

OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING, DECEMBER 3, 2001

PRESENT: David Liberty, David Helton, Charlie Zennache, Bear Wilner, Jim Sahr, Jim Newhall MD, Marlene Monette, Charles Drew, Brad Lerch, Jack Makarchek, and Jim Sahr & Diane Albino (alternates).

Marlene moved, and Bear seconded, that the Donation to First Night be moved from New Business to Old Business.

The motion passed: 10 in favor and 0 opposed.

ANNOUNCEMENTS

Mon. 12/10 The work session on population issues will be held at Knights of Pythias, 420 W 12th, 7pm.

Tues. 1/22 The work session on the budget will be held at Knights of Pythias, 7pm.

Mon. 1/28 The special Board meeting to approve the 2002 budget will be held at Knights of Pythias, 7pm.

Mon. 12/31/01 is the deadline to submit:

- letters of interest to serve on the ad hoc Job Restructuring/Description Committee. One seat is open for a Fair member to work with other Board members and the Personnel Committee.
- to submit letters of interest to serve as the Grievance Administrator.
- to submit proposals for a second event/concert to be held on the Fair site in 2002.
- to submit letters of interest to serve on the youth program development committee.
- to submit letters of interest to become a trained mediator/arbitrator.

Wed. 1/2/02 is the deadline to submit recommendations for policy changes to the Guidelines. Guideline changes forms are available are available at the office. Proposals will be printed in the January minutes and voted on at the February Board meeting.

Work session schedule for 2002: All are held on the third Monday of the month except for March. Locations will be announced. February 3/Job Restructuring for Paid Staff, March 17/Capital Campaigns/Fundraising, April 15/Barter Fair. Everyone is invited to participate in the work sessions. If you are unable to attend, send your input via snail- or e-mail to the office.

Brad thanked Howard Galvin for his service on the Member Survey and Land Use Management Planning (LUMP) Committees. Howard recently submitted his letter of resignation from both committees. This will free up his time to teach Personal Development through Ki-Aikido to children.

MINUTES APPROVAL

Jim moved, and Dr Jim seconded, the minutes of the November 2001 Board meeting be approved.

The motion passed: 10 in favor and 0 opposed.

STAFF & OFFICER REPORTS

General Manager Leslie Scott thanked the Budget Committee and the Treasurers for their ongoing work on the budget. They are holding an all-day meeting/potluck next weekend to finalize the 2002 Operations Budget. The Endowment Committee has reviewed proposals for art projects for the new Youth Park in Veneta to be the recipients of the 2002 grants. She has been working with the employees to develop goals and objectives for 2002, which she will submit to the Personnel Committee by year's end.

Leslie asked the Board to clarify several issues. 1)Will the Board supplement the earned interest from the Endowment principle to meet the budgeted amount of \$12,000 or limit the amount of grants to be awarded? Because of the drop in interest rates, the Endowment will yield approximately \$11,000 this year. 2)How does the Board want to proceed to develop a trained pool of mediators and arbitrators? 3)What other information/work does the Board want from the joint committee of LUMP & Alice's Wonderland Use or has it fulfilled its mission?

Steve Wisnovsky (Site Manager), Dennis Todd (LUMP), and Leslie met with our land use attorney and discussed land use issues on our RR5 zoned property regarding concerts and lodges/community centers. They generated a list of questions that our land use attorney will answer in writing.

She attended a workshop on fundraising for non-profits held by the Oregon League of Conservation Voters. Leslie decided wants to develop her fundraising skills and learn more on behalf of the organization. Published materials from the workshop will be on file at the office as a resource for other Fair family to use.

Leslie wondered what the Fair as family and community could do to show our love and appreciation to the Kesey family for what they mean to us. We cannot truly appreciate yet what we've lost with Ken Kesey's passing.

Administrative Assistant. norma's report was submitted in writing as she was attending a special workshop on. Thanks to Oso (Security Co-coord) who is doing repairs around the office. norma worked on personnel goals and objectives with Leslie; it looks like a busy 2002. The poster contest deadline is passed. The Poster committee will meet on Sunday to decide on the finalists. She spent too much time negotiating outstanding bills with the pay phone company but, finally got

it straightened out. norma will be setting up the 2002 files and developing a calendar of tasks for the General Manager and Administrative Assistant for 2002. She will be gone during the last week or two of December. Call ahead to make sure someone is in the office if you want to come by.

Site Manager Steve welcomed Hilary Anthony (Co-Treasurer) and Andy Strickland (Caretaker) back from Costa Rica where they spent three weeks in intensive language study and travel. Thanks to Carl Taylor (Main Camp Co-Coord) for Fair site-sitting in Andy's absence. Carl handled himself well and cared for the site gracefully, especially on one weekend which held two memorials. Janina Kassler (Water) was remembered by friends and family on Saturday, Nov 10, and a prayer circle for Ken Kesey became a memorial on Sunday, Nov 11. The memorial for Ken was inadvertently announced on KLCC radio and at a concert the night before. Approximately 200 people attended. The Fair site is really only open to the general public for three days a year, the second weekend in July. It is difficult to park hundreds of cars and provide adequate facilities, especially in the winter when the lots are soft and wet.

We have had eleven inches of rain in the past 14 days (Nov. 20 to Dec. 3) and the site is flooded! There are a couple of canoes on site available for water treks, which means it is time for the Safe Boating Practices talk. Make sure everyone has a life jacket and check in with the Caretaker or Site Manager before you go out so they may be available to help in case of trouble. Be aware of hidden obstacles underwater and strong currents which may change direction depending upon rainfall. Canoeing on the Long Tom River can be especially dangerous because of the log jams. The site becomes radically transformed from summer/fall drought to saturated and flooded in just a matter of weeks.

Kudos go out to Mark Doyle and his crew, the contractor on the Indian Creek Enhancement Project, for all their hard work in difficult conditions. They finished work on the erosion control phase of the project on the Tuesday before Thanksgiving, but not in time to get all of the equipment moved out before the flood arrived. We had to wait for the lake level to go back down so we could clean up and move out of the floodplain. Thanks also to the members of the LUMP Committee for all their work to make this project a reality.

Treasurers. Hilary Anthony -- Costa Rica is a beautiful country! Steve Gorham (aka Grumpy) -- They continue to meet a lot with the Budget Committee and Financial Planning.

President. The Board is hosting a work session on population issues this month. Everyone in the room should invite three more people to attend. Lack of participation/input will make it more difficult to develop a fair and equitable system for all Fair members. Please come and bring ideas. Make it a real and open discussion.

COMMITTEE REPORTS

Elders Janet presented the results from the Elders survey. The average age of the 349 people who filled out a survey is 44 years old. 1983 is the average of their first Fair. Surveys were returned from 15 people in Entertainment, 220 staff, 79 Craft, 10 Teen, 5 Food, 9 SO's and 11 other. The average number of years folks had volunteered at the Fair is 12 although many didn't answer this question because they distinguished between working in a booth and volunteering. 323 people intend to return to the Fair for as long as possible. 317 people would like to still receive a pass and attend the Fair even if they could not work due to age or infirmity. 311 people would work an easier shift if available if they were unable to do their current work. 263 people would change jobs or crews; most people want to keep their old job. 296 people would be willing to share a shift. 288 supported an Elder crew similar to the Teen crew. 295 people support the concept of an elders council to help problem-solve at the Fair and throughout the year. But others wondered what they would actually do. 270 people said an elder should be able to buy a camping pass and have no job. 282 people thought an elder should be allowed to bring an SO. The average number or years of participation before one qualifies as an elder is 17, although the majority of respondents said 20. People thought the average age of an elder should be 53, and again the majority response was 50. 240 people think age should be part of elder status.

Personnel Charles reported that the committee reported back to the Board as requested in September. The ad hoc personnel committee has begun to meet to discuss job reviews and restructuring possibilities.

OLD BUSINESS BUDGET

Dr Jim moved, and Marlene seconded, the Board reallocate \$5000 from unused budgeted monies to the GM Training and Education line item for the training and development of the Youth Camp facilitators.

Peach Gallery: It is understood that what is unspent at the end of 2001 will return to the general fund for 2002. The General Manager would like to schedule another Express Yourself training for early 2002 and need to pay fees before the end of the year.

Board: David felt uncomfortable with this process. He would prefer to review all the 2002 budget requests first.

The motion passed, 10 in favor and 0 opposed.

GRIEVANCE HEARING

Background: Debra Catlin submitted a grievance (while the old process is still in effect) against Daphne Singingtree and Leslie Scott. Because Leslie cannot hear a grievance against herself it bounced up to the Board. Each person is allowed twenty minutes to speak and answer questions from the Board. The Board has sixty days to respond. Debra spoke this night. Debra said she used to paint pregnant women's bellies out of the midwifery booth. She was unable to attend the 2000 Fair due to family matters. According to Debra, Daphne asked if booth teens could use her paints and materials to paint bellies for donations. Debra said no. She later learned that adults were painting women's bellies and contacted the Craft Committee and Craft Inventory (CI). Because of this and other personal conflict with Daphne Singingtree, Debra left the booth. Debra could not find another booth to join and so did not work at the 2001 Fair. She saw belly painting happening on Friday this year and talked with Jeff Harrison (CI Co-Coord). Upon questioning, Daphne told Jeff that she had special permission from Leslie. Jeff was unable to confirm this with Leslie during the Fair. When asked what resolution she would like from this grievance, Debra responded that Daphne and the Midwifery Booth should not be allowed to paint bellies ever again. She feels her craft has been usurped. The available pool of customers is limited to pregnant women. She also thought whatever appropriate sanctions available should be placed upon Leslie Scott. Debra said Craft Committee members had said it is a violation of the Guidelines for any adult to sell a craft which has not been approved through the jury process. Brad asked if Debra had made any attempts for resolution between 2000 and 2001. She said she tried to raise the issue but was not successful. David H asked if she had any evidence other than Daphne and Jeff's words that Leslie had given Daphne special permission. She replied, "No." Charlie responded that the Board received letters from both Daphne and Leslie. Each stated that Leslie did not give special permission to Daphne and the Midwifery booth to do belly painting. He continued to say that as Debra does not have intellectual property rights to belly painting, anyone can jury in. It is not within the Board's purview to place sanctions outside the process. It seems that Daphne violated the jury process if, in fact, adults, not teens, were doing the craft. Leslie didn't say adults could do it, although the General Manager has the authority to make any operational decision. He is not inclined to place any sanctions on Leslie. Grumpy asked if Debra tried to resolve this issue with Daphne or Leslie this year short of filing a grievance. Debra responded that she did not try to talk with Leslie because she didn't know who Leslie is. David H -- this has been discussed extensively at Craft Committee meetings. Craft Inventory spoke to Daphne after the 2000 Fair. David read from Daphne's letter dated 10/24/01 in which Daphne said that she knew she had to jury in but missed the deadline. She stated that she did not receive special permission from Leslie. He continued that Daphne made a choice and now that CI knows Leslie was not involved, they may be planning to impose sanctions on the booth. He moved to deny Debra's grievance. However, Marlene responded that the Board is listening now and has 60 days to respond. The Board may hear from Daphne and Leslie at the next Board meeting.

APPOINTMENT -- LUMP COMMITTEE

Marlene moved to appoint David Liberty as the Board liaison to the LUMP Committee. But David said he no longer wanted the position. Marlene also stepped down.

Bear moved, and Brad seconded, that the Board appoint Diane Albino to the LUMP Committee.

BoD: Yes, Diane is still interested! The meetings are open to all. They are scheduled for the second Tuesday of each month at 7pm at the Fair office.

The motion passed: 10 in favor and 0 opposed.

APPOINTMENTS -- YOUTH STAGE CO-COORDINATORS

Marlene moved, and Charlie seconded, the Board appoint Tory Brewer and Chloe Wicklund as the Youth Stage Co-coordinators.

Peach Gallery: The young women introduced themselves. Tory worked with Kim Buckingham booking acts and managing/coordinating the stage last year. Chloe said she has been coming to the Fair since she was three years old. She used to help her dad (a former vaudeville coordinator) and has worked on Teen Crew at WC Fields and Stage Left.

BoD: They are young and experienced! Hilary thanked Tory and Chloe for coming to the meeting.

The motion passed: 10 in favor and 0 opposed.

APPOINTMENT -- PEACH PIT COORDINATOR

Marlene moved, and David H seconded, the Board appoint Amy Wolfeson as Peach Pit Coordinator.

Peach: Thanks, Ray for all your great work. He will stay involved with the crew.

BoD: David H said Amy did a great job helping to produce the Crafter's Directory last year.

The motion passed: 10 in favor and 0 opposed.

APPOINTMENTS -- AD HOC PERSONNEL COMMITTEE ON JOB RESTRUCTURING

Marlene moved, and Dr Jim seconded, the Board appoint David Liberty, David Helton, Brad Lerch, and Diane Albino to join with the current members of the Personnel Committee to form the ad hoc Personnel Committee on Job Restructuring.

BoD: The Personnel Committee has recognized that with the addition of more land and other projects the Board wants to see happen (Youth Program, Lodge, capital campaign, other concerts, etc.), a lot of responsibilities have been added to the staff members jobs that are beyond the already existing job descriptions which are to produce the event. They are

looking toward the future. This will be a slow and thorough process. The Board will hold a work session in February on this topic. One additional non-Board member seat is open. Letters of interest may be submitted through December 31, 2001.

The motion passed: 10 in favor and 0 opposed.

LANE ARTS COUNCIL MEMBERSHIP RENEWAL

Bear moved, and Jack seconded the Board renew its membership with the Lane Arts Council for \$150.

The motion passed: 10 in favor and 0 opposed.

REVENUE PROJECTION

Bear moved, and Dr Jim seconded, the Board accept the revenue projection of \$945,000 for the 2002 Budget as presented by the Treasurers and the Budget Committee.

Background: Grumpy said this year's projection is based on three assumptions: 1)The ticket price for Friday and Sunday will increase by \$2. The new admission price would be \$12 on those days. 2)Assume the bank accounts will earn only \$15,000 next year because interest rates have dropped dramatically and because we have fewer cash reserves. 3)All staff SOPs will cost \$50 (and increase by \$10 after July 1,) and all worker day passes will cost \$10. This move brings parity to the costs of passes. Additionally, the Budget Committee is working with various crews to bring their SOPs working shifts to full crew status.

BoD: David H said he believes this process is backwards. The Board should review all Expense requests, approve the expenses and then project adequate revenue to cover expenses. If the Board approves the Revenue Projections tonight then the budget train is on the tracks. Jim disagreed with David H. He appreciates the Treasurers and Budget Committee's work; they continue to present thoughtful and conservative projections. Marlene supports the motion as it is unfair to ask SO's to pay to work. Brad thought increasing Friday and Sunday prices will be a dis-incentive to attend those days and make Saturday more crowded. Jack would like to have one day remain a "real deal" as many folks in the rural areas are losing their jobs. Diane is concerned that some working SOPs will be missed. She would also like those folks who attend as the "Some Other Person" pay a lot more.

Peach Gallery: Mike James (Security Co-Coordinator) agreed with David H. Janet Tarver (Community Village) thought the increased revenue from the gate and passes should be applied toward the event. Other ventures, such as the Youth Camp, should have a different revenue source. Hilary said David H may have a point philosophically but, not logistically. The Budget Committee works for three months to pull all the information together. Most of the increases are inflationary. Some members think the admission cost is very under-priced; \$12 was a compromise. They believe it is still a "real deal" especially for families, as children do not pay to get in. Grumpy -- volunteers must communicate with their crew leaders or coordinators so as not to be left out. Leslie added that Entertainment is planning some extra special acts for Friday and Sunday, as opposed to merely fabulous!

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

ENDOWMENT CONTRIBUTION

Jim moved, and Dr Jim seconded, the Board revisit the Endowment principle contribution and increase it by \$10,000 this year.

Peach Gallery: Anne wondered where this would come from in the budget. Hilary said she supports Fair philanthropy but could not support this motion. It would not be prudent to dedicate more funds at this point with our depleted cash reserves. The interest return is down because interest rates fell. She would rather supplement the interest to meet the grant needs and put money directly into people's hands. It would also be a logistical nightmare to continually change the Endowment contribution level each year.

BoD: Many agreed with Hilary's assessment. Jim said he was inspired by Howard Galvin's candidate statement. Increased principle would yield an increase in interest revenue. If we don't act this year we won't have the additional funding next year.

The motion failed: 2 in favor (Jim and Dr Jim) and 8 opposed (David L, David H, Charlie, Bear, Marlene, Charles, Brad and Jack)

CAPITAL CAMPAIGN BANK ACCOUNTS

Brad moved, and Bear seconded, the OCF open up two new bank accounts (with a bank to be determined by the General Manager) for anticipated capital campaign contributions. One shall be titled Youth Program with Leslie Scott, Hilary Anthony, and norma sax as check signers. The second will be titled Lodge with Leslie Scott, Hilary Anthony, norma sax, and Steve Wisnovsky as check signers.

BoD: Charlie's friendly amendment that the bank will be determined by the General Manager was accepted. David H -- we need some place to accept Andyman's \$1000 pledge toward the Lodge!

The motion passed: 10 in favor and 0 opposed.

DONATION -- EUGENE FIRST NIGHT

Charlie moved, and Diane seconded, the Board donate \$500 to Eugene First Night.

BoD: Jack's friendly amendment to reallocate surplus from within the Board budget to augment the Donation line item which has \$150 remaining was accepted.

The motion passed: 10 in favor and 0 opposed.

YOUTH PROGRAM DEVELOPMENT COMMITTEE

Dr Jim moved, and Marlene seconded the Board create a committee consisting of seven to nine members which is charged with developing a comprehensive proposal and plan for establishing an ongoing youth program for the OCF. This includes funding and research into other programs.

BoD: David H wants to review a future vision and business plan. He thinks a youth program should eventually be run by a separate non-profit organization with its own board and staff while maintaining a special relationship with the Fair. This would remove liability away from the OCF. How much are we willing to spend to launch the program or will we subsidize it forever? Charlie disagrees with David H; the Fair should remain involved as part of our ongoing commitment to youth and diversity.

The motion passed: 10 in favor and 0 opposed.

COMMITMENT TO APPROPRIATE TECHNOLOGY

Jim moved, and Brad seconded, the OCF reaffirms the commitment to developing appropriate technology for generating electrical power. Each year we will be budgeting amounts for this.

Peach Gallery: Randy Nowell (VegManECS) -- we must practice what we teach. Dennis Todd -- the Energy Park Electric Company has an overall, multi-stage plan for electricity conservation and production such that the OCF would become net energy producers. A five year commitment for \$10,000 each year would go a long way toward making us energy self-sufficient. The initial phase would run power lines to Main Camp and Miss Piggy's to discard the generators which run the refrigeration units. "...OCF should develop photovoltaic sources in ways that enrich the public good and subvert the dominant paradigm. This could mean tying highly visible PV arrays into the grid and siting them to maximize their educational benefit. Installations could be placed at OCF and off-site. As an arts-centered event, we should make our work as artistic and inspiring as we can." For more information, please contact, Dennis Todd dtodd@darkwing.uoregon.edu or Anna DeLocis delakus@cyber-dyne.com.

BoD: David H -- This proposal is very much in keeping with OCF goals. We are currently in denial about our power and wood use. David L -- This motion supports all the right things with no dollar value attached! He supports the idea of putting energy back into the system. Jack -- This is still window dressing. Real progress would be using less power; we need to impose real restrictions on ourselves. Dennis -- an essential part of the plan is energy efficiency which includes identifying unnecessary energy uses. The cost to professionally install a one-kilowatt system is \$7-9,000. He anticipates OCF cost would be lower by using volunteer labor and well-placed connections for purchasing materials.

The motion passed: 10 in favor and 0 opposed.

The Pre/Post Security Co-coordinator appointments was tabled due to a lack of letters of introduction. The Administrative Assistant Sabbatical in 2002 was assigned to the ad hoc Personnel/Job Restructuring Committee.

The next Board meeting is scheduled for Tuesday, Monday, January 7, 2002, at EWEB, 7pm. The agenda, subject to change, may include the following items tabled or extended at this meeting: Appointments: Pre/Post Security Co-Coordinators, Grievance Continuance (Jack), Organic Foods (Bear), and the Garden Proposal. New Business may include Holiday Bonuses (Marlene), Appointments: ad hoc Personnel/Job Restructuring Committee, Youth Program Development Committee, and Grievance Administrator; Guidelines for 2002, Concert for 2002 (Jim), Revisit the Voting Process (Charlie), Parking (David H), Elders (Brad) and Consider donation to HIV Alliance.