

## OREGON COUNTRY FAIR BOARD OF DIRECTORS MINUTES

Monday August 1, 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, Anna Scott, Lawrence Taylor, and Bear Wilner-Nugent.

### ANNOUNCEMENTS

norma said the Teddy Bears' Picnic is August 20 at 3pm. Candidate statements are due August 29 for the election of new Board members. The annual meeting and election will be October 8, 6:30 pm, at Knights of Pythias Hall.

Joseph said people interested in the Bioneers Conference this October can get more information from the website [www.bridgingworldsnw.org](http://www.bridgingworldsnw.org) which should be "up and running later this month."

Lara said the Fair generated 16.94 tons of waste in 2004 and the 2005 event generated 10.82 tons. (*Note: huge applause!*) She said if she thanked everyone responsible "we'd be here until midnight."

Beth Grafe (Construction Crew) encouraged folks to attend the Oregon State Fair and to visit the OCF area called 'LiveArt!'. She said it is "coming together spectacularly and will be well worth a trip to Salem." The Fair runs August 26 to September 5. Visit the OCF area at the north end of the state fairgrounds, across from the display gardens. More information is available on their website at [www.fun-oregon.com/fair/entertainment/live\\_art.htm](http://www.fun-oregon.com/fair/entertainment/live_art.htm).

Kay Kintzley (Booth L86) said she and Jen-lin have been raising money for the Culture Jam scholarship fund and she passed a hat for anyone wanting to contribute to the fund.

Jen-lin Hodgden (Feedback Coordinator) said there will be another cider pressing party onsite this Fall, probably October. Watch the FFN for details on date and time

### APPROVAL OF MINUTES

The complete minutes of the June 26 Board meeting are online, but the minutes that were included in the Board packets were mistakenly cut short to only 8 pages instead of 12. norma will get complete copies of the minutes to the Board so they can vote on approval at the September meeting.

### MEMBER INPUT

Katie read an e-mail from Jay Miller (Security Crew) who wrote to the Board asking that his comments be included in the meeting. He said he went online to read the minutes of the June 26 meeting and that he agreed with the comment about "one of the key ingredients for an agreement is that all parties worked on it together." He felt there was widespread support for the ideas in the community agreement and added, "I'm glad to note some of the passionate discussion that went on during that meeting, but wish it had taken place much sooner, and with more openness and notice."

Jen-lin said she really appreciated the Spoken Word program this year and especially enjoyed hearing Andrew Weil, Winona LaDuke, and Paul Stamets. She said there was positive feedback from users of the new womens' urinal between Community Village and Shady Grove and that one woman suggested it could be improved by adding a ballet bar to help with balance.

Kay heard lots of comments this year about the toilets being cleaner but also heard requests for more handwashing stations.

Jon Pincus was unclear about a comment in last month's minutes stating the pony rides issue was simply a discussion and no motion could be made. Marlene said there was no longer a quorum at that point in the meeting.

Brad forgot to bring his copy of the Eugene Weekly but asked folks to read a letter to the editor about the sweep.

Marlene thanked management for what she called "a kid-oriented and totally awesome Fair."

### STAFF AND OFFICER REPORTS

**General Manager:** Leslie said it was "such a lovely beautiful Fair and one of the mellowest ones I've ever experienced." She wished she could appropriately thank "all the untold hundreds and thousands

of people who make it happen.” She heard afterwards from several people who said, “I heard there was no dust, no heat, and no mosquitoes. I really wish I had come!” She said attendance this year was down, but only very slightly. Historically, attendance is lower when the Fair happens the same week as the 4<sup>th</sup>, which happened this year. Also, the rain probably kept some people away. The attendance figures were 12,289 on Friday; 16,186 on Saturday; and 11,925 on Sunday for a grand total of 40,400. She said August will be a busy month. She thanked Steve and Andy and Charlie for great work on the aftermath, and for jumping on Culture Jam and the State Fair; Robin who has been working so well and so steadily on Culture Jam; Norma for working on the picnic and the evaluation meeting; Dedee Wilner-Nugent for the Vision Quest surveys solicited from the public during the Fair; and Beth Grafe and Kirk Schultz who have been working with the Oregon State Fair. Leslie called the collaboration with the OSF “one of the most exciting projects the Fair has been involved with” and encouraged people to visit LiveArt!, the OCF area. She said there were so many people who went above and beyond this year, in countless ways, large and small. She gave examples of Tracy Berry in Admissions who did all the work to operationalize the will-call and 3-day ticket holder wristbanding onsite, and Anne and Jimmy and Colleen and everyone who helped wash over 100,000 forks at the dishwashing parties at Food for Lane County. She said final financial figures and incident reports are still being completed and more information will be available at the September Board meeting and the Board retreat in October. “We are really an amazing community of people and we are so blessed to be able to do this.”

**Administrative Assistant:** Norma will be on vacation the last week in August and asked folks who need office help that week to call first to make sure someone is there who can help them. She’s been busy writing lots of checks. She said, “Usually I pay bills twice a month but lately I’ve been doing it every day.” She has been working on the picnic and said Nicodemus is coordinating the grill this year and he needs help. She encouraged folks who can work on the grill for an hour or so to contact her or Nicodemus. She also said that Wally needs help behind the tables coordinating the potluck dishes. She said, “It’s everybody’s picnic, so please pitch in and help if you can.” She thanked Meredith Snodgrass for doing such a great job with the “From the Peach Gallery” column for the FFN. She said Meredith would like to share that responsibility and is looking for people who attend Board meetings and would like to “try their hand at reporting on a meeting.”

**Site Manager:** Steve W. said the Fair was “exhausting, frazzling, and hugely gratifying” and thanked everyone for the “opportunity to participate in the most amazing human community that I know of out there.” He particularly thanked his fellow employees and said, “Charlie didn’t just survive, he thrived!” He thanked Shane Harvey and Mark Doyle and the rest of the Site Crew, and Carl Taylor and the rest of the Quartermaster Crew. He thanked the Board for “their understanding and support of operations and management issues.” He said the site is feeling “the impact of thousands of feet and vehicles. It looks hammered now. It’s dry and dusty and the fire danger is high and getting higher. It’s hard post-Fair to reconcile our impact with whatever ‘reverence for the land’ means to you. We have to get better at it. Each and every participant needs to become more conscious of their impact on the land, and minimize, mitigate, and clean up.” He said this year there was “an epidemic of couches” that they have been hauling to the dump. He encouraged people to come out to the site and finish their clean-up.

**Treasurers:** Hilary said she had a fabulous Fair and that she usually doesn’t even think about the money during the Fair because she is too busy having a good time. This year though, because of the rain, “I did find myself thinking about the money! Our revenue came in over budget though so that is reassuring.” There are still lots of bills coming in; the statements in the current Board packets are incomplete and a more thorough picture will be available in October. They are in the midst of reworking their systems and she “really appreciates everyone’s help and patience. Many people did a lot of hard work to change the systems and we are not done, but are grateful for the help and cooperation of so many people. All the changes in forms, documentation, and cash handling are tied in to the computerization project and our ultimate goal is for the financial team and Budget Committee to have better feedback from operational crews.”

**President:** Jack said this was “one of the better Fairs I’ve had. It was a very personal Fair for me. I’d like to thank everyone who was there for me when I needed them.” He said he’s not very good with names and “appreciates people being polite to me when I can’t remember their name. It may seem like a small thing but for me it’s absolutely huge, thanks.” He said this year’s experience “made me think about

how lucky I am to be a part of this. I'm really looking forward to next year."

## **COMMITTEE REPORTS PERSONNEL COMMITTEE**

Brad said they have been going through the job descriptions and trying to make the job evaluations more user-friendly. They hope to schedule the evaluation meeting before the September Board meeting.

### **VISION QUEST TASK FORCE**

Beth thanked the Board members for making themselves available during the Fair to talk with the public about the survey. She gave "a huge thanks" to her co-chair Dedee Wilner-Nugent who completed the goal of gathering over 3,000 surveys during the Fair. The next step is another VQ Summit this Fall, date and place TBA, watch the FFN.

### **AD HOC WASTE REDUCTION COMMITTEE**

Joseph said it's great to be rid of plastic utensils and that "it was an incredible thing that happened with the durable silverware issue, starting with pre-Fair work by Lara and the Food Committee and ending with all the people who helped wash all the silverware." Lara didn't yet have exact figures to report to the Board about how many utensils were returned but said, "So far we know we have more than we started with!"

## **OLD BUSINESS**

### **CONSIDER DONATION MORATORIUM FOR MAY – JULY BOARD MEETINGS**

**Brad moved and Lawrence seconded that the Board implement a moratorium on considering donations during the pre-Fair months of May, June, and July. Considering that donations sometimes come with specific time constraints, this policy may be overridden by a vote of the Board to put a specific donation item on the agenda during the moratorium months.**

*Background:* Discussion on this motion began at the June 6 meeting and was tabled until tonight.

*Peach Gallery:* norma suggested waiting until after the October election and letting the new Board decide this issue. Palmer Parker (Fair Central) is opposed to the proposal and said, "We're a philanthropic organization and Board members know what they're signing up for." Hilary said people should remember what last May's meeting was like.

*Board:* Bear is against the motion and said "setting the agenda should be handled on a meeting by meeting basis." Brad said newly-elected Board members won't have the experience of a meeting like the one in May, and the new process won't interfere with the Fair's philanthropy. Greg supports the motion and says it will "allow us to better focus on our event as it approaches." He would also like to see "more outreach in our philanthropy" and more thought put into how recipients are selected. Marlene is opposed to the motion and feels "everyone deserves a chance to be heard." Lara thinks the proposal is well-written but doesn't see the donation process as a problem, saying "If we have a long meeting, then we have a long meeting." She added, "The donation part is one of the most 'feel good' things we get to do and I'd like to have a bit of that at every meeting." Lawrence said, "The issue is self-care. We don't do our best work when we're exhausted and stressed." Joseph said May's long meeting was not the fault of the donation requests but rather that there were "several contentious issues and some people took a lot of time." Deane said, "We should be able to do donations at every meeting, not train folks as to when we will hear them. If we have a full agenda, just use shorter sentences and talk faster." He said there were two nice thank-you notes in the Board packets from groups who had received donations, and this is an important part of what the Board does. Diane supports the motion because it has a provision to hear a time-sensitive request. Jack doesn't see a compelling reason to change our policy. He said if people hear about the Fair and come to us asking for help "we should not disrupt our historical rhythm. It's important to always be there." Anna said the problem is not just that a meeting can be busy but that "we need a better working relationship with our membership. We need to be able to focus on the Fair at that time." Brad said discussing "an intense issue late in the evening is hell, and every year big issues come to us right before the Fair." Katie would like to see changes made in the Board's donation process and appreciates the "more democratic way apparent in the Jill Heiman Vision Fund process."

**The**

**motion failed: 6 in favor and 4 opposed (Bear, Marlene, Lara, Jack).** (Note: Seven votes are needed)

*for a motion to pass.)*

## **DISCUSSION OF ELDER SOP'S**

**Jack moved and Deane seconded that the Board ask the Elders Committee to work with the management team to develop a proposal to address what type of helper's pass will be made available to elders to insure that they have a positive experience by next year's Fair.**

*Background:* A discussion of elder issues began at the May Board meeting as a result of a report made by the Elders Committee. The issue was tabled until tonight. 'SOP' stands for 'significant other pass'.

*Peach Gallery:* Thumbs up from Kay and Jon.

*Board:* Bear asked if this would undermine existing crews and said we need a solution that doesn't create more passes. Brad asked to hear from management. Leslie said, "We're overstaffed in some areas, our SOP system is broken, and I don't support a solution that creates more passes. The existing SOP policy doesn't cover booth people or entertainers or the myriad of trade passes anyway, so what about them when they become elders?" She said some elders need assistance and she is very interested in exploring what those needs are. She said "the phrase 'positive experience' opens up a rabbit hole because no one can insure that someone else has a positive experience." She wants to explore the issues of elder needs but doesn't support a policy that mandates now that new passes must be created. There was a discussion between Jack and Leslie about whether the motion meant there would necessarily be more passes. Leslie hears that implication in the motion but Jack said that was not his intention. Diane suggested that "if we're overstaffed, don't replace people when they retire. Elders need to be able to buy an SOP because otherwise they will not want to retire." Deane said elders aren't looking for a free pass, just the ability to buy one. He said, "There's only about 150 elders. We're looking for a way to transition. I support this motion." Jack said some elders will need things like oxygen tanks and "we have to deal with these needs. My intention with this motion is to see that their needs are met, not necessarily with more passes." Leslie said the Board was explicit when they passed the original elders proposal that caregiver's assistance was one issue but someone wanting to bring a sweetie or friend is another issue. "A medical condition that requires an assistant is no problem, but the number of elders will grow and it's also the issue of our cars." **Jack decided to drop the phrase "to insure they have a positive experience by next year's Fair" and Deane accepted that amendment.** Diane said it's not realistic to expect someone to come without their sweetie. Joseph said there are significant others who have participated for ten or twenty years and they should be able to become elders too. He said the Board needs to look at the broader issue of eligibility for elder status. Lawrence agreed with Diane and is "in favor of as many passes for our Family as we can create, within the limits of physical capacity and legal constraints." Lara said there are elders on the Recycling Crew that will be eligible for their pass soon and said, "We're defeating the purpose of the elders designation if some won't retire because they don't want to give up their ability to bring their sweetie or helper." Marlene supports the motion and suggested letting management and the Elders Committee "brainstorm ideas and come back to us." Brad said if both management and the Elders Committee want to have this discussion, he is not sure the motion is even necessary. Katie is in favor of whatever the elders think they need and said this issue allows us to practice our "counter-culture values and show the world how elders should be treated." Greg said he can't support the motion "because it adds more confusion than clarity. It's backwards. Is the talk about assistants just code for SOP's? Why do we need a motion to ask management to sit down with a committee?" Anna agreed with Greg. Jack said the question of "how we are going to deal with people who need assistance is a policy decision. This clarifies for me that elders who need assistance will have a way to get it."

**The motion passed: 7 in favor and 3 opposed (Greg, Anna, and Bear).**

## **SET DATE FOR EMPLOYEE EVALUATION MEETING**

**Marlene moved and Brad seconded that the employee evaluation meeting be held onsite at 5pm on Monday, September 12.**

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

The meeting adjourned at 9:00 pm. The next Board meeting will be held on Monday, September

12, 2005 at 7pm onsite. The tentative location is at Alice's Wonderland but may be changed to another onsite location. The agenda, subject to change, will include the following tabled items: Budget Issues; Consider Donation to Lane Longhouse; as well as the following new business: Appoint Buses Co-Coordinator; Endowment Principle Contribution; Consider Donation to Saturday Market Recycling Program (Lara). Consider Donation to McKenzie Willamette Festival of Trees was dropped from the agenda for lack of a sponsor. Discussion of Craft Inventory Notification Process (Deane) was dropped from the agenda until a later date.

Minutes by Barbara Edmonds who thanks Forrest Carter ("The Education of Little Tree") for the following quote: "Grandma said when you come on something good, first thing to do is share it with whoever you can find; that way, the good spreads out where no telling it will go. Which is right."