

## OREGON COUNTRY FAIR BOARD OF DIRECTORS MINUTES 1/7/02 -- DRAFT

**PRESENT:** Charlie Zennache, Jim Newhall MD, Bear Wilner, Marlene Monette, Lawrence Taylor (LT), Jack Makarchek, Brad Lerch, David Helton and David Liberty (arrived for the Site Manager's report), and Jim Sahr and Diane Albino (alternate).

**NOT:** Charles Drew

**ANNOUNCEMENTS**

Happy Birthday to Brad Lerch, Hilary Anthony and Dennis Todd!

The Board received a letter of resignation from the Personnel Committee from Philip Guyette. Charlie thanked Philip for his years of service. Marlene will miss working with him on the committee.

Leslie sadly announced the death of long-time Fair family member Mel McDerman who died at the age of 95 on December 30. He often supplied Main Camp kitchen with organic veggies from his garden. Leslie added that the last time she saw Mel was Sunday at the last Fair. Although his health was failing, he was rolling down Moz Road in a handmade cart propped up with pillows and accompanied by his attendant. Mel had a backstage pass and he figured he could see one show. He chose Three-Leg Torso because he said he could really relate! Farewell, old friend.

Sat. 1/12 Highway Pick Up -- Meet at the WareBarn at 10am

Sat. 1/19 The first Coordinator potluck of 2002 will be held to review the proposed budget.

Tu. 1/22 The Board work session on the Operations Budget will be held at the Knights of Pythias Hall, 420 W 12th, 7-9pm All are welcome to participate.

Fri. 1/25 Capital Project budgets are due.

Fri. 1/25 Deadline to register for the Express Yourself training -- Using the Arts in Working with Teens with Charlie Murphy and Peggy Taylor from the Power of Hope. Cost is \$50-\$100 sliding scale. The Fair is underwriting half of the cost of the training.

Mon. 1/28 Special Board meeting to approve the 2002 Operations Budget will be held at the Knights of Pythias Hall, 420 W 12th, 7pm

Fri/Sat. 2/1-2/2 Express Yourself Training, 9am-5pm.

Mon. 2/19 Work session on Job Descriptions/Restructuring will be held at the Knights of Pythias Hall, 420 W 12th, 7-9pm All are welcome to participate.

**MINUTES APPROVAL**

**Bear moved, and Jim seconded, the Board approve the minutes of the 12/3/01 Board meeting.**

**The motion passed: 9 in favor and 1 abstention (LT who was not present).**

**Bear moved, and Brad seconded, the Board reconsider the approval of the November Board minutes. Bear corrected the ending date of the old grievance process to April 30, 2002 and added that the new process will take effect at 12:01 a.m. on May 1, 2002.**

Jon Steinhart notified the Board of the typo which stated that the old grievance process would end on April 30, 2001 and the new process would begin May 1, 2002, thus leaving one year without any process in place.

**The amended minutes were approved: 9 in favor and 1 abstention (LT).**

**STAFF & OFFICER REPORTS**

**General Manager** Happy New Year! Leslie is glad it is 2002. Thanks to norma for working hard during the first part of December to make it possible for both Leslie and norma to take the last two weeks of the year off and close the office. She hopes no one was inconvenienced. The first week of the new year has been very busy completing the financial reports for the year's end. This means it is too late to turn in 2001 expenses. The poster decision is almost complete. The Endowment and the Jill Heiman Vision Fund are meeting. Although an affordable source for hemp t-shirts has not been found, we may be able to use an organic cotton t-shirt for commemorative shirts this year! The December work session on Population Issues was terrific. Thanks to Diane for preparing notes which will appear the *Fair Family News* soon. Leslie is waiting for the land use attorney's response to the questions she, Dennis Todd and Steve Wisnovsky presented last month in preparation for a concert on the Fair site this summer. She also received a message from Kit Kesey today apologizing that he has not had the time to draft a full proposal for the concert. He added that he could have one ready by the Budget Approval meeting. He spoke with people who were at the New Year's show with the remaining members of the Grateful Dead during the holidays. Many people want to see them play together this summer, especially in light of Ken Kesey's passing. Thanks to Steve W (Site Manager), Mark, and Andy Strickland (Caretaker) for the fabulous work on the Indian Creek Enhancement project.

**Administrative Assistant** 2002 craft applications are available on-line or by e-mail. Entertainment applications will be available February 1. Work on the Guidelines has begun. norma enjoyed having two weeks off.

**Site Manager** The lots are flooded approximately two to three feet although the Eight remains only muddy. There has been some damage and erosion from the first flood. It feels like a normal winter! It has been a quiet month on site. Steve has been busy writing more grant reimbursement requests, drafting capital projects requests and gearing up for spring in general. Come on out and enjoy the site.

**Treasurer** December was a busy month preparing the Operations Budgets. Capital Projects requests (a one-time budget request over \$300) are due January 25 and will be approved at the March Board meeting. As of December 2001, it looks as if the OCF netted \$175,000 this year. The Fair also received a clean opinion of the 2000 financial statements from the outside auditor!

**President** Jack said he left the work session on Population Issues more confused about what our Fair family will look like in the future. We speak of SO passes for Significant Other and 'Some Other Person' as is routinely practiced. He warned that 'Some Other Person' is more than a cliché; that person may be a mother, brother, and extended family. He is questioning whether we have room or space enough to expect that our children or elders will have the first chance for available passes. Jack wonders how much he will have to move over or move out to make room for those to come. He remains convinced that a solution exists, yet he acknowledges that we have limits which affect our capabilities. His resolution for the New Year is to think about this within a new context. Jack is willing to entertain any motion that helps us further along.

## OLD BUSINESS

### PRE/POST SECURITY CO-COORDINATORS APPOINTMENT

**Brad moved, and Charlie seconded, the Board appoint Adrienne Bouchard and Alexis Maddock as Pre/Post Security Co- Coordinators.**

*Peach Gallery:* Thumbs up! Warren Walsh (Pre/Post Coord.) said Adrienne & Alexis have been working closely with him; he trusts them to hand over the keys or the gate combination. The Pre/Post shifts have been extended such that they are too long for one person. Don Doolin (External Security Co-Coord) said they are competent at their job and he is comfortable working with them.

*BoD:* Brad - it is good to recognize people for the work they already do. The Pre/Post staff is well organized and does their job well. Marlene said she would withhold her approval as the Board has not received letters from Adrienne and Alexis.

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

### AD HOC PERSONNEL COMMITTEE APPOINTMENT

**Jim moved, and David L seconded, the Board appoint Howard Galvin to the Ad hoc Personnel Committee.**

*Peach Gallery:* Thumbs up! Howard noted the irony of applying for this position when he resigned from two committees last month. However, this committee has a specific task and will cease to exist when its mission is complete.

*Bod:* Jim wants the membership to understand that this committee could recommend adding paid employees to the organization. Jack countered that new employees could be an outcome, but it is not the intention of the committee. Charlie noted that he expects the Ad hoc Personnel Committee will exist until a Restructuring Plan is delivered to the Board.

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

### YOUTH PROGRAM DEVELOPMENT COMMITTEE APPOINTMENTS

**Dr Jim moved, and Brad seconded, the Board appoint Merrill Levine (Wristbands Co-coord), Vic Parkison (Pre/Post), Jeff Costello (Main Camp), Mick Westrick (Vaudeville Co-coord), Martha Evans (Neighborhood Response Team Coord), Carolyn Sykora (Main Camp), Cindy Walklett (Lot Coord), Jim Newhall MD, Marlene Monette and Leslie Scott to the Youth Program Development Committee. Charlie's friendly amendment, that the committee will report back to the Board with their plan at the May Board meeting, was accepted.**

*Peach Gallery:* Thumbs up!

*BoD:* Dr Jim -- This is a wonderful group of people. To all who applied, thanks for the support. LT thanked Dr Jim for his continued leadership on this issue.

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

### GRIEVANCE ADMINISTRATOR APPOINTMENT

*Background:* The Board received letters of interest from Brian O'Connell (SO/campground host), Howard Galvin (Security), and Mira Rainey (Office).

To avoid conflicting motions, **Bear moved, and LT seconded, the Board conduct an election with a run-off among the three candidates for the position of Grievance Administrator. All eleven Board members present would vote. The candidate winning a simple majority would win.**

*BoD:* Brad suggested postponing the item until next month so the other candidates could be present.

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

**The Board then heard introductions and supportive comments about each candidate.**

*Peach Gallery:* Howard stated that he works Security at the Fair and has served on the Board and various committees. He believes in the new process and would like to help it be successful. The Grievance Administrator (GA) is a technical/secretarial position to keep the process and paper work flowing. He has management skills and would not get sucked in by the rhetoric, but rather he would follow the process to a T. Leslie -- it is fabulous to have three wonderful people to choose from; each would be terrific. She decided to speak in support of Brian O'Connell as she knows him and doesn't know if other Board members are familiar with him. Brian is currently getting his masters in Conflict Resolution at Portland State University. His letter states that he brings "no ulterior motive than the continued good health of the Fair. I deal with academic petitions and labor relation grievances. I am a certified Mediator through the Oregon Dispute Resolution Council. ... I have experience sending and receiving both paper and electronic forms, and I am aware of deadlines and work flow." norma spoke in support of Mira Rainey who works on the Office and FFN crews. Mira has

been devoted to the Fair since the very beginning and has worked in many different capacities. She is always reliable and dependable. Don Doolin said that he finally supports the new process and supports Howard Galvin as GA. Howard is an open-minded and reliable crew leader. He respects that Howard gives back more to the Fair than just filling his shifts. Etienne said she knows all three candidates. Mira has been her right hand on past occasions and acts as a grounding force for all who are around her. However, she would support Howard for this position as the other two have qualities more suited for mediation. Palmer -- Howard is not a cold fish! Although Brian sounds impressive, he thinks the GA ought to be closer to Eugene.

*BoD:* Diane supports Mira, who has worked in a craft booth, at the Ritz, in Community Village, and as a staff person. Mira just completed a counseling degree from LCC and is currently working on a degree in Family and Human Services from the UofO. The GA is a position suited for an Elder. LT -- This position needs an administrator; Brian, 'though qualified, should be an arbitrator or mediator. Brad is concerned how Brian would do the job from Portland but, Jack didn't think it would be a hindrance. Charlie is pleased to have three qualified candidates.

**The vote in favor of Howard Galvin: 9 (Jack, LT, David L, Jim, Marlene, Bear, Dr Jim, Charlie, and David Helton)**

**The vote in favor of Mira Rainey: 2 (Diane and Brad)**

**The vote in favor of Brian O'Connell: 0**

**Howard Galvin is elected as the Grievance Administrator.**

### ORGANIC FOODS

**Bear moved, and Brad seconded, that it be the policy of the OCF that Main Camp Kitchen, before, during, and after the Fair, strive to prepare as much food as possible using organic ingredients whenever they are not disproportionately more expensive than non-organic alternatives.**

*Peach Gallery:* Anna DeLocis (Energy Park) -- what constitutes disproportionate? Carl Taylor (Main Camp Co-Coord) -- will the budgets reflect this policy, especially Hospitality? Palmer -- Is there an organic source of bacon?! He is also concerned that this treads too closely to Operations. Don Doolin -- Must donated food also be organic? Randy Nowell (VegManECS) -- it is worth the cost to walk the talk. Andy is pro-organic but is concerned that buying organic will use up the kitchen budget which could be used to feed more people. Norma -- this motion will affect Hospitality and post-Fair Kitchen more. Hilary -- the Fair tries to use organic food as much as possible during pre-Fair. Eric manages the budget very well. The trade off is to economize. The selections may not be as varied as it is cheaper to buy what is in season than not. She wonders whether the Board wants to dictate Kitchen operations to the coordinators, especially post-Fair. Leslie -- the proposed Kitchen budget has increased to accommodate both organic and an increased number of people.

*BoD:* LT -- Are we a bottom line or full-circle organization? We should eat as if our life depends on it. Bear responded to many questions. This is a policy motion so that the Fair family, coordinators, and the world know where the OCF stands on organic food. He wrote the motion with many wobble words so management and the coordinators may determine what is appropriate. There will be no penalty for any infringement or non-organic food served. Brad -- He would like it if the post-Fair Kitchen were closer to the pre-Fair Kitchen. We should put our money where our mouths are. Jack -- The Fair should do this. This motion helps complete the cycle. The main issue is the inequity of food distribution in a global economy, which makes it increasingly difficult to consume wholesome food. We should also strive for non-genetically modified food. Yet we must also stay within the budget boundaries. Jim barely supports this motion. He would prefer to feed more people. David L would hate to see food used as a political tool. If a person works during Main Camp or post-Fair then s/he deserves a meal of quality food.

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

### GRIEVANCE CONTINUED

This is a continuance of the grievance filed by Debra Catlin (belly painter) against Daphne Singingtree (Midwifery Booth) and Leslie Scott (GM). The Board began hearing this grievance because Leslie cannot hear a grievance against herself. However, the Board received a letter after the December Board meeting from Debra Catlin in which she dropped the grievance against Leslie Scott.

*Leslie:* Daphne is a dear friend; the Midwifery booth was Leslie's Fair home before she became GM. Leslie is willing to assume responsibility for less than perfect communication with Daphne. In conversation last year she told Daphne she did not remember if non-profit booths follow the same jury process as regular craft booths. The Midwifery booth is a non-profit booth. Nor could she remember if belly painting is considered an esoteric art and subject to a different jury process. She told Daphne that it should be ok to do what they did last year as teen crafts are allowed without jurying and she would get back to her regarding the proper jury process, which she forgot to do. Leslie knows that Daphne is not a great business woman. However, her heart is in the right place; she cares about pregnant women and works to insure they get what they need while at the Fair. This grievance is the result of poor communication without follow-through on process. Daphne has no ill intention toward the Fair.

*Daphne:* Daphne believes the grievance comes from a disgruntled employee. Many women, upon learning they are pregnant, count off the months to see if they will have a big belly to be painted at the Fair. The booth folks continue to paint bellies for the love of doing it. They have a suggested donation of \$10-\$20 but never turn anyone away. The process is also educational for the student midwives as they discuss pre-natal care with the women while their bellies are painted (approximately 1 1/2 hours). It also provides necessary rest out of the heat and dust and has prevented women from going into pre-term labor at the Fair. The booth has used some adult helpers to keep up with the demand. Debra brought the craft to the booth by getting the stencils and developing the airbrush

technique. However, the process is not copyrighted. Debra earned money doing the craft at the booth. Thus, the first year that Debra could not attend, Daphne offered to reimburse the costs of the stencils and paint but, Debra refused. She was unwilling to share her tools. Daphne knew pregnant women anticipated having their belly painted and did not want to disappoint them. Trillium (Daphne's daughter) found stencils, got the paint, and painted bellies as a teen crafter with adult helpers. Daphne is sorry that Debra feels ripped off or undermined. It would be wonderful if Debra was set up elsewhere, however, the Midwifery booth should not be penalized. Trillium will jury in this year as she will no longer be a teen. There was never any conspiracy between Leslie and Daphne.

*BoD:* Jim respects that pregnant women want to get their bellies painted at the Fair. However, the processes must be followed and Craft Inventory (CI) and Craft Committee also deserve respect. Bear asked if Daphne told Jeff Harrison (CI Co-Coord) that she had "special dispensation from Leslie." Daphne responded, "No." David L -- this should be kicked back to mediation.

**David Helton moved, and LT seconded, the Board deny the remedies for the grievance as suggested in Debra Catlin's letter.**

David H said that there are two parts to Debra's grievance: 1) whether Leslie abused power (which did not happen) and 2) that the Board impose sanctions against Daphne. By supporting this motion, the Board allows the normal course of Operations to proceed. Craft Inventory and Craft Committee have been working on this issue (since before the grievance was filed) and have been waiting for the grievance process to end so they may proceed with what they have determined to be appropriate sanctions.

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

### EMPLOYEE YEAR-END (2001) BONUS

**Marlene moved, and Dr Jim seconded, the Board give a \$250 net bonus to each employee as a 2001 year-end bonus.**

*Peach Gallery:* Thumbs up!

*BoD:* Thumbs up!

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

### 2002 CONCERT

**Jim moved, and LT seconded, that as an accommodation to the Kesey family the Board release Field Trip Productions from the time constraints of the November motion that reads in part "proposals must be submitted by 12/31/01" and extend that limit to January 21, 2002. Charlie's friendly amendment that the deadline will be extended by two weeks from tonight to 1/21/02 and the proposals will be voted on at the 1/28/02 special Board meeting was accepted.**

*Note:* Carl Taylor and Caleb Costello, aka The Clowns, submitted a proposal which retains control within the Fair family.

*Peach Gallery:* Palmer feels conflicted. The deadline is past and waiving it would penalize anyone who submitted a proposal. Yet he sympathizes with the Kesey family. Carl -- Regardless of the outcome of this motion, the Fair must maintain control of Operations and determine who gets paid, etc. The concert should not be handed over to a big promoter. Additionally, bands are already booking for the coming year and any extension may be a hindrance to their proposal. Caleb -- BGP and Field Trip Productions are not Fair family. The Clowns' proposal "honors all kinds of dead people who've made the land and Fair special. If the Board does not choose their proposal then they should choose something that is a mesh. This Fair family which is still dealing with a lot of discord within itself needs to heal at a deep level. Caleb figured that as he and Carl are not big promoters, any proposal submitted by Kit would kick them out of the game. He added that perhaps they should withdraw their proposal if they can be blind-sided like this.

*BoD:* Charlie wants to follow the deadline and yet he honors the Kesey family's history with the Fair and the extraordinary circumstances of grieving Ken's passing. Charlie, David H, LT, Brad, also agree that Fair family must remain involved either way. David H, LT, Brad. David said he strongly favors the proposal *submitted* by Carl and Caleb. He also cautioned Caleb, that this is a minimal amount of hassle compared to what's in store for any approved proposal. LT would like to see what Field Trip proposes because it will be the fourth decade which resonates with the Grateful Dead. He thanked Carl and Caleb for their proposal and appreciated that it involved many artists, crafters, and Fair family. Perhaps, the two proposals would not be mutually exclusive. He would like to host concerts similar to their proposal annually. Jack is confused but, he added that the Fair should honor the Kesey family. Jim said Ken's death was a big event for him personally and is huge for the Kesey family. Kit apologized for not meeting the deadline and requested an extension. This is why he made the motion above tonight.

**The motion passed: 7 in favor and 3 opposed (Charlie, David Helton, and Dr Jim).**

### PROPOSED GUIDELINE CHANGES

Note: deleted text will appear ~~in the following manner~~. New text will be *italicized*. The changes will be voted on at the February Board meeting. I deleted the page numbers as these may change with the new edition.

submitted by Arrow Anders, Traffic Co-coord.

Section 31 Towing. ...**will be towed to an out-of-the-way area on Fair property, identified via their vehicle sticker number and assessed a \$25 towing fee. *Failure to pay and/or repeat offenders may lose the privilege to purchase a vehicle sticker at subsequent Fair(s).***

submitted by David Helton

Section **42 Booth Fees** Strolling craft vendors ~~and food carts~~ pay \$120, which includes two wristbands and one vehicle sticker. ~~One~~ *Two* additional wristbands may be purchased at the cost of for \$50 on or before June 30. On or after July 1, additional wristbands will be \$60.

Section **42 Booth Fees** before "Non-profit organizations" add: *Food carts pay \$170, which includes three wristbands and one vehicle sticker. Three additional wristbands may be purchased for \$50 on or before June 30. On or after July 1, additional wristbands will be \$60.*

Section **44 Vehicle Stickers** ...Additional vehicle stickers are available for \$20 each to booth members. ~~for \$20 each with demonstrated need;~~ Total vehicle stickers sold to a booth cannot exceed one-half the number of passes. Because of limited parking...

Section **44 Worker Day Passes** These are available to daytime booth workers for ~~\$5~~ \$10 each. ~~As of July 1, all worker day passes will be \$10. Worker Day Passes in excess of half the number of adult passes in the booth are \$10.~~

submitted by Randy Nowell to be added as a new section after Section 49

**Floodplain Considerations** *All vertical surfaces must be hinged and/or removable to a minimum of four feet above ground level. Existing surfaces must be modified to comply by July 31, 2003.*

submitted by Craft Committee

add to the beginning of **Section 57 New Craft Vendors** *Each year a limited number of applicants is approved through a jury process to sell their crafts at the Fair. Applicants with the highest jury scores for that year will be placed in one-year-only booths and required to share these booths with other approved craftspersons.*

add a new paragraph to the end of section **57 New Craft Vendors** *Each newly approved applicant is given a two year period to find booth space to sell their craft at the Fair. This gives new craftspeople an opportunity to become part of the Oregon Country Fair. Sales space is not guaranteed to all approved crafters; there is simply not enough booth space available to all the craftspeople who want to participate.*

to be added to the end of the section as a separate paragraph section **59 One-Year-Only Booths** *Crafters who are approved by the jury but whose scores do not guarantee them placement in a one-year-only booth, as well as any crafters who have been displaced from a booth at the Fair, are encouraged to do the following:*

- 1)*Network with booth representatives to find available sales space; this can be done during the Fair or during the off-season*
- 2)*Contact registration in the spring to request that their names be placed on the wait-share list. Booth representatives are encouraged to use this list to contact crafters if space becomes available in their booths. The wait-share list is published in the Fair Family News for greater exposure.*
- 3)*Place an individual ad in the Fair Family News stating their needs and request for sales space.*

*The Registration Crew does its best each year to place those in need but cannot guarantee sales space to all approved crafters.*

Section **62 Craft Inventory** ...All crafts sold at the Fair must be hand crafted, handmade, homegrown, hand-gathered, or significantly altered by the person(s) who had that craft approved by the Fair. ~~as well as successfully juried by the Fair.~~

... The craft must be *made*, displayed and sold by he craftsperson who juried that craft.

The Craft Committee also proposes that the entire final paragraph of Section 62 be separated into a new section entitled "**Strolling Craft Vendors**" to read as follows: *Strolling craft vendor assignments are meant to provide the Fair with a continually changing atmosphere on the paths. **Strolling craft vendors are expected to stroll.** Strolling vendors who do not regularly move may face sanctions. *Strolling vendors are required to check in with the Craft Inventory Crew at Odyssey at least once a day during the Fair, between 10 A.M. and 5 P.M., with their complete path display.**

The following agenda items were taken off tonight's list: Revisit the Voting Process is in process by the Election Committee, Parking will be addressed through the Guidelines process, and Elders is off the table indefinitely. The Garden Proposal will be included in the Site Budget,

The next Board meeting is a specially scheduled meeting to approve the Operating Budget for 2002. It will be held on Monday, January 28, at the Knights of Pythias Hall, 420 W 12th, 7pm. The Board will also consider proposals for a 2002 Concert.

The next regularly scheduled Board meeting will be held on Monday, February 4, 2002, at EWEB, 7pm. The agenda, subject to change, will include: Guidelines for 2002, Appointments -- Recycling Co-coordinator, Donations -- HIV Alliance and the Marijuana

Policy Project (Bear), Ken Kesey Memorial Sculpture (Jim), and Bylaws Change re Elections (Jim). The Capital Projects Budget will be on the March agenda.

“Light is returning, even ‘though this is the darkest hour. No one can hold back the dawn” – Charlie Murphy, “Light is Returning”  
Welcome the night mare (according to celtic lore) which carries us off to the land of dreams and visions. Jen-lin