seconded, the Board consider the proposal submitted by the Eugene Yoga Teachers Association (EYTA) to create a yoga sanctuary at the Fair. It would cost \$495 for a temporary structure plus eight passes and four SOPs.

Peach Gallery: Michelle, Tom and Mat (representing EYTA) said they would like to offer classes for more mind/body presence during Main Camp and the Fair. The structure would be a quiet, sacred space open to anyone when classes are not in session.

Many supported the concept, but opposed this proposal. The group should either be included with a crew through the budget process or jury in as an esoteric booth. If approved, this motion would set a new precedent. Leslie promised to work with them to sort out how they can participate through existing processes.

BoD: Charlie and LT withdrew the motion. Charlie agreed with the statements above but wanted to give the group an opportunity to be heard. LT added, "There is a considerable mind-body presence at the Fair. They're just not always connected!"

SECOND EVENT/CONCERT

Jim moved, and David H seconded, the Board give permission to use our land use attorney to file a temporary use permit and a mass gathering permit.

Background: Jim said, if we are going to accommodate the initiative proposal passed at the Annual Meeting then this is the first step. He envisions either a 7,000 or 8,000 person event at Miss Piggy's or 4,000 at Main Stage. There could be no camping or camping on the Far Side or in conjunction with the neighborhood campgrounds. This could be the beginning of a concert series held over a number of succeeding years or a number of mini-concerts held within the same year. He hopes it will take on its own life eventually.

Peach Gallery: Hilary said she had many questions about a second event. Who is the promoter? What's our relationship with the promoter? Who puts up the funding? She supported a one-day, 4,000 person, mini-concert without camping. It is easier and less of a risk. Etienne -- the intention of this proposal lacks clarity. We should do our own event and put more emphasis on a youth event. Steve G (Grumpy) supports the idea but, he shares Hilary's concerns. He would propose a friendly amendment to change the motion to "explore with the land use attorney the costs and options..." Randy shared the same concerns and thinks other events should be held out of the loop where the impact is not as great. This would also maintain the magical mystery of the land beyond the dragon. Joseph and Mike James (Security) agree we should continue to move forward and supported Grumpy's suggestion for a friendly amendment.

BoD: David H offered the friendly amendment to "explore filing a temporary use and mass gathering permit." Jim did not accept. He added that pursuing both leaves more options open and we can abandon one permit at any point in the process. The cost for both fees should be less than \$500. He does not believe we can force the Fair to promote the event. He thinks Kit Kesey would be the best choice. Charlie agreed with Hilary and Grumpy. He thought the motion was going to be one that accepted proposals for a second event and then the OCF would move forward on one of them. Brad supported an open process. There are several promoters within the wings of the family who may be interested if they were aware of the opportunity. Diane supports an event held in the lot. Is String Cheese available? Jack and David H agreed the process should be opened up and we should explore permit options at this time. David H is confident that we could do what the OCF does

best: have a big party, invite our friends to attend, and raise a lot of money which may be used to fund other projects.

The motion failed: 2 in favor (LT and Dr Jim) and 8 opposed (David L, David H, Charlie, Marlene, Bear, Brad & Charles Drew). David L left the meeting after this vote.

Jim moved, and Dr Jim seconded, the Board direct the General Manager have a dialogue with the land use attorney for answers to what is necessary for a second event on the site, including the possibility of a concert on the Fair property with no permit.

The motion passed: 10 in favor and 0 opposed. Jim voted in David L's absence.

Charlie moved, and Brad seconded, the Board solicit proposals for a concert to be held on site in 2002. Proposals must be submitted by December 31, 2001. All proposals should address: 1)the nature of the event, 2)where the event will take place, 3)an estimated budget, 4)how Fair volunteers will be used, and 5)any land use issues associated with the proposal.

The motion passed: 10 in favor and 0 opposed.

DECEMBER WORK SESSION -- POPULATION ISSUES

Bear moved, and David H seconded, the Board set Monday, December 10, 7pm, for a work session to discuss population issues. The meeting will be held at Alice's Wonderland.

The motion passed: 10 in favor and 0 opposed.

GRIEVANCE PROCESS ADOPTED

Charlie moved, and Bear seconded, the Board approve the final revision of the Grievance Process as published & distributed tonight. It will become effective May 1, 2002 and will consider any occurrences on or after 5/1/02. The present grievance process is effective until April 30, 2001. The effective date has been delayed to accommodate the training of mediators (approximately 15-20 hours and arbitrators (one day).

Peach Gallery: Grumpy appreciates the time and effort Charlie has spent over the past two years on this issue. However, he still thinks we shouldn't adopt any grievance process. Mike James read a letter to the Board from Jon Steinhart (Security). He thinks the new process "neither meets the needs of the Fair family nor solves more problems than it creates....I have provided much input on the new Grievance Procedure which has largely been ignored." He added that there is no need to hurry the process. It is better to get it right and allow the membership to review the final draft before approval. Howard Galvin also appreciated Charlie's work. He asked if this has been posted to the web? Merrill Levine (Wristbands Co-Coord.) -- mandatory mediation does not work. She also wondered if or how the Agents of Reality would be used. (Agents of Reality is a group of volunteers who completed 18 hours of mediation training six years ago and are available for mediation within the Fair.) John Flanery is concerned the deadlines are too restrictive. Perhaps the Grievance Administrator could determine if there was a valid reason why a deadline was not met. He is also concerned that a person has a limit on the number of grievances they may file in one year. Etienne is still concerned that the grievants aren't required to state the other's position in Step 1 or 2. Leslie -- We have spent years revising this policy. There have literally been dozens of opportunities at numerous Board meetings and five full Board work sessions to give input and Charlie has done a fantastic job of including and integrating many suggestions. It is critical that the General Manager be taken out of the process. Regardless of reality, the perception exists that the GM has not been neutral or fair. If people don't want to mediate, they don't have to. She hopes the Agents of Reality will be among the first pool of volunteers for mediation training. Joseph -- developing any system is an integrative process. We should launch this now and tweak it as necessary.

Bear moved, and David H seconded, the meeting be extended by 15 minutes. The motion passed, 10 in favor and 0 opposed.

BoD: Dr Jim feels genuinely torn now. This draft is an improvement over the current process. He added it is a gross distortion to say the Board has ignored Jon's comments. David H listed the reasons he opposes this process which remain the same from his first opposition during the work sessions and when it came before the Board a year ago. He believes binding arbitration is a mistake because the arbitrator may not be familiar with OCF policy nor be familiar with intricacy of operational details. The arbitrator is more likely to be swayed by strong, emotional arguments. Often the person raising the grievance is very emotional and has an attitude of refusing to lose. They only want their way. He appreciates that Board Review of Arbitrator's Decisions has been added back in to the process. However, this puts the Board in a conflicted position of supporting a coordinator or supporting the arbitrator which undermines the trust and authority and discerning judgment

the Board expects coordinators to use on operational issues. David's other concerns include 1)the grievance administrator has no authority to say a filed grievance is not a grievable issue, 2)who tracks all of the decisions made in mediation and arbitration, 3)what are the consequences for non-compliance. LT said he has engaged with e-mail dialogue with Jon over this issue. He addressed other statement's in Jon's letter (*intentionally not included in the minutes by the Secretary*) which he believed were offensively defamatory. Jack cautioned David H not to wrap up Board decisions with how it's going to affect one's personal job at the Fair. It will become cumbersome. He thinks this process is less of a turkey shoot at those the Board directs to take responsibility than the prior one. Years ago, he voted against adopting the original Grievance Process. Now he thinks it would be irresponsible not to have one, but not the one currently in place. Jim fears this process will generate more grievances. Charlie responds. Do not vote on this to show appreciation for his work, nor the amount of time we have spent on it. Vote on the final draft because of its own merits. It is a better product than the current grievance process. The draft has been posted on the web and tonight's final version has a few word changes as recommended by the Fair's attorney. It is good that the GM is not involved in the process. This system tries to de-politicize the current process in that the mediators and arbitrators are Fair family volunteering time and energy to insure a just process. In essence, people will have a jury of their peers. The collective wisdom of the mediators and arbitrators should prevent totally skewed decisions. He expects the volunteers will do the best job possible the same as we expect of all of our volunteers. This process restricts what is grievable more than the current one. Mediation is the second step. But if the mediator finds that neither party is willing then the process may move on to step three. Charlie feels he has listened to the constructive criticism Jon has given although he has not engaged in direct and personal communication. The Board, as a group, included those recommendations they thought were valuable. Similarly, the Board did not accept that grievants must state the other's position when it went through a laundry list of concerns raised months ago. And, while the process limits the number of grievances one can file, one grievance may be filed against multiple people involved in one issue.

Charlie moved, and Brad seconded, the Board extend the meeting for 10 minutes. The motion passed: 8 in favor and 2 opposed (Bear and Charles Drew).

Charlie does not support a term limit for the grievance administrator for the same reasons we don't limit the terms of coordinators. Time yielded to Leslie who wanted to respond to David H's statement. She did not propose the arbitration step, rather it was developed during a work session. She expects the arbitrators would seek objective facts from operations, information on policy and witnesses prior to making a final decision. Leslie does support and back up coordinators however, she is put in the position as the head of Operations and manager of the event to choose between warring sides, which is why she supports having a functionary, the Grievance Administrator, replace her current role in the proposed grievance process.

The motion passed: 8 in favor and 2 opposed (David H and Brad). The approved version of the Grievance Process is published in this issue of the *Fair Family News*.

GRIEVANCE ADMINISTRATOR

Charlie moved, and Bear seconded, the Board accept letters of interest for a Grievance Administrator until December 31, 2001.

The motion passed: 10 in favor and 0 opposed.

The next Board meeting will be held on Monday, December 3, 7pm, at EWEB. The agenda, subject to change, will include: Appoint Board Liaison to LUMP, Administrative Assistant Sabbatical in 2002, Garden Proposal, Appointments: Youth Stage Co-coordinators, Peach Pit Coordinator and Pre/Post Security Co-Coordination and Ad Hoc Personnel/Job Description Committee (Marlene), Organic Foods (Bear), Youth Camp Training Budget, Youth Camp Development Committee, Capital Campaign, Renew Membership to Lane Arts Council, Endowment Contribution (Jim), Revenue Projection (see Treasurers Report), Work Sessions Schedule (Bear), and Photo-voltaic Proposal.

"Thanksgiving Day Song" by Tom Chapin

Thanks for our health. Thanks for our hearts. Thanks for the food from the ground. With our loved ones near, we bless the year that's brought us safely 'round.

With a grateful heart,
Jen-lin

