

OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING

JUNE 30, 2002

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

NOT: Jim Newhall, MD

ANNOUNCEMENTS/CALENDAR

Sat. 8/17 Teddy Bear Picnic, 3pm, Main Stage Meadow

Sun. 8/18 Fair Evaluation Meeting, 10am, Yurt fire pit

Mon. 8/19 5pm, Deadline to submit Board candidate statements for publication in the *Fair Family News*, Voters' Pamphlet and ballot.

Tues. 9/3 September Board meeting, Alice's Wonderland, 7pm.

Tues. 9/3 Deadline to submit letters of interest for mediation and arbitration training.

Mon. 9/9 Employee Evaluation. Time & place tba

Sat. 10/12 Annual Meeting, Knights of Pythias Hall, 420 W 12th, Eugene, 6:30pm.

Thurs. 10/31 Deadline for *2003 Peach Pages* entries.

MINUTES APPROVAL

Bear moved, and Charles seconded, that the Board approve the minutes of the June 3, 2002 Board meeting.

The motion passed: 9 in favor and 1 abstention (David L).

MEMBER INPUT

*Joseph Newton (Lot Crew) Let's rock 'n' roll!

*Mary Barton (Security) who has been the cyber-typer for the Elders Committee for the past two years, spoke in support of the proposed Elders proposal. and endorsed the concept of encouraging people to put their skills and interests to their best use. She would prefer to give guided, nature walks from Arc Park as suggested by Virgil Courtwright (Archeology Coordinator) and thus, open a space on her crew for her daughter, who was raised at the Fair and now has no crew position after graduating from Teen Crew.

*David H was unhappy with the facilitation at the end of the June 3, BoD meeting during the Elders proposal. Discussion was ended by calling the question over his protest and without a vote. No one person should be allowed to end debate.

*Mira (Chera) Rainey (Office Crew) encouraged more folks to participate in the arbitration training that will be offered this fall. The new Grievance Process would be better served with a larger, trained cadre.

*Brad put out a call for more Waste Warriors to guard the recycling kiosks on Sunday night.

*LT thanked Construction for renovating the six-packs.

*Don Doolin (External Security Co-Coord) suggested that the larger crews set up their own recycling stations in camp thus, making the pre-sort easier to dispose at the main recycling kiosks.

*Janet Tarver (Community Village/CV) thanked the Board for approving the CV's capital project and providing Fair construction crew to augment the CV construction of the new Info/Community House. It is beautiful!

*Andyman the last load of woody debris from the February 7th windstorm is being chipped now. The grinding noise that is making it difficult for us to hear each other will end soon. Thanks to John Stamp, Tree Crew, and Animal who have worked so hard to clean up nature's windfall during the past four months.

STAFF & OFFICERS REPORTS

General Manager. Appreciations: Leslie Scott thanked everyone involved with Main Camp, working 12-14 hour days, for setting such a joyful tone entering the 2002, palindrome, Fair. Each succeeding year becomes the best ever with better meals, people working more cooperatively, excited and happy, desiring to create a good Fair. It seems that the bigger the challenge, the better we respond. Thanks to Beth Grafe (Construction Co-Coord) and Robin Bernardi (part-time Office staff), all the coordinators, and to her incredible, fantastic co-workers and Back-Up Managers. Thanks to Charlie, Howard Galvin (Grievance Administrator), and Jude Bannister for the arbitration training held last week. Thanks to Water Crew who are transforming Chase Gardens and to the Board and officers for their excellent leadership.

Leslie has spent the last month in many meetings with lawyers, on-site trainings, the media, doing PR reconnecting the Fair to the greater geography, especially the Portland area. She is excited with this year's continued new focus on Spoken Word. Alice's Wonderland is now integrated with the Fair operational systems. The Fair received a successful statement after the seven-hour insurance audit. The Fair was also notified that TM might accompany the words OREGON COUNTRY FAIR as a trademark symbol, but not with the Registered symbol

Administrative Assistant. Appreciations: norma sax thanked her wonderful colleagues. Thanks to Robin Bernardi for keeping the homefires alight. Thanks to Heidi Doscher and her sons, Michael and Noah, for doing the VIPs. Thanks to the On-site Office Crew.

An ATM machine will be re-installed in the little hut next to the Little Dragon. The History Booth will be enabled to accept credit card sales. Coordinators need to submit the staff names of those camping at the Far Side, Zenn Acres, and Alice's Wonderland . Otherwise, "it is business not as usual!"

Site Manager. Appreciations: Thanks to Tree Crew, Site Crew, VegManECs, John Stamp, Jeff "Animal" Johnson, Andyman, Paul Braverman, Shane Harvey (Site Crew Co-Coord) and lots of other volunteers for the incredible amount of hard (and hazardous) tree work during the past four months since the wind storm. Thanks to the Kitchen Garden volunteers: Laurel & Tommy, Margery, Phil, Eric Nusbaum (Kitchen Coord) and the Kitchen Clan. The garden at Alice's is a wonderful success and we are enjoying our-own-grown delicious, organic produce, from salad mix to raspberries, at many Main Camp meals. Thanks to Steve Chase (Refer Crew) and Paul Fuller (Divine Balance Fruit Salad) and their crew for many hours of work building Chillville, the new walk-in cooler/freezer at the WareHouse which will be functional by Fair. Thanks to Construction Crew for their wonderful work all over the Fair site, and particularly at crunch time getting Chillville ready for use.

Steve Wisnovsky expressed the concern, shared by others, that the Teddy Bear Picnic has experienced the same population explosion as the Fair itself, and become widely known as another great free party. Last year, people who apparently had never been on site and were unfamiliar with Fair values, invited themselves to the picnic and created problems late at night. The picnic is a Fair family event, and we're going to have to find ways of ensuring that it remains just that.

The Fair is making conscious changes in that we no longer arrive on site and expect to change the landscape to fit the event; we're learning ways to create the event in harmony with the landscape. Now, thanks to new archeology guidelines from Virgil Courtwright (Archeology Coord), whenever you check out a post hole digger from Quartermaster, you also take along a screen and sift for archeological artifacts. Fire-cracked hearth rock and artifacts discovered this month in the post holes of the new Info Booth/Community House in Community Village will be carbon-dated and displayed. Steve also supports the second year of the ongoing Waste Warriors/Recycling program; finding appropriate ways of managing all the waste products that we each produce during our stay here is another necessary part of treading lightly on the land walking our talk

He also welcomes the continuing arrival of more humans on site; it helps the hippie-to-mosquito ratio. Quartermaster has already used \$150+ of anti-bug juice in the first weeks of Main Camp. This year feels as we have two years' worth of mosquitoes!

Treasurers. Steve Gorham (aka Grumpy) we are holding our own and things are going well. Hopefully, attendance will be good.

President. Jack asked for a moment of silence and to dedicate this Board meeting in memory of all those who have passed before us, to welcome those yet to be born, and to honor those still present. The Fair has been a successful event during the past eleven years that he has been on the Board and Leslie Scott has been at the helm through it all. The OCF already had a rich base, which supported the immense growth. Leslie surrounds herself with the best folks. Now, is the time to appreciate what we notice. All of the coordinators provide good leadership, which creates a successful event. Together we'll tackle all of the issues that will enable us to be here for a long time yet to come. This past year has had as good a Board as ever and he encouraged new folks to run for the Board.

COMMITTEE REPORTS

Grievance Process. Howard announced that new mediation and arbitration trainings will be scheduled early this fall. They will accept letters of interest until the September Board meeting date, 9/3/02.

Peach Pages. The 2002 edition of the *Peach Pages* will be free to Fair family during the Fair, or \$1 to the public. They will be available at the History and Commemorative Sales booths.

OLD BUSINESS

ELDERS PROPOSAL

Brad moved, and David H seconded, that the Board approves the Elders Motion as originally published in the June 3, 2002 Board minutes. (See last month's issue of the *FFN*) Then based upon a suggestion from Grumpy,

Jack moved, and LT seconded, that the Board amend the proposal to: Recognizing the need and the will of the Oregon Country Fair Family, the OCF Board of Directors hereby establishes 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. Elder Status confers the eligibility to earn or purchase a camping pass to the Oregon Country Fair every year. Elders status does not exempt anyone from following the Guidelines and the Code of Conduct of the Oregon Country Fair.

Added after discussion: The Board of Directors requests that the Elders Committee returns to the Board with further proposals for implementing this policy.

This policy will go into effect as of the 2003 Fair.

Peach Gallery: Leslie noted that many wonderful changes that addressed previously stated concerns were discussed at the recent Elders Committee meeting. Many spoke in favor of this amended version that recognizes Elder status and allows time for the operational details to develop during the next year.

BoD: David H objects to the sentence, "Elder Status confers the ability to attend the OCF every year" because the Fair does not have enough passes for everyone. The process must be clarified, otherwise it is just smoke and mirrors. He also objected to deleting the text that encouraged fairies to move and make room for others. Charlie objects because: 1)the motion collapses the status and pass eligibility into one piece 2)it does not include the implementation of a job bank available to all crew, regardless of age and the number of years of service, 3)it does not address transition issues, 4) the formula should be 30 years of service and a minimum age of 40, and 5)the BoD need not rush ahead if implementation will not begin until 2003. We need to create a method for fairies to contribute to the Fair even if they are no longer able to work with their crew. Charlie doesn't want the BoD to punt on the tough questions. Although Bear is concerned that the motion is agist; he still supports it because we need to start somewhere. He would ultimately support extending elder status to everyone who has served the Fair for twenty years, regardless of chronological age. Jack reassuring fairies that they can still attend the Fair when they are Elders is a leap of faith, which, in turn, creates good policy. It shows a commitment to the future ideal. LT agreed that it is good to see where we're walking. David L objects to the age 55; service to the

Fair is service to the Fair regardless of age. Does the motion acknowledge a change from past consciousness where no one was allowed to rest upon his or her laurels. Time yielded to Hilary the wording should read, "Elder status confers the eligibility to participate in the Elder program as it is further defined." As an Elders Committee member, Brad has no problem being on the receiving end of a "punt" as the BoD will ultimately approve future policy steps anyway. Unfortunately, there wasn't enough time between the last committee meeting and this Board meeting to draft new language discussed at the meeting.

The motion to amend the original motion passed: 7 in favor and 3 opposed (Charlie, David H, and Marlene).

Peach Gallery: Discussion re whether to approve the amended motion continued. Norma noted that the wording, "Elder Status confers the ability to attend the OCF every year" has no meaning as anyone can purchase a patron ticket regardless of status. What people really want is the ability to stay after hours with a camping pass. Leslie the 1996 Board passed the Alcohol and Drug Free Fair policy without operational details. Policy and operations cannot be sorted out during a Board business meeting. When this motion is passed, Operations and the Elders Committee can leap forward together. Many excellent suggestions from the last committee meeting should come forward. She has real faith that this motion conveys enough intention to proceed. Mike James we should not be afraid that all twenty-year veterans would stop volunteering and go for an Elders pass en masse. David Peaslee (Elders Committee) The important part of this policy is status. It confers respect and appreciation for twenty years of service and devotion and extends our family/tribal metaphor. Procrastination will lead to attrition for those who are lost during the process.

BoD: Recognition of Elder status is not something that a corporation can bestow. Rather, it is something one earns from those with whom one works. Using the service plus age formula dictates that it must come from the crew level. Population dynamics is our big family problem. He would like to be able to guarantee passes to elders; they have paid their dues. Diane hates calling the Fair a corporation. Rather, we are a family existing in both worlds. The details can be worked out, including who puts forth a person for Elder status. Jack Everything can be used as a vehicle to sort out our problems. We are trying to embrace a tribal/spiritual belief that has become very dim. We are railing against the machine. We must stay true to what we believe and have faith that we can move forward even with our eyes closed. Other organizations will look to us for our courageousness. As Registration Coordinator and Reg. Crew Coordinator, David is keenly aware of the huge pressure for camping passes which makes him very conscious about clear communication. He could never look someone in the eye and say, "you can attend the Fair for life," as it is a promise that he cannot keep. **David H withdrew his second. Bear substituted his second for David's.** LT -- Elder status without a camping pass is cold comfort akin to a bong without a bowl! David L's friendly amendment, "Elder Status confers the eligibility to earn or purchase a camping pass to the Oregon Country Fair every year," was accepted. Brad we would not be sitting here today if not for the leaps of faith of those who passed before us. We are the result of the collective work of all Fair family in the past.

The motion passed as amended, 8 in favor and 2 opposed (David H and Charlie).

PERSONNEL COMMITTEE MANUAL AMENDMENT

Charles moved, and Marlene seconded, that the Board will add a new last sentence to Section 1, paragraph A of the Personnel Committee Manual that reads: The Personnel Committee may request assistance of past members from time to time.

BoD: LT we assume that former members remain bounded by confidentiality. As a past PC member, Brad knows first-hand how much time is required by this committee.

The motion passed: 10 in favor and 0 opposed.

Charles Drew then resigned from the Personnel Committee. He has been active on the committee since they hired Arna Shaw as the first General Manager. Marlene said that the committee reluctantly accepts his resignation. She thanked Charles for all of his hard work, but now with passage of the motion above, he can never really leave!

PERSONNEL COMMITTEE APPOINTMENTS

Charles moved, and Bear seconded, that the Board appoint Eric Nusbaum and Howard Galvin to the

Personnel Committee.

BoD: Diane questioned whether Howard's role as Grievance Administrator (GA) would conflict with serving on the PC if a grievance should be placed against an employee. Howard said he'd considered this possibility, but he reasoned that the GA is an administrative position and has no power or influence toward a resolution. It would actually streamline some Fair bureaucracy.

The motion passed: 10 in favor and 0 opposed.

SEPTEMBER MEETING DATE

Bear moved, and David L seconded, that the September Board meeting date be changed to the first Tuesday in September.

No one wants to meet on Labor Day! David H and Diane expressed a conflict with the date.

The motion passed: 8 in favor and 2 opposed (David H and Diane)

No one made a motion for a Donation to the Lorane Elementary School.

The next Board meeting will be held on August 5, 2002, at EWEB, at 7pm. The agenda, subject to change, will include Budget Issues, the Ken Kesey Memorial Statue (Jim S), and Veneta Chili Cook-off (Jen-lin) which were postponed at the July meeting.

Stay juicy; hydrate often,
Jen-lin