

OREGON COUNTRY FAIR BOARD OF DIRECTORS, NOVEMBER 4, 2002

PRESENT: Jack Makarchek, Diane Albino, Charlie Zennache, Lawrence Taylor aka LT, Jim Sahr, Bear Wilner, Marlene Monette, David Helton, Jim Newhall aka Dr Jim, Brad Lerch, Charles Drew (arrived during Announcements. The alternates had been Diane Albino & Jim Sahr which changed to Jim Sahr & Marlene Monette after the election results were ratified.

NOT: David Liberty.

ANNOUNCEMENTS/CALENDAR

Wally Slocum (Banners Coord & Teddy Bear Picnic buffet king) had a massive heart attack on November 2. He is in the ICU ward at Sacred Heart Hospital in Eugene. He cannot have visitors at this time. Cards may be mailed to Walter Slocum, Room 404, Sacred Heart Hospital, 1255 Hilyard St, Eugene OR 97401 and will be read to him by his family when he is awake. The Fair office will send out e-mail updates as possible. 10/12 update: Jeff Harrison (Craft Inventory) wrote that Wally was moved out of the ICU and into the cardiac care unit on Monday.

There's a new chick in HomeChicken's roost! Clara Sofia Reindel was born on November 1, to Brent Reindel (Recycling Co-Coord) and Marjorie. She weighed 9 lbs 6 1/2 oz.

Andy Strickland (Caretaker) announced that the Fair won the Most Humorous and Best Overall prizes at Mt Pisgah's Mushroom Show's Scarecrow contest. You can see photos of the Scary Crow at the OCF website. Andy thanked Anne Morris (VegManECS), Nicodemus (Construction), Hilary Anthony (Treasurer) and Jay Hogan (Energy Park) for their creative wit and work.

The Board scheduled a list of work sessions for the coming year. Your participation and input is heartily invited. Each meeting will be held on the third Monday at 7pm, location tba, except for 3/1/03.

12/16/02 Nighttime population and vehicles, two separate topics.

01/20/03 Budget.

02/17/03 open, no topic yet.

03/01/03 Saturday at Alice's, all-day work session on land use and environmental issues.

03/17/03 Teen issues.

04/21/03 Practical aspects of implementing camping/nighttime population/vehicle changes

MINUTES APPROVAL

Bear moved, and LT seconded, that the minutes of the 10/7/02 BoD meeting be approved.

Peach Gallery: Palmer Parker voiced insecurity at being listed as a member of Security, rather his Fair home is Fair Central! Joseph Newton (Recycling) corrected his comments on the election to: "I would ask that you act on this impetus and create an advisory position on the board to be filled by one of our teens. I would also ask that you seriously consider giving this person a vote on all issues that do not concern external contracts. We need to open channels to empower the young, because we, as adults can not speak for the young." Joseph believes that creating an advisory position for Fair youth would be an appropriate move under any circumstances. "We are not them. We grew up in different times, with different challenges, in a different social landscape. It is hubristic for us to assume that our own projections can truly reflect the values, hopes and aspirations of our younger brothers and sisters. We can know the dreams of the young only by listening. We can encourage leadership only by the willingness to take the risk of providing real power to our young." Excerpt quoted from Joseph's letter.

The motion to approve as corrected passed: 10 in favor and 0 opposed.

MEMBER INPUT

Meredith Snodgrass (*Fair Family News reporter — FFN*) appreciates using Alice's for meetings and wondered if more Board meetings will be held on site.

STAFF & OFFICER REPORTS

General Manager Leslie Scott thanked Steve W for being the voice of Betty (see below). Thanks to Judy for volunteering in the office on Tuesday and Thursday mornings. Thanks also to Robin Bernardi who is working M-W-F. She is doing a great job trying to manage in three days what norma does in five. We miss you, norma! It is advised to call and make an appointment if you want to meet

with Leslie. Thanks to Kevin Dougherty (Advertising & Media Co-Coord) and Robin Bernardi for the wonderful article on Culture Jam that appeared in last month's *FFN*. Thanks to Andy, Ann, Hilary, and Nick for entering the Scarecrow contest on behalf of the Fair. Public art is a great thing!

Leslie added that she would like to thank so many people that were crucial to the success of Culture Jam. Beyond the staff that actually worked with the youth directly there was the kitchen staff: Eric Nussbaum, John Duran and that wonderful Carl Taylor, who worked so hard to get everything set up, did the shopping, and came back at the end to help clean up. Then of course there is dear Merrill Levine who went way above and beyond her kitchen volunteering to keep the staff space clean and happy. Thank you also to Kaya Singer, Robin, Palmer, Marlene, Mary Drew and Joy who volunteered their time in the kitchen. We were really lucky to have these people.

The property taxes have increased a little, but she will be able to cover it in the General Manager budget. The property taxes are listed in two separate places so that the Town Office, Zenn Acres, and Alice's Wonderland will reflect the cost of owning rental properties. Note: Alice's is not a rental property. The ash sampling is completed. Ash was collected from five locations on site: three were taken at the sauna -- the boiler, the firepit, and the sauna wood stove -- as well as the firepits at Main Camp and Entertainment Camp. The results should be ready soon. Leslie is working with the lab to identify a toxicologist to interpret the results. A community celebration will be held on Saturday, 11/16, 1-4pm, to dedicate the new Youth Park in Veneta. The celebration will move on to the library where youth art has been newly installed. Both the Youth park and the art received Endowment grants in the past two years. The Endowment Committee is sending out letters of interest for the 2003 grants. Leslie would like the Board to give direction as to the Fair's future fundraising efforts. Where do we want to go now? They are writing grant requests for the Culture Jam and wetlands restoration projects.

Leslie thanked the Board, staff, and officers for the wonderful, hard, focused work accomplished at the Board retreat. They are tremendous leaders for the Fair.

Site Manager Steve Wisnovsky thanked the VegManECs for their work finishing the erosion control dams. Every year, the plan is to have the site ready for floods, regardless of the weather, by 11/1, and now they're ready. Thanks to Dave Banks (Water) who donated three-tab shingles for Chillville's roof. Dave brought enough differently colored shingles that Andyman, Dave, and Tim Wolden worked out a peach pattern on the roof. Thanks also to Palmer Parker, Joseph Newton, Anna Scott (formerly DeLocis), Jeff Johnson and others who attended the work party held on 10/12 before the Annual Meeting. Thanks to Arrow Anders (Traffic), who was Guest Caretaker for a weekend when Steve and Andy were attending the BoD Retreat. Thanks also to Arrow, Jeff Johnson, Tommy Rhea (Communications) and the other dedicated volunteers who helped with the fall highway pickup that weekend. The sawmill operation has begun, is going well and will continue through December. The ash samples were collected; they have asked the lab to test for those trace elements left behind from burning painted wood or pressure-treated wood: lead, copper, chromium, cadmium, and arsenic.

Steve responded to queries about the possible future presence of West Nile virus on the Fair site. It is highly likely that the virus will reach Oregon next summer. The Fair has no better solution than those sought by public health officials across the country. The first line of defense is personal responsibility: wear long sleeved shirts and long pants. The only chemical repellent known to be effective against mosquitoes is Deet, if you want to use that poison. Last winter, Arrow (Traffic) and Andy organized a bird house-building work party, and we'll organize another one this winter. We'll attract the swallows that will eat the mosquito larvae. OCF birders are invited to attend again this winter and then help take responsibility for maintaining the bird house on site.

Steve is searching for a Fair family member who is a licensed plumber. The Fair needs your advice and help planning improvements to Alice's and the Fair's water systems.

Although the site is often open, the gates will be locked at times this winter. Contact Steve or Andy before you visit to insure access. Come out and visit!

Treasurers Hilary Anthony reported that Financial Planning and the Budget Committee have drafted a 2003 revenue projection. The new budget cycle has begun. As we are in the second year of a two-year budget cycle, they are not expecting any big changes. Budget forms were sent only to those crews that submitted a one-year budget last year. If your crew anticipates changes from last year's allocation, contact your budget liaison. She anticipates increases in the operations and capital projects budgets. Hilary requested that the Board clarify if they want one BoD member as their liaison to the Budget Committee. The deadline to submit capital projects requests is the end of January.

President Jack appreciated the talking and listening to one another that happened at the Board retreat. He said that he will continue to repeat the mantra, now and until the Fair, that "the night is our muse; it is fragile." It is each of our responsibility to protect the family and the magic that we share during the night. He wants to hear as much input from Fair family regarding the nighttime population concerns and then disseminate new plans to control it as soon and as wide as possible. No one should be surprised when they arrive on site next year. Everyone must understand that we are serious about change. The issues of nighttime population problems and growing the family are intertwined.

COMMITTEE REPORTS

Election See article in this issue of the *Fair Family News (FFN)*.

Personnel Howard Galvin (Grievance Administrator & committee member) alerted the membership to a problem with one of our paid staff according to one Fair member, Betty, the Site Cat. Howard read Betty's evaluation of Steve Wisnovsky, Site Manager. Betty did not respond to the scribe's phone message so the following is reprinted without her permission. Betty's comments are italicized.

1) Exhibits good knowledge of required duties, equipment used, policies, and procedures. *Don't really care about any of his other duties besides feeding me.* 2) Ability to adapt to new tasks and procedures. *Needs to provide more variety in the selection of cat food.* 3) Ability to provide performance required to maintain Fair standards under normal conditions. *Barely OK most of the year; See #4.* 4) Works well in stressful situations. *Where was he (and the food) during the Fair?!!!* 5) Performs tasks with minimal instruction, requires little follow up, and meets all deadlines. *He seems unable to comprehend my minimal instructions.* 6) Effectively expresses self orally and/or in writing and effectively listens and understands others. *Continues to talk to me (like I care) and continues to fail to understand me.*

8) Provides a positive image for the Fair. *I could teach him a thing or two about self-grooming, but why bother?* 9) Exhibits good problem-solving abilities. *He can open the can, that's all that counts.*

10) Effectively guides and supervises employee under his control (the Caretaker). *He can't seem to get Andy to understand my needs, either.* 11) Successfully plans, coordinates, develops, and monitors work plans. *Shouldn't bother -- I'll hunt what I want, when I want to.* 13) Develops, administers, and reconciles the Site Manager budget. *Don't care -- He buys my food out of his own pocket.*

14) Prioritizes tasks and expenditures for health and safety. *I will never allow him to take me to the vet again.* 18) Assesses and schedules the maintenance and repair needs of Fair property (land and otherwise). *My food dish has had a crack in it for six months!* 19) Works with the General Manager to establish year-round communication with the local community and county as necessary. *And she could pay more attention to my needs, too.*

20) Successfully oversees the unpacking and repacking of the Ware House and other storage needs/facilities before and after the Fair. *It is interesting to watch, though.* 22) Exhibits and promotes a safe working environment. *Needs to make the site "dog-free" all year.*

OLD BUSINESS

RATIFY ELECTION RESULTS

Bear moved, and Dr Jim seconded, that the results of the October 12, 2002, election be ratified.

The new Board members include: Diane Albino 360, Brad Lerch 357, Jim Newhall 349, Bear Wilner 337, Jack Makarchek 334, and Marlene Monette 300 is the new alternate.

BoD: David H said that he could not approve this motion because he believes that we did not follow the Bylaws.

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

APPOINT OFFICERS

Bear moved, and LT seconded, that the Board appoint Jack Makarchek as President, Steve Gorham and Hilary Anthony as Co-Treasurers, Jen-Lin Hodgden as Recording Secretary, and Heidi Doscher as Membership Secretary.

Peach Gallery: Applause! Leslie read the following from her November report to the Board. "I want to take a minute to thank the Officers for the fantastic job they do for the Fair... Jack, your generous wisdom and all the ways you feel the most sensitive pulse of the Fair have made for what I can only call magical leadership, and I appreciate the attention and energy you give the hard issues. Grumpy, I am so glad you are staying on. Your dedication and willingness to keep minutes, provide such excellent spread sheets and insist that we look at the difficult things is invaluable. Hilary, the depth and breadth of your knowledge and counsel have made it possible for the Fair to do things it might never have, and has brought a transparency to Fair finances that is also invaluable. Jen, thank you for being so damn real, and for all the ways your truth shines in everything you do. You do an amazing job of capturing the spirit and intent of people's comments in the minutes, and in such a respectful way. And Heidi, you are just so competent and steady and have done one of the hardest, most monotonous jobs at the Fair with such grace and aplomb for such a long time... what a service! We are so incredibly fortunate, so deeply blessed.

The motion passed: 10 in favor and 0 opposed.

RATIFY VEGMANECS COORDINATORS ELECTION

Marlene moved, and Charlie seconded, that the Board ratify the results of the VegManECS Co-Coordinator election and appoint Howard McCartney, Dahinda Meda, and Glen Gregorio.

Background: The VegManECS decided to reduce the number of coordinators for their crew from five to three. And, congratulations to Glen who recently got married!

The motion passed: 10 in favor and 0 opposed.

PERSONNEL COMMITTEE SIZE

Charlie moved, and Charles seconded, that the Board increase the Personnel Committee to a maximum of eight, such that a full committee consists of four to eight members, two of whom are Board members.

Background: Currently, the committee is supposed to have four to seven members, two of whom are Board members.

The motion passed: 10 in favor and 0 opposed.

PERSONNEL COMMITTEE BOARD REPRESENTATIVE

Charlie moved, and Charles seconded, that the Board appoint Brad Lerch as the second Board member of the Personnel Committee.

Background: This will insure compliance with the personnel manual. The other committee members include: Daniel Dillon, Martha Evans, Shaun McCrea, Eric Nussbaum, Howard Galvin, Marlene Monette, and Palmer Parker.

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

PPP MANUAL

Charlie moved, and Charles seconded, that the personnel manual be renamed the Oregon Country Fair Personnel Policies and Procedures Manual, aka the PPP Manual, and that all references to it be changed, i.e., the Guidelines and the Grievance Process.

The motion passed: 10 in favor and 0 opposed.

DONATION TO ROSEMARY BROOKSHIER

David moved that the OCF reimburse Rosemary Brookshier up to \$500 for future expenses related to her hazardous product lawsuit upon receipt of a cost estimate or paid receipts.

Background: Rosemary Brookshier is suing a company that did not mark its product that she used as a potter. She says that the chemicals in the glaze made her sick and she had to abandon her craft.

The motion failed for lack of a second.

WOW HALL MEMBERSHIP RENEWAL

Dr Jim moved, and Charles seconded, that the Oregon Country Fair renew its membership, \$500, with the Community Center for the Performing Arts (CCPA), aka the WOW Hall.

The motion passed: 10 in favor and 0 opposed.

CHILI HERDERS – ADDITIONAL REIMBURSEMENT REQUEST

Charlie moved, and LT seconded, that the Board reimburse the Chili Herders \$55.18 for additional expenses not covered in the original \$100 request. The funds will be drawn from the Board Refreshments line item.

Background: Jen-Lin explained that part of the reason they went over budget is that the Chili Herders had to double the recipe to make ten plus gallons so as not to run out at the contest. The Chili Herders are already amending the recipe for next year and hope to connect with a Fair family farmer who will donate the vegies so as to keep costs low. The Chili Herders thank Niki Harris, graphic designer and Diane McWhorter (Ephemera) for donating their artistic and production services. Thanks to Cathy Coulson-Keegan (Touch the Earth) for her on-the-spot assistance in booth decoration. Thanks to Sue Theolass (Community Village) for her contribution of a pair of beeswax candles to the judge's bribe grab bag and creative sewing skills for personal costuming. Thanks to Steve Wisnovsky & Eric Nussbaum for allowing us to use Main Camp's big kitchen pots and utensils. Thanks to Andy for letting us use the big feathers for booth decoration. Lastly, thanks to all of our friends who attended the dress rehearsal and ate chili.

The motion passed: 10 in favor and 0 opposed.

TRAILS END CHILI CHALLENGE PRIZE DONATION

Charlie moved, and Dr Jim seconded, that the OCF donate the \$200 second place prize to the Student Directed Plays at Elmira High School as requested by the Chili Herders.

Peach Gallery: Liz Olhsson (Info) -- why Elmira? Jen-Lin -- Elmira High School is in the Fair's neighborhood. Steve said that he and Andy appreciate anything that builds positive relations with the local youth.

BoD: Charlie wanted to insure that the donation would be made in the name of the Oregon Country Fair. One member commented "easy come, easy go," about the prize income to which Palmer quipped, "that's the mark of a good chili!"

The motion passed: 10 in favor and 0 opposed.

SECOND LEGAL OPINION RE MINORS SERVING ON THE BOARD

David moved and Charles seconded, that the Board authorize Jack, or his designee, to spend up to \$500 to hire David Atkin for a written opinion re legal issues of having a minor on the Board. The name, David Atkin, was later changed to the words, "another attorney" as a friendly amendment.

Peach Gallery: Palmer opposed this motion saying that legal issues should go through our attorney. Jim Ince (Security) agreed with Palmer even though he said that David Atkin would be highly qualified. Hilary disagreed with selecting a specific attorney in the motion. She suggested that it should be someone who hasn't been consulted and has no connection to the Fair. Leslie agreed with Hilary especially as people with a vested interest have already contacted David Atkin, as did Russell.

BoD: David -- as long as our attorney's opinion stands unchallenged the Board is unable to proceed with public input. If a second opinion states that it is legal for a minor to serve on boards of directors then an open discussion can begin. Then the OCF Board can decide whether having youth serve on the Board is the right thing to do if it is legal. Marlene favors following our attorney's counsel. She wants to hear from the Fair family many of whom are quite vocal regardless of legal counsel. Charlie -- this expense is prudent however he agrees that the other attorney should not be a Fair family member so that there will be no outside perception of bias. Jack - it is likely that we'll get an opposing opinion. Neither opinion is absolutely right or wrong. Thus, it puts the Board in the middle of making a choice that won't be solid until it is tested in court.

The motion passed: 10 in favor and 0 opposed.

SECOND LEGAL OPINION FUNDS APPROVED

Bear moved, and Dr Jim seconded that the Board budget Research line item be increased by \$500 to implement the motion above.

Peach Gallery & Bod: Folks discussed whether \$500 is sufficient. Others debated whether increasing the entire budget was correct or should they maintain the bottom line and look for unallocated funds in a different line item.

Bear withdrew the motion.

Brad moved, and David seconded, that the Board move \$1000 from the Board budget Concerts line item to the Board budget Research line item.

BoD: Jack questioned whether this qualifies as research and whether the Board should have a Legal Issues line item in their budget. Leslie responded that the Legal Issues line item in the GM budget is for routine legal matters. The Research line item in the Board budget was used earlier this year when the Board requested a legal opinion from our land use attorney on re-zoning part or all of the Fair property as a conference/fairgrounds. This is legal research.

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

BYLAWS CHANGES RE CLARIFICATION OF MEMBERSHIP AND BOARD QUALIFICATIONS

Bear moved, and David H seconded, that the Board request the advice of the Bylaws Committee about a possible amendment to the Bylaws concerning the age limit for service on the Board (later added by friendly amendment: "and other membership issues", which advice may include a recommendation of action or no action, and that the Committee report back to the Board within two months of the receipt of our legal second opinion.

Peach Gallery: Palmer (Bylaws Committee member) said that this committee is probably the most conservative committee in the OCF. They serve the needs of the Board and the OCF and prefer specific directions. Jen-Lin responded that members of the Election Committee would like to join in the discussion to identify those ambiguous areas. Each year, the Election Committee handles the gray areas of determining the intention of "participate in the Fair" as written in the Bylaws.

BoD: Jack — this is not the way we do this. The Election Committee should write a specific proposal to the Board that will send it on to the Bylaws Committee if it is approved. Charlie — Actually, the truth is somewhere in the middle. It is the Board's responsibility to set policy, i.e., appropriate age limit and to clarify the intention of "participate in the Fair" as it relates to membership qualification. Jim (Bylaws Committee member) agreed with Charlie and added that this motion is an example of the tale wagging the dog.

Bear withdrew the motion.

So, perhaps, these issues will be addressed within the appropriate process after the second legal opinion is received and we have had an open discussion on youth involvement.

The BoD did not address the Revenue Projection topic as all of the data was with Steve Gorham, who had a conflict with a meeting in Salem. Hilary assured the BoD that the Budget Committee could still proceed until next month. The meeting ended early, 9pm!

Jim postponed the Ken Kesey Memorial Sculpture item and he withdrew the Reconsider Elders Decision item. The Community Puppet Theater Donation died for lack of a presenter and Registering OCF Name was tabled.

The next Board meeting will be held on December 2, at EWEB at 7pm. The agenda, subject to change, will include: Revenue Projection (Treasurers), Ken Kesey Memorial Sculpture (Jim), Registering OCF Name, Employee Bonuses (Jack), Donations: First Night and HIV Alliance Riverwalk (Diane), Second Caretaker Job Description (Personnel Committee), Vehicles out of the 8 Sunday Night (LT), and Graduating Teens (Jack)