

OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING MINUTES, 12/1/03

PRESENT: PRESENT: Brad Lerch, Bear Wilner, Diane Albino, Jim Newhall, Jack Makarchek, Anna Scott, Greg Rikhoff, Katie Cousins, Lara Howe, Michael Mielnik, and Marlene Monette & Lawrence Taylor (aka LT) (alternates).

Michael moved, and Jack seconded, to discuss Digitally Film Board Meetings as the first item of Old Business.

The motion passed: 10 in favor and 0 opposed.

ANNOUNCEMENTS/CALENDAR

Eric Nusbaum has resigned as Kitchen Coordinator.

Congratulations to Floyd Prozanski (Back Up Manager) for his appointment to Oregon Senate District 4!

Lara announced that the OCF received the Lane County Public Work's "Special Event Trashbuster of the Year" award!

Dorcas – the Toys for Tots campaign is very short this year and could use more donations.

Please submit letters of interest to serve on the Personnel Committee to the Fair office. State your background working on personnel/human resources.

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 to the Board via the Fair office.

Sun 12/7 LUMP (Land Use Management Planning) is holding a work party at 10am on the Far Side to plant trees and whack blackberries in the test plot.

Sun 12/7 Path Planning will hold the first of several meetings/walk&talks to discuss immediate and long term goals. Meet at Alice's at noon. Contact the office for future meeting dates.

Mon. 12/29 Deadline to submit guideline changes.

Mon. 1/6 A combined BoD work session and special BoD meeting to approve the 2004 Operating Budget will be held at Central Presbyterian Church, 15th & Ferry, Eugene, at 7pm.

Mon 1/6 Deadline to submit Capital Projects requests.

MINUTES APPROVAL

Jim moved, and Michael seconded, that the Board approve the minutes from the November 3, 2003, meeting.

BoD: Marlene apologized to the membership for allowing the calling the motion during the last two items on the November meeting agenda. People do not know what this item is and she believes it circumvented the transparent process the BoD strives to achieve. It did not allow the Peach Gallery to understand what the Board was doing and why and it did not allow the Peach Gallery to speak their piece. Greg apologized for calling the question. He added that "wise decisions cannot be made through exhaustion."

Anna – the BoD received a thank you letter from the Drug Policy Alliance (DPA) for our donation to the Drug Policy Alliance Network which will be "used in part for lobbying," and is "not tax-deductible for charitable purposes." She was concerned where the money actually went because the BoD changed the original motion to a membership with the Drug Policy Alliance. Leslie said the office will clarify the matter with the DPA; norma added that she wrote "membership" on the check's memo line. The minutes are correct in that the donation was a membership in DPA.

The motion passed: 10 in favor and 0 opposed.

MEMBER INPUT

Dean Morrow (artisan) suggested the Board form an Internet Committee to research and implement on-line interaction for the Fair's committees. The Elders Committee used Paxton Hoag's (Photo ID Coord) computer until the computer crashed, never to rise again. During their on-line time, members attended meetings via cyberspace from throughout the state as well as Texas and India! He also invited fairies to join the OCF discuss list. Michael said that he will send his opinions of the meetings to the list. Brad will support creating this committee

if a core group of techno experts is willing to assume the responsibility. He put out a call for letters of interest to serving on this committee. Michael thinks on-line interaction increases democracy as it allows those unable to attend meetings in Eugene to participate. He is researching an interactive real time conferencing program that allows up to 1400 people to participate.

Randy Nowell (VegManECS) requested that Board members follow the same directions as the Peach Gallery and keep their comments short and to the point and only speak once on an issue. This will help shorten the meeting length. Arrow added that the Peach Gallery often doesn't know what the issue is until after the BoD has spoken and so cannot give informed opinions during their time. He suggested that a brief background be listed with the next meeting's agenda in the prior month's minutes and/or have a packet of background info available at the meetings.

These two items led to a long discussion of Fair and BoD communication. Grumpy – historically, BoD meetings used to last until one or two in the morning. This led to the more streamlined meetings of the past decade or more. Brad & Marlene strongly support an open process and said there is very little discussion outside of meetings. Michael added that he uses e-mail to have a better understanding about the issues so he may participate effectively. With the respondents' permission, he will forward this information to others on-line. He would like the process to be even more open.

LT recommended adding Motion to Adjourn to the standard meeting agenda when the Board is finished with the meeting.

Kay Kintzley (artisan) attended the BoD work session on Craft Issues and complimented the Craft Committee for doing an excellent job presenting the complex process. However, it left little time for discussion. She hopes there will be time to revisit and discuss craft issues. Greg agreed the work session was very informative and he looks forward to the Craft Committee bringing a recommendation about imports back to the BoD. He hopes this can be addressed in time for publication in the Guidelines.

Brad read a letter from Lee Rolfen (booth 824) requesting that the BoD ban glow sticks at the Fair. "They are toxic waste, bad for the environment and children. Please be consistent and firm on your environmental policies." Greg noted that glow sticks are part of the import discussion. Bear suggested that Lee could submit a Guideline amendment. Forms are available from the office.

LT – the BoD received a letter from the shower crew and friends that "Shadow Johanna Percilek deserves special recognition for the exemplary job she did before, during, and after the 2003 Oregon Country Fair. no one is more deserving or better suited to co-coordinate this important and much appreciated service to our Fair Family." They support her, This was followed by rounds of applause and "Yeah, Shadow!"

STAFF & OFFICER REPORTS

General Manager Leslie was moved when she received the letter from the Shower Crew. She thanked all of the Crew Services co-coordinators for a magnificent job and Shadow was clearly part of that effort. Leslie thanked Eric Nusbaum for being so wise and integrous. He worked hard to make the kitchen the heart and hearth of Main Camp. She will miss working with him.

Leslie appreciated the highly informative work session on craft issues. Jeff Harrison and Ken Kirby (Craft Inventory Co-Coords) and David Helton (Registration Co-Coord) did an amazing job developing background info and creating the agenda to orient the BoD to the huge range of issues that crafters face. She wished that the BoD had planned a three-hour work session to allow more discussion. However, it is necessary to understand the issues first and this was a great beginning.

Thanks to Craig LaFollette for repairing the Culture Jam's marimbas that the Fair bought from Shumba last year. They have been a fabulous addition to Culture Jam. The Village School helped pay for the repair costs and will enjoy use of the marimbas until next summer. She thanked Carolyn Sykora and Robin Bernardi for their excellent work on the latest Culture Jam grant submission which she sent out last week. It included wonderful letters of support from Jack, our president, as well as from Craig Smith from the City of Eugene.

The Budget Committee (BC) is meeting constantly. Thanks to Hilary and Steve (Co-Treasurers) and the Budget Committee for the good, hard work. If you want to learn a lot about Fair operations, one could sit in on a BC meeting.

Leslie thanked her colleagues for their patience while she has been teaching a class at the UoO with Carol Brewster on Event Management. It has been a wonderful experience, but she had no idea how much time it would require.

Leslie is scheduling a meeting with the City of Veneta about acquiring an easement across the former Larson property to the Far Side that is now owned by the City. The property taxes are paid. She has initiated the process to retest ash from the sauna boiler and three other fire pits for lead and chromium levels. This is a follow-up to last year's inquiry. Results will be available in a few months. She forwarded drafts of the job descriptions for the two part-time positions to the Personnel Committee. And she completed goals and objectives setting with Norma and Steve as follow-up to the employee evaluations.

Administrative Assistant Norma announced that the poster contest deadline is tomorrow. She has been working with the Budget Committee and researching new health insurance companies. Norma thanked Shadow and all of the Crew Services staff. Shadow is a shining star and it's great that her crew recognized it. Craft applications will be updated and available on-line in early January. Norma volunteered at the Whiteaker Thanksgiving Dinner where an estimated 2500 people were fed a delicious meal. She felt grateful to participate and proud of the Fair for their continued support.

Site Manager Steve – it's beginning to feel more like winter. There has been more rain, but no floods yet. This means that vehicle access is restricted (not in the floodplain, please) and site venturers should park in the gravel parking spaces by the warehouse. Thanks to Howard McCartney (VegManECS Co-Coord) for organizing another successful Highway Pick Up. They had enough volunteers to clean up part of Suttle Road, also. Our work on Hwy 126 is highly visible, but our neighbors on Suttle Road are the most impacted and the most appreciative. Thanks to all of the volunteers who participated. Andy Strickland (Caretaker) will return from vacation early Wednesday morning, hopefully, tanned, rested, and ready to jump in. Steve thanked the guest caretakers: Grant & Wynne, Nils & Cory, and others for their efforts that allowed him to have some time away. Thanks to the other site dwellers, Tommy (Communications), Big Mike, Animal, and especially Betty for also keeping an eye on the place. Thanks to Al Higgins, the sawmill operator, who returned to continue working the lumber project. The next task is to safely store what has been milled. Everyone's thoughts after the wind storm of 2002 was to put the trees/lumber to the best use possible, i.e. the big beams for the new Jill Heiman's Crossing bridge. And with Al's expertise and conscientiousness, and his and Animal's hard work, we have salvaged quite a bit. The LUMP Committee intends to re-edit the LUMP manual in 2004 and print more copies. In the meantime, we're working on getting it on the Fair's website. Steve thanked Anna for giving a wonderful power-point presentation on the Fair's land use plan and watershed enhancement projects to the Long Tom Watershed Council meeting last week! He will be at the work party on Sunday and then begin his sabbatical! Steve also thanked Dorcas (Kitchen Crew) for the delicious treats (fresh, homemade biscotti) that she brought to tonight's meeting!

Treasurers Hilary thanked the Budget Committee for their many hours of good, hard work. As this is the beginning of a new two-year cycle, the process is huge. They have been meeting frequently in order to personally speak with any coordinator requesting an increase in their budget. (They are up to the E's!) Grumpy added that much of the revenue increase approved last month will be spent by the time they finish interviewing crew coordinators. He thanked all of the coordinators that turned their budgets in on time. Those crews that did not submit a budget will receive the same budget as last year. Grumpy also thanked Eric Nusbaum for always trying to work within the Kitchen Budget and recognized there were factors beyond Eric's control. He hopes the new coordinators will pay as close attention to the budget as Eric did.

Michael wanted to know which crews did not submit their budget on time as well as the details about the entertainment contracts. Hilary suggested he contact the respective entertainment coordinators for their proposed budgets.

President Jack – The BoD meetings are generally live and unrehearsed. They are fresh and will continue to be fresh. People will be awkward, profound, and out to lunch. It has been this way for a long time. There aren't

individual dialogues behind the scenes.

Jack is not intimidated by putting on a million dollar event, he just prefers to do more for less and thus give more money away. We work for the community, to support other small acts and disenfranchised groups to create a new reality.

To the new BoD members, patience is what we do best. It is good to hear a new voice. He likes listening to it. It is going to be fun.

Happy Holidays!

COMMITTEE REPORTS

Personnel The Personnel Committee (PC) would like more members. Marlene invited fairies with a background in human resources to submit letters of interest.

OLD BUSINESS

Michael moved, and Katie seconded, that the BoD allow the BoD meetings to be digitally filmed.

Background: Michael is willing to film the BoD meetings and provide copies to Fair members at cost. The OCF will hold the copyright to the original. He would like to make them available on-line to Fair members, but agreed to make a motion for that at a subsequent BoD meeting.

Member Input: Many thumbs up! Grumpy thinks this is a good idea. He asked the first question from cyberspace last year when Paxton set up a video stream of the BoD meeting. However, he is concerned that the film could be edited. Michael said the only editing he would do would be to show a specific item's discussion when requested by a committee or Fair member. Norma wondered who would be responsible for making copies and how would they be distributed. Michael said that he has the equipment and he would assume the responsibility. He estimates the cost for a video cassette or DVD copy would be \$6 to \$12. Hilary wondered if this motion's intent is to allow Michael to digitally film the meetings or does it intend to create more infrastructure and require all BoD meetings to be filmed. If the latter is true, then does the Fair assume the cost and find another person and equipment if Michael cannot attend the BoD meeting? Ken Williams wondered what Michael hopes to accomplish in practical terms by filming the meetings and if there will be in depth discussion of the pros and cons of doing same. Michael – Fifty percent or more of the Fair's membership lives outside of Eugene, and Oregon and are unable to attend the meetings. By viewing the film, members can see and hear all of the BoD's words, expressions and social dynamics. Vic Parkison (Pre/Post Security) is very concerned that putting the film on-line will allow folks who have no understanding of the context to use it against the Fair.

BoD: Bear supported the motion. We should openly display our values and processes to the world. LT agreed – more than half of his crew lives out of state. Lara – once the film is on-line it is available to anyone. No one can control its distribution then. Anna agreed w/ Lara – even Hollywood can't control distribution of their films. Marlene is also concerned that anyone will use pieces of the film out of context. She is also concerned that filming the meetings might discourage the shy and sensitive folk from attending, let alone speaking in public. Greg – this is a glorious idea. He would like to proceed thoughtfully. He is also concerned that one BoD member would assume all of the expense and responsibility. We have a large and talented family. Perhaps someone else would do this job. Michael admitted that he does have an agenda to create more participation by Fair members. He is willing to let someone else pay the expense and do the filming. But, until that person steps forward, he will take on the responsibility. Jack – "Picture is demystifying." People will see us being open and sincere. What we have to offer to the community is real and valid.

The motion passed: 8 in favor and 2 opposed (Anna & Jim).

Norma – it is ironic that an entertainer brought the motion to film the BoD meetings, while it is the Fair policy to not allow filming of the OCF because of an agreement with performers.

DONATION – BICYCLE TRANSPORTATION ALLIANCE

Bear moved, and Greg seconded, that the BoD donate \$500 to the Bicycle Transportation Alliance (BTA).

Background: The BoD has donated \$500 to the BTA for the past two years. This is a bicycle safety education program that works primarily with middle school students. Diane Bishop, the City of Eugene's Bicycle & Pedestrian Coordinator, says this program helps youth learn to bike safely through classroom instruction and actual bike trips. The program provides the bicycles during the class. Thus, they may be more independent.

Peach Gallery: Joseph advocated teaching younger children as well. Grumpy expressed concern that the motion is a bit "parochial" – the money stays in the Eugene/Springfield area. Jen-lin asked whether the BTA would do

a teacher training to become part of the PE curriculum so that a greater number of students would continue to benefit from the program and not seek more funding every year. Diane responded that is difficult to find teachers willing to take on the responsibility although a few have come forward. The BTA has begun creating partnerships with Peace Health and other businesses who recognize this community safety need.

BoD: Anna – the BTA has had a well-staffed and well-attended booth in Energy Park for the past four years. Greg – this is such a fabulous idea that his bike asked to remain in the room to hear the discussion! LT – this motion hits all three points: altering consciousness, sustaining the natural environment, and transformation of culture. “Bicycling is a consciousness altering experience!” Michael would like this group and all others that receive donations from the OCF to report back how the money was used. Brad noted that there is only \$850 left in the budget for donations and there are two more requests tonight. Dr Jim countered that other items are under budget and there is \$100,000 in excess revenue. Katie said that this group is very worthwhile, but she believes the next two requests more closely match the Fair’s mission and she does not support manipulating the Budget after it has been approved.

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

DONATION – EUGENE EDUCATION FUND (EEF)

Marlene moved, and Bear seconded, that the BoD donate \$500 to the Eugene Education Fund and that the BoD increase the Donation line item by \$150 to cover the expense. Bear later amended the motion to move \$150 from the Jill Heiman Vision Fund to the Donation line item.

Background: The Eugene Education Fund is an umbrella grant program that is supported by parents and community members. Eugene teachers may submit grant requests for special projects not covered by the schools’ budgets.

Peach Gallery: If the schools are in such need and the Fair has \$100,000 in excess revenue then why aren’t we giving more? Hilary suggested transferring funds from the Fair’s matching contribution to the Jill Heiman Vision Fund which is under budget.

BoD: Michael would like the EEF to submit a report how the funds were spent before they make a new request.

The motion passed: 10 in favor and 0 opposed.

DONATION – FOOD FOR LANE COUNTY GARDEN PROJECT

Brad moved, and Lara seconded, that the BoD donate \$500 to the Food for Lane County Garden Project and that the BoD move \$500 from the Jill Heiman Vision Fund to the Donation line item.

Peach Gallery: Jim Sahr (Fair electrician) is opposed to this type of budget manipulation. Hilary, it seems that the new Board for Food for Lane County does not have a lot of support for the garden project. The Fair’s donation will demonstrate that there is strong support for the project. Michael is concerned that more than half of the Fair membership lives outside of Lane County. He would like to review a breakdown of the population distribution. Hilary echoed this query. Leslie – part of the problem is that Oregon is now #1 in the nation for hunger and she believes there is a split in the philosophy and the allocation of resources about whether it is best to give a fish to a person today or teach them to fish for a lifetime. Other programs, including the gleaning program, therapeutic garden and the youth garden are all at risk during this time of extreme need. Leslie urged the BoD to be as generous as possible. Joseph Newton (Recycling) -- Food for Lane County provides basic needs which is this year’s JHVF category. It is not so much a manipulation of the budget but using what has already been approved.

BoD: LT – Joni Mitchell said it best, “We’ve got to get ourselves back to the garden!” Brad—the gardens project needs community support. Re being too parochial, let other groups from across the state ask for a donation. The Garden Project is in jeopardy of going away. The store rooms of FFCLC are filled with pallettes of canned food. The garden provides fresh, organic produce and teaches the connection of planting a seed and harvesting the fruit. Anna said she was raised with a backyard garden and CSAs – community supported agriculture. It has made a difference in how she views the world. Greg – many have over-simplified the situation with FFCLC. The real issue is that the government abdicated its responsibility and now the organization is hard pressed to feed everyone in need. He would like to see the community come forward and support the garden. Jack – the concept of think globally, act locally is not parochial. The door is not closed to other organizations.

The motion passed: 10 in favor and 0 opposed.

APPOINTMENTS – COMMITTEE BOARD LIAISONS

Bear moved, and Jack seconded, that the BoD appoint the following BoD members to be liaisons of the following Board committees with full (voting) membership in those committees. Jack later withdrew his second when he realized the intention to make the Board liaisons members of the committees. Brad then seconded the motion.

Personnel – Marlene & Brad; Budget – Anna & Greg; Financial Planning – Bear & Anna; Craft – Jim & Michael; LUMP – Lara & Diane; Property Acquisition – Brad; Bylaws – Lawrence, Katie, & Diane; Lodge – Jack; Elders – Diane & Katie; Youth Program Development – Michael & Marlene; Food – Brad; and Path Planning – Diane.

Peach Gallery: Leslie – many of these committees deal with operational issues. She is uncomfortable with the BoD, that is responsible for policy issues, appointing BoD members as voting members of the committees. This is vastly different than the liaison responsibility. She would have preferred to receive notice of this huge change. She believes what the Board needs to focus on is giving committees clear direction about their mission and scope of authority rather than appointing a bunch of board members with varying ideas to particular committees. The Board is long overdue to look at what our 20 some committees are charged with and how they are serving the Board's interests of the Fair. Jim Sahr – giving BoD liaisons voting rights on any committee is very disrespectful of each committee's process, especially when this motion seeks to place more than one BoD member on a committee. Joseph – the BoD serves well as an oversight body, but it is not the center of power. It shouldn't interfere with the internal structure.

BoD: A long discussion ensued over who remembered what the discussion was at the BoD retreat. Some folks thought they were discussing liaison appointments with full committee membership as the motion states. Others thought they were expressing interest to be the sole liaison to a committee and that no decisions had been made. **The motion failed, 2 in favor (Bear & Brad), 7 opposed (Anna, Greg, Katie, Lara, Jim, Michael, & Jack) and 1 abstention (Diane).**

APPOINTMENT – LUMP COMMITTEE

Anna moved, and Greg seconded, that the BoD appoint Gary Nolan and Donnell Rogers (aka DJ) to the LUMP Committee) and that Tom Lanfear and David Liberty be moved to inactive status.

Peach Gallery: Steve W. thanked Tom and David for their many years of excellent service.

BoD: Anna added that Gray Nolan is the Fair's liaison to the Long Tom Watershed Council.

The motion passed: 10 in favor and 0 opposed.

APPOINTMENT – PERSONNEL COMMITTEE

Marlene moved, and too many voices to distinguish a specific one seconded, that the BoD appoint Charlie Zennache to the Personnel Committee.

The motion passed: 10 in favor and 0 opposed.

BUDGET ISSUES – ANNUAL EMPLOYEE BONUS

Jack moved, and Bear seconded, that the BoD give an annual bonus to the Fair's employees as follows: General Manager -- \$500, Site Manager -- \$400, Administrative Assistant and Caretaker -- \$300, Office Assistant and Alice's Wonderland Caretaker -- \$100.

Peach Gallery: Hilary queried Jack whether these are pre- or post-tax bonuses. Answer: post-tax.

The motion passed: 10 in favor and 0 opposed.

BUDGET ISSUES – SAWMILL PROJECT

Jack moved, and LT seconded, that the BoD move the remainder of the 2003 Construction Crew's Supplies & Services budget, up to \$3000, to the Sawmill Project in the Capital Projects budget.

Background: This will allow them to mill more lumber and store it in a secure, dry, straight condition.

Peach Gallery: Leslie would like Steve and Construction to make sure that the inventory is accounted for when it is allocated. A system must be devised to track the lumber inventory's distribution. Hilary agreed that the physical control of the inventory is the most challenging and necessary. It is the same as if we have a pre-paid expense although it isn't comparable to purchasing it from the lumber yard.

The motion passed: 10 in favor and 0 opposed.

The following items were not discussed for lack of a presenter: Donations to: Eugene Irish Cultural Festival and the Eddyville Charter School.

The next BoD meeting will be held on Monday, January 5, 2004, at EWEB, at 7pm. The agenda, subject to change, will include: Renew Membership with Lane Arts Council, Appoint Kitchen Crew Co-Coordinator, Appoint BoD Committee Liaisons, Create Internet Committee, Create Entertainment Committee, Part-time Job Descriptions, Digitally Filmed BoD Meetings On-Line, Guidelines, Restructuring the Charitable Donation Process (a discussion)

Minutes by Jen-Lin (the Interim Recording Secretary)