

## OREGON COUNTRY FAIR BOARD OF DIRECTORS MINUTES

Monday June 7, 2004, 7pm, EWEB Community Room

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

### ANNOUNCEMENTS

**Howard Galvin (Grievance Administrator)** said he will resign in July and start training for a new position in Security. He wants a smooth transition with the new administrator so he is announcing his intention now and inviting letters of interest.

**Jen-lin Hodgden (Elections Committee)** urged people to run for the OCF board and reminded us that the deadline for sign-ups is August 23. She also passed a hat to collect money to replace Animal's lost juggling equipment and thanked those who contributed when she passed the hat at the recent coordinators' potluck.

**Merrill Levine (Wristbands Crew)** said if you qualify for elder status please have your coordinator contact the Wristbands Coordinator to notify them of your eligibility.

**norma** said the Teddy Bear's Picnic is August 14 and asked for donations of picnic supplies and BBQ equipment.

**Bear** asked new camp hosts to attend one of the three upcoming trainings on June 19, July 3, and July 7. All trainings are two hours long and will be held at 11am in front of the Dragons. He also announced this year's Crisis Intervention training will be held on June 27th in front of the Dragons – refresher course at 10am, first-timers at 1pm.

**Marlene** said many food booths will have silver star staff specials again this year, so if you see a silver star on a booth ask about the special. She also thanked Leslie, Steve, Andy, and norma for the tremendous amount of extra work they've done dealing with fire issues lately during what is already a very busy time of year for them.

**Leslie** said there are two new permanent food vendors this year who have moved up from "one year only" status. They are Ring of Fire and Maty's Peruvian.

**Steve** said that besides the fire which happened just two Saturdays ago, we shouldn't forget that something wonderful and positive happened that day as well and he congratulated norma and Dick on their wedding.

**Michael** made the very sad announcement that Artis's wonderful daughter Roberta passed away suddenly just two weeks after the onset of an unexpected illness. Artis is with family in Los Angeles. Michael asked us to send Artis our good thoughts.

### APPROVAL OF MINUTES

**Katie moved and Lawrence seconded that the minutes of the May board meeting be approved.**

**The motion passed: 8 in favor, 1 opposed (Michael), and 1 abstention (Bear).**

**Jack moved and Bear seconded that the November 2003 board minutes be amended to include information about the fee reduction from \$25 to \$10 for the cost of wristbands for 11-12 year-olds.**

*Background:* Jack said it was discussed and decided but was left out of the minutes.

**The motion passed: 10 in favor.**

### MEMBER INPUT

**Gary Kingery (Ice Crew)** asked the board to reconsider their decision to transform ice services from a fair business to a crew. He was Darrel's partner in the ice business and believes that the board didn't have all the facts. He said the Food Committee recommended that it become an ice booth but on Darrel's passing it was immediately turned into a crew instead. He believes the motivation for the change was that the Fair wanted to profit from the ice business. He said they made only a small amount of money, that they did it as a service for the Fair, and that they were philanthropic as well, providing free ice for White Bird, security tower, Main Stage, Hospitality, and others. He said they were never a contract crew and that they were given contracts by the Fair for several years which they refused to sign. He believes it sets a bad precedent for the Fair to take away

someone's business and if they can do it to one business they can do it to anyone's business. He hopes the board will reverse their decision.

**Will Gibboney (Craft Inventory Crew)** said lots of new crafters are unable to find booth space to display their craft; or some are able to find a space but then are told by their booth coordinator that they have space but no passes. He wants the board to be aware of this problem and suggests incentives for taking in new crafters.

**Deanne Morrow (Crafter)** said that crafters on the wait share list receive at least two passes when they join a booth.

**Jack** said Russell has plans later this evening so let's allow him to answer legal questions about electronic recordings and then return to Officer Reports. There were no objections so Marlene read her motion and opened the floor to Russell.

## VIDEO AND AUDIO RECORDING POLICY

**Marlene moved and Jim seconded that the Oregon Country Fair adopt the following policy regarding video and audio recording of Board meetings: The official record of the proceedings of the OCF board is the minutes that are prepared by the Recording Secretary and approved by the board. The Recording Secretary and/or President of the OCF may allow the video or audio recording of board meetings as an interim record to be used by the Recording Secretary as an aid to preparing the minutes. Copies of any recordings will be kept by the secretary and made available for review at the Fair office by Fair members who want to review them. However, once the board has approved the minutes for a particular meeting, the audio or video record of such meeting shall be destroyed. In no event will the audio or video recording be broadcast over any medium, including but not limited to radio, television, and internet until the board has established the appropriate safeguards.**

Before Russell took the floor, Michael wanted to state that Marlene's motion is not the same as his original motion regarding digital recording.

**Russell** began by explaining that his job is not to make these decisions, this is a policy decision for the board; rather it is his job to inform us of the potential legal risks. He is not for or against this motion. There are two main categories of risks – one is with law enforcement through such things as the RAVE Act and forfeiture laws, the other is defamation. The first risk may not be increased much because of digital recordings because the board meetings are open and law enforcement could be here right now, although in these days of budget cuts we would certainly be making their job easier if we provided them with online access to the meetings. The second is the defamation risk. If someone says you're a pedophile and that comment winds up in written or digital minutes, the Fair could be found to be liable. He said we have had cases of defamatory comments being made at meetings and could have found ourselves in trouble if they had been published. Online of course increases the risk factor because it can go far and wide. There are lots of unanswered questions and untested scenarios for Oregon case law (defamation versus intent to defame, different rules for organizations "in the business of" publishing and what that phrase means, etc). Lawsuits are a very expensive way to get questions answered. It's up to the board. You may find yourselves in a lawsuit, you may not. For me, I've been talking this long because there's a camera on me. So that's a whole different kind of risk you run. (Laughter) Questions?

**Ken Ward (Main Camp Security):** Earlier tonight the board amended the minutes of the November meeting. Wouldn't destruction of the tapes open us up to not being above reproach but actually doing backdoor deals? Because at this very meeting we went back and didn't question anyone's word, just took it at face value. **Russell:** Well it's true a tape is certainly a better record than any of our memories but on the other hand sometimes recreating the past can benefit the organization. **Ken** said we should be beyond reproach and not say anything that could hurt us.

**Deanne Morrow:** Are we talking just about filming or about actually putting it online? **Russell:** These can be two separate things. But even if something is not in the written minutes and you don't put the tape online, the tape can be subpoenaed.

**Peach Gallery** (sorry I didn't get the name): Council meetings are broadcast on TV. That's a public meeting. I don't see the difference except they're on TV and have the bugs worked out and we're sitting here paranoid. **Russell:** Remember that government protects itself first. They are covered by the Oregon Public

Meetings Laws. We are not. As a non-profit we are part of the private sector. Even though our meetings are open to the public, we are not protected by the public meetings laws.

**Jim Sahr (Crafter):** I remain conflicted. In a forfeiture, the film could be a real detriment, but I like the idea of openness. I'm glad I don't have to make the decision.

**Jack:** Would it do any good to start the meeting with a disclaimer? **Russell:** You could do that, but there's nothing in Oregon case law that suggests it would do you any good. **Jack:** If something liable comes up, couldn't a diligent board just say "Strike that from the minutes, rewind the tape."? **Russell:** That has happened in the past in the written minutes with some discretion exercised by the recording secretaries. My advice has always been to try to give a fair representation of what happened but to stop short of putting the Fair in jeopardy of a lawsuit.

**Joseph Newton (Recycling):** Has there been any case of an organization being held liable for keeping an archive that isn't published? It's distressing to think of the tapes being destroyed. **Russell:** I don't know of any case. One thing that's very different about the OCF meetings though is that most non-profits don't have anywhere near this many people at their meetings.

**Shawn (Pre/Post Security):** I'd hate to see the tapes destroyed too. There are some very eloquent and enlightened things said at these meetings. I'd like to see them available as an archive for members to watch at the office. Written minutes can fill in some of the gaps but destroying the tapes is destroying part of our history.

**Arrow (Traffic Coordinator):** I would probably watch something like this online. I don't know the procedure. Does it take some kind of by-laws change to change the way we record the minutes? **Russell:** The by-laws simply say that we need to have minutes. They don't say you can't have multiple minutes. No one has suggested doing away with the written minutes. The by-laws don't prohibit the recording.

**Michael:** So a disclaimer might give us some protection? **Russell:** It's untested. So far there's no support for that in Oregon law. Every case is new. **Michael:** Can you give us an example of a statement that could be made which could get us in trouble? **Russell:** Someone comes to a meeting and says they heard a certain food booth is serving dog meat and that booth owns a restaurant in town. If this was said and published, the judgment against the Fair could be astronomical. (Someone asked if this was true, Russell quickly said no and reminded everyone that he's giving us a hypothetical example of a liability situation.) Another example would be if someone joked about an illegal activity at the Fair, saying something like "Hey we all know what happens, ha ha". If the board doesn't dispute that statement, the interchange on tape could be used as evidence by law enforcement that the board had knowledge and didn't do anything.

**Joseph Newton:** Don't you have to be convicted of a crime before they can confiscate your property? **Russell:** By the state of Oregon, yes; but by the federal government, no.

**Jim Sahr (Crafter):** We're an irrepressible group. Using your dog meat example, I can see us saying "woof woof" and making up silly names for the food booth. I don't want us to feel inhibited and if our lawyers are ever put in the position of defending us, I don't want them having to deal with something being on film.

**Michael:** If someone says "you're an alcoholic pedophile", can't we just strike that from the record and immediately edit the tape? **Russell:** Yes, but you have to identify it and you have to do it. Sometimes you may say something that someone else takes as insulting and you may not even know it.

**Jack:** Is there a process we can go through to be protected by "being in the business" of publishing? You said that would require showing a higher level of malice, an intent to defame. **Russell:** That phrase hasn't been defined. It's all untested at this point in Oregon case law. I suppose you could join a newspaper guild or make FFN available as a paid subscription. But there's nothing that says that would do you any good. And the Fair is represented by a board, so a defendant might only have to show that one single board member had the intent.

**Lawrence:** Could we put our 501(c)3 status in jeopardy if we show support for a political candidate? **Russell:** Yes, you do have certain restrictions. It's okay to make an announcement about where to get information on a certain candidate, but you can't endorse a candidate or solicit contributions for a candidate.

**Michael:** Is there any difference in legal issues between digital and audio recordings? Has anyone ever subpoenaed our audio recordings? **Russell:** No, and no.

The board thanked Russell for answering our questions and he left for his daughter's music recital. Discussion of Marlene's motion will continue later.

## STAFF AND OFFICER REPORTS

**General Manager:** Leslie wanted to respond to Gary's comments and said that the decision for the ice service to become a volunteer crew was made by Darrel's daughter Louise with the support of the Food Committee and the approval of the Board. We hire Fair Family businesses every chance we get (and she thanked the Peach Pages creators Robin and Aleta for making that even easier for us!) and said that when dealing with something like ice and proper storage conditions we are very formal. She has never for even one year been without a signed contract from Darrel, one which Russell drew up and she negotiated.

Here are the highlights from the past month. She thanked Norma for the wonderful job she did on Spring Fling and announced that City Fling was also well-attended and lots of fun. She thanked many people involved with that including David Paul, Kevin Dougherty, Jenny Newton, Tia Christiansen, Ben Farrell, Geoffrey Silver, Dennis Wiancko, Jim Page, Robert DeSpain, Ducky, Loreta and Darin, Palmer, Charlie Lefevre, Jimi and his staff at the Crystal, Jason and Nicole from TicketsWest, Brian Keogh, Kate Newhall, and all the other OCF family who showed up to help decorate and clean up.

She said Culture Jam sign-ups are going very well and are actually full except for the waiting list. She thanked Robin Bernardi, Charlie Murphy, and Hanif Fazal for their fantastic work on the recent day long Culture Jam staff training at Alice's. She thanked Steve, Andy, Jeff, Tommy, Beth, and the Construction Crew as well as the affected booth people for all their work in making such amazing things happen in such a short time. So much has changed on site in just the past two weeks. There are barricades along the eroding parts of Strawberry Lane and all the booths have been relocated. It was a long process involving lots of hard work from Kirk and Beth and all of Path Planning. Folks are busy planning their new booths and Strawberry Lane is ready to begin a new life in a new neighborhood. Jack's leadership both with Path Planning and onsite has been great and he's so much fun to work with. I appreciate him so much.

The Peach Pit goes to press this week. Thanks so much to Amy and Jared and their crew for all their hard work; it's going to be beautiful. There will not be a Wednesday, Thursday, or Monday offsite worker shuttle bus this year. Look for the article about Outta Site lot shuttles in this month's FFN. We've also been through the Office Assistant hiring process and interviewed some really great candidates. I wish we could have hired them all. We had a huge attendance at the last coordinators' potluck at Frank and Jeanne Sharpy's house; thanks to them for hosting us so beautifully. Thanks to Deni and Monty for their work on getting passes and t-shirts out that evening.

We had our annual community meeting with Veneta, and it was well-attended. Thanks to Mindy Sanford and Ric Ingham from the City of Veneta for organizing and hosting it.

Steve and I have spent lots of time with insurance adjusters and fire inspectors since the fire. The building was covered but the contents weren't. We are so thankful it was just "stuff" and no one was hurt. The response was fantastic from everyone. It was an amazing juxtaposition to see a burned building on one side of Alice's and a glorious wedding on the other side. People are continuing to be generous and supportive of Jeff to help him with his devastating loss. It's also very hard on the Pre-Fair Kitchen Crew too, so that is our equipment replacement focus right now.

And to end on a positive note, the Fair got the Community Arts Award from the Lane Arts Council. The award was given to us for being a leader in arts in our community and in Oregon, for the endowment and youth programs, and especially for being a unique arts organization. It was such fun to listen to an artist from Veneta talk about how much Veneta has come to love the Fair.

**Administrative Assistant:** Norma said it was a wonderful Spring Fling and she thanked Jen-lin, Katie, and Loretta for staffing the raffle table, Andy and Dick for putting up the new banners, Dennis for the LUMP presentation, Bob Fennesey for booking the band, Denny Guehler for being the emcee and Anne Morris for being our Vanna. She thanked Robin for staffing the office while she was gone and gives out an especially big thank you to Leslie for bearing the biggest burden with the fire and other problems. She said the Fair is a wonderful place to get married, even with all the extra problems that day. She thanked Construction for coming up with chairs and benches in such a short time. It reminded her of the tree incident when the tree fell on a booth and Construction Crew rebuilt the booth in 24 hours. She's working on getting the entertainment schedules on the website and transferring the office out to the Fair site.

**Site Manager:** Steve W. said it's been a busy month with both planned and unplanned events and thanked the fire departments of both Veneta and Eugene (who happened to be in Veneta on a joint training exercise and came to help). The fire was contained to one building at Alice's, the middle storage/shop building. Thanks also to onsite Fair folk for their quick response and assistance and a big thanks to Robert DeSpain who

coordinated a safe and very effective clean-up of the burn site. Thanks to Construction, Vegmanecs, QM, Tree and Site Crews for another month of hard work. Thanks to Ken and Stella and crew for another big chipper day on Sunday 6/6. We're working hard to convert all the piles of brush and chips and return them to the forest biomass right away. It would present a real fire danger if we left dry wood lying around. If you're out at the Fair site and you notice a problem with trees or brush, the proper protocol is to go to the Quartermaster and report it in either the Vegmanec book or the Tree book depending on what the problem is. If there's just a downed tree in your usual camping spot, try to find another spot. But if there's anything dangerous like a hanging tree limb we'll take care of that right away. Leave the hay and straw bales alone, it's not appropriate to take them for your camp. Thanks to everyone for the phenomenal progress that has been made. It's an honor and a privilege to be a part of all this and to witness the tremendous energy and happiness on site.

**Treasurers:** Steve G. (aka Grumpy) said the change in ice was run through Food Committee and through Louise so he thinks the decision was appropriate. Hilary said for crews to go through your coordinators for purchases, and for coordinators to get your receipts in to Norma or Carolyn.

**President:** It was an interesting discussion we had on legal issues, makes me understand what a courageous thing it is we do. I hope we can continue to be courageous and keep the struggle going in the crux of what we're learning about ourselves and the legal issues we're confronting. Everyday they're stealing a piece of us. We leave the fair and go home to work and we do our lives and look deep inside ourselves and see just what those pieces are that they're taking every single day. So we come together here and we have this collective courage that's immense and we do immense things. This weekend and the previous weekend were phenomenal, we were caring and loving, very few things were left undiscussed. People's feelings were dealt with immediately. We dealt with a hard situation as if it was another bump in the road. But everything we do pre-Fair is a celebration, then we have this great celebration, together, and that's where we make the difference. I want to thank everybody for having the courage year in and year out, to just step up and do what's necessary. Thank you for all that. I just can't say it enough, that we can't lose the courage it takes to put this on in light of what the world is presenting to us every day. It's going to get harder.

## COMMITTEE REPORTS

**Business Directory Committee:** Aleta handed out copies of the new Peach Pages and said they had \$4800 in ad sales. Expenses were about \$3300 which was about \$300 over budget. She asked about the procedure for getting that covered and Leslie said it won't be a problem.

**By-laws Committee:** Lawrence said they met with members of the Elders Committee to remedy the oversight of omitting elders from membership status. So pursuant to Article 11 of the By-laws he provided notice of intent to amend Article 5 Section 2 of the By-laws on eligibility and admissions to include elder status as one of the participatory groups that will provide eligibility for membership in the Fair.

**Archaeology Committee:** Virgil said they're building a small booth near Main Camp and somebody will be there most of the time to answer questions. John Stamp is on site now so he's there most all the time to answer anybody's questions. He and Doug have been out there a lot and said they've had great response so far with everybody calling them and asking first before digging. He said they've been really busy the past couple of months, involved with the building of a small cedar plank house for a new exhibit for the Museum of Natural History. Mostly he just wants to remind everybody to ask before you dig, it's been working great so far. Site Crew's been really great about calling first, and so has everybody else. And they appreciate it a lot.

## OLD BUSINESS

### HIRING OF PART-TIME OFFICE ASSISTANT

**Brad moved and Bear seconded to suspend Paragraph 2 Section 6 Paragraph C Item 5 of the Personnel Policies and Procedures Manual for the hiring of the part-time office assistant.**

*Background:* Brad said the paragraph states, in part, "the Hiring Committee will make its recommendation to the board in executive session at least one week before action is taken on the hiring by the board." He said they came up against timelines and gave the board a week's notice by mail instead; meeting the nature, but not exact wording, of the directive.

**The motion passed: 10 in favor, 0 opposed.**

**Brad moved and Marlene and Lara seconded that the board hire Robin Bernardi as the new part-time OCF office assistant, effective immediately.**

*Peach Gallery:* Howard Galvin (Grievance Coordinator) and Beth Grafe (Construction Coordinator) were both on the Hiring Committee and offered their congratulations to Robin and said she is a great choice, and that there were many wonderful candidates who they hope will continue to stay involved with the Fair. Jamie O'Brien (Pre-Fair Kitchen Co-Coordinator) knows Robin outside the Fair and said she will be wonderful. Palmer Parker (Communications Crew) said he didn't know Robin had a life outside the Fair! *Board:* Brad wishes we had jobs for all the candidates and said it was a hard decision. Lawrence said that Robin has always been a pleasure to work with in the office.

**The motion passed: 10 in favor, 0 opposed.**

**BUDGET ISSUES  
FIRE LOSSES**

*Background:* Hilary said they've been working with crews to determine what was lost in the fire, what absolutely must be replaced for this year, and how much it will cost to replace it. The burned building included equipment for the Kitchen, Communications, Fair Central, Energy Park, Fire Crew, White Bird, Child Care, Culture Jam and Spoken Word, as well as picnic supplies and \$2500 worth of rental chairs for norma and Dick's wedding. They came up with a spread sheet which showed different totals for low and high estimates that depend on such factors as "high end" cost versus "best deal" costs as well as what absolutely has to be replaced this year and what we might be able to rent or borrow for the year. At this point we are looking at a range of \$16,000 to \$35,000 from the Rainy Day Fund.

**Bear moved and Brad seconded that the board authorize increasing the capital expenditures budget by not more than \$35,000 to replace equipment lost in the fire.**

*Peach Gallery:* The tape was garbled for the first part of this discussion and that part included comments from Deanne Morrow, Joseph Newton, and Tom Bruvold (Fire Crew Co-coordinator) who collectively agreed that essential items must be supplied even if the only way is by paying full price, but that there is wisdom in trying to get donations (put a list of "wants" on the website) and trying to be as frugal as possible. It also included comments from Brian DeCaro and Andy McLain (Pre-Fair Kitchen) and Jamie O'Brien who spoke about how much kitchen equipment was lost and about food being a vehicle for not only feeding the body but nourishing the soul as well. They asked that the kitchen be able to replace everything they need immediately and said they worry that if they have to come back to the board at the late June meeting that it will be too late for them to really run the kitchen the way they think it should be run. They want the volunteers to feel appreciated, and food is part of how we do that. Ray Hessel (Pre-Fair Kitchen) advocated that the Kitchen get at least what they had last year which was three stoves, a pizza oven, and a Hobart mixer. Andy Strickland (Caretaker) said he sees things a little differently. While he agrees that we want to provide what we absolutely need, he also stressed that the fire just happened and we're one creative family. And we'll get through it one way or another. But he doesn't see the point in just going out and spending a bunch of money in a hurry. We should take our time, rent some things, just get by for this year, then we'll have a whole year to get donations, find the best deals, and get what we really want. There are a lot of big expenditures and we're going into the red. We need to pull together, put the brakes on. We can be creative and not throw money at every problem we have. Geri McDonald (Post-Fair Kitchen Coordinator) said the equipment they had was already inadequate and spending a lot of money in haste to replace what they had before doesn't make sense. She agrees with Andy Strickland that they should take some time and maybe rent some equipment and buy some, but take the time to plan for the future needs of a growing kitchen. Steve Wisnovsky (Site Manager) said Childcare is preparing an article asking for donations and with some deliberate decisions we don't have to spend enormous amounts right away. Hilary has calls out to Fair family who deal with fire equipment and has had offers of stoves for loan for free, and they may even be able to borrow a Hobart. She feels they need more research on the Hobart especially because the estimates came in at very different levels and some of the questions she sent out on the internet haven't been answered yet. Leslie said we have three Kitchen Crews at the Fair (Pre, Post, and Hospitality) and hopes that all the kitchen coordinators can work together to get by for this year, and then see what we really need and want. We've heard a lot from Pre-Fair Kitchen tonight but we want to make sure that the money is best spent to meet the needs of all the kitchen coordinators. We found a \$600 6-burner propane stove with a working oven and a 4-burner stove with an oven costing only money for gas to get it here. The moving and storage issues are enormous for us with those really heavy pieces of equipment like the pizza oven and the Hobart. The other thing is that the pizza oven

and the Hobart we had were donated so we are replacing equipment that we never actually approved to purchase. I agree that they need them because of the volume they're doing but we're hopeful the budget that was put together will work. I have a contingency fund and some discretionary spending authority and we will not let this year's kitchen go unequipped. Joe Newhall (Construction) said he's been eating at Main Camp Kitchen for 10 years and they're great. Every day we give the kitchen workers a big round of applause. And this is an opportunity to really walk that walk. I don't really know about the numbers, I trust you guys know better. It's too bad we have to question and worry about the money. But \$8,000 or \$10,000 I wish we could just buy them everything, the pizza ovens, the Hobart, out of whatever. They need it. I think rental money may be a waste. If it turns out we spent \$4,000 more than we needed to but got the kitchen running two weeks sooner, I think it's worth it. Let's feed each other and act like a family. Randy Nowell (VegManEc) said he appreciates all the good food too but he's willing to eat peanut butter sandwiches if that will bail us out of a tough spot. Charlie Zennache (Swimmer) said we are a creative group, we'll make sure the volunteers are taken care of and all of us will come together around it That's going to happen. We need to have faith in the process and allow people to work out the details. Grumpy said our goals are the same, we all want to have Main Camp Kitchen up and running as soon as possible. He thinks we're getting there but haste really does make waste. He thanked the kitchen for all the work they've done so far on their budget proposals but stressed that there's no point in spending more than we need to. Jamie asked for a higher umbrella than \$35,000 to be approved right now. The kitchen was estimated to need about \$5,500 of that and he feels they will need more. He's been a restaurant manager for six years, planning and designing kitchens around town. He said there are big costs in converting propane, converting electrical, service contracts, etc. He said they've done a lot of research and know the equipment they want. They want the opportunity to do the best job they can do.

*Board:* Bear said \$35,000 is meant to be a place to start and he trusts the management team and crews to work out the details of how the money is to be divided among the crews. That money may include the high end of what both the Kitchen and Fire Crews requested. However, he feels very persuaded by the expertise of what he's heard from some of the Kitchen Crew tonight and he's concerned that the umbrella of \$35,000 may not be enough. I really hear what's being said about haste makes waste but I'm also concerned about money being wasted on rentals. I'm concerned that the tremendous amount of time that the Kitchen Crew put into this is not being fully respected and regarded. If it seems like there will be a conflict between the crews then we need to amend the motion and increase the umbrella amount. It's interesting to me that most of the discussion tonight focused on the kitchen as opposed to the other crews. It shows the emotional importance of the kitchen because it is the place where we all come together. Greg said this isn't a line item, what we're saying is that this is the threshold of when we would like the management team to come back to us and say they need more resources. \$35,000 is a significant amount of money and that can be prioritized. Look at the creativity and energy we have here, look at the opportunities for donations. We've got \$35,000 we're putting towards this, we've got the GM's contingency fund, and the ability to approve more later. Jim said he agrees with Bear and doesn't want to waste money on rentals. He's in favor of giving the kitchen what they need and he's also concerned about the Fire Crew. We're facing a potentially terrible fire season and he saw all those burned hoses. He feels we have to spend a lot of money and doesn't see any way around it.

**Bear revised the amount of his motion upward to \$45,000 and Brad accepted it as a friendly amendment.**

*Board continued :* Anna said Energy Park started working on this problem just as soon as their tears dried. They whittled their request down to \$400. She encouraged everyone to open your arms and ask for donations, we need help, we had a disaster. Brad said he's hesitant to approve the high end and hopes we don't spend it all. But talk about the irony of the fire equipment being burned in a fire. We're spending the Rainy Day Fund. Let's hope for beautiful weather. The nature of this has put a lot of people under stress. I implore everyone to work together and find the best possible solution and love each other at the end of the day. Marlene said she doesn't get the feeling that people are being forbidden to spend what they absolutely need to, but that the intention should be not to rush and to make our purchases really mean something. If we passed the original motion of \$35,000 along with the GM's contingency account we would have come within \$225 of the high end of all the estimates. And remember Energy Park's example of what we can do because the reality is that what we are is magic and what pulls us together is diversity of this kind. That is where the magic of the Fair really comes into play. Lara said the rush is on, the Fair is coming. I'm counting on everyone to make the deals, get the donations, and not spend the entire amount. It shook me to the core to see that fire at the Fair. But in every fire there's a phoenix. I can see us not spending all the \$45,000, but let's have it there if we need it. Lawrence said food is fundamental, feasting is festing, faith is fair. What we eat, how we eat, how we share it makes a difference. It makes a difference in



terms of the energy that we create. The volunteers establish the magic circle and the magic is created in that circle. Faith is fair, that means faith in the people who have done the research and faith in the people who have to make the decisions on how we get it done. Mutual respect among all those folks will make this work. We're in a battle of the adages. Haste makes waste. Penny wise and pound foolish. Let's keep the wisdom of both philosophies. Diane said she hopes there's a balance. That's so much money and she hopes if the kitchen buys a lot of new equipment that we keep in mind our future needs. She thinks everybody is willing to make some sacrifices and hopes we don't have to spend all of that money. Michael asked what happens if the Fair is rained out all three days. Grumpy said if no one shows up one day, we're in trouble but if no one shows up for three days we're really in trouble. Hilary said their recommendations were not based on fear of the worst, but on taking a deep breath and approaching this in a calm responsible manner and making good choices. It may be that the Kitchen Crew's choices end up being the best choices, but they don't always match with the information we've gathered in other places. I feel we haven't been listened to and respected by the Kitchen Crew so we have had a lot of tension and frustration in trying to work out what is best. We try to suggest alternatives but they come back and say no it has to be just this way. And we have a lot of experience too. I'm hoping what results from all this is that management, budget, and crews can all learn to better work together for the best interests of the Fair. Leslie said she hopes asking questions is never considered disrespectful in this organization, especially when that is supposed to be our job. Jack said the fire is a humbling experience but what he's feeling right now is not a humbling attitude. But the reality of it is we need to be humble and ask people to come to the fair. We need to ask friends of ours to come to the event. Humility has a way of coming full circle. We've had a humbling experience and I want to learn from that. We have gone from a minimum of \$16,000 up to \$45,000 in the span of an hour. I'm not sure I've seen much humility or respect tonight. What piece have they stolen from us that makes us do that, we've almost made this partisan. I'll vote for whatever you guys put up but I'm really amazed. I just don't get this. Lawrence reiterated what Jack said earlier about being humble and asking people to come to the Fair. He said let's also be proud and ask people to come to the Fair.

**The motion passed: 10 in favor, 0 opposed.**

#### **INCREASE BUDGETS FOR HEALTH INSURANCE, ICE CREW, BARTER FAIR, AND NO CARS IN THE 8**

*Background:* Grumpy passed out spread sheets showing budget changes for the above items. The original figure for health insurance for the part-time office assistant was based on paying 50% of the premium, but the board approved paying 65% of the premium so the cost rises by \$400. The Ice Crew projections include \$15,000 in revenue, and expenses of \$865 for food vouchers, \$230 for coordinator's expenses, and \$13,700 for the cost of ice for an expense total of \$14,795. An increase of \$2507.50 for Barter Fair and No Cars in the 8 is primarily due to more food vouchers needed for additional security, for folks collecting the barter fees, for camping elves, as well as for additional supplies and services.

**Bear moved and Lawrence seconded that the board accept the treasurers' recommendations for operating budget increases and modifications to the revenue projection.**

**The motion passed: 10 in favor and 0 opposed.**

#### **APPOINT FEEDBACK COORDINATOR**

**Bear moved and Greg seconded that the board appoint Jen-lin Hodgden as the new Feedback Coordinator.**

*Peach Gallery:* Thumbs up. Leslie said there are no budget considerations for this appointment. Jen-Lin thanked Anne Henry for her years of service as the feedback coordinator and she appreciates Anne's suggestions and recommendations for the position. She is very grateful to Anne.

*Board:* Bear said that Anne Henry is resigning due to health problems and that we all wish her a complete and speedy recovery. The Fair appreciates her many years of excellent service. There were nods of agreement all through the Peach Gallery.

**The motion passed: 10 in favor and 0 opposed.**

#### **APPOINT PRE-FAIR KITCHEN CHECK SIGNER**

**Brad moved and Lara seconded that the board appoint Jamie O'Brien as Pre-Fair Kitchen Check Signer for the duration of Main Camp.**

*Peach Gallery:* norma said Jamie has a lot of experience and will do a great job.



**The motion passed: 10 in favor and 0 opposed.**

## **RETURN TO DISCUSSION OF VIDEO/AUDIO RECORDING POLICY**

**Marlene repeated her motion (see after “Member Input”).**

*Peach Gallery:* Joseph Newton said Russell seemed to think we should use a scalpel but this motion takes a sledgehammer. Deane Morrow hoped the motion would be easier to understand. He was listening as hard as he could but it sounds like it was encompassing too much all at once. Randy Nowell said he likes the wording, that it covers all the issues and sounds like a workable motion. He appreciates the motion because he's generally shy in crowds.

*Board:* Katie said the only thing we're required to do in regard to the minutes is to state who on the board attended the meeting and how they voted on each issue. Because people have concerns and fears and nervousness about doing something so beyond what we have to do, she doesn't see the justification for doing it. Brad said he's incredibly conflicted by this and has been all along. He can see both sides. He sees the risk and takes the fiduciary responsibility seriously. On the other hand, he is not averse to taking risks that will increase membership participation. We have members all over the world. Bear said after a lot of thought he's voting against it, he's not persuaded that the risk we face is so great that it outweighs the damage in trust of our community if we were to pass this motion. There are risks I'm willing to take on behalf of this organization and this is one of them. I don't think having the tapes is any more dangerous, given our ability to promptly respond to inaccurate things said at the meetings, than many other things we do. Marlene said it's been a hard decision and she weighs the responsibility to the members and to the future of the Fair. She said the motion sounds more official than she normally talks because she asked for Charlie Zennache's legal expertise in helping her craft a motion that would encompass all of our needs and still keep us safe. She believes openness is important but doesn't think filming the meetings is important to openness. Providing an accurate record is important. If there's a question about what happened at a meeting, we could check the tape. And if there's something we really want to save we can keep that part of the tape and archive it. But having a bunch of tapes that could be subpoenaed doesn't make sense. She would like to find ways to let people participate without the legal risk, like streaming video with a delay. Some Fair members have told her they hesitate to speak because of the camera and she wonders what information we're missing because of that. Lara said she's been quiet about this for a long time. She voted yes all those months ago because she likes the idea of other people feeling more included. But in truth the filming gives her the willies and she doesn't like having her picture taken. She sucked it up because she thought she'd get used to it, but she hasn't. She knows the idea of filming was made with the best of intentions but doesn't think it's the best thing for the family so she supports the motion. Lawrence said the minimum requirements of the minutes are a floor and not a ceiling. He liked an idea Diane mentioned to him that perhaps in memory of Nixon we could just erase 18&1/2 minutes of each tape. Openness is important and what we say and how we say it is important. I'm saddened that the wise and thoughtful among us aren't as eager to speak to the camera as I am. To me it comes down to “why not?”. Well, criminal or forfeiture liability. I try to preface all my comments with that in mind. But we can delete objectionable matters from the record. I suppose it's a philosophical question but is a meeting really recorded if no one listens to it? We trust in the process and each other. I don't know if it's unkind to make people uncomfortable or Orwellian to destroy the tapes, maybe the truth is somewhere between those extremes. Diane said the fact that we can erase parts of it makes her feel more comfortable. She likes to think that we're going to say what we want to say and forget the camera is there because she hates to think that the camera is acting as a censor. And she thinks no one would ever want to watch it unless they had insomnia. Michael said it's really a bad motion. It's designed to disenfranchise anyone who doesn't live in Eugene. You talk about the board adding safeguards for the internet, but there already are safeguards for the internet. I want to give folks out of town a chance to see what happens at our meetings. The written minutes do not accurately reflect what goes on at every meeting. Our constituency deserves to see us when we fuck up and when we're being idiots. It gets edited out of the minutes so it doesn't look like that. Maybe not deliberately to retain a status quo but still there's a lot of disparity between the minutes and what actually went down at a meeting. And a lot of my constituents don't want me to back down on this and they feel things aren't transparent enough and there aren't enough ways for people outside of Eugene to get involved. So at the August meeting I'll make a different motion with more safeguards but this motion doesn't fit the bill. Bear said no disrespect to Michael but he is so utterly appalled by all Michael just said that he's changing his vote to yes. Greg said throw me in the conflicted camp. We still have work to do on this issue. I'm concerned about closing some doors so I'm voting against it because we haven't found the solution yet. I'd rather be in limbo

than to have doors closed to us. Anna agreed with Greg. We aren't there yet. I voted no before and can do it again. This organization is about getting it right, so let's get it right. Bear called the question.

**The motion failed: 5 in favor (Marlene voted in place of Brad) and 5 opposed (Anna, Greg, Michael, Jack, Diane).**

The next Board meeting is called the "July" meeting but will actually be held on Sunday, June 27, 2004 at 5pm at Alice's at the Fair site. The agenda, subject to change, will include the following tabled items (appoint members to Elections Committee and Elders Committee, By-Laws changes, Temporary Lodge Proposal, KRVM, Wow Hall loan) and the following old business (Budget Issues). The following items will be tabled until the August meeting: (Internet Committee, Discuss formation of Health Insurance Committee, Appoint Archaeology Coordinator, Appoint Grievance Administrator).

Minutes by Barbara Edmonds who thanks Dr. Phil McGraw for the following quote: "There is no reality, there is only perception."