

OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING

APRIL 1, 2002

Present: Jim Newhall MD, David Helton, Charlie Zennache, Bear Wilner, David Liberty, Lawrence Taylor, Brad Lerch, Jack Makarchek and Jim Sahr & Diane Albino (alternates)

Not: Charles Drew & Marlene Monette

David moved, and Bear seconded, that the Whiteaker Thanksgiving Dinner Donation item be moved from New Business to Old Business.

The motion passed: 8 in favor and 2 opposed (Jim & Charlie).

Announcements/Calendar

The Guidelines are published with a bright goldenrod cover this year. Read them and share them with your Fair family circle.

The Peach Pages, the new Oregon Country Fair Business Directory, is published and may be purchased for \$3 each!

Mon. 4/15 Teen Crew application deadline.

Mon. 4/22 Work session on Barter Fair issues will be held at 7pm at Growers Market.

Bob Fennessey (Community Village) has booked King Black Acid to play at the Spring Fling which will be held on Saturday, May 11, at the WOW Hall!

MINUTES APPROVAL

Dr Jim moved, and David L seconded, that the minutes of the March 4, 2002, Board meeting be approved.

The motion passed: 10 in favor and 0 opposed.

MEMBER INPUT

Bear thanked everyone who participated in the successful March work session on Fundraising. Thank you to Leslie Scott (General Manager) for organizing the event.

Meredith Snodgrass who is interested in the Fair Family News (FFN) reporter position introduced herself.

STAFF & OFFICER REPORTS

General Manager Leslie -- The Oregon Country Fair is so fortunate and blessed to be full of such an amazing group of participants. The differences between the Oregon Country Fair and other festivals and events were highlighted during her experience at the Northwest Festivals and Events Association's conference last month. The OCF is widely appreciated and many stayed to continue discussing the panel topic "Living the Mission Year Round" as a strategy for sustainability. She also mentioned that Bill Goldsmith, who talked about his role as Director of the Micro-Enterprise Network, has many resources available for crafters and entertainers.

The incredibly talented panel (from within our Fair family) on Fundraising gave a major presentation to those who attended the work session held last month. (See article in this Fair Family News.) The discussion included whether the Fair should fundraise and for what purposes. We are developing a packet of information generated at the work session and want to keep the discussion alive. We would like some direction from the Board.

Thanks to the Business Directory Committee: Robin Lindsey, Aleta Miller, Jayne Syverson, Monte Matthews, norma sax, Etienne Smith, and Mindy Valpey. The finished piece is very beautiful and functional. They are already wondering how it can be sold at the Fair. Thanks to norma for her leadership and many hours involved with the project, as well as with the Guidelines.

The office is just ripping these days. Thanks to norma and Robin and all of the coordinators for being so well-organized and making the process run so smoothly. Today was the deadline for most applications and it seems that, once again, everyone wants to play at the Fair! Leslie and the Youth Program Development Committee (YPDC) will make a big presentation to the Board next month highlighting a May through August development timeline and corresponding budget. They hope the Board will authorize the YPDC to spend their budget to implement the program at that time.

Thanks to Dennis Todd (LUMP) and Jill Liberty (Childcare Co-coord) for the gift of a piano for Alice's. It's a lovely instrument, and thanks to Jay Hogan (Risk of Change puppets) for tuning it so lovingly.

Administrative Assistant Today was the deadline derby with folks at the door as she arrived at 8am and as she left at 6pm. Thanks to Robin Bernardi for her graciousness and making the day go smoothly. Thanks to the Craft Inventory and the Entertainment coordinators for their work and for making it such an easy process. norma has been playing with her new computer that was installed recently. Posting the latest edition of the FFN took half as much time as before! David Helton (Registration Co-coord) told her that booth registration packets will be mailed this week. norma began coordinating the Spring Fling. Jenny Newton (Registration) will emcee the evening if Denny Guehler (the Voice of the OCF) is not able. Lastly, norma is resigning as a volunteer with the Fair Family News crew after ten years. She has been a Fair volunteer for the past twenty-five years and is looking for a new volunteer gig. Thanks so much to Andy Strickland for putting new shelves in the office. Leslie and norma both thank Andy for helping us with several projects at the town office.

Site Manager The site is greening up and the wildflowers are blooming. The show only becomes more fantastic as we head into spring. Steve has included a booth damage inventory in the registration packets. They hope to have the tree debris removed from the impacted booths by the start of Main Camp so that booth members may repair/rebuild their booths during the regular construction period as outlined in the Guidelines.

It has been an interesting month weather wise; there were more snowy mornings in March than in any other winter month! There was an inch of snow on the ground and it was snowing hard early in the morning on March 16, the date of the first of many tree planting work parties. Yet at 10am, volunteers arrived and they planted trees in the test plot on the Far Side. The following Saturday, a warm and sunny day, volunteers gathered again and planted 600+ trees and shrubs in the Indian Creek Enhancement Project area. Many thanks to the dedicated Fair Folk who have pitched in. Planting work parties will continue through spring. They will plant trees in the erosion areas along the riverbank when the river drops.

Thanks to a project idea by Andy (Caretaker) and Arrow (Traffic) many bird and bat boxes were built out of recycled wood and have been hung on site. Thanks to Michael Bishop (Traffic), Jen-lin, Danya Ariel, and David Hoffman (all three from Community Village -- CV) for their help constructing the boxes. (We had a great day! Thanks for making it so easy and fun.) Floyd Henderson, our neighbor, rototilled the new kitchen garden with his tractor last week (thanks, Floyd!). The garden crew has begun to plant and play in the dirt already! Come out to help clean up, plant trees, or walk around and enjoy the beautiful wildflower show; it's your Fair site!

President Jack left the Fundraising work session thinking that if the Fair follows this path then we'll have to develop some more creative routes rather than mailings and donor pools. He hopes that more Fair family become involved in this ongoing discussion.

COMMITTEE REPORTS

Craft Committee Meetings are held on the third Tuesday of each month at the Fair office. The Fair received 185 craft applications as of yesterday and another 85 arrived today!

Business Directory norma thanked everyone on the committee for their wonderful work. Thanks to Robin Lindsey for doing the layout. It is a beautiful product. She is honored to work with such a talented group. They expect the next edition will be even bigger as more folks become interested. The deadline for submitting entries for next year's Peach Pages is October 31, 2002.

Jill Heiman Vision Fund The fund received a \$2000 donation from a member who wishes to remain anonymous which gets the JHVF off to a great start this year! The group decided to fund three grants. 1)\$5000 to Shelter Care which provides direct services for homeless people; 2)\$4000 to Food for Lane County has a marvelous proposal for a gleaning program from organic and community sustained agriculture (csa's) farms; and 3)\$3000 to Looking Glass/New Roads summer program for homeless youth.

OLD BUSINESS

BUS RAFFLE

Dr Jim moved, and Lawrence seconded, that the Board accept Keith Blackwell's offer to raffle off his bus and donate the proceeds to the Oregon Country Fair. David H's friendly amendment to accept the offer pending review by the Fair's attorney was accepted.

Background: Keith would like a creative farewell (from his family) for his 68 VW microbus that is positive for both the bus and the community. He says the bus is mechanically sound with a new engine that has 5000 miles on it, although the interior and exterior are kind of shabby. He proposes to donate the bus to the OCF to be raffled off by contest. After paying their entry fee, each contestant would be given a bus template upon which they would paint their vision how they would decorate the bus. He hopes that the winner would actually re-paint the bus according to their design. A panel of judges would select the winning entry.

Peach Gallery: People were concerned about maintaining legal accountability for a raffle and ensuring the bus' mechanical soundness. Grumpy -- we don't need another bus abandoned in the parking lot . Etienne (Security) suggested forming a bus raffle committee so that the work does not fall on the staff. Andy -- This is a win-win offer. It will kick off a creative fundraising venture. Norma suggested raffling off the bus at the Spring Fling.

BoD: David H suggested holding the raffle at the Fair. Jack got on board and agreed that this is a very creative approach. He suggested the Fair's sign painters play with the outside paint. The bus could be parked by the front entrance. Charlie -- a mechanic should still examine and approve the bus before the Fair assumes liability. David L put out a call to all Fair family to donate their skill and labor, as a tax write-off, to make the bus really cherry (or is that peachy). It should be mechanically sound and the interior should look great as well as the exterior. Bear -- "we shouldn't look a gift bus in the grill!" Keith -- this is different than what he envisioned, but he likes this idea, too. He would like to remain involved in the process.

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

BUS RAFFLE COMMITTEE

Dr Jim moved, and Jim seconded, that the Board create a five-member committee to oversee the bus raffle. The committee will include Keith Blackwell, Etienne Smith, and David Liberty. The remaining positions will be selected by the seated committee members.

The motion passed: 10 in favor and 0 opposed.

DONATION -- CENTER FOR COMMUNITY COUNSELING

Charlie moved, and Dr Jim seconded, that the Board donate \$500 to the Center for Community Counseling (CCC).

Background: Nancy of CCC said the non-profit center, located on Coburg Road, has offered free mental health services to those who could not afford it for 24 years. They are able to offer these services because seventy local professionals volunteer their time. They are not affiliated with any religious organization. The funds would be used for their counseling program and their child abuse prevention classes.

Peach Gallery: Anne Morris (VegManECs) -- a large portion of the homeless population is mentally ill. Joseph Newton (Lot Crew) -- There is a prime need for this worthwhile work. Susan Bryan (VegManEC) -- After 9/11 we need to support our communities.

BoD: Lawrence -- Mental health funding was never good and continues to decline. Much of the criminal justice system is becoming a mental health system. Brad -- Knowing that cost is not an issue when seeking mental health care is immense. Jim -- Although this is a worthy cause, the Board has limited funds for donations and this does not fall within the Fair's mission. Dr Jim, speaking as a medical professional, people with mental health problems may be unable to hold jobs and therefore have no insurance. Services are not available for them and they fall through the cracks. Charlie -- the same is true in the legal system. David L -- The Board's donations can create an umbrella that supports our whole community. Jack -- this motion makes me feel good. Jen-lin -- mental health care access affects all of us, not just the homeless or criminal populations. Many working people have no health insurance, or their insurance does not include counseling. Often they cannot afford counseling at \$50 - \$150/hour.

The motion passed: 10 in favor and 0 opposed.

LOGO JURYING

Bear moved, and David H seconded, that the Board accept all items receiving approval from two-thirds of the Board members with the exception that any photographic items bearing recognizable human images copyrighted creative work are subject to the Fair's attorney's approval.

BoD: Board members are concerned whether the artisans have photo releases on file from each entertainer. The Fair's photo release statement with entertainers is for non-commercial use. They do not want to be held liable if it has the Fair logo on the item.

The motion passed: 10 in favor and 0 opposed.

All but five of the thirty-one items submitted were approved. They include many of the old favorites and several new additions.

BUDGET ISSUES - REVENUE PROJECTION REFRIGERATION FEE

David H moved, and Dr Jim seconded, that the Board assess food booths \$200 and food carts \$100 for refrigeration. The cost is payable over two years with at least half payable the first year.

Peach Gallery: The Food Committee supports this idea and will work with other food vendors. They considered and rejected the idea of implementing the fee when the Fair bought the two refrigerator trucks. Now the proposal supports completion of fulfilling the Fair's refrigeration needs. Howard -- the fee should apply to future food vendors as well.

BoD: David H -- Although there isn't much turnover among food vendors, the motion's wording would apply to future vendors. Charlie -- the fee must apply to the ice vendor as well (it's written in the contract). Charlie wants to review the ice vending contract soon. He is also concerned about the cost of the refrigeration improvements. Grumpy -- the refrigeration fee will cover approximately half of the \$25,000; we will save the remainder in

rental fees over the next three or four years. David H supports this measure even though some vendors do not use the Fair's refrigeration services.

The motion passes: 10 in favor and 0 opposed.

DONATION -- FIESTA LATINA

Jack moved, and David H seconded, the Board donate \$500 to Fiesta Latina.

Peach Gallery: Thumbs up! Leslie -- the festival is held in our neighborhood. She hopes our continued exchanges (they lend us shade structures and crowd fencing) will open more doors so the Latino community feels welcome at the Fair.

Board: Ole!

The motion passed: 10 in favor and 0 opposed.

DONATION -- WHITEAKER THANKSGIVING DINNER

Jim moved, and Dr Jim seconded, the Board donate \$500 to the Whiteaker Thanksgiving Dinner.

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

GRIEVANCE APPEAL

Bear moved, and Charlie seconded that the Board dismiss Daphne Singingtree's appeal as not properly before the Board. This means that no current grievance has been filed to be appealed. Debra Catlin's grievance against Leslie Scott and Daphne Singingtree was dismissed.

Background: Craft Inventory (CI) suspended Daphne Singingtree as booth rep for the midwifery booth and that no one in the booth may offer belly painting for one year. Both Daphne and the midwifery booth will be at the Fair this year.

Peach Gallery: Leslie -- there has been a lot of confusion about what the Board and Fair's processes are. She said Daphne could easily think that the sanctions imposed by Craft Inventory were part of the grievance and not a separate, parallel action. However, Daphne does have the right to appeal a decision by Craft Inventory. Leslie supports Craft Inventory's process, but disagrees with their decision. Jack asked to call the question in the middle of Leslie's comments. No one seconded his call.

BoD: David H suggested the discussion be limited to Board members only. It is difficult to separate process from content. Bear -- Daphne should file a grievance against Craft Inventory's decision, not appeal it to the Board as the first step. David H -- Nothing in the Guidelines addresses this type of issue. Daphne's appeal to the Board to overturn Craft Inventory's decision is appropriate. However, the board should support operations and coordinators. Lawrence -- the hour is late; we cannot postpone a decision until next month. Charlie -- this would set a bad precedent when people appeal an operations' decision. Jack -- it is the Board's obligation to ensure that crews understand the policy and the flavor of the policy. The issue was complicated by how confusing and poor the original grievance process was. Daphne should be put on probation before moving directly to suspension.

Jack moved, and Lawrence seconded, to call the question.

The motion to call the question passed: 10 in favor and 0 opposed.

The motion failed: 3 in favor and 7 opposed (Jack, Lawrence, Diane, Brad, David H, David L, and Dr Jim).

Dr Jim moved, and Lawrence seconded, that the Board amend Craft Inventory's decision and replace suspension with probation.

Peach Gallery: Jeff Harrison (CI Co-coord.) responded to Jack's concern. CI's quick sanction process would have been implemented on Friday of last year's Fair, but it was prevented because of confusion around whether Leslie had said it was ok. The quick sanction process includes on the spot notification, probation and suspension from the following year(s) Fairs if a booth Fails to comply during that year. Daphne thought the rules did not

apply because it was a teen craft with adult helpers. She would like recognition that this is not a usual craft; a pregnant woman cannot wait until the next year. She would be saddened if Fair values were lost in the quest to adhere to the rules. Grumpy -- disagrees with Daphne; the ends do not justify the means. However, he thinks that the sanction went too far.

BoD: Lawrence -- we must consider the big picture; what do we gain and what do we lose. Bear -- Fair policy must apply equally to all participants. David H -- CI made their decision after receiving unanimous support from Craft Committee. CI submits a list of booth issues to Craft Committee each year. The same issues from Daphne's booth are always on the list. Craft Committee does not trust this booth anymore after thinking the issue has been resolved in years past. The craft community pays close attention to how the rules are applied. Jeff and CI have the backbone and discipline to insure that crafts are in compliance with Fair policy. Dr Jim, who also sits on the Craft Committee said they did not make the decision lightly. The majority of the committee are crafters; it is essentially a peer review. Jack, speaking from the heart, wants to keep the tradition of painted pregnant bellies at the Fair. Jim agrees; the Fair has an obligation to those patrons who have an opportunity for a once in a lifetime experience. Charlie -- The issue is respect for CI. The Board has heard nothing to suggest that they made the wrong decision. He is sorry that this is happening, but it is Daphne's responsibility.

The motion failed: 3 in favor (Jack, Lawrence, and Brad) and 7 opposed (Diane, Jim, David L, Bear, Charlie, David H, and Dr Jim).

Bear moved, and David H seconded, that the meeting be extended by 15 minutes.

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

ELDERS POLICY

Brad moved, and David H seconded, that the Board create an Elder Status, which will confer the ability to attend the Oregon Country Fair every year.

From the Elders Committee: This Elder Status will honor those who have served the Fair for 20 years and who are over the age of 55. These Elders have shown much dedication and help to the Oregon Country Fair and we recognize that they are a part of the Fair as much as the Fair is a part of them.

Elders may keep their regular Fair job, or participate in a mentoring program, job share, earn their pass through committee or other volunteer work, or purchase a pass.

Any Elder working on a crew or in a booth, will not be counted against that crew or booth quota, thereby making room in the Fair for the next generation.

The Elders Committee requested that the following cover letter which accompanied the proposal be included in the minutes.

The Elder Committee was formed in September of 2000 to bring recommendations to the Board... This current recommendation is the result of four years of surveys, discussions, committee meetings, work sessions, and open space evaluations.

The process started with the original formula which proposed that Age + Years of Service equal 75 or greater. The most interesting result of the first questionnaire was that the formula was perhaps too complicated. Traffic, the largest crew surveyed, showed that 15 out of 268 people would qualify for Elder status. A more complete survey was done at the 2001 Fair. Of the fair family that answered the survey, the majority thought there should be an age limit of 50 to 55, with 55 being the average. Respondents also thought the minimum years of service should be 20. This is where our recommendations originate. There is also strong support for recognizing years of service regardless of age.

Many of the discussions centered on recognition of those who helped make the fair what it is today. The committee felt that Elder Status was a perfect way to honor them, and what better way to honor them than to

provide a guaranteed pass. This would not be a free pass. Many of us continually worry about where our pass is coming from. After 20 years of work it would be nice to know we have a place at the Fair.

Elders want to work; they have worked for most of their lives at the Fair. Elders will continue to participate, some in more limited ways due to aging. Elder Status allows us to free ourselves to contribute in more ways that complement each person's skills. Elders would like to be involved in helping Teen Crew volunteers to fill their spots. There is also interest in Elders contributing to the Fair by creating a "Jobs Bank" or clearinghouse for identified volunteer positions. It is necessary for Elders to move on so young people can move up. The committee feels that this is a very important part of the proposal. If there is population growth it will come from freeing Elders from the crew or booth limits.

While there will be considerable record-keeping with this proposal, the committee thought that the needed help could be found among the pool of Elders. The Fair Elders will be a source of many skills and can be utilized in many ways throughout the Fair and during the rest of the year.

Verification is somewhat difficult because of our lack of records from early years. One concept was to have the prospective Elder fill out a line for each year they wanted to count and include a reference when possible. These references would be reviewed by the current Elder Committee or another group formed for this purpose, if necessary. It was noted that this could significantly add to the historical information about our early years. It appears that verification could be interesting and fun.

Our data was not able to predict the initial numbers that would qualify. Calculations using the 1999 survey of Traffic Crew seem to indicate that about 5% would qualify. This would be around 300 Fair volunteers. During analysis of last year's survey it became apparent that we could not calculate the impact from the data we had. Currently our best guess is that 300 to 600 volunteers will qualify for Elder Status immediately. Six hundred is an outside figure and not everyone will apply to be an Elder.

Preference will be given to qualified Elders who are unable to continue serving the Fair in their present capacity and face losing their ability to attend the Fair for that reason. An Elder "administration" committee would verify and maintain the lists of eligibility and may request additional passes in subsequent years, through the normal budget process.

One of the things the committee felt strongly about was if an Elder can no longer work due to health or inability, they should have the opportunity to switch to an easier or lighter shift or job, or be able to purchase their pass. We strongly feel there needs to be a Fair-wide clearinghouse for job switching, sharing, mentoring, integrating teens into the crews and facilitating Elders in their search for "retirement" positions. We think this is a service that Elders can provide and hope the Fair will facilitate a Volunteer Bank.

Elder Status should not and does not exempt anyone from following the Guidelines and the Code of Conduct .

It is expected that Elders will continue to participate in creating the OCF. Elders may continue with their current Fair position as long as they qualify; they may accept a position offered by a Coordinator or Booth Representative; or they may create a position they desire to perform as long as it is approved by the relevant Coordinator or Booth Representative. Participation outside of the three-day event, such as committee work that benefits the Fair, will count as participation for the purposes of this motion.

We hope the BoD and the Fair will implement Elder Status for the 2003 Fair, with applications available in 2002. These Elders have shown much dedication and help to the OCF. We propose a ceremony honoring the first inductees. This would make Elder Status part of the magic and mystery of the Fair. To implement Elder Status we recommend the above motion.

Peach Gallery: Folks raised Operations concerns: Where will elders camp? Do they get vehicle stickers? We have no room to park an additional 300 cars. This implies a guaranteed right to attend every year. Honored elder status should be given by the community, not self-appointed. How do we include Fair family not yet eligible for

elder status, but who are ill or alter-abled? It seems as if Elders would just stand in a different line to get their pass.

Charlie moved, and Diane seconded, that the meeting be extended another 10 minutes. The motion passed: 8 in favor and 2 opposed (Dr Jim and Bear).

BoD: Diane --it's always about passes (for everyone), but this is also about honoring those who've contributed for twenty years or more. We need to begin honoring our Family soon; several have died in the past year. Jack believes we are capable of being a whole family. The details will be worked out when we truly want this. Many BoD members agreed that this motion is conceptually good, but it needs more work.

Jack moved, and David H seconded, that the motion be tabled.

The Donation to Elmira High School Graduation Party died for lack of a motion. The following items were tabled and will be added to next month's agenda: Population Issues (Charlie) and Board Liaison to the Business Directory Committee.

The next BoD meeting will be held on Monday, May 6, 2002, at EWEB at 7pm. The agenda, subject to change, will include the items tabled above and Elder Status (Brad). New Business includes: Appointments: Co-editor of the Fair Family News and Bus Committee, Donations: Eugene Bicycle Coalition and Bohemia Mining Days, Budget Issues, Camping Population Freeze in Designated Areas (LUMP), Long Range Planning Committee, Youth Program Report and Proposal, Photo Release Policy, and Souvenir Only Photo ID.

Happy Spring,
Jen-lin