

OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING, 11/3,03, MINUTES

PRESENT: Outgoing Board Members: Charlie Zennache, David Helton, David Liberty, and Jim Sahr. New Incoming Board Members: Brad Lerch, Bear Wilner, Diane Albino, Jim Newhall (aka Dr Jim), Jack Makarchek, Anna Scott, Greg Rikhoff, Katie Cousins, Lara Howe, Michael Mielnik, and Marlene Monette and Lawrence Taylor (aka LT) (alternates).

NOT: Outgoing Board Member Charles Drew.

ANNOUNCEMENTS/CALENDAR

GM Leslie Scott is a new, proud grandma! A baby girl, Hotaru, was born to her son and daughter-in-law on Sunday, 10/19.

Lisa Rogers, passed away on October 14, from an aggressive form of cancer. Our thoughts go out to her husband, Sheldon Doughty, (Traffic Co-Coord).

The Personnel Committee seeks new members. Letters of interest may be submitted via the Fair office. The OCF seeks a new Recording Secretary. Inquiries about the position's responsibilities may be forwarded to Jen-Lin via the Fair office. Interested fairies may submit letters of interest to the Board via the Fair office.
Sat. 11/15 Highway Pick-Up. Meet at the WareBarn at 10am.
Mon. 11/17 Work session to discuss Craft Issues. Meet at Central Presbyterian Church, 15th & Ferry in Eugene, 7-9pm.

MINUTES APPROVAL

Dr Jim moved, and LT seconded that the minutes of the October 6, 2003 Board meeting be approved. In reference to Jim's comments about the Board donation process, Hilary recommended that the Board consider revising the process and review donation requests on a quarterly basis. The motion passed: 10 in favor and 0 opposed.

MEMBER INPUT

Virgil Courtright (Archaeology Coordinator) announced that he would resign after the 2004 Fair. The crew intends to nominate DJ Rogers as the new Archaeology Coordinator. The Board and Peach Gallery repeated rounds of "Thank you, Virgil!"

He would also request that the Board set a work session on Archaeology Policy.

STAFF & OFFICER REPORTS

General Manager Leslie thanked everyone who participated in the annual Board retreat. This is a good process to pass the baton and get to know each other as whole people outside of our respective roles. Leslie left the retreat on Sunday morning to welcome her new granddaughter. She appreciates our unique culture that allows people to be whole people and make space for their lives such that the arrival of a grandchild has a higher priority than one's job. Thank you norma for all of the retreat organizing! Thanks to the Election Committee for a great job on the annual meeting.

Leslie has been working on the 2004 budgets quite a lot. Thanks to Hilary (Co-Treasurer) who did an incredible job helping her rewrite the budget handbook and forms. Coordinators, be sure to review them for new changes and return the budget forms a.s.a.p. Fifteen property tax bills were delivered to the Fair office today; Leslie will report back next month.

Administrative Assistant norma thanked the retreat participants for a wonderful, bonding experience. Thanks to Robin Bernardi for staffing the office while norma attended her niece's wedding back east. And she thanked the Fair family for being a welcoming community to return home to. The poster contest is under way. Applications are available through the Fair office. Thanks to the Election committee for doing a wonderful job with the Annual Meeting. A new contact sheet will be mailed to the coordinators soon.

Site Manager Congratulations, Grandma! Andy Strickland, Site Caretaker, is in Chile on a much-deserved vacation. He will return in early December. Until then, Steve will be on site Friday through Tuesday (as usual)

and a series of guest caretakers will also be staying on site. Thanks also to the other site residents: Animal, Tommy, Big Mike and Betty, for helping to maintain a site presence. Thanks to the hardy group of VegManECS who placed the hay bale dams for erosion control yesterday. They worked through the pouring rain and snow. Yes, snow on November 2! The site is ready for the floods. This seems like the start of a very interesting winter. Steve and Mark Doyle (Site Crew backhoe guy) are working on a graywater drainfield permit for the shower facility on the Far Side, and they were able to complete the test pit and soil analysis portion of the process before the ground got too muddy. While they were working over there, they also hauled out a truckload and a half of camping debris, including tents with tent tags! The Far Side campers have generally been very conscientious about "Leave No Trace" camping. This spirit will have to be reignited.

The site is beautiful, with the leaves turning colors and falling; come on out for a walk! Please tread lightly.

Treasurers Budget season has begun. The first Budget Committee (BC) meeting will be held tomorrow night where they will review budget-crew liaisons. They are short-handed as Eric Nusbaum (Kitchen Co-Coord) is taking a sabbatical, Charles Drew moved to Florida, and Sheldon Doughty may also take a short leave. Hilary encouraged coordinators to talk with their liaison about any increases, as the BC really wants to limit them overall.

President Jack said that he has developed a nice relationship with Sheldon over the years. He loves and appreciates Sheldon and wants to support him through this difficult time.

The Board is experiencing a unique change with such a high turnover in Board members. Thus, they reviewed everything in great detail about being prudent, responsible Board members at the retreat. And Jack thanked the outgoing Board members one more time.

Jack would support and appreciate any coordinator that wants to decrease their budget. The two themes he wants to promote this year are doing more with less and increasing the Fair's attendance. We should be able to put on the event for less. It is just too difficult to accept a million plus budget. He encouraged Fair family to talk up the Fair to their families, friends, and co-workers. "Visualize a 20,000 person gate on Saturday." It's possible.

Lastly, Jen-Lin is resigning as Recording Secretary. "I love her dearly and have looked up to her as long as she has served as Recording Secretary. She did more than anyone to clarify my words." Jack appreciates the sincerity and integrity that she exhibits.

COMMITTEE REPORTS

Personnel Committee (PC) -- Marlene announced that the Employee Evaluations have been completed. All of them received stellar marks, which confirms what we already knew; "we have a great group of wonderful employees."

PC needs new members. They are a hard-working committee that acts as a liaison between the employees and the Board. Interested candidates should have experience in personnel and human resource management.

OLD BUSINESS

RATIFY ELECTION RESULTS

Charlie moved, and Dr Jim seconded, that the results of the October 11, 2003, Board election be ratified and that Anna Scott, Greg Rikhoff, Katie Cousins, Lara Howe, Michael Mielnik, and Lawrence Taylor (alternate) be accepted as Board members.

Peach Gallery: Don Doolin (External Security Co-Coord) thanked everyone for the experience and announced his intention to run again next year. Howard Galvin (Grievance Administrator) thanked the outgoing Board members. He spent one of the best years of his life serving with some of them. He encouraged the new BoD members to speak their hearts. Joseph Newton (Recycling) congratulated the new BoD members. Anne Morris (VegManECS) thanked the old and new Boards. She added that it is a really hard job and she appreciates their struggle to make the right decisions.

BoD: Charlie – The Fair's greatest strength is people power. We were very blessed this year that there were so many wonderful candidates willing to make the commitment to do the best they can to serve the Fair. David Liberty said that serving as a Board member is the most educational class he ever experienced. The people are

fabulous; the ideas are complex and lofty. Together the Board members and Fair family aspire to be greater than they are individually. "Thank you for the opportunity to serve."

The motion passed: 10 in favor and 0 opposed.

And thus, Charlie Zennache, David Helton, David Liberty, and Jim Sahr left the table and Anna Scott, Greg Rikhoff, Katie Cousins, Lara Howe, and Michael Mielnik joined the Board.

APPOINT OFFICERS

Bear moved, and Brad seconded, that the Board appoint Jack Makarchek as President, Hilary Anthony and Steve Gorham as Co-Treasurers, Heidi Doscher as Membership Secretary, and Jen-Lin Hodgden as Interim Recording Secretary. The Board is soliciting letters of interest for the Recording Secretary position.

Peach Gallery: Joseph thanked Jen-Lin for continuing to serve as Interim Secretary.

BoD: LT – "We see Jen-Lin's work all the time; occasionally we see Heidi; we are fortunate to have a CPA and an attorney handling the funds, and if you don't vote for this motion, then you don't know Jack!"

The motion passed : 10 in favor and 0 opposed.

DONATION – HOLOCAUST MEMORIAL PROJECT

Brad moved, and Katie seconded, that the Board donate \$500 to the Holocaust Memorial Project. Brad later offered a friendly amendment, and Katie agreed, that the OCF would become a member of the Holocaust Memorial Project in the amount of \$500. This changes the specific line item from the Board budget to support this group.

Background: Robin Marks Fife and Jonathan Seidel represented the Holocaust Memorial Project. It is an educational organization about war, genocide, and the present holocausts, using the classical arts with the Holocaust as a backdrop. Their mission is "1) to remember Shoah through the arts, 2) to honor the memory of millions who perished, 3) to pay tribute to the will of those who survived, 4) to bear witness so that those distanced by time, place, or prejudice will yet be reached, and 5) to draw attention to similar, contemporary aggressions and to build understanding, respect, and appreciation for diversity." They are a 501(c)3. Funds will be used to continue printing brochures and support new programs. One goal is to conduct teacher-training workshops on Holocaust related topics. They also want to organize "civic and spiritual events such as vigils, commemorative and interfaith gatherings."

BoD: Greg, who works for the City of Eugene's Human Rights Commission, said that most of Eugene's hate crimes tend to be anti-Semitic. Robin and Jonathan reassured LT that they would include the present aggression against the Palestinians in their programs. Michael asked about their use of paid staff. Robin & Jonathan responded that they must develop the Board first and then develop the staff. After Diane noted that this would leave \$850 for the rest of the donation requests before the Board tonight and next month, Bear moved to change this item from Board donations to Board memberships, but no one seconded it. Michael said that it seems to be a good project, but he is concerned about the OCF endorsing religion even in the form of ecumenical, spiritual program. Leslie inquired further about membership opportunities. It is a good method to publicly show the OCF's support for specific groups and issues. Brad then offered switching the line item from donation to membership as a friendly amendment and Katie accepted. Jack pursued Michael's concerns and questioned Robin & Jonathan. Robin responded – they are an inclusive project that brings people of different religious faiths and beliefs together to open up dialogue and break down barriers that keep us separate. Jonathan – it is trans-religion. Jack trusted their answer, but Michael remained skeptical. Bear supported the concept, but he was concerned that the program seemed "vague and inchoate" at this time. Greg – this requires a leap of faith, a willingness to take risks. The holocaust targeted gypsies and gays, not just the Jews; now it's happening in Rwanda, Bosnia...

The motion passed: 7 in favor and 3 opposed: Bear, Michael, and Lara.

DONATION – SKIPPING STONES

Bear moved, and Lara seconded, that the BoD donate \$500 to Skipping Stones.

Background: Arun Narayan Toke, editor, said that Skipping Stones, a children's art and literature magazine has just finished its fifteenth year. They have good local and national publicity and use submissions from youth locally and internationally. They recently lost some basic grants and they would appreciate the Fair's continued support. The Fair's donation would allow them to give free subscriptions to Lane County schools.

Peach Gallery: Thumbs Up!

BoD: Bear – this is consonant with our mission and goals. Marlene supports this motion as it gives youth the opportunity to be published. Jack appreciates the metaphor of skipping stones. He spent a lot of time as a youth and still as an adult skipping stones. It is just too cool!
The motion passed: 9 in favor and 1 opposed (Katie).

DONATION – DRUG POLICY ALLIANCE

Bear moved, and LT seconded, that the BoD donate \$500 to the Drug Policy Alliance (DPA) with the funds earmarked for the Rave Act Campaign. This was later changed by Katie's friendly amendment to a \$100 membership with the Drug Policy Alliance.

Background: Bear – this follows up on the policy that the BoD adopted last month. This will put our money where our mouth is. The DPA meets the criteria for OCF donations – they are a 501(c)3 organization and they do not endorse any election or candidate.

Peach Gallery: Anne, Mike James (External Co-Coord) and Charlie – This law must be stopped; it threatens our very existence. Hilary opposes the Rave Act, but she is not convinced that this is the best use of our money. Joseph agreed with Hilary; we should work with local groups to educate people here about the issue. Leslie – the intention of the BoD Donation budget is to support groups in Oregon and the northwest. If this motion passes, nothing will be left for the four groups also requesting donations next month. She wondered if the OCF could support the Drug Policy Alliance as a member. This would cost less and it would yield a greater impact. The Fair would receive national recognition of our support for the Drug Policy Alliance. Charlie – In 1997, the BoD added a \$7500 law reform line item to the BoD budget to fight the forfeiture laws. The BoD could reinstate this line item during budget approval.

BoD: Michael supported Charlie's idea and he would like to support local, grassroots organizations with the same goal now. Dr Jim – The OCF should be in the front of the battle against the drug laws. LT – the Rave Act affects more than our own survival, rather it affects the individual choices people are free to make about their own minds and bodies. Jack agreed with Dr Jim and LT, but cautioned against moving hastily. The BoD controls the budget and thus, it can delay this immediate good feeling now until January and do more then. He doesn't want to face saying no to Food for Lane County's Garden project next month. Bear – The Fair should support local and national groups. The BoD knows how much excess revenue will be available by the end of 2003 and as it controls the budget it can vote to increase the Donation line item. This is a federal law and it needs a national response. The Drug Policy Alliance lobbies directly with Congress, distributes news re civil liberties and drug laws, and organizes grass roots actions. Katie – it isn't prudent to subjectively increase the budget. She did not support the Skipping Stones request because she weighed it against other donation requests. Katie offered a friendly amendment to change the motion from a \$500 donation to a \$100 membership. Bear and LT agreed. Greg and Michael said they could support this motion now knowing that it would be revived again soon. LT stated his commitment to revive the Law Reform Committee and to make it an effective body of this organization.

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

MEMBERSHIP – WOW HALL

Diane moved, and Dr Jim seconded, that the BoD renews their \$500 membership with the WoW Hall (Community Center for the Performing Arts – CCPA). This was later changed by Dr Jim's and Bear's friendly amendment to increase the membership line item sufficiently to cover the \$550 membership renewal to the WoW Hall.

Background: Bob Fennessey said he's been coming to the BoD requesting funds for ten years. He's thrilled that the Fair has maintained a \$500 membership, however \$500 doesn't buy as much as it did ten years ago. He wondered if the BoD would consider a higher amount next year.

Peach Gallery: David H – the WoW Hall does more that embodies Fair values than any other organization. As the bumpersticker says, "Art Saves Lives", punk music saved his life and the WoW Hall is a good place for youth now. It is consistently the best venue in town. He advocated for a minimum increase of ten percent. Steve Gorham (Co-Treasurer) – if passed, this motion will put the Membership line item over by \$150. He added that he supports this motion anyway. Palmer Parker (Fair Central) will support the BoD any time they exceed the donations or memberships line items.

BoD: LT – the original sister organizations are OCF, White Bird, Growers Market, and the WoW Hall. Dr Jim offered a friendly amendment to increase the amount to \$550. Diane accepted. BoD members reminisced about

their earliest WoW Hall experiences. Diane trumped them all; her mother taught dance at the WoW Hall in the 50s! Michael loves the WoW Hall, but he would like them to make it easier for those performers who helped raise funds to buy the building to use the venue now. Bear offered a friendly amendment to increase the membership line item sufficiently to cover the \$550 membership renewal to the WoW Hall. Diane and Dr Jim accepted. Anna volunteered to represent the OCF at the CCPA's annual meeting. The motion passed: 10 in favor and 0 opposed.

MEMBERSHIP RENEWAL – MARIJUANA POLICY PROJECT

Bear moved, and LT seconded, that the BoD increase the Membership line item by \$150 and renew the OCF membership for \$150 with the Marijuana Policy Project.

Peach Gallery: Thumbs Up!

BoD: Anna noted that their literature states they encourage direct, grassroots action. She wondered how that is implemented. Norma responded that they would send an e-mail to the Fair office that she would forward to the BoD members, but this has not happened yet. Brad – the OCF would have to join the MPP's listserve to receive this information.

The motion passed: 10 in favor and 0 opposed.

APPOINTMENT – VEGMANECS CO-COORDINATORS

LT moved, and Marlene seconded, that the BoD appoints John Burgess, Jr (Chewie), Dahinda Meda, and Howard McCartney as the VegManECS Co-Coordinators. This will ratify the VegManECS coordinators' election held last month.

Peach Gallery: Anne – the crew's strength is that it allows many people to be leaders. She wished the new coordinators good luck and offered her assistance if requested. Charlie said he had the honor of being a VegManECS crew and recommends all three coordinators. Chewie – his election/appointment is proof that perseverance pays off.

BoD: Marlene thanked Anne who is stepping down from her co-coord. Position. She has been a wonderful coordinator and a valuable asset. Brad thanked Anne for her service. She has done a great job and carried leadership close to her heart. Congratulations, Chewie; it's been a long time coming! LT also thanked Anne. He added that one often thinks of Dahinda and Howard as coordinators and many have assumed that Chewie was a coordinator already by his very visible presence on site!

The motion passed: 10 in favor and 0 opposed.

REVENUE PROJECTIONS

Bear moved, and Greg seconded, that the Board approve the Financial Planning and Budget Committees Revenue Projections for 2004 as presented in column X, page 2 of the BC packet. This includes the following changes:

1) Increase public ticket prices, pre-day of sale \$1 per and Day of Sale \$2 per. Thus ticket prices (excluding Tickets West fees) will be

	Fri.	Sat.	Sun.
Pre	\$13	\$16	\$13
Day	\$16	\$19	\$16

2) Add a set booth fee to the current fees of \$50 for strolling vendors, food carts, and true non-profits; \$100 for all other booths.

3) Barter Fair Vendor fee: \$50 per vendor.

4) Site Usage Fee for organized individual (i.e., birthday parties or weddings) and group events (i.e., conferences held at Alice's).

Background: In response to Jack's inquiry this motion does not include pass sales for the additional five percent increase of SOPs that was delayed last year. Leslie – the Budget Committee considered various options to recover the increasing costs of putting on the event with the policy and operational changes adopted last year. Starting last year, the Fair's insurance carrier refused to carry the food booths. The Fair also spends time and

resources helping booths. For example, crew from Construction and Main Camp help booths tear down condemned booths and haul off and dispose dimensional debris. Fuel costs are higher, especially with the Fair's commitment to bio-diesel fuel. And the barter fair requires extra porta-potties, water, and staff. Operations are also researching a 3-Day Ticket, but it may not be developed and ready until the 2005 Fair.

Peach Gallery: Charlie supports this motion. The ticket price is still cheaper than concert tickets although he is concerned that charging vendors for the barter fair may raise legal concerns and make it appear as if we're holding a three-and-a-half day event. He would prefer to see the barter fair return to what it is supposed to be not what it has become. David H opposed this motion because he said the BC hasn't listed why the increases are necessary and that there hasn't been time for public dialogue on these proposals. In response to those who state that booth people can make money at the Fair as opposed to staff, David asserted that their livelihood is making a living selling their handmade items. David continued to assert that the Revenue Projection process is backward. Only after expenses have been approved should the Board approve the Revenue Projection and make necessary fee increases at that time. Dean Morrow (artisan) preferred a set increase in the cost per pass rather than a flat booth fee. Leslie offered the following increased expenses: insurance will probably increase this year as volunteer insurance doubled last year, a number of fixed costs have gone up dramatically; the BoD's no cars in the Eight on Sunday night means people must stay until Monday morning which requires more pre/post Security staff and more continued services for water, toilets, etc. More pre/post staff is required during the barter fair. Hilary – if all of the budget requests were added up before the BC trimmed them back, the additional \$70,000 would already be spent. Whitebird and Fair Central have expanded hours, in addition to increased insurance costs, buses will increase \$14 per hour. Entertainment contracts should also be reviewed. Then there are capital projects to consider – We have only one truck that is younger than the Fair and infrastructure needs improvements. The set booth fee is designed to be dispersed among the whole booth and not just affect the cost for each person working in the booth.

10:00 pm. Bear moved, and Marlene seconded, that the meeting be extended by half an hour. The motion passed: 10 in favor and 0 opposed.

BoD: Bear agreed with Grumpy (Steve G) that the BC is matching the needs of the Fair with expenses. The Revenue Projection must be approved tonight for the BC to move forward. LT – We committed ourselves last year to a new policy of no cars in the Eight on Sunday night and now the BoD must back up that policy. He also advocated that the deferred five percent SOP increase be reinstated this year. Anna – the process can be debated all night long, but the future and current expenses need support now. Katie – it is wonderful that the Fair is changing and growing. She supports this motion as the fees are dispersed among various segments. It also highlights the point that the Fair must develop other revenue sources. Brad is struggling with the competing needs to allow more time for public dialogue and the anticipated increased expenses now. The bottom line is the Fair needs the money to take care of capital projects, infrastructure needs, and employee issues. He believes that the BC struggled hard and made a good, fair effort to create these four changes. Michael wondered how operations plan to collect the \$50 barter vender fee. He cannot support this motion because Fair family hasn't had enough time to process it. He advocated taxing those vendors that sell imports or non-handmade items such as glow sticks or cannot document that they are engaging in Fair trade practices. He added that the ticket price is high for families living at low-income or on foodstamps. He would like to offer more people the opportunity to attend the Fair. Diane – not all crafts people are doing well. She would prefer that the barter fair return to its origins of blanket vending among Fair family in the Main Stage meadow on Sunday night. It seems to cost Fair family more to participate every year. To raise more money, the Fair should pursue holding a second event, as that is what we do well. Greg is also concerned about the process, but he is willing to join the BC and work on all of these issues. Jack – none of us is considering this lightly. He wants a commitment that we are not sustaining ourselves with increases. We must learn to do more with less. The BC is doing their job. Value-engineering is the BoD's job. It's a tough choice every year.

The motion passed: 8 in favor and 2 opposed (Diane and Michael).

10:30pm. Bear moved, and Anna seconded, that the meeting be extended until 11pm or we are asked to leave whichever comes first.

The motion failed: 5 in favor and 5 opposed (xxxx – sorry, it was late and I didn't get the names of those opposed. People's tempers were getting short.)

Greg moved, and Bear seconded, that the meeting be extended by 15 minutes.
The motion passed: 9 in favor and 1 opposed (Lara).

FAR SIDE EASEMENT

Bear moved, and Dr Jim seconded, that the Board authorize the GM to negotiate the purchase of a permanent easement across the City of Veneta property to the Far Side.

Greg moved, and LT seconded, to call the question.

The motion to call the question passed: 8 in favor and 2 opposed (Bear and Brad).

The motion passed: 10 in favor and 0 opposed.

EMPLOYEE JOB DESCRIPTIONS

Jack moved, and Marlene seconded, that the BoD directs the Personnel Committee to write job descriptions for a permanent part-time office assistant and a caretaker for the Alice's Wonderland property.

BoD: Brad (member of the PC) requested input from the General and Site Managers as well as Board members.

The motion passed: 10 in favor and 0 opposed.

NEW BANK ACCOUNT

Anna moved, and Greg seconded, that the BoD directs the GM to open a new money market account with West Coast bank with Leslie Scott and Hilary Anthony as signers.

Background: It is BoD policy that open funds be placed in federally insured, socially responsible bank accounts.

The motion passed: 9 in favor, 0 opposed, and 1 abstention (Michael).

The Donation to the Eugene Education Fund was tabled until December.

The next Board meeting will be held on Monday, Dec 2, 2003, at EWEB, at 7pm. The agenda, subject to change, may include the above-tabled item as well as the following new business: Donations to Bicycle Transportation Alliance, Eugene Irish Cultural Festival, Eddyville Charter School, and Food for Lane County Garden Project; Appointments – new Board Committee Liaisons, LUMP Committee, and Personnel Committee; Budget Issues, Digitally Film Board Meetings (Michael); and Employee Bonuses (Jack)