

OREGON COUNTRY FAIR BOARD OF DIRECTORS MINUTES

Monday April 5, 2004, 7pm, EWEB Community Room

PRESENT: Diane Albino, Katie Cousins, Lara Howe, Jack Makarchek, Michael Mielnik, Marlene Monette (alternate), Jim Newhall, Anna Scott, Lawrence Taylor (alternate), Bear Wilner

NOT: Brad Lerch, Greg Rikhoff

ANNOUNCEMENTS

norma announced that the Spring Fling will be held May 8th at WOW Hall, music by Big Island Shindig. Please contribute to the raffle! And the Teddy Bear's Picnic will not be held on Sunday August 15 as previously announced, but instead will be on Saturday August 14.

Lara announced that Saturday Market has reopened and folks should come to that for an early taste of the Fair. Lara also referred to her recycling report in March FFN and reported the good news that the garbage generated by last year's Fair was down 1.37 tons from the 2002 Fair.

Steve announced that the next Highway Pick-Up day is Saturday, April 24. Come on out and enjoy a nice Spring day helping the Fair. Also, he heard that today is National Nap-at-Work Day, so somebody better nudge him if he drops off.

Jen-lin announced that Nearby Nature is looking for a new person to do office work, caretaking, and coordinating of educational events. For information, go to www.nearbynature.org. She also said that anyone interested in learning more about the mayoral campaign of Kitty Piercy can visit www.kittypiercy.com.

Michael announced that the Moisture Festival has moved up its original date from early May to April 22-26. Many favorite Fair entertainers will be there including UMO, Circus Contraption, Du Caniveaux, some Karamazov Brothers, as well as movies and general hilarity. He also announced that the board work session he previously invited board members to attend has been replaced by a labor meeting just for the entertainers.

Leslie announced the Endowment awards for 2004: a \$2500 grant to Veneta Elementary for classes in dance, writing, and visual arts; \$2,000 to Elmira Elementary for music appreciation and performance and the creation of a CD of their music; \$1,300 to Fern Ridge Middle School special education program for capital improvements to their vocational classroom; \$2,000 to the Fern Ridge Library/Arts for Youth Community for a two-week summer program for middle school youth that will include integrated activities in art, design, science, and math; \$2,200 to Camp Fire USA/Camp Wilani for the creation of an Alpine tower challenge course that will encourage children to develop greater motor skills and physical development as well as an increased knowledge of and appreciation for teamwork. The course will be available not only to campers but also to the West Lane Community. Leslie also announced that the Jill Heiman Vision Fund received 25 grant applications for requests totaling almost \$130,000, far exceeding the \$10-15,000 the Fair typically has to allocate. She encouraged Fair family to continue to dig deeply because the need is greater than ever. The Fair selected Basic Needs as the area to fund and the Recipient Committee selected four potential grantees. These are White Bird Clinic for their Health Services Safety Net; Catholic Community Services for their Prevention of Homelessness through emergency assistance; Willamette Family Center Buckley House for their Detox and Sobering Program; and Food for Lane County for their Garden Program.

APPROVAL OF MINUTES

Bear moved and Lara seconded that the minutes of the March board meeting be approved. Two corrections were offered. Leslie said that under the heading "Budget Issues – Revenue Projection Revisited", the last line under Peach Gallery comments should read "To meet this year's budget, revenue must meet \$1,080,000" – not the \$1,800,000 that is stated in the minutes. Anna said that under the heading "Capital Projects Budget", under Board comments, the Fair's energy policy was adopted in April 1987, not 1997 as stated in the minutes.

Bear accepted these as friendly amendments and the motion to approve the minutes as amended passed: 9 in favor, 0 opposed, 1 abstention (Jim).

MEMBER INPUT

Dena Neman (Pony Rides) spoke for twenty minutes about lots of problems she sees with the Fair and with the world in general. World problems include bombings, shootings, and hijackings to name a few; but her frustrations with the Fair

center around the raising of booth fees, problems with illegal campers, organizational failures of communication, and a disconnect between regular Fair folk and Fair organizers. Her major complaint was that she was informed that her booth is relocating after 20 years. Her concerns center around the safety of her horses as well as the safety of the children. "Where's the process? Who is the Fair? Who makes these decisions?" Marlene referred her to Path Planning. Michael asked if the board could revisit the topic of her relocation next month. Marlene said we couldn't change any decision without treading on the authority given to committees.

Lacy (Crew Services, Lantern Crew) asked for money to replace propane lanterns with battery and/or solar equipment. Hilary explained that Lacy can work with her crew coordinator to go through the budget process. The coordinator may have limited funds for such a purchase this year. The 2004 operations budget was approved by the board in late January. The replacement project is a definite possibility for future years. Coordinators will propose 2005 crew budgets in the Fall of 2004.

STAFF AND OFFICER REPORTS

General Manager: Leslie said it's been a busy month with contracts being negotiated and signed, media organizations being contacted, and t-shirts and posters being printed. In addressing Dena's main concern, she explained that the erosion of Strawberry Lane has caused not just ripples but more like a tsunami. We have to try to see the context of the big picture and she urged people to get involved with Path Planning and for the board to attend strategic planning sessions this Fall which will deal with growth, how we treat our land, how we make decisions as a group and the processes we use, what our short-term and long-range visions are for where we see our organization as a whole, not just our yearly event, going in the future. An immediate problem when we lose space due to erosion is that there is no replacement booth space. This can necessitate critical decisions, including sudden relocations, being made in a short time, in order for us to put on a Fair. It all relates on one end to moratoriums on no-brush-cut areas and moving into the understory, and on the other end to when booth registration packets need to be mailed and how registration works. It's a very complex matrix that involves and impacts lots of people. Scenarios are discussed at Path Planning meetings and decisions have to be made very quickly. Part of what happened is that the old loophole space was needed for relocation of Strawberry Lane booths, the yurt at the loophole is being moved to the Front Porch area to become part of the Spoken Word venue, and that's just a small part of what impacted the relocation of the Pony Rides. She stressed her desire for people to be involved with that process and with learning more about the big picture so that there are fewer surprises.

Leslie thanked Andy Strickland and Steve Simmons for the new railing on the ramp at the town office. She said the registration process is going smoothly thanks to David and June; the Craft Inventory committee is doing great thanks to Ken and Jeff; and thanked Robin Bernardi and the Culture Jam Committee for the recent Express Yourself training for Culture Jam.

She said that at the May board meeting we'll hear more about budget change requests for the "no cars in the 8" project; but that tonight we have to deal with a pressing insurance matter. The good news is that our insurance provider renewed our general liability, commercial auto and worker's comp policies with an increase of just \$3,000. The bad news is that they won't renew our property insurance except for our office in Eugene. The Fair site is now being treated as high risk because we are in a rural fire district and the lowest bid is \$5,000 more than last year. We'll probably have to take money out of reserves.

The back-up managers (BUMS) for the year are Sallie Edmunds, Steve Gorham, Doug Green, Floyd Prozanski, Zak Schwartz, Sara Rich and Robin Smith.. We have one new swimmer, Charlie Zennache.

Leslie announced that the City Fling will be held May 15 at Lola's which is a 21-and-over venue located at 13th and Burnside in Portland. It will kick off ticket sales as well as the "get out the vote" campaign. Lions of Batucada and Renegade Saints will be there, as well as vaudeville acts, spoken word presenters, and a slide show of the Fair. She stressed the need to get attendance up at the Fair and urged people to go to City Fling and take someone who has never been to the Fair or who hasn't been in a long time. Leslie also announced that we rented the apartment above the town office to a wonderful young couple who said they moved to Eugene partly because of the Fair.

Administrative Assistant: norma thanked Craft Inventory Crew for their hard work in processing the many applications that have come in; thanked Robin B. for her help in the office during this busy time; thanked Entertainment Crew for all their work in processing applications and getting us top-quality entertainment; and thanked Leslie for hosting the recent coordinators potluck.

She also announced that there will be a work session on volunteer rights on Saturday May 8 at 1:00pm at Alice's Wonderland at the Fair site and that we need to add setting the date for the July board meeting to tonight's old business so the date can be published in FFN. She also announced that the new Guidelines for 2004 are ready but that there are some date corrections that need to be made including the front cover which lists last year's date of July 11-13 instead of this year's date of July 9-11.

Secretary's Note: Calendar corrections on page 3 are: change "no camping on OCF property without specific permission" from July 9 to July 7; change "pick up passes at Registration" from July 9-10 to July 7-8; change "annual meeting of vendors" from July 10 to July 9; change "Oregon Country Fair" from July 11-13 to July 9-11; change "no camping on OCF property" from July 14 to July 12; change "picnic at the Fair site" from August 15 to August 14.

Site Manager: Steve W. had a great sabbatical and thanked all the members of the Fair for having an enlightened personnel policy on such matters. He thanked Andyman, Jeff Johnson (aka "Animal"), Tommy Rhea, and Big Mike for their work on-site while he was gone, and thanked Leslie, norma, and Robin for their extra work in the office. He said that March was relatively dry so they got lots of work done, the paths and roads are clear, the tree crew did lots of work but still has more to do. He especially thanked Paul Braverman for doing such a great job as an arborist for so many years and thanked all the people who climb down from working with chain saws up in 70-foot trees all weekend and talk about how much fun it is. Because of the increase of woody debris from winter storms, the prospect of another very dry fire season, and the concerns about the amount of fuel load on the ground, he announced that May 1 will be the first of several Big Chipper Days (bring out your dead brush!) to chip up as much brush as possible.

Our electric provider at the site, EPUD (Emerald People's Utility District) now offers green power options (wind, solar, salmon-friendly hydro) and we've changed all the site power use to a 100% renewable plan. A Fair "thank you" goes to our friends at Balance Nursery in Lorane for another generous donation of native plant material, and to the volunteers who have already planted the trees and shrubs in our eroding riverbanks.

Path Planning will meet at the Fair site on April 11 and 25. They are also meeting on May 16 and 23 to use a charette format to devise designs for the new areas. He requested that if someone is planning to use Alice's for a meeting to please call or e-mail in advance to get on the calendar to avoid conflicts in scheduling (site office 541-935-7846 or ocfsite@efn.org.) He invited everyone to help at the nursery site on April 11. He stressed that visitors to the Fair should tread cautiously and lightly. Come on out and enjoy the wildflowers! If someone's around, check in with us first and let us know you're there.

Treasurer: Steve G. (aka Grumpy) said that the Budget Committee starts meetings in October and November for the following Fair and urged people to be thinking of things now for the 2005 Fair. He said to make requests to your coordinator who will take proposals to the Budget Committee and then the treasurer. He said that if X person or Y group wants Z dollars it all comes out of our OCF revenue. Think of the Fair as a whole, that has to be how the budget process works. Try not to personalize matters. He got lots of e-mails attacking him personally. It's not "Grumpy's budget" or "Grumpy's interests" that matter; it's the Fair's budget and the Fair's interests that matter. If you think things should go differently next year, get involved now.

President: Jack said that before Dena spoke he had a thought – what was will not always be. On our property "a river runs through it" is a beautiful but daunting notion. There is no secret collective that runs the Fair. You either believe me or not depending on if you know me. We always want to put the land first, and our children who are inheriting the Fair from us and want to become a part of it, and keeping our elders here is so important. A river runs through this. Talk about respect, consider what people say. This is a dynamic organization. When it causes pain to some of us it causes pain to all of us to some degree. I wish I could tell Dena that her pony rides are an incredible creation and will never change, but every year things change. I'm the president, I'm not secretive, the process is open. I venture that in the next 10 years we're all going to have to change some things we hold dear to make this event happen. Small matter but I used to love the tall grass, personal thing, hated to see the paths mowed. Tell your friends about this incredible event. Our attendance has to go up.

OLD BUSINESS DONATION TO EARTH DAY CELEBRATION

**Diane moved and Jack seconded that the board donate \$500 to the Earth Day Celebration.
The motion passed: 10 in favor and 0 opposed.**

APPOINT BOARD LIAISON TO YOUTH PROGRAM DEVELOPMENT COMMITTEE

Lawrence (aka LT) moved and Bear seconded that Jim be appointed as board liaison to the Youth Program Development Committee.

Peach Gallery: thumbs up.

Board: Michael supports Jim but says that he himself expressed interest in this committee and questions why he wasn't considered. He has worked with incarcerated youth, gifted youth, worked with youth circuses, and even performed on the

Youth Stage. He also wonders how this topic disappeared off the agenda and then reappeared. Jack said that Jim was in the wings waiting for a long time, and that if there was any procedural error he takes full responsibility for any mistakes that happen at meetings. Marlene said that both she and Jim have been involved for a long time with Culture Jam but that since she was already liaison to another committee, this appointment should go to Jim. It's not about personalities or hurting anyone's feelings. She thanked Jack for taking responsibility but said she felt the issue should be postponed because Jim wasn't here at last month's meeting. LT recalled withdrawing that portion of his motion and wanted to find ways to include as many board members as possible in liaison positions.

The motion passed: 10 in favor and 0 opposed.

APPOINT ALTERNATE BOARD LIAISON TO YOUTH PROGRAM DEVELOPMENT COMMITTEE

LT moved and Jack seconded that Michael be appointed as alternate liaison to the Youth Program Development Committee.

Peach Gallery: Leslie said that the committee is probably misnamed because it has really become a committee focused on Culture Jam and not about youth programs in general. She said that Culture Jam has been happening for three years now but that she never knew that Michael was interested in it, whereas Marlene has been very involved with it. She wanted to make sure that, knowing this, Michael would still be interested. She knows he has a great interest and concern for the Fair's youth in general and feels he would be terrific on that topic. Maybe there should be two committees, one for Culture Jam and one for Youth programs and support generally. Michael James Long (External Security Co-coordinator) said it's appropriate to appoint those most interested but that maybe there should be two committees or a broader scope for the Youth Committee. Joseph Newton (Recycling Crew) said that Youth Committee should have a broader purpose than Culture Jam and that Michael is very concerned with youth issues.

Board: Jim wonders why all this scuttlebutt and power struggle over an appointment of alternate liaison. He says this is not a power position and that anyone can get involved. He thanked the board for his appointment and said that today is his birthday. Cheers from all around the room. Michael said that his question about how the item disappeared was blown off, that he is not as ignorant as Leslie might think, and that he's tired of going through coordinators to get involved with "Cultural" Jam. He requested that the records show that he asked how the topic disappeared from the agenda. Marlene repeated the explanation of how it got postponed due to being tabled and said that is not the same as disappearing off the agenda. LT wants to see as many board members as possible involved on committees. He is not ungrateful for all that Marlene has done. Inclusiveness is good for all of us. Please understand the motion in that spirit, that it is not an attempt to deny anything to anyone. Michael said that because of a variety of personal issues he doubts he could be very effective at this time, so he would decline the appointment.

LT amended the motion to appoint Marlene as alternate instead of Michael. Lara seconded the motion.

The motion passed: 10 in favor and 0 opposed.

APPOINT COORDINATOR OF THE INVENTORY OFFICE-SITE CREW

Lara moved and someone seconded that the board appoint Bonnie Sorenson as coordinator of the Inventory Office-Site Crew.

Background: Leslie said the current coordinator Courtney is taking a well-deserved leave of absence and that Bonnie has been working on the Office-Site crew for a long time and will do a fabulous job

The motion passed: 10 in favor and 0 opposed.

CREATE ICE CREW

LT moved and Lara seconded that the board create an Ice Crew.

Background: Up until now refrigeration has been handled by a volunteer crew and ice has been handled as a service contract that was negotiated every year. This motion will create an Ice Crew which will be another volunteer crew and will be a move towards cost recovery for what we spend on ice provision during the event.

The motion passed: 10 in favor and 0 opposed.

APPOINT ICE CREW COORDINATOR

Marlene moved and Jim seconded that the board appoint Louise Dillman as Ice Crew Coordinator.

Peach Gallery: Leslie said that most of us know we lost our wonderful Darrel Sink who handled our ice in the past. His daughter Louise worked with her Dad for years and has agreed that ice at the Fair should become a volunteer crew and is willing to head this new crew. She also has the approval of the Food Committee. Leslie really appreciates Louise's cooperation, all her good ideas, and her willingness to take this on. Grumpy had some disagreements with Darrel over how ice services were handled in the past but was very sorry to hear of Darrel's passing. He is thankful to Louise for taking over the position and for making the changes for it to become a crew. Louise said her father always did what he

thought was best for the Fair and she looks forward to carrying on his work. Barbara Edmonds (strolling food vendor) said she will always remember Darrel's big smile greeting her when she approached the refrigeration truck. Norma said it is a wonderful tradition when jobs are passed on to children.

Board: LT honors Darrel's tradition, but said that his kids probably won't want his job. (Laughter).

The motion passed: 10 in favor and 0 opposed.

REVIEW ELECTRONIC RECORDINGS POLICY

Last month Marlene moved and Lara seconded that the board revisit the discussion of electronic recordings policy. Discussion began but no decision was made, nor was it tabled or withdrawn.

Discussion continued this evening with Marlene saying she feels paranoid about the feds and what they could do with recordings. Anna said we need a legal opinion. Marlene said we already have one and we need to decide what to do with the video recordings that the recording secretary gets. It's a fact of life that there are folks out there who are out to get us, let's not get sued out of oblivion. Andy said he doesn't want to see this issue eat up a lot of time again, he suggested a work session devoted to this issue alone. Ken Kirby (Craft Inventory Co-coordinator) said there's an impression that things happen at board meetings that can't be communicated in minutes and some in the family want more openness. A woman in the peach gallery asked what is the legal opinion. Jack explained that the Fair's lawyer said that words spoken at a board meeting could be used by feds in a criminal case. A civil lawsuit is slightly different because in a civil lawsuit, somebody suing the fair would have to prove the statement was libelous and the fair was negligent.

He also explained our current policy is that cassette tapes are available for 6 months for Fair family to listen to, and are to be kept for at least one year. The current policy for the video tapes is for the recording secretary to keep the only copy; there is currently no policy requiring the secretary to make the video tapes available to Fair family. Jim Ince (Security Crew) said the overriding issue should be the safety of the Fair and maintaining our 501(c)3 status. Michael James Long (External Security Crew Co-coordinator) said that "what if's" are running the Fair and proceeded to hand out a flyer asking what the board is afraid of and stressing the need for an open flow of information.

Jim moved to table the discussion. LT seconded.

The motion passed: 8 in favor, 1 no (Marlene), and 1 abstention (Michael).

Jack moved and Katie seconded that Michael take the digital recording home to bump a tape forward and give a copy to the recording secretary.

The motion passed: 10 in favor and 0 opposed.

SET DATE FOR JULY BOARD MEETING

Marlene moved and someone seconded that the July board meeting be held June 27 at 5pm at Alice's Wonderland at the Fair site.

The motion passed: 10 in favor and 0 opposed.

KRVM LIVE BROADCAST REQUEST

Chris Calise of KRVM said that last year the Fair granted them access to broadcast from Shady Grove. The Fair now has internet connections and KRVM would like to try an experiment at this year's Fair using new technology which would enable them to broadcast live by sending the signal back to the station via a high speed internet connection at the Fair. They would need to find a stage that is accessible to the IP network. He said they theoretically could go from stage to stage or broadcast roving musicians. He would need a pass to get him in with his laptop and his rechargeable battery.

Board: Bear asked if Chris had talked to anyone at the Fair other than the board. He felt that more information was needed before the board could make a motion and suggested that Chris talk to Leslie who could put him in contact with the proper communications hardware people. Leslie took his number and said she would call him with information.

AMEND BY-LAWS TO EXPAND DEFINITION OF MEMBERSHIP TO INCLUDE RECOGNIZED AND VERIFIED ELDERS

Diane moved and Katie seconded that the board direct the By-Laws Committee to amend the by-laws to expand the definition of membership to include recognized and verified Elders.

Peach Gallery: Steve asked if it's clear that they are not members.

Board: Diane said as it is now worded, they are not listed. Katie has faith in the By-Laws Committee. Lara said it's the right thing to do. Jim said it was never the intention to exclude them, it was just an oversight of wording. Michael said make them work for it by moving concrete blocks for an hour. (Laughter)

The motion passed: 10 in favor and 0 opposed.

LOGO JURY REPORT

Jeff Harrison and Ken Kirby of Craft Inventory tallied the board's votes on the logo items and said that all but one of the 25 items received enough votes to be approved. The only item which didn't pass was a small colored glass toothpick holder with an etched peach. He also reported that the board voted not to set a limit this year on the number of approved items which could be sold, so 24 of the 25 items may be sold at this year's Fair.

BUDGET ISSUES

PART-TIME JOB DESCRIPTION

Marlene moved and Jim seconded that the board accept the job description as written by Personnel Committee for an OCF Office Assistant.

Board: Katie opposes creating a new paid position at a time when we're raising fees for booth people. We have a wealth of volunteers including elders and teens who would love to earn a pass by doing office work. There are legal issues associated with paid staff that we wouldn't face with volunteers. We pride ourselves on paying a living wage to our employees but this would take away from our ability to do this. Bear respectfully disagrees and says this job has been funded for two years as a temporary job and we've proven our ability to pay. One half-time paid staff position will be an investment that will pay for itself because part of the job is supporting grant writings. We need consistency in how the office is run. It is too hard to juggle volunteers and it would ultimately make norma's job harder rather than providing her with the support she needs. Anna said it would be a good idea to have a Volunteer Coordinator to help provide support for all the overworked staff. Lara supports that idea but also supports this job because the Fair has grown so much, crews have grown in numbers and budget, but we have not added to the office staff. Hilary said this position doesn't affect the current year's budget and that it helps the organization to have someone in the office who knows the routine; that shifting volunteers won't be able to direct the general public or crew or crafters to correct answers. Jack said this is a job description, not an authorization to hire. It is a job description whether it's done by volunteers or paid staff. We've been asking Personnel Committee for this description. Michael said money is shrinking and he'll vote with Katie. Jim said we have been funding this job for two years as a temp; that it's embarrassing and it needs to become a real job.

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

Marlene moved and Lara seconded that the board create a hiring committee to fill the office assistant position, and to advertise for the position and ask for letters of interest to serve on the committee.

Board: Katie said she has no doubt the need is there and she also has no doubt the talent is there to fill the need through volunteers.

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

(Secretary's note: see elsewhere in FFN for ad for this position).

INCREASE INSURANCE LINE ITEM OF GM BUDGET BY \$8,000

Jim moved and Anna seconded that the board increase the insurance line item of the GM budget by \$8,000.

Background: Leslie spoke on this matter under Staff Reports.

Peach Gallery: Leslie noted that she declined terrorism insurance which would have added \$1600. Many organizations are declining this type of insurance because the coverages are very narrow and specific.

The motion passed: 10 in favor and 0 opposed.

AMEND STRAWBERRY LANE CAPITAL IMPROVEMENT BUDGET

Bear moved and Lara seconded that the Board approve the supplementary budget request to add \$2,250 for the capital project to move Strawberry Lane.

Background: The Path Planning committee has done extensive work in response to the changes made necessary by the winter erosion on Strawberry Lane (SL). An earlier budget proposal noted that it was an estimate of the needed funds because plans for the move were still in process. The committee has continued to work with representatives from SL and have created a plan which will allow most of them to relocate to the current Kid's Loop. Childcare coordinators have been part of this discussion and have agreed to work on developing a smaller Kid's Loop for this year's fair with the understanding that a full scale kid's play area will be developed for the 2005 fair. Other changes involve making the History Booth by bus admissions available for permanent adoption by a displaced SL crafter. To accommodate this shift, they will create an expanded Front Porch for the History Booth Committee to use for oral history presentations and a new home for commemorative sales on the main camp side of the entrance. The scope of the changes is broad and represents a holistic response to a number of challenges: responding to the riverbank erosion, keeping the Fair fresh and interesting for the public, providing workable booth spaces for crafters and food booths and safe play areas for our children, sharing the history of the Fair, and alleviating a critical ongoing shortage of one-year-only booth spaces, while keeping in mind the long-term health of the land. Most of the elements of the plan were funded as part of the initial proposal but two key

elements have been added since that time, the new play structure at the Kid's Loop and the new booth for commemorative sales. The Kid's play structure can use many elements from the existing structure but will need **\$750** for new lumber to provide structural support. The commemorative sales booth with loft will cost **\$1500** and will be a creative example of what can be done within the Fair's construction guidelines. Floors, roofs, and counter skirts will all be removable.

(Secretary's note: thanks to Beth Grafe, Construction Co-coordinator, for her letter to the board from which the above background was generously plagiarized.)

The motion passed: 10 in favor and 0 opposed.

REVISIT VAUDEVILLE BUDGET

Michael moved and LT seconded that the board increase the Vaudeville budget by \$2,000.

Peach Gallery: Ben Farrell (Vaudeville Co-coordinator) said they want parity with other budgets and expressed frustration at not receiving the proper budget request forms in an initial mailing. He felt this affected their final budget approval. He said they always hear the Fair has no money but the board just spent \$25,000 and that's ten times what they're asking. He said the Spoken Word budget went up 100% and Entertainment budget didn't go up nearly that much. Joseph Newton (Recycling Crew) says entertainers have been putting out a lot for a long time for a little money and we should support them. Marge Wise (Vaudeville Crew) agreed that Ben didn't receive all the necessary papers from Budget Committee and that the time is past due for us to show vaudevillians we're with them. Hilary referred to a spreadsheet showing '03 and '04 budget levels for all entertainment crews as well as '04 budget requests. All entertainment crews had increases in '04. She acknowledged that Ben had some problems with the initial Budget Committee timeframes, but the problem with the initial mailing did not affect the crew's budget proposal because the committee extended the due date for Vaudeville Crew budget. The \$2000 that Vaudeville did not receive from its original request was to increase food vouchers from 5 vouchers per day per vaudevillian to 8 per day. The Budget Committee recommended, and the Board approved, an increase to 6 vouchers per day. Hilary expressed concern over giving vaudevillians more food vouchers than other entertainers. We need a board work session to increase communication and improve relations between entertainers and the board and to look at issues of adequate pay, elder entertainers, and how entertainment coordinators are chosen. Leslie said percentages can fool people because even though the Spoken Word budget went up 100% it's still only \$12,000 compared to almost \$34,000 for Vaudeville budget. Grumpy said he didn't appreciate the personal e-mails he's received from some people who are upset with him about this issue, nor does he appreciate the innuendo that Budget Committee doesn't support vaudevillians or entertainers; and points out that treasurer Hilary has been a vaudevillian. Crew budgets have not gone up nearly as much as entertainment budgets. When is it enough?

Board: Anna said the monetary ethic is not the essence of what the Fair is. We do things differently with our money than what society in general says money is for. I encourage all of us to work from our hearts not for the dollar. Bear was discouraged that requests keep being brought to the board out of process and for non-emergency issues and will vote no. The Strawberry Lane erosion, insurance rate increases, these things are out of our hands; but a Vaudeville budget increase should only be brought to us through the usual process in the Fall. Lara hoped the vaudevillians won't harbor hard feelings toward the Budget Committee who are hard-working volunteers. LT said he's known Ben for 27 years and Grumpy for 20, and that he admires and respects both of them and urges them not to get personal or to take things personally. He will base his vote on the merits of the proposal. Michael said he hoped to leave the e-mails out of this discussion but now he thinks they should be made public. He has his doubts about whether it was actually a mistake that Ben didn't receive the proper papers in the initial mailing. If the board passes the raise, he won't take it. Give it to others. Jack can't think of why one person's "not enough" is any different from anyone else's "not enough". We are all one. Diane said food vouchers aren't what they used to be and she supports food vouchers going up and everyone getting more.

The motion failed: 4 in favor, and 5 opposed (Anna, Bear, Lara, Marlene, Jack).

(Secretary's note: There are 9 votes instead of 10 because Katie was out of the room taking care of Anna's baby.)

E-MAIL TO FEC ON PROPOSED NEW NON-PROFIT RULES

It was 11:30 pm, one hour past the time we were supposed to vacate the EWEB room and the EWEB security guard entered and was politely waiting for us to adjourn. So Bear withdrew his motion for the Board to send an emergency e-mail to the Federal Elections Commission opposing their proposed new non-profit rules. The commission will receive public input until April 9 and he quickly urged everyone in the room to visit moveon.org for more information on the subject and to write an e-mail by April 9 because passage of the rules would affect the future of the Fair.

The following agenda items were tabled: Dog Control Crew Request, Donation for Center for Community Counseling, and WOW Hall Proposal for Loan to Purchase Parking Lot. The following items are part of a whole discussion about internet use and electronic recordings and are tabled for future consideration: Review Electronic Recordings Policy

(Jack, Marlene); Digitally Filmed Board Meetings Online (Michael); Create Internet Committee and Appoint Members (Brad).

The next Board meeting will be held on Monday, May 3, 2004 at 7pm at the EWEB Community Room. The agenda, subject to change, will include the above tabled items and the following new business: Donation to SMART Program (Start Making a Reader Today); Appoint Recycling Co-coordinator (Lara); Job Description for Part-time Caretaker (Lara); Donation to Grassroots Journal (Diane); Appoint Main Camp Check Signers (Bear); Discuss Charity Donations to Start-Up Organizations (Michael); Conservation Easements (Anna); Budget Issues: No-Cars-in-the-8; Appoint Office Assistant Hiring Committee; Change June Board Meeting Date.

Minutes by Barbara Edmonds who thanks her friend Giny for sharing the following quote from her Course in Miracles class: "Only loving words are true."