

OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING MINUTES, 10/6/03

PRESENT: Jim Newhall (aka Dr Jim), David Helton, Brad Lerch, Bear Wilner, Marlene Monette, Lawrence Taylor (aka LT), David Liberty, Charlie Zennache, Diane Albino, Jack Makarchek, and Jim Sahr & Marlene Monette (alternates).

NOT: Charles Drew

Note: Charlie arrived during the Site Manager's report and Diane & David L left after the motion on the Endowment Principle & Grant.

Bear moved, and Brad seconded, that the Donation to the Global Justice Not War conference be moved from new to old business.

The request was made as the conference will be held this coming weekend.

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

ANNOUNCEMENTS/CALENDAR

Craft Committee meets on the 2ND Wednesday of each month at the Fair office at 6pm.

Tues. 10/28 The Long Tom Watershed Council will hold its business meeting at EWEB, at 6pm

Mon. 11/17 The Board work session to discuss Craft Issues will be held at Central Presbyterian Church, 15th & Ferry in Eugene, 7PM.

The Personnel Committee seeks new members. Experience in human resource management is appreciated. Submit letters of interest with qualifications as soon as possible.

MINUTES APPROVAL

Jim moved, and Dr Jim seconded, that the minutes of the September 2, 2003, meeting be approved.

The motion passed: 7 in favor, 0 opposed, and 2 abstentions (Bear & David Liberty).

MEMBER INPUT

Anna Scott (Energy Park) thanked the OCF for hosting the Long Tom Watershed Council Annual Celebration. A great band played on into the afternoon. Hopefully, the word will spread and more folks will attend next year!

The Chili Herders won a \$100 prize for the Best Decorated Booth at the Third Annual Trail's End Chili Challenge held last month in Veneta! The cooks wish to thank the ambiance/decorating team of Cathy Coulson (artisan), Nancy Bebout (Energy Park Co-Coord), Jay Hogan & Todd Hildebrandt (Energy Park) for transforming our 10X10 pop-up booth into a lush Dragon's kitchen! Apparently, the chili, a chili verde recipe, wasn't traditional enough to win. Many thanks to Niki Harris and Diane McWhorter (artisan) for designing and printing our t-shirts, respectively. Thanks to Sue Theolass (Community Village) for donation of beeswax candles, and to Half-Moon Farm & Stillpoint Farm for wonderful, organic, and inexpensive produce. The recipe may be published in a future issue of the Fair Family News.

STAFF & OFFICER REPORTS

General Manager Leslie announced the Jill Heiman Vision Fund grant awards: \$6,000 to Centro Latino Americano for their basic needs program, \$4,000 to Parent Partnership in Cottage Grove which supports homeless youth, and \$1,503.58 to Womenspace for their shelter programs, for a total of \$11,503.58. The fund recently received another check so the Treasurers will decide if it should be allocated this year or be held for next year's grants.

It has been a busy month with employee evaluations, many meetings debriefing this past Fair and planning for the next one, beginning meetings with the Budget and Financial Planning Committees, and the Eugene Celebration. Thanks to the Personnel Committee and all who participated in the evaluations. This is the most direct means to communicate how well the staff is doing and to consider new areas to develop and focus. The Eugene Celebration was a lot of fun! Thanks to Andy Strickland (Caretaker) for a fantastic job organizing and creating a wonderful entry. And thanks to Anne Morris (VegManECS) for all of the teddy bears that they gave away along the parade route. Thanks to norma for updating the website and organizing the Board retreat.

Thanks to Steve Wisnovsky for hosting the Long Tom Watershed Council Celebration and the AAA Cross-Country Run. Thanks to the Management Team that gave up a beautiful, autumnal Saturday to sit indoor debriefing & planning. Thanks to Russell for hosting the meeting. Thanks to Marge Wise, who submitted her letter of resignation, for her wonderful work as Vaudeville Co-coordinator.

The Budget Committee will begin evaluating the next two-year budget cycle. They intend to finish by mid December. So, coordinators, when you receive your information, the Budget Committee really does mean, "the packets are due back in two weeks." LTD notified Leslie that the OCF should anticipate a huge increase in LTD expenses next year. There are no more charter rates and we will have to pay the full fee, \$14/hour more.

Leslie thanked the four Board members who are not running for re-election for their service: Charles Drew, Charlie Zennache, David Liberty and David Helton. She added that serving as a Board member is one of the hardest volunteer jobs and she appreciated their willingness to take leadership for the Fair. She values their intelligence, commitment, and insights. "I will miss you." (Applause by all present)

Administrative Assistant norma also thanked the outgoing Board members. She reminded them that they must be present at the next meeting, at least until the election results are ratified. norma thanked Andy for his work with the Eugene Celebration; it was really fun! Thanks to Anne Henry (artisan) for compiling all of the information on the feedback forms. This will be posted to the web soon. Thanks to Anne Morris who has resigned as VegManECS Co-Coordinator. Norma has spent the past month updating the website, planning the Board retreat, which will be held in a new venue, and mailing poster contest applications.

Site Manager Steve Wisnovsky thanked the outgoing Board members, saying that having sat on that side of the table he appreciates the time, energy and patience required. Each one is a member of the group that helps pull the stone up the hill one more year! Steve thanked the crews that have come out to the site for clean up and flood preparation. Special thanks to Tom Heneghan (Fire Crew) for the generous loan of his three fire trucks. They kept one ready on site throughout fire season. Thank the gods and goddesses we've made it through another one (it was raining during the meeting, first rain in three weeks). Thanks to Jean Heneghan (artisan) for allowing Tom to indulge his avocation. Thanks to Richard & Beverly Strickland, Andy's parents, who donated two Imacs to the site office that they salvaged from a school dumpster in Tacoma. The Long Tom Watershed Council held a nice gathering/celebration on site. And this was the third year of the Elmira High School Cross-Country Oregon Country Fair Invitational, held on Thursday, September 25. The Elmira team began training on site during the fall and spring three years ago when Fern Ridge Reservoir was closed. This is a great event as it brings many folks from across the state to the site that may not see it otherwise. It's also a great outreach to our local youth that begin to take pride and responsibility for our land. He would like to have the site ready for the floods by November 1, before Andy leaves for his vacation to Chile. Help would be greatly appreciated.

Note: Charlie arrived during Steve's report and assumed facilitation for his final meeting.

Treasurers' Report Hilary was very pleased with the many people who participated at last month's work session on Financial Planning. She prepared an overview of the Fair's financial controls and procedures. The Fair does well by the Nonprofit Standards promulgated by the Better Business Bureau. Nonprofits are increasingly being evaluated by achievement of program goals. It is important for the Fair to keep our mission in mind when we do our financial planning; we could use ongoing discussion to voice our mission clearly. Of the questionnaires she received back, the one common point of agreement is support to develop other revenue sources, such as grants and planned giving programs. She would like to continue the discussion started at the work session. Leslie thanked Hilary for all of the preparation Hilary did for this work session. She provides an abundance of rich material.

Steve Gorham, aka Grumpy, added that the Fair should end the year with excess revenue, including the \$25,000 donation to the Endowment principle. Next month the Budget Committee will present for approval its 2004 Revenue Projections. This will set the bottom line for expenses. They have discussed several changes including: restructuring booth fees, increase ticket prices, and hold/decrease costs. At present booth fees are equal to the number of camping passes, wristbands, and day passes purchased. The Budget Committee may request an additional flat booth fee. Fairies should contact the Budget Committee, and/or the Board, if they have questions or concerns about these changes.

President Jack appreciated the financial planning work session; it was very enlightening. It became glaringly apparent how dependent we are upon the gate. And though he is not a proponent for a big advertising campaign, nor does he advocate that we change who we are to attract a wider population, Jack advocated that we all talk up the Fair to our family, friends, and co-workers. Invite them to come during the day; buy a ticket!

He has also been thinking about the Board members who are leaving. Each one has a special place in his heart. Jack thanked David Helton for his tenacity to discuss hard issues. David Liberty brought a wealth of experience in committee work and has been a creative visionary that brought many projects to fruition over the course of a long time, including The Far Side. Charles Drew is a dear friend to Jack and also has a deep history with the Fair. Thank you for your work on the Personnel Committee, the Board, and operations. Charlie Zennache has played an important role in most everything Jack has done as President of the Board. Charlie was always available to discuss questions. Jack thanked Charlie for being unwaveringly supportive and helpful. Thank you all. I love you.

COMMITTEE REPORTS

Personnel The committee is compiling the results of the employee evaluation. They appreciated the good turnout this year.

LUMP (Land Use Management Planning) The committee will meet on October 14, at the town office at 7pm. All are encouraged and welcome to attend.

OLD BUSINESS

DONATION TO COMMUNITY PUPPET THEATER

Bear moved, and LT seconded, that the Board donates \$500 to the Community Puppet Theater (CPT). Peach Gallery: Norma Bengiat-Zasloff explained that this year's production will center on a spiritual and physical journey through el Dia de los Muertos. It has been created in collaboration with el Centro Latino Americano. The free, bilingual performances model positive values embracing peace through fantasy and imagination. The funds will be used to cover production expenses.

BoD: Bear – The OCF is one of a few organizations in the state that helps keep puppetry alive. LT appreciates the cultural sensitivity and respect the CPT models. He encouraged Norma to participate at the Fair and the Culture Jam.

The motion passed: 10 in favor and 0 opposed.

DONATION – PEACE, JUSTICE AND MEDIA CONFERENCE

Brad moved, and Dr Jim seconded, that the Board donates \$500 to Peace, Justice and Media Conference presented by the Justice Not War Coalition (JNW).

Background, Michael Carrigan (Community Village) – The Justice Not War Coalition held its first conference after September 11, 2001. In response to the great interest and need they decided to hold a conference each year. This year's event will be held on October 9-12. The free workshops will provide participants with skills to be effective advocates for peace. This year's topic will train folks not only how to communicate with media, but how to create media. They are also hosting evenings with Jim Hightower, Molly Ivens, and the San Francisco Mime Troupe. Eugene PeaceWorks is the sponsor for the event. This donation will help cover the conference's and organizers' costs. Any remaining funds will act as seed money for next year's event.

Peach Gallery: Anne Morris – If the Board believes in the cause, then don't tie their hands with financial restrictions. Hilary who recently returned from Earth Dance, one of many events simultaneously praying for peace, said it was very powerful. It wasn't just the ten-minute prayer, but rather, the whole consciousness of the event. This is important work and central to our goals for creating a peaceful future. JNW isn't receiving any taxpayer money. If we don't support it, who will? Leslie echoed Hilary's passion. She added that it would be good if at least our money could support the conference as the Board, officers, and staff will be at the Annual Meeting on Saturday. She encouraged Michael to bring similar workshops to the Fair! Etienne – "Shake your peacemakers!" Grumpy, who usually cautions against spending and prefers donations have a broader geographic effect, supported this motion. "Peace is always a good idea."

BoD: Bear & David expressed concern about the donation's intended use. Brad noted that Paul Richards will present an excellent workshop on "How Media Really Works and How to Work the Media." This speaker is amazing and informative! LT – Back in the 60s, folks used to say, "a demonstration didn't really happen until it was on TV." Today the media is controlled by too few. Creating our own media is vital to our culture's sustainability. Bear acknowledged that although he has been studying at the Jim Sahr school of fiscal conservatism, he is open to persuasive arguments such as he has heard tonight. Jim is glad Bear's been paying attention! However, he too has been persuaded tonight. Jack – our government is an occupation nation and 2000 more Oregonians will be shipped off to Iraq for an indefinite time. We're in the heat of it now. Charlie – this is a small counter action to the current administration's set backs for world peace and order. They have acted beyond the bonds of any legal doctrine. We must support peace actions. Brad -- "\$500 wouldn't buy a toilet seat for the Pentagon, but it would do a lot of good for our side." Marlene said that it is often frustrating being an alternate BoD member as she cannot vote and so publicly support worthy causes such as this one. The motion passed: 10 in favor and 0 opposed. (Jack stepped out of the room and Marlene voted in his absence.)

Grumpy noted that the Board has allocated \$5450 out of the \$7500 BoD donation budget.

APPOINTMENT – CRAFT COMMITTEE

Marlene moved, and David H seconded, that the Board appoints Cathy Coulson-Keegan to the Craft Committee. Background: Cathy and her husband Bill have the beautiful bamboo booth, Touch The Earth, on Shady Lane. She has been attending Craft Committee meetings and David H thinks she would make an excellent member. The motion passed: 10 in favor and 0 opposed.

ENDOWMENT PRINCIPLE AND GRANT SUPPLEMENT

Jim Sahr moved, and David L seconded, that the Board contribute \$25,000 to the endowment principle, to be held by the Oregon Community Foundation, and enough funds for a total grant award of \$10,000 this year. Background. Interest income is dismal this year. Before the market crashed and the economy worsened, the interest from the endowment principle netted \$12,000. This year, it is barely \$3,000 and the grants may need up to \$7000 for a total award of \$10,000

Leslie -- The grants are currently providing almost 100 percent of the arts education budget in the Fern Ridge School District. The staff uses the awards to seek other matching grants and thus expand the budget. Their curriculum reaches every student so the Endowment has a direct impact on the students and community.

Peach Gallery: Andy advocated moving another \$25,000 to the Oregon Community Foundation while Mike James (External Security Co-Coord) advocated moving slowly in progressive stages. He also suggested that the Fair might cut back on the grant awards as the interest income is down so much. Joseph Newton disagreed; the Fair is a solid organization and it should ride out the downslide and continue to fully maintain the endowment awards. Anna takes great pride knowing that her hard work is translated into arts education funds distributed throughout the community. It is essential to the people who need it.

BoD: LT – at the last work session he proposed "altering consciousness, transforming culture, and sustaining the environment " as an OCF mission statement. The endowment awards do this. Art saves lives. When David L was young, it was art that radically changed his life by teaching him to see the world differently. Art teaches one how to communicate their vision and challenge their perceptions. David H supports supplementing the grant awards, but he has concerns and questions about collaborating with the Oregon Community Foundation. Hilary explained the basic Oregon Community Foundation member information. Charlie supports the motion and he disclosed that his wife is a grant reviewer for the Oregon Community Foundation. Others echoed Anna's sentiments of pride.

The motion passed: 10 in favor and 0 opposed.

Note: Diane & David left at this break in the meeting.

SITE MANAGER'S SABBATICAL

Marlene moved, and Brad seconded, that the Board approves Steve Wisnovsky's sabbatical.

Peach Gallery: Staff are eligible for a three-month sabbatical after seven years. Steve's sabbatical will begin December 1, and last through February 2004, the quietest months on site. Steve hopes to pursue long-term projects that rarely receive the attention they deserve because the short-term and immediate needs remain on top of the to-do pile. He wants to research innovative methods to deal with the graywater generated by the shower trailers during the event. The LUMP Committee (Land Use Management Planning) is also considering the next wetlands restoration project, which might include enhancing the lagoon on the Far Side. At present, it is a bio-desert, lacking in complexity and diversity. Additionally, he wants to research the permit regulations for placing a new bridge to the Far Side campground. The Long Tom is classified as a "navigable river" and as such is heavily regulated. In general, he wants to vision how the Fair site will look and work for us 15, 20 years in the future. He will also indulge in some psycho/spiritual rejuvenation. Many members of the Peach Gallery and Board were concerned that his plans didn't include enough rejuvenation. Their protests ceased when Steve said that he also plans to spend time with his new toy, a sea kayak! Leslie – sabbaticals are an incredible opportunity for staff to take time off from their daily responsibilities and bring something back that enlarges our vision. She would like the OCF to make a deep commitment to being a green organization. She appreciates Steve's work and thoughts on this regard.

BoD: Brad said he was skeptical about sabbaticals when the Personnel Committee began talking about them many years ago. Then Leslie took one and the Culture Jam is one of the net results! Hearing Steve's vision is exciting. Brad is honored to send Steve off on this journey. Bear, Charlie, and LT echoed Brad's sense of honor and pride.

The motion passed: 9 in favor and 0 opposed.

RAVE ACT OPPOSITION

Bear moved, and LT seconded, that it be the policy of the Oregon Country Fair that the Fair strongly opposes the RAVE Act and all other laws or proposed laws that would impose criminal or quasi-criminal liability on the innocent owners or operators of private property for violations of law committed by their patrons. The Fair encourages its members and supporters to work to reform these laws. The Fair specifically urges Congress to repeal the RAVE Act.

Background: The Rave Act was attached to the Amber Bill last April and passed through Congress. It expands the scope of prior crack house statutes stating that anyone convicted under this law may face criminal and civil penalties up to \$250,000 and 20 years in prison. Bear will also present motions next month to donate to the national Drug Policy Alliance and renew membership with the Marijuana Policy Project.

Peach Gallery: Anne – Great. Other members – thumbs up! Anna agrees with the direction but cautioned that this puts the OCF on public record and the motion should be crafted carefully. Hilary supports this concept, but thinks funds would be better spent educating our own membership and community. Joseph – The OCF should be on record as opposing this law. We can obey the law while simultaneously acting to change it.

BoD: One of LT's favorite bumperstickers is "Silence will not protect you." We must educate our community and contribute nationally. Bear agreed. We must be clear that violating the law at our event, on our private property, is not effective. We must take real action in the real world. Jack – this is the courageous thing to do. Marlene – as our government protects us from terrorists, they are stripping us of our civil rights. We must restore our community. David H – this law has created an atmosphere of fear. The OCF will continue, but many smaller venues have shut down. Brad – no matter how big a stick the one or two percent wields, the grassroots are more powerful.

The motion passed: 9 in favor and 0 opposed.

BUDGET ISSUES – GM BUDGET INCREASE

Jack moved, and Dr Jim seconded, that the Board adds \$1200 to the Repair & Maintenance line item in the GM Budget to cover costs to vehicle due to an accident caused by an uninsured volunteer.

Peach Gallery: Hilary – we are self-insuring this one.

The motion passed: 9 in favor and 0 opposed.

The Holocaust Memorial Project was tabled until next month as the presenters are celebrating Yom Kippur tonight.

The next BoD meeting will be held on Monday, November 3, 2003, at EWEB at 7pm. The agenda, subject to change will include the above-tabled motion and the following new business: Ratify the Election Results, Appoint Officers, Appointments – VegManECS Co-Coordinator, Consider Developing New Employee Job Descriptions, Far Side Easement, Revenue Projections, Donations to: Skipping Stones, Eugene Education Fund, Drug Policy Alliance, and Whiteaker Thanksgiving; and Renew Memberships with CCPA (WoW Hall) and Marijuana Policy Project.

Minutes by Jen-Lin