

## OREGON COUNTRY FAIR BOARD OF DIRECTORS MINUTES

Monday April 4, 2005, 7pm, EWEB Community Room

**PRESENT:** Diane Albino, Katie Cousins, Lara Howe, Brad Lerch, Jack Makarchek, Marlene Monette, Deane Morrow (alternate), Joseph Newton (alternate), Greg Rikhoff, Lawrence Taylor, and Bear Wilner-Nugent.

**NOT:** Anna Scott. (*Secretary's Note: Alternate Deane Morrow voted in her absence.*)

### ANNOUNCEMENTS

norma announced the Spring Fling will be held at WOW Hall on May 7, doors open at 7pm, and she encouraged people to contribute items to the raffle. She brought copies of the new Guidelines with her and reminded people to “read them and share them with others in your booth or crew.”

Leslie said the City Fling will be at Lola's Room at the Crystal Ballroom in Portland on May 14, the day tickets for the Fair go on sale. It's an all-ages venue. She added, “Portlanders, your mission is to bring someone who has never come before!”

Steve W. said that Bob Nisbet will lead a Wildflower Walk onsite on April 17 at 10 am. Meet at the Warehouse. He warned, though, that's there's lots of poison oak starting to leaf out on the new property, and elsewhere in the uplands.

Brad said the Board will be appointing some new people to the Personnel Committee next month. He said “If you've been meaning to apply but have been putting it off, do it now please.”

Lara said the Waste Warriors will be back this year and they are looking for volunteers to join the team. Interested people should contact Sarah Grimm, [sarahg@bringrecycling.org](mailto:sarahg@bringrecycling.org) or 746-3023. Visit [www.groups.yahoo.com/groups/wastewarriors](http://www.groups.yahoo.com/groups/wastewarriors). She reminded campers who bring plates or cups to the Fair to bring durable or paper products instead of plastic disposable items. She added that Eugene Saturday Market has a new recycling program and they are also looking for waste warrior volunteers. Their coordinator is Jarret Arnold who can be reached at 686-2294 or [monster@imageanation.com](mailto:monster@imageanation.com).

Virgil Courtright (Archaeology) said he was onsite last Saturday with his son who is no longer employed by the U.S. Army. (*Note: whoops and cheers all around the room!*) Virgil said they found an artifact, a worked obsidian point, while poking around the exposed rootwad of a tree at the new property. Virgil passed it around the room and remarked, “It reminds us that we're not the first campers there.”

Jeff Harrison (Craft Inventory Co-Coordinator) said April 1 was the deadline for submitting craft applications. There were 254 new craft applications this year and the jury process will take place this Saturday, April 9.

### APPROVAL OF MINUTES

**Lara moved and Greg seconded that the minutes of the March 7 Board meeting be approved.** Barbara apologized for a mistake she made in those minutes by not including “Appoint New Assistant Manager” on the agenda for tonight's meeting. She hadn't realized the Hiring Committee would make the decision so quickly.

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

### MEMBER INPUT

Richie Weinman (Booth 596 and Chair of the Jill Heiman Vision Fund Committee) spoke about the increase in numbers of hungry and homeless people in our community. He said, “Things have never been worse. We're seeing working families becoming homeless and people who are working two jobs becoming homeless.” The committee urged the Board to increase its matching donation of dollars from 1-1 to 2-1 “during these extraordinary times.” They hope this will inspire the Fair family to give even more, if they know their donations are matched by an even greater margin. He also introduced Venice Mason from St. Vincent de Paul who spoke on this matter and said there are 3,000-5,000 people per night in this community who have no place to sleep. She said, “Our needs and our costs have increased while our funding has decreased; we have 41% less money to meet the needs of 25% more people.” She said it used to be that “one person working full time at minimum wage could support a family of four at 20% *above* the poverty rate, but now two people working full time at minimum wage can only support a family of

four at 17% below the poverty rate.” (Note: The Board responded by adding their request to next month’s agenda.)

Randy Nowell (VegManEc) urged people “to be conscious with our dollars by conserving energy and resources wherever possible by turning lights off, carpooling, disconnecting cable TV, etc. in order to have more money to donate to needy causes.”

Neil Friedman (Booth 207) said he spoke last August about his pet peeve and was back to speak on that topic again. He handed out a letter to the Board that was addressed to Crew Leaders and Food Booth Managers. Jack read it aloud for the rest of the Peach Gallery. Neil’s concern is about the rudeness with which some people run around the Fair with their near-empty carts literally screaming at the Fair’s guests to “get of the way, cart coming through!” He said when White Bird pushes a cart through the crowd they are always courteous, but that many other cart pushers “exhibit unacceptable behavior that has increased dramatically over the years.” He closed with “Please stress to your workers that these people are our guests, not antagonists wishing to be bullied, and we need to appreciate and respect them. We need to stress the current behavior as unacceptable and replace it with some measure of manners.” Neil can be reached at 541-782-5598 or [neilf@efn.org](mailto:neilf@efn.org).

### STAFF AND OFFICER REPORTS

**General Manager:** Leslie has been working on many contract negotiations and renewals of insurance policies. She had to “fight like the dickens” to get craft booths included in the coverage this year but warned that it is “certain to come in the near future that craft booths will be required to have insurance coverage in their own names just like food booths are now required to do.” She said the insurance business is changing dramatically and there are now only a few companies that will cover fairs and festivals. She announced the Fair will definitely be providing shuttle service this year but negotiations are still ongoing with LTD so it remains uncertain who the provider will be. She expressed her appreciation for the continued good service and fair bids that Best Pots has given the Fair for sanitary service and said this year’s bid “came in at last year’s actual cost, without increases, although costs are based on both number of units and volume, so if volume increases, costs will also.” She is still waiting for another bid to come in before a final decision is made. She signed the contract with the State Fair and said they are looking for a new name for what the OSF used to call Artisans’ Village. They want something with “Art” in the title and “let me know if you have any ideas.” She thanked Gary Nolan, the U.O. green chemist and member of LUMP Committee, for testing the ash in the fire pits. His report was included in the Board packet. Thanks to clean wood and flushing, the sauna boiler is now free of heavy metals and the sauna has shown “tremendous improvement” but the fire pit at Entertainment Camp still has high traces of heavy metals. The Fair’s endowment was able to give a total of \$10,000 by contributing to the following organizations: Camp Wilani, Fern Ridge Wildlife Refuge, Veneta Elementary, Applegate Art Guild, and Elmira Elementary. She thanked the Board, the Personnel Committee, and the Hiring Committee “for all their hard work to develop the Assistant Manager position” and said there were many “amazing candidates and it was very difficult to narrow it down.” She thanked Tia, Loretta, Jenny, DP, Brian, Sallie, and Geoffrey for their work on City Fling; thanks also to norma and Lynn for their work on the Guidelines, and to Craft Inventory for all their work, adding “They were there working last Friday night! It just gets smoother every year.”

**Administrative Assistant:** norma said March was very busy with all sorts of applications being due on April 1 and thanks to Robin “it all went smoothly.” The band for Spring Fling on May 7 is Reeble Jar and they were recently mentioned in the New York Times. She showed the latest edition of the Guidelines and said, “be sure to *read* them and *share* them.” She is busy preparing for the Vision Quest summit also on May 7. Thirty people have already registered for the summit so “get your registration forms in if you want to attend.” She said something she does occasionally in her job and that she really enjoys is talking with high school students who are writing papers about the Fair. She spoke recently with a student at Elmira High School who was writing on the Fair’s relationship with the surrounding community. norma was able to report there has been a great improvement the Fair has seen over the years in its relationship with our neighbors because of the great work of our General Manager.

**Site Manager:** Steve W. reminded everyone that “every recipient of a camping pass is obliged to abide by the Code of Conduct and the Guidelines. This is our contract with each other.” He was thankful

for the rain we've had but said March's rainfall of 3.57 inches was still below the 5.8 inches that is normal for March so "we should pray and sing and dance for rain." Bring fire tools and extinguishers, no candles or tiki torches, and "practice high fire consciousness not just during the Fair but pre-Fair and post-Fair as well." Because of the mild winter there was no storm damage and "very little tree work to do" so they will have time to finish chipping what was leftover from last year, and chip up the heavy fuel load of brush in camping areas of the 8 to reduce fire danger. He talked with Andy and the two of them didn't know how long it had been since the Entertainment fire pit was cleaned; they wondered if perhaps the same old ash kept getting re-tested so they thoroughly cleaned it out. He asked that Entertainment Camp be very careful to burn only clean wood. He and Leslie have suggestions for new names for "the property formerly known as Swanson's." They suggest the upland area be known as Hub Hill because it will be the hub of much activity, and the lowland area for camping that is a marsh and wetland be known as Marshall's Landing (MarshLand for short) after the late Marshall Landman whose campsite was near there. He thanked the crews that have been coming out to work onsite. He said the site is "green and wet and soft, the trillium is up, the delphiniums are open so the hummingbirds are back, come on out and enjoy." He invited people to attend the Wildflower Walk on April 17, 10am at the Warehouse, but beware of poison oak on the new property and in the uplands. In response to a question from Leslie, Andy Strickland (Caretaker) said that Lilith will be at the Fair this year. Lilith is the 25 foot tall creation that was awarded "best overall entry" in the Mt. Pisgah Arboretum Mushroom Festival Scarecrow Contest last October. Andy and Nicodemus created Lilith "with the help of many friends." *(Note: Marshall Landman, who passed in 2003, was the Fair's webmaster as well as the originator of crew services, founder of Community Village, former Board member, and part of the management team. norma said, "He was the most amazing, wonderful, sweet, funny, visionary and wise person that ever graced this organization. We will never see his like again. I miss him every day.")*

**Co-Treasurers:** Steve G. (Grumpy) said he will give his report during "Old Business -Budget Issues."

**President:** Jack thanked the Personnel Committee and the Hiring Committee for all their work in interviewing and selecting a candidate for the Assistant Manager position. He extended his "love and appreciation" to them and to "all the applicants who participated in the process." He said, "it's a process that works and one we should be very grateful that we have."

## COMMITTEE REPORTS

### ELDERS COMMITTEE

Deane summarized a written report from Janet Tarver to the Board. There are now 129 people in this category, including 20 new elders this year. They are currently working on four issues and are seeking thoughts and recommendations from the Board. These issues are how an elder retires (how do elders get and use their pass, can they still be on a crew and get their pass from that crew or do they need to retire from their current position), elder jobs (some would like to keep volunteering but can no longer do full shifts, some would like to make a new unique volunteer position, some would like an elder crafts booth), elder camping (many will need to leave their old spots as they leave their booths and crews, an ideal spot would have shade and quiet and a place to plug in nighttime breathing machines that do not run on batteries), and elder SO passes (the committee recommends that elder passes should be able to have SO passes just as other Fair passes do, some elders will need an attendant and could use their SO pass for that). These issues were added to the agenda for next month's Board meeting.

### HIRING COMMITTEE

Sara Rich (Back Up Manager) said there were almost 60 applicants for the Assistant Manager position and that "lots of amazing people" applied. She said it was a very difficult decision to narrow that down to those candidates who were selected for an interview. They spent two full days interviewing those people and finally narrowed their list down to three finalists to forward to the Board, with the committee reaching a consensus on one name being the first choice candidate.

## VISION QUEST TASK FORCE

Hilary said their first focus was on a mission statement and the task force spent a lot of time reading and discussing the more than 200 proposals, finally distilling them into four recommendations that were forwarded to the Board for a decision. Their focus has now turned to planning for the VQ Summit to be held on May 7 from 9:30-4:30. There is room for 125 participants who represent all parts of the Fair, including Culture Jam, as well as spots reserved for community members. Lunch will be provided. Turn in your form (online or in March FFN) if you would like to apply for a spot. Leslie added that they are in the process of finding a facilitator for the event.

## OLD BUSINESS

### DONATION TO SCHOOL GARDEN PROJECT

**Brad moved and Lawrence seconded that the Board donate \$500 to the School Garden Project.**

*Background:* Megan Kemple, the SGP treasurer, spoke about the program that was started in 2001. The SGP “supports youth and educators in the creation and support of outdoor garden classrooms in more than 20 schools in the Eugene area and has logged more than 4500 hours in the school gardens in the past year.” They are moving ahead with new initiatives to update their website, [www.efn.org/~sgp](http://www.efn.org/~sgp), to provide information to teachers on starting and maintaining a school garden and on “recruiting more volunteers so they can continue to work with small groups of students but also take whole classes with the teacher out to the garden at once, thus helping teachers become more involved, enabling them to integrate the garden into the curriculum and to continue teaching gardening in the future even without outside help.”

**The motion passed: 10 in favor and 0 opposed.** (*Note: Joseph voted for Katie who had stepped out of the room.*)

### DONATION TO HIV ALLIANCE RIVERWALK

**Bear moved and Lara seconded that the Board donate \$550 to the HIV Alliance RiverWalk.**

*Background:* Michele Erickson, HIV Alliance Development Director, said half of new infections are seen in people between 15-24 years old. Last year’s RiverWalk raised over \$24,000 to support their programs in prevention (needle exchange, testing and outreach to high risk groups), advocacy (media, legislative, and community outreach), care (direct service to over 200 clients), and education (reaching 10,000 high school students annually). Michele personalized their work by talking about one client, Mike, who came to HIV Alliance for help in 1996 and described himself “as low as a guy can get” and who graduated two years later from LCC with a degree in computer sciences. This year’s RiverWalk will be held at Alton Baker Park on May 14. Interested people can get more information at 342-5088 ext. 28 or by writing [development@hivalliance.org](mailto:development@hivalliance.org).

*Board:* Jack mentioned seeing a clip of an interview with Senator Bill Frist (Republican, Tennessee) that was highlighted on “The Daily Show” and said it showed “a staggering display of propaganda and ignorance still surrounding HIV, because Frist didn’t even know that AIDS can’t be transmitted by tears or saliva.” Joseph, Marlene, and Lawrence all spoke in favor of the motion.

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

## BUDGET ISSUES

Grumpy said there are three items in the budget that need adjustment. The first involves the cost of a repeater. This purchase was approved but the amount requested needs to be increased by \$523 because of extra costs associated with the purchase. Palmer Parker (Fair Central) said a repeater “makes it possible for hand-held radios to work from one end of the property to another, so it’s a health and safety thing.”

*(Note: The Board and the Peach Gallery got a major case of the giggles by making a series of “repeater” jokes by repeating everything that anyone said. The Board and the Peach Gallery got a major case of the giggles by making a series of “repeater” jokes by repeating everything that anyone said.)*

**Greg moved and Lara seconded that the Capital Projects budget be increased by \$523 for costs associated with the purchase of a repeater.**

Grumpy said the second budget adjustment is an increase in the Site Crew budget of \$160 for food

vouchers for the large-area camp hosts in the camping areas at Zenn Acres, Alice's Wonderland, the Far Side, and the property formerly known as Swanson's.

**Greg moved and Bear seconded that the Site Crew budget be increased by \$160 for food vouchers associated with the new camping areas.**

The third adjustment is in the operations budget. This is necessary because Inventory Crew and Office Site Crew used to be one crew but was split into two crews last year. The only change is \$230 for another coordinator.

**Bear moved and Lawrence seconded that the operational budget be amended as outlined by Grumpy.**

**Each of the above three budget motions passed: 10 in favor and 0 opposed.** (Note: Marlene excused herself from the vote on the second motion because she is a camp host at Alice's Wonderland so Joseph voted in her place.)

Grumpy concluded his report by saying "Our revenue projection is still the same, \$1,110, 000; total expenses went up to \$1,097,259.50; total excess revenue is now \$12,740.50. So we're still in the black but not by much. Remember that as you think about adding things over the next few months. So the bottom line is we need to be careful about what we're spending."

### LOGO JURYING

**Bear moved and Marlene seconded that any item receiving at least 7 yes votes from Board members participating in the logo jury process be approved. The motion passed: 10 in favor and 0 opposed.**

*Background:* Jeff Harrison (Craft Inventory Co-Coordinator) set up a table before the meeting with 29 logo craft items on display, 3 of which were new items. He gave Board members a tally sheet for them to vote on accepting or declining each item. The Board took a short break after which Jeff announced that 27 of the items were approved. This included one of the new items, a rawhide ceremonial rattle.

### HIRE ASSISTANT MANAGER

**Brad moved and Bear seconded that the Board suspend paragraph 2 section 6 paragraph C item 5 of the Personnel Policies and Procedures Manual for the hiring of the Assistant Manager.**

*Background:* Brad explained that this item states that the Board shall meet one week in advance of a Board meeting when hiring new personnel. This is not feasible with some members coming from Portland. Instead, the Board met in Executive Session right before this meeting to discuss the three finalists.

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

**Brad moved and Joseph seconded that the Board hire the first place candidate as recommended by the Assistant Manager Hiring Committee, Charlie Ruff, as the new Assistant Manager, effective immediately.**

*Peach Gallery:* Steve W. said he has experienced the hiring process "from both sides of the table," as a Board member who helped write the hiring process in 1991, as a candidate when he was hired eight years ago, and on three hiring committees since then. He said, "The goals have remained consistent: we want to hire the best candidate that is presented to us, we want to give fair consideration to every candidate, and we want to conduct the process with integrity and confidentiality." He said a number of Fair family applied so there are disappointed people out there but he "hopes they will continue to maintain their fine level of commitment and service to this organization." Leslie said they "appreciate all who applied, there was an incredible wealth of talented and committed people." She said the Fair should be proud to "give good jobs to good people" and that "this help is hugely needed and deeply appreciated."

*Board:* All eleven members of the Board present at tonight's meeting spoke, and all of them said about the same thing, each expressing thanks to the committee and welcoming Charlie aboard. Some excerpts include Diane's comment on thanking the committee for a unanimous recommendation, Katie thanking the committee "for not being defeated" after their first job description was voted down and for "sticking with it and going through the process," and Jack's expression of "sincere love to all the finalists."

**The motion passed: 10 in favor and 0 opposed.** Charlie said he "was humbled to even be

considered, and taken aback to be selected.” He also said this is a “life path change not just a job commitment” and that he will “do my utmost to do a good job.”

### **APPROVE MISSION STATEMENT**

**Bear moved and Lawrence seconded to approve #4 of the final mission statements selected by the VQ Task Force.**

*Background:* The task force developed four mission statements that “best capture the spirit and ideas of participants in the survey process.” One was submitted as originally written and the other three were developed by the committee using parts of various submissions. Earlier in the evening, the Board individually ranked their favorites of the following four mission statements that were presented by the Vision Quest Task Force, with #4 receiving the highest ranking:

- 1) The Oregon Country Fair is a community-based organization dedicated to preserving and promoting outstanding handicrafts, vaudeville both traditional and modern, music that moves and inspires, education that respects the whole person, environmental stewardship, peace and justice, and to producing an annual festival that represents these values and practices in a beautiful, magical, joyous way.
- 2) To create events that celebrate and nurture creative, magical expressions of art and culture; to build awareness of critical public policy issues; to live in harmony with the natural environment; and to model sustainability.
- 3) The purpose of the Oregon Country Fair is to create a culture of imagination and intention through gatherings and programs that: offer the experience of connection and community; that awaken the senses, nourish the spirit, and celebrate life; and that explore ways to live artfully and authentically on earth.
- 4) The mission of the Oregon Country Fair is to nurture the creative spirit, to sustain the living environment, and to transform culture in magical, joyous and healthy ways.

*Board and Peach Gallery:* Kay Kintzley (Booth L86) said “short and sweet.” Katie proposed a friendly amendment to add the last line of #3, “and to explore ways to live artfully and authentically on earth” but Bear said he thought it duplicated what was already said. Deane said Paxton Hoag (Wristbands/Photo ID) couldn’t be here tonight but wanted it known that “he’s not ready for this to go yet.” (*Secretary’s Note: I received an e-mail from Paxton after the meeting clarifying that the message he wanted delivered was that he felt the mission statement shouldn’t be selected until the VQ Summit on May 7.*) Diane proposed a friendly amendment adding “and to produce an annual festival that represents these values and practices” and Bear said he would accept that. Lawrence said he didn’t want to be an obstacle “but really wasn’t inclined to accept it.” He said things should be said “in groups of three,” that this format “cements things in the mind.” Leslie said “to produce an annual festival” isn’t necessarily limiting but that it *sounds* too limiting to her. Brad asked if the Board really needs to approve one tonight, in terms of the planning process for the VQ Summit. Leslie said it’s not necessary that one be approved tonight. Several Board members spoke, the general consensus being for everyone in the room to discuss it for a while but for the Board to not vote until next month. Marlene wants Fair family to give input if desired. Bear said he “cares a lot about words” and cautioned against “tinkering overly much,” adding “we need to express our values, but also have poetry and conciseness to it.” Deane wanted time to put it on the OCF discuss list for possible comments. Jack doesn’t like the words “mission” or “sustain.” Grumpy disagreed with Leslie, saying he thought it was important to mention the event but that doesn’t have to limit it to just that one event. Hilary said the mission statement can be short and used as a header, but have a longer description of values underneath. Andy agreed with Bear, saying he liked #4 the best because it was the shortest. He said “it’s not quite there yet, but whatever the Board chooses should be simple and eloquent.” Jeff Harrison said “the meaning should control the rhetoric rather than the rhetoric controlling the meaning.” Instead of striving for “a group of three phrases,” he said to “first decide what needs to be said and then say it as concisely as possible.”

**Marlene moved and Lara seconded to table the vote until next month’s meeting. The motion to table passed: 9 in favor and 1 opposed (Bear).**

## LEADERSHIP COMMUNICATION WORKSHOP

**Katie moved and Marlene seconded that the Board allocate \$500 from the Board's budget line item research and education for a "Leadership Communication Workshop" to be presented in May.**

*Background:* Katie said one topic that kept getting mentioned at a Board work session on "volunteer rights" last May was communication problems ("the way that people talk to each other, many complaints about people being treated badly"). She feels it is necessary for the Fair to address these concerns. She spoke with Charlie Murphy, who has participated with Culture Jam and who is one of the co-founders of Power of Hope, and he is willing to facilitate the workshop.

*Peach Gallery:* norma asked if Katie had a date in mind (a half-day workshop on May 22). Arrow Anders (Traffic Crew) said "communication is so important, not only between individuals but also between coordinators of different crews." Leslie said she appreciates Katie's follow-up on what she learned from the earlier meeting. She added that "you'll have a blast with Charlie Murphy, he is very fun and funny and really is great at expressing creative ways to communicate."

*Board:* Joseph and Deane both said it sounds like a good idea, and Deane added "and if it's fun, even better yet." Marlene was pleased with the selection of Charlie Murphy as facilitator. Lara and Brad both thanked Katie for putting this together, and Brad continued by saying "wow this is one workshop I definitely want to attend; and it's great to bring Culture Jam more into the Family because we can really benefit from what they do."

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

The meeting adjourned at 9:30 pm. The next Board meeting will be held on Monday, May 2, 2005 at 7pm at the EWEB Community Room. The agenda, subject to change, will include the following tabled items: Budget Issues, Appoint Members to Peach Power Ad Hoc Committee (Anna), Approve Mission Statement, Consider Other Options for Swanson's Trailer if No One Wants It, Consider Donation to Fern Ridge Middle School; as well as the following old business: Consider Donation to Elmira High School, Consider Donation to Seymour Hersh Speaker Event (Lara), Consider Donation to Crest Drive Watershed (Greg), Consider Appointments to Personnel Committee, Consider Craft Committee Co-Coordinator Appointment, Consider Issues Brought Up by Elders Committee (Deane and Katie), Conservation and Restoration Policy (Marlene), Consider Increasing Jill Heiman Vision Fund Allotment, Re-Naming the Property Formerly Known as Swanson's (Bear), Sweep Crew Co-Coordinator (Bear). Joseph withdrew the discussion of Jeff Johnson's onsite tenancy from the agenda because there was no one present to speak on the issue.

Minutes by Barbara Edmonds who thanks Douglas Adams (The Restaurant at the End of the Universe) for the following quote: "There is a theory which states that if ever anyone discovers exactly what the Universe is for and why it is here, it will instantly disappear and be replaced by something even more bizarre and inexplicable. There is another which states that this has already happened."