

OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING

JUNE 3, 2002

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

NOT: David Liberty

Bear moved, and Brad seconded, that the Donation to Artis' Recovery Fund be moved from new to old business. The motion passed: 10 in favor and 0 opposed.

ANNOUNCEMENTS/CALENDAR

Sat. 6/22 Arbitration training will happen at 9am, at Alice's.

Mon 9/9 Employee Evaluations will be held.

Mon 8/19 Deadline to submit Board candidate statements for publication in the Fair Family News, Voters' Pamphlet and ballot.

Sat. 10/12 Annual Meeting

Marlene announced that Susan Bryan asked to resign from the VegManECS Coordinating Council due to family circumstances. She thanked her for all of her work for so many years. Susan said that she won't be at the Fair this year; this is a decision that was made "all in good love." She will return again.

The Personnel Committee is still accepting letters of interest for new committee members. The Ad hoc Committee on Job Restructuring will take a short break until after Employee Evaluations are completed to resume their task.

A committee of community members has formed to create a bronze sculpture in honor of Ken Kesey to be located at the Broadway Plaza in Eugene. They have started a campaign to raise the necessary costs estimated at \$150,000.00 Pete Helzer, sculptor, and Brian Lanker, Pulitzer-prize winning photographer, both close family friends of the Kesey's, are working with the committee. Pete showed an initial model of the proposed sculpture which he says will go through more conceptual changes before the final design will be implemented. At present the vision consists of Ken reading to children seated on and around a granite-topped bench. Passages from Ken's writing will be inscribed on the base. Ken Babbs supported the concept; reading to/with children was important to Ken. Another sculpture, reflecting more of the Merry Prankster side of Ken Kesey's life, will be created for the McDonald Theater. Lane Regional Arts Council (LRAC) is involved with the fundraising efforts and will handle donations for the project. Brian has designed a poster of Ken Kesey which will be available for purchase at local bookstores. The poster will also be given to those who make a donation to the fund at the Further bus, which will be parked in the lot during the Fair.

MINUTES APPROVAL

Marlene moved, and David seconded, that the minutes of the May 6, 2002, Board meeting be approved.

BoD: David -- "It would be more correct to say that a majority of Craft Committee members present agreed, rather than, the Craft Committee reached consensus to award permanent strolling vendor status..." Additionally, only five names are listed under the six members opposed to the Camping Population Freeze item. Note: the

sixth member was Jim Sahr.

The motion passed as amended: 9 in favor and 1 abstention (Charlie).

MEMBER INPUT

Donna Murray, Dusty Rose booth, read a passionate response to Doc Ray's letter which appeared in the May issue of the Fair Family News regarding Maureen Knudsen and her family's continued participation in the booth and the Fair (candle lanterns). She concluded that the Craft Committee and Craft Inventory should determine a process to recognize family businesses, rather than a single booth or craft representative. David responded that he, too, was concerned about their continued presence after James Knudsen died. Thus, he began to research available options back in January and communicated with Maureen. The result is that Gary Becker, a juried artisan, will become the booth rep and remains committed to including the Knudsen family in the booth. The candle lanterns did not pass the jury process this year, but Maureen will sell her limited stock on Thursday and after-hours. She asked for no special exemptions and will continue to jury in subsequent years. David added that Doc Ray's letter and the ensuing heated discussions are a classic example of people making assumptions and failing to talk with those directly involved. Donna and other fairies thanked David for his practical and heartfelt commitment.

Anna DeLocis (Construction) spoke as a "Renewable Energy Cheerleader!" Imagine if we had set \$5000 aside in 1989, and compounded the interest through 2003. We would then have \$65,000 for big projects. As you walk around the Fair this year, imagine what you would propose as an improvement.

George Collingwood, Fudge Cart, asked the Board to reconsider its decision to require those food vendors who never use the refer trucks to pay the new fees.

STAFF AND OFFICER REPORTS

General Manager Leslie Scott's appreciations: Thanks to norma for organizing a fun and fantastic Spring Fling. Thanks to Howard Galvin, Zak Schwartz, and Jude Bannister for the mediator trainings. Thank you to Registration and David Helton for all of their hard work. Thanks to the Entertainment Coordinators for such a great line up of performers and to Susannah MacDonald for the beautiful web page listing the schedule. Thanks to the Food Committee for their great work; they have awarded one-year-only booths to three new vendors. Thanks to the Management Team and the Security Coordinators for a good, productive meeting at which they discussed a variety of issues. Tickets went on sale May 24. Thanks to Fastixx for their generous offer of selling tickets with no service fee at the McDonald Theater during the first three days. Thanks to Steve and Andy (Caretaker) for organizing the Site Clean Up work parties and all of their effort to prepare the site for the opening of Main Camp, and to Construction for such a great first weekend on site.

Leslie called a meeting of the Respect Our Community's Concerns group in Veneta to share information before this year's Fair and to discuss issues related to the Friday night concert with the Indigo Girls at Secret House Winery. She and Steve W spent seven hours in an insurance audit for the Fair. Many similar events are facing huge premium increases since 9/11, and are facing tough decisions. Leslie negotiated gray water disposal with the City of Veneta, which saves a lot of money in hauling fees. The Culture Jam camp is progressing well.

Administrative Assistant norma sax had many people to thank for the Spring Fling. They are in random order: Bob Fennessey who booked the band, King Black Acid; Robin Bernardi (Office staff), Loretta Mullins (QM), and Jen-lin for staffing the raffle table; the vendors and staff that donated 85 different raffle items; everyone who purchased raffle tickets (we raised over \$600); Dick Stewart, and Andy who hung the banners that Wally Slocum provided; Steve W's slide show; the Video Crew for last year's video recollection; Recycling Crew's great skit; the Youth Camp's presentation; Jenny Newtonson as Emcee; Carolyn Osborne-Summers for the tarot readings; and Leslie's continued support and for selling posters and t-shirts all night. Thanks to Susannah MacDonald for the wonderful Entertainment web page which can be accessed through a link on the OCF web site.

norma is preparing to move the office to the site on 6/13, and will keep the town office staffed for one half-day a week so that coordinators may use the copier, etc. She is reviewing the new Grievance Form created by Howard.

Site Manager Steve also thanked Susan Bryan; she is one of the core of consistently positive people working on site throughout the year. He hopes she will return next year. Tree Crew has earned their passes five times over with all of their hard work clearing tree damage from the wind storm, and there's still lots more to do. As folks move on site and check out their camps, a second stage of casualties will be discovered. Nature has already made massive changes to the site; we don't need to make more by moving more timber from our campsites. Given the volume of work we're dealing with, please understand that it's a lot easier to adjust a tent site or path than to go in and saw and remove. Chainsaws and firewood should not be the first remedy to consider. If you have tree issues in your camp or booth, go to the Quartermaster desk in Main Camp and enter the situation and location in the "tree book" and we'll check it out.

We've gained approval from Oregon Department of Forestry for our "timber harvest plan" and we may mill a new set of beams before the Fair for the projected rebuild (in 2 or 3 years) of Jill's Crossing. The rest of the milling can wait until after the Fair and before the rain returns. The Oregon Forest Practices Act requires that we retain in place as much woody debris as possible in the floodplain.

Progress is moving forward on the new permanent walk-in cooler, thanks to Paul Fuller, Steve Chase and crew. Thanks also to Tim Wolden who adds so much to everything in which he is involved. Thanks to Sparks (Communications) and Eugene Bio-Source for finding an ASTM-certified source of bio-diesel fuel that we'll be using in the Main Camp generator, the gators and the tractors. Thanks to Construction, QM and Kitchen crews for getting the site ready for the opening of Main Camp. The place is beginning to hum with positive energy everywhere. It is a wonderful community to be part of.

Treasurers. We continue to spend from the reserves until July when the bank accounts again become full. Remember that we have a break-even budget. Any new, approved expense will create deficit spending.

President Jack -- Love and wishes to Artis. We've begun a new year with a unique beginning in that it was not raining on site this weekend! People were well-behaved, respectful, and responsible. Remember to have a good time and be safe. While there are many thank you's, there is a big list of pleases first. First and foremost, please be respectful of one another. If we can't honor one another, we won't pull it off as well as we are able.

COMMITTEE REPORTS

Grievance Process Howard Galvin (Grievance Administrator) -- Nineteen members (some credentialed and some community volunteers) completed the mediation training and are ready to not be used. They want to adopt the same model and practice as Fire Crew. "Don't make us work!" Arbitration training will happen on Saturday, June 22, 9am, at Alice's. If you are interested in becoming a Fair arbitrator contact Howard through the Fair office. He is excited to be associated with this wonderful group of people. Howard is revising the Grievance Process forms. So, just in time for the moratorium to go into effect, DATES, the process is ready.

Youth Program Development Committee Mick Westrick (Entertainment Co-Coord) -- the committee will begin "tele-funding" with each one calling everyone in their address books to ask for donations to the scholarship fund. The first principle of such campaigns is the symbolic importance of all Board members participating. Thus, Mick passed the hat among the Board and the Peach Gallery.

OLD BUSINESS

DONATION -- SMART

Charlie moved, and LT seconded, that the Board donate \$500 to Start Making A Reader Today (SMART) of Veneta.

Peach Gallery: Angie & Lydia, SMART school coordinators, said the funds would be used for volunteer trainings and to purchase books for the students to create/add to their home libraries. New volunteers are always welcome! norma, a former SMART volunteer, said it is a joy to watch kids develop a love of reading.

The motion passed: 10 in favor and 0 opposed.

DONATION -- KINDTREE PRODUCTIONS/AUTISM ROCKS

Diane moved, and Charles seconded, that the Board donate \$300 (later amended to \$365) to Kindtree Productions/Autism Rocks.

Peach Gallery: Tim Mueller, Community Village (CV), and treasurer for Kindtree Productions, said Kindtree had to find a new venue this year for their annual retreat which required added liability insurance at a cost of \$365. Kindtree Productions was founded by Steve Brown (Cooperative Fruit Booth in CV). Their group is unique in that it is a consumer-run organization as the President and several Board members are autistic. He plans to hold funds separately out of this year's retreat income for next year's insurance expenses. Thus, he will remember the OCF's initial support each year as he writes the insurance check. Jack offered the friendly amendment to fund the full request of \$365.

The motion passed: 10 in favor and 0 opposed.

BUDGET ISSUES -- TOWN OFFICE

Charlie moved, and Jack seconded, that the Office Repair and Maintenance line item in the AA Budget be increased by \$400.

Peach Gallery: The annual fire inspection stated that the backflow device in the sprinkler system required by EWEB must be replaced. norma's research yielded estimates of \$395 which is beyond the budgeted amount for regular maintenance contracts and expenses. Jim Stephens of AquaMetrics, offered to research other, less expensive, purchasing options for norma.

COMMUNITY CABLE ACCESS PROPOSAL

Bear moved, and Brad seconded, that the Board accept the proposal by Community Cable Access TV (CCATV) to video entertainment to be telecast throughout the year after the event. The Board directs the OCF management and legal counsel to negotiate an agreement with Community Cable Access.

Background: CCATV requests 4 camping passes, 4 SO passes, and other day passes for their crew members to videograph entertainment at Main Stage, the Circus, the parade and other stages. They would require two electrical hook ups at Main Stage. The recorded material could be broadcast throughout the year as well as offered to other local cable access stations.

Peach Gallery: There was a general chorus of No's with only a couple of members speaking in support. Those in opposition said 1) this is an affront to the Fair's video crew who work very hard and within established guidelines accepted by Operations and Entertainers; 2) the Fair would not have enough control over what would be recorded or edited; 3) it is too valuable to give away; and 4) the Fair is a participatory event. Mick-- this is a hot-button issue among entertainers and they must be included in the discussion. Leslie-- OPB will be at the Fair this year to do an arts program piece focusing on vaudeville. Steve G (Treasurer) and Joseph Newton (Lot crew) supported the concept of working with CCATV, but acknowledged that the proposal lacks the necessary groundwork.

BoD: Bear withdrew his proposal and then withdrew his withdrawal after listening to David. David advocated that a vote which defeated the measure would send a stronger message than a withdrawal. It would record the voice of all Board members. Other BoD members echoed the Peach Gallery's negative chorus. Jack-- TV diminishes the mystery. He does not support OPB's presence either.

The motion failed: 0 in favor and 10 opposed (Brad, Dr Jim, Charlie, David H, Bear, Marlene, Lawrence, Charles, Jack, and Jim).

ADMINISTRATIVE ASSISTANT SABBATICAL

Marlene moved, and Dr Jim seconded, that the Board accept norma's request for a three-month sabbatical to begin in October 2002.

Background: Pursuant to the Personnel policy, an employee may take a three-month sabbatical after seven years of employment.

Peach Gallery: Thumbs Up! norma-- autumn is the least busy time of the Fair calendar although she would like

to organize and attend the Board/Staff Retreat. She intends to work with Susie Prozanski (Info) to research and compile a history of the Fair into an anthology to be published. She will also research publication options and costs.

BoD: Dr Jim -- It is exceptionally well-deserved! Charlie-- Thank you for all the hard work you do for the Fair! The motion passed: 10 in favor and 0 opposed.

CHECK SIGNERS

Marlene moved, and Brad seconded, that 1)Eric Nusbaum be added to the Key Bank Kitchen account until he resigns as Kitchen Coordinator; 2)Carolyn Sykora be added to the Pacific Continental Quartermaster account, effective June 1, through September 1, 2002; and 3)Lucy Kingsley be added to the Key Bank checking account, effective July 1-31, 2002.

The motion passed: 10 in favor and 0 opposed.

ELDERS COMMITTEE RESIGNATIONS

Brad moved, and Charlie seconded, that the following Elders Committee members be removed: Howard Leighty, David Peek, Marjean Jeannie, David Ross, Magic Michael Forrester, and Mike Percilick. These members have been contacted and are included in this list because they have missed three or more consecutive meetings.

The motion passed: 10 in favor and 0 opposed.

ELDERS COMMITTEE APPOINTMENTS

Brad moved, and Charlie seconded, that the following people be appointed to the Elders Committee: Don Doolin (Security Co-Coord), Mira Rainy (Office crew), and Deane Morrow (booth rep).

BoD: If accepted, the new twelve-member committee represents those folks who are actually participating. David H-- it is important for committees to do their own house-keeping.

The motion passed: 10 in favor and 0 opposed.

ELDERS MOTION

Brad moved, and David seconded, that the OCF Board of Directors hereby establish an Elder Policy Status to honor those Fair Family members who have contributed for many years. These elders have shown much dedication and help to the OCF and we recognize that they are a part of the Fair as much as the Fair is a part of them

Any Fair participant who has served the Fair as staff, booth member, and/or entertainer for at least 20 years and who is over the age of 55 is eligible for Elder Status.

Elder Status confers the ability to attend the OCF every year. Elders may continue with their current Fair positions 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. Elders may participate in a mentoring program job share, earn their pass through committee or other volunteer work, or purchase a pass. An Elder working on a crew or in a booth will not be counted against the crew or booth quota, thereby making room in the Fair for the next generation.

The program shall start with 350 passes. Preference may 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. Elders may apply for recognition for elder status without applying for a pass. An Elder "administration" committee will verify and maintain the lists of eligibility and may request additional passes in subsequent years, through the normal budget process.

Elder status does not exempt anyone from following the Guidelines and the Code of Conduct of the Oregon Country Fair.

Peach Gallery: Anna supports the mentoring concept, but the Elders issue seems ageist. Randy Nowell (VegManECs) agreed in that we should not create a special status for some Fair family. Mira Rainey (Office

Crew)-- We are all equal, but some of us are getting older and are unable to continue working the same job. Many folks stay in their current position because they are afraid they won't be able to obtain a camping pass any other way. Additionally, twenty years of participation should merit appreciation. Don Doolin (Security Co-Coord) appreciates that he could mentor new Security coordinators and be confident about their success when he steps back from the position. "We'll all get there some day, if we're lucky." George said that he and other Saturday Market Board members are dealing with the same issue and appreciates the Elders Committee's work. Hilary and Leslie support much of the proposal, but more work must be done regarding the operational implementation and the effects it will have on the budget and camping issues. Do Elders earn or buy a pass; are they eligible for SOPs, vehicle stickers, t-shirts, or food vouchers? Leslie wondered how the passes would be divided equitably, including vendors who do not pass through the regular budget process, and that the elders pool not be heavily weighted with staff. Leslie also addressed the issue of equality. Equal does not mean sameness. We expect that everyone will be treated fairly and respectfully, but each crew/booth/performer issue is addressed based fairly upon context and need. Grumpy supports the motion, although he recommended excluding all text beyond the second paragraph. The details would thus be worked out by Operations. He is also concerned that some folks may assume that an Elder Status confers a sense of entitlement. And therein lies the conundrum with this concept/proposal. There is an underlying sentiment that a new policy of this magnitude cannot be adopted until more of the operational issues are settled and that the Board should only set policy, not operations. Mike James (Security Co-Coord) -- In order to pass this proposal, we must move beyond our worry about exclusion from playing as long as we want and are able and our fear that everyone who qualifies as an elder will apply and attend each and every year.

BoD: Charlie would prefer to change the age from 55 to 60. He would also like to separate the motion such that we could honor anyone who has given their energy to the Fair for 20 years or more. The second part would create a retirement program so folks could act as mentors and/or bring their perspective to other areas while broadening their own Fair experience. Thus, as an elder, leaders would move on and make room for new, younger family members. We would all be richer for that sharing. LT agreeing with Leslie about the difference between equity and equality, quoted Moliere. He is aware of the startling amount of morbidity that now exists among our aging Fair family. Brad expected some negotiation regarding the number of Elders passes for the first year. The committee tried to exclude all text beyond the third paragraph, but they were asked to include more specifics after last month's Board & Peach Gallery discussion. Jack envisions sitting around a fire circle some day when we have finally come of age and welcomed the Elders. We are going to do this at some point. "We can't be young if you can't be old. We can't all be the same." He thanked the committee for all of their work on this issue. Dr Jim -- this reflects two years of hard & thoughtful work by the committee. The proposal is less than perfect, but we may all qualify for Elder Status by the time it is perfected. David -- Elders would receive their passes from an Elders station/Coordinator at the sticker booth. Operational details will be explained in the 2003 Guidelines with prior approval by the Board. Camping issues should be determined at the community level. He is concerned that the proposal does not require participation until one is incapable of doing so. He announced his intention to make the following friendly amendments: 1)strike the words "or purchase a pass" in the fourth paragraph; and 2)reduce the starting number of passes from 350 to 150. Diane resents using the word retirement, which can imply leaving. The Elders Committee did not address youth issues as that was not part of their charge, although she recognizes how intertwined all of the population issues are.

The following friendly amendment posed by Charlie was not accepted, thus he issued it as a separate motion. Charlie moved, and Charles seconded, that the first two sentences of the fourth paragraph of the Elders Motion read as follows: Elder Status confers the ability to attend the Oregon Country Fair. Elders may not continue to work with the crew or booth they are part of at the time of attaining Elder Status. Discussion continued from the Peach Gallery and the Board with folks speaking in support and in opposition to the concept of leaving one's crew/booth.

Bear moved, and David seconded, that the meeting be extended until 10:30pm.
The motion passed: 9 in favor and 1 opposed.

Dr Jim moved, and Bear seconded that the Elders Status motion be tabled.

Discussion continued from both sides of the table whether to continue or not. Some committee members felt as if they were given mixed messages and no clear direction. Other folks thought that the hour was late and a decision made in haste would not be the best decision possible. Jack noted that agreement is close and that the

decision would be stronger when more folks were on board.
The motion to table passed: 7 in favor and 3 opposed (David, LT, and Jim).

DONATION TO ARTIS' RECOVERY FUND

Bear moved, and Charles seconded, that the OCF donate \$500 to Artis' Recovery Fund.

Background: Artis had a heart attack on 5/21, and was recovering back home by 5/24. Hilary (Co-Treasurer) This contribution to Artis' medical fund is clearly not intended as compensation. OCF can give assistance to individuals when it does not violate restrictions we abide by to maintain our charitable status. Assistance with medical expenses of low income people can qualify. We will have to report the payments to the IRS on Part II, line 23 of our 990. We do not report the names of people receiving assistance. Peach Gallery: Excerpt from initial letter from Neal Storme of Northern Stars Ltd.: we "know that Artis' main source of income is busking and that asking his fans (worldwide) would not be a burden on them. Donations may be sent to Artis the Spoonman Fund, Key Bank of Washington, Poulsbo Branch, 19735 10th Avenue, NE Suite S-200, Poulsbo, WA 98370. Hilary -- XXX is an approved reason for contributions and will not adversely affect the Fair's 501(c)3 status.

BoD: Dr Jim and Marlene were concerned about the precedent this would set. Marlene said she preferred to make a personal contribution and encouraged others to do the same. Bear credits Reverend Chumleigh with the idea for the Board to make a contribution. Bear remembers seeing Artis singing "Essential Event" in Community Village at the close of Fair. Artis is a public symbol of who we are and why we do what we do. He is an essential part of our community and event. David-- Artis gives fully of himself to the Fair; it is right that the Fair support him.

The motion passed: 7 in favor and 3 opposed (Dr Jim, Marlene, and Charlie)

The Donation to the Global Community Alliance of Light & Life died for lack of a presenter (nor was anyone present from the organization). Charlie requested that Population Issues be raised after the Elders Status proposal is settled.

The next Board meeting, originally scheduled for July, will be held on Sunday, June 30, at 4pm at the Fair Site. Check with QuarterMaster for the location. The Board will resume discussion on the Elders Status proposal as well as the following New Business: Donation -- Lorane Elementary School, Veneta Chili Cook-off, Ken Kesey Memorial Sculpture (Jim), Personnel Committee (PC) Policy Manual re Assistance from former PC members, Setting the September Board meeting date.

See you at the Fair,
Jen-lin