

OREGON COUNTRY FAIR BOARD OF DIRECTORS MINUTES

September 11, 2006

Present: Diane Albino, Katie Cousins, Paxton Hoag, Brad Lerch, Jack Makarchek, Marlene Monette, Deane Morrow (alternate), Joseph Newton (alternate), Lawrence Taylor, Bear Wilner-Nugent.

Not: Greg Rikhoff and Anna Scott (so both Joseph and Deane voted all evening).

Announcements

- Jen-lin Hodgden (Feedback Coordinator) said there will be a cider-pressing party onsite at Alice's at 11am on Sunday, Oct. 15, the day after the annual meeting. She said, "Help us chop, hop, press, and pour" and asked people to "bring gallon glass jars with a reusable, interrupted screw/thread lid" as well as ingredients for a 'group soup'. The cider will be used for events onsite such as Culture Jam.
- Steve W. asked everyone to come to the work party onsite this weekend and said there is much work to be done.
- norma invited everyone to help clean the basement at the town office on Saturday, Sept. 23 at 11am, and added "There will be snacks!".
- Jen-lin invited those who go to Autzen Stadium to buy food at the concession stand to support the Network Charter School her son attends.
- Marlene encouraged attendance at the employee evaluation meeting Monday Sept 18.
- Robin invited folks to "a salmon BBQ this weekend at Lavelle Vineyards" to benefit a Veneta group, Neighbors for Responsible Growth.
- Leslie thanked two retiring Co-Coordinators for their "long, long, long time dedicated service to the Fair," Barbara Bartel of Dog Control and Robert Heilman of 4A. (Alter-Abled Access Advocacy)

Approval of Minutes

Katie moved and Jack seconded to approve the minutes of the August 7, 2006 Board meeting. The motion passed: 9 in favor and 0 opposed. (Brad arrived a bit late during norma's report so there were only 9 votes on this motion but 10 votes for the rest of the evening.)

Member Input

Ong Kar Walen (External Security Co-Coordinator) thanked the Board for allowing Zimfest to happen onsite and said it was "a real success" despite the heat (105 degrees) and the mosquitoes. He said he got "lots of positive feedback" about the event and he thanked many people who were involved in making it successful including Monty, Andy, Steve, Palmer, Charlie, Laura, Dr. Julie, Jon Pincus, Animal and Mike. He distributed leaflets filled with "Zimfest thank yous" from half a dozen Zimfest organizers. (It is 4 pages filled with expressions of gratitude such as this from Hilary Vander Veer: "The unexpected elements of record heat and record mosquitoes that Mother Nature gave us added a dimension to the festival that surprised all of us. We are grateful for the humor and patience and grace that everyone displayed under these circumstances. Amazingly, we had only one case of heat stroke the entire festival – parents and caretakers get a special round of applause for keeping their children hydrated and healthy." Marian Grebanier wrote, "Meeting old friends and making new ones was somehow easier this year, too. The informality of the festival helped make this so, I believe. The fact that the beautiful OCF grounds have been a gathering site for people for so many thousands of years brought with it a special intangible

gift to us. To be under the stars at night, to get to see the Milky Way, to hear Swainson's thrush when awakening, to be where the current stewardship of the land is so sensitive to its needs...all of this gave a special atmosphere of common relationship I found inspiring...even while killing off mosquitoes that landed on me.")

Kay Kintzley (Booth L86) gave a big thank you to all who helped with Culture Jam and said her daughter is still feeling the positive effects from her experience there. She went on to talk about the Fair and "the need to celebrate and to experience joy" and said "what we do for each other and for our community is so important – to lay our burden down and celebrate – thank you everyone for making this possible and let's do it again."

Joseph wanted to acknowledge "how hard the staff has been working this summer with all the events such as Culture Jam, Zimfest, Beaver Open, State Fair, and the Eugene Celebration Parade." He also thanked Robin and Ishi "for bringing coherent rhythm to our parade entry."

Lawrence added to Kay's comment by saying, "Especially given the historic significance of today's date... we have a community focused on truth, trust, love, fidelity to each other. We are a light in this darkness. Keep it bright."

Jen-lin said she attended an Etta James concert that gave her "a wild idea" and said her fantasy is to see a program that would bring elder musicians to the Fair "so we could honor them and be graced by their presence."

Staff and Officer Reports

General Manager: Leslie passed around two articles about the Country Fair that appeared in the Salem newspaper. One was a Sunday feature "about green ideas taking center stage at the State Fair." The article called these ideas "not alternative culture but mainstream culture" and she said, "It's worth every bit of the work to see something like that in the paper." She thanked everyone and said it took "tremendous effort from staff and volunteers. We all feel like this is what we're called to do and we are making a difference." She said the LiveArt! area "felt like a mini Chela Mela with lots of fun energy." She talked about what was learned from working with Honey Buckets for the first time during the Fair and the increase in the volume of grey water that was generated which necessitated going over budget. The cost of buses and insurance came in on budget. She is "in the process of sweeping interest" from the large accounts and will reallocate the money to the Endowment and Rainy Day funds. She is also researching CDs with higher interest. She hopes the Board will consider a capital expense project of about \$15,000 next month for a flail mower for the Site Manager and for repairs and maintenance on the town office. She and the treasurers have discussed "new budgeting processes" and plan a September potluck to review budget changes with coordinators. She will submit her final report to the State Fair on Sept 15. She gave thanks to Norma, Steve, Charlie, Andy, Robin, everyone for "a summer of hard and amazing work." She praised Charlie as "a creative chef" and thanked Andy for making time to present "an absolutely fabulous" workshop at Culture Jam about sacred geometry.

Administrative Assistant: Norma thanked everyone who helped with the picnic and said, "Over 400 people attended and had a good time...at least I assume they were having a good time!" She mentioned Wally and Rebecca who set up and staffed the potluck table; Buffalo and Lara who took care of cooking the chicken; Bob Fennessey for "booking top bands – the entertainment was fabulous"; Joseph for "taking care of us vegetarians"; and "the site boys Steve, Charlie, and Andy" for infrastructure. She thanked Robin and Leslie for "an awesome and amazing" job with Culture Jam. She put the candidates' statements and photos on the web and is working on a report for the Board from the notes of the evaluation meeting. She thanked Andy for "putting together a fabulous parade entry."

Site Manager: Steve W. said, "It's been one helluva summer with a very full schedule." He said the work is "gratifying and vindicating and very tiring." He thanked Charlie, Andy, Jeff, Tommy, and Big Mike. He

said, “Betty the site cat passed away last week. There’s no replacing her, she was a special cat. She was always there to greet everybody at the Warehouse.” He said there is still so much work left to do and that he feels about 2-3 weeks behind. There is work to do with inventory, trucks, site landscape rehabilitation, lots of coreplugging and reseeding. He encouraged attendance at the work party this weekend and said there is much to be done before winter. He gave the rainfall data for the summer months, saying the normal total for June, July, and August is 3.1 inches and this year was .93 (August was 0.00) and talked about the “growing trend of getting drier and drier every year.” This translates to a growing concern about fire danger and “devoting more attention to fire awareness for everyone onsite.”

Caretaker: Andy thanked everyone “who came out for the parade and showed our Country Fair spirit to the rest of the community.”

Office Assistant: Robin said Culture Jam was “an amazing success. I know we say that every year but it’s always true.” There was a waiting list for 19 kids at this summer’s camp and she doesn’t like having to turn kids away. “The impact on the participants is unbelievably positive. Thank you to Leslie and the Board and the site guys. It’s thrilling to watch it all come together and happen.”

Assistant Manager: Charlie said, “This is the longest summer of my entire life. It challenged me. This place is the greatest classroom I could ever hope for. I’m grateful as hell. It’s an amazing group and we did so many amazing things this summer.” He talked about his experience of walking around the State Fair and seeing “all the doodads they hawk” then coming to the OCF LiveArt! area and said “we offer something else, Jerry Joseph was playing, then the fire dancers...thanks to all for the opportunity.” He said it’s been a “long hard summer but worth every second. The world needs more of us.”

Treasurers: Grumpy said the Fair “did pretty darn well” and there will be more review next month “especially at the annual meeting.” He said having a new provider for toilets “was a big challenge for Operations this year” and they will be able to do a better job of budgeting for it next year. He said a notice will soon be sent to coordinators about a September potluck “for debriefing what we’ve been through and to prepare for what’s coming.” He urged coordinators to think about next year’s budget and to bring their reasons if they will need more money. After the annual meeting the Budget Committee will start meeting weekly to prepare for budget approval in January.

President: Jack said, “Making a difference is an interesting thing. Our roots are in making a difference. Listening to everybody’s efforts... it brings to mind that it takes real work to make a difference. We come to the Fair and it makes a difference in us, and we partner with other entities and that difference spreads to the greater community at large. Through events like the State Fair and Culture Jam we reap many rewards. People are understanding we are making a difference. Making that difference is why I know I’m comfortable continuing to deal with the Country Fair and I thank everybody for that.”

Committee Reports

Elections Committee

Jen-lin said the annual meeting will be held at Knights of Pythias Hall in Eugene at 6:30pm on Saturday, October 14. Absentee ballots will be mailed this weekend. There are seven candidates for six positions: Diane Albino, Lara Howe, Jack Makarchek, Joseph Newton, Palmer Parker, Carl Taylor, and Bear Wilner-Nugent. There are also two questions put to the membership through the petition process. The questions were submitted by Chris Roop of Traffic Crew and are: 1) Should the Board meetings be held on Saturday night instead of Monday night? and 2) Should the Fair quit charging staff for parking? Votes on these issues are not binding and serve as an advisory to the Board. Voter pamphlets will be available at the meeting but can also be accessed online at

www.oregoncountryfair.net/BOARDELECTION06/electable2006.html

Personnel Committee

Brad said the employee job descriptions “that will hopefully be passed by the Board tonight were a culmination of lots of work and many meetings over the course of the spring.” The committee will hold the employee evaluation meeting on Sept. 18.

Old Business

Employee Job Descriptions

Brad moved and Marlene seconded that the Board approve the job descriptions for the GM, SM, Caretaker, AA, and OA as presented by the Personnel Committee to the Board.

Peach Gallery: Steve said the AM position is not included because it is “still so new that it didn’t need tweaking.”

Board: Bear wondered about the use of the word ‘oversee’ in a sentence about the GM and guideline changes and wanted to make sure there was a clear distinction of divisions of authority between the GM and the Board. Brad addressed Bear’s concern by answering that the wording ‘oversee’ doesn’t give complete authority and said, “Does it authorize the GM to change the guidelines by herself? Absolutely not.” Paxton mentioned he’d like to see the post-Fair evaluation meeting be held on the Sunday after the Teddy Bears’ Picnic instead of earlier in the summer. Someone said the date isn’t part of the job description anyway. Katie wondered if the words “or her designated alternate” should be added to give the GM flexibility in allowing a designate to attend a Board meeting in her place. Several people said they feel it’s important for the GM to attend all Board meetings. Jack said, “We have a responsibility as employers to make tasks as clear as possible to our employees” and said a thorough job was done by the PC. Joseph said, “We’ve had 6 months to work these issues out” and advocated rather than tweaking the descriptions tonight that “we honor the PC committee for the work they’ve put in and move forward with what they’ve written.” Lawrence said he “differs with Joseph” and felt even though he was “happy with the work of the PC” that Board discussion was appropriate because “it is our place to evaluate the work of a committee.” Jack reminded everyone that “we grow and change and will revisit this in the future.”

Back to the Peach Gallery by request: Mark Pankratz (Construction Crew) said he “appreciates Bear’s comment about keeping divisions of power in mind.” Leslie referred to the comment about the GM’s requirement to attend Board meetings and said, “It’s not just the GM who attends. We’re a team, and staff’s attendance is vital.”

The motion passed: 10 in favor and 0 opposed.

Consider Donation to Wayne Morse Youth Program

Brad moved and Lawrence seconded that the Board donate \$500 to the Wayne Morse Youth Program.

Background: Iana Matthews Harris and Ishi Maderas Woods from the Wayne Morse Youth Program spoke to the Board about their goal of purchasing an electric golf cart that will be converted to solar power “so we can run a mobile peaceful powered sound system.” They have \$500 toward their goal of \$3,000 but “we understand your budget limitations,” said Iana. She continued that the purchase could be “a huge asset to the Fair” and that she already spoke with Robert DeSpain about creating an open mic venue at the Fair. Iana’s letter to the Board stated she has “been Fair family all my life, my first OCF I was in the womb.” For more information or to donate to this project visit www.morsenow.org or e-mail morsenow@efn.org. Donations are tax deductible because the group is a 501(c)3 non-profit organization.

Peach Gallery: Leslie said, “People have probably read about the incredible difficulties that have been placed in front of them.” She said their effort to overcome the difficulties “speaks to who these young

leaders are. They have incredible energy and vision and are just what the world needs.” She hopes the Board “will support this motion as generously as possible.” Jon Pincus (Elder) said he once got to meet Wayne Morse and “what they’re doing is what Wayne Morse would like to see happen.”

Board: Brad said when he read in the Eugene Weekly about the group’s troubles with the county administrator who cut the power on their free speech open mic at the Wayne Morse Free Speech Plaza that he knew immediately he wanted the OCF to help them somehow. He said he proposed \$500 but he’d consider increasing the amount of the donation if “anyone wants to entertain that.” Diane “totally supports this” and said the group’s “adult mentor is Fair Elder George Stathakis” (chair of the Wayne Morse Youth Program). Paxton asked how much money is left in the donation budget. Grumpy answered \$1,250 out of an \$11,000 budget. Lawrence said the group is “thrilling and inspiring” and as the second on the proposal he also approves increasing the amount. Joseph said, “This isn’t just a random outside organization. They carry our energy throughout the year.” He said he supports it at \$500 now but “can not support greater funding from the already strapped Board donations budget.” He said he believes “year-round extensions of the impetus provided by Culture Jam deserve a line-item of their own.” Jack appreciates the connection between free speech and solar power – “there’s no plug to pull.” He told Iana and Ishi, “We’re moving into another budget cycle. Our door is open to you.”

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

Appoint New Peach Power Ad Hoc Committee Member

Lawrence moved “on behalf of Anna” and Diane seconded to appoint Mark Johnson as a new member of the Ad Hoc Peach Power Committee.

Background: Mark has been attending meetings and raising funds for the committee’s solar photovoltaic demonstration project. He gave the Board copies of his report to the Peach Power Committee. The report detailed his fundraising activity, thanked several people who gave generous donations, and expressed his support for “making sustainability and renewable energy an even bigger part of the fair experience.” He works with regional electric utilities to promote energy conservation and renewable energy. He has been a member of Energy Park for five years, four as a booth coordinator for the Solar Energy Association of Oregon and last year as EP Staff. He “wants to add his energy to the Committee’s effort to complete the installation of phase one of a PV demonstration project by the end of this year.” Marlene apologized for cutting him off and said, “We still have a lot on the agenda and it’s getting dark and the mosquitoes are out.” (Anna’s Peach Power Fund proposal is on next month’s agenda so hopefully Mark will have more to say at that time. You can add to the more than \$2,000 that has already been raised by contacting him at redshark53@juno.com.)

The motion passed: 10 in favor and 0 opposed.

Amend Statement of Intent

Bear moved and Marlene seconded that the Board amend the statement of intent by deleting the phrase, “It is the intent of”.

Background: Instead of “It is the intent of the Oregon Country Fair to create...” the statement would simply read, “The Oregon Country Fair creates...”.

Board: Brad said, “If it’s called the statement of intent, maybe we should have the word ‘intent’.” Lawrence put his undergraduate degree in linguistics to good use by delivering an extended review of his ideas of how “our language mirrors what we think.” He talked about intention being an abstract concept and lost me with something about the predicate ‘is’ when he was interrupted by Jack who got a laugh saying “and we all know what ‘is’ is”. Lawrence laughed too and continued with “all verbs in the infinitive” when he was again interrupted this time by Marlene who asked, “So are you in favor of this or

not?” More laughter and Lawrence continued with “not one but three fabulous active verbs...” (I apologize to Lawrence. Trust me, I wanted to follow what he was saying but my notes are filled with eloquent phrases I can’t string together coherently.) Jen-lin ‘got it’ and summarized Lawrence’s ideas by saying, “As we speak, we create. There is no ‘try’; there is only ‘do’.” Jack said, “Less is more.” Katie described it as the difference between striving and already doing. Brad said, “Intention is a powerful thing. It’s a minor point and I’m fine with the change but just because it’s what we already are doesn’t mean it can’t also be what we intend to be.” Joseph said, “It cuts 5 words. Let’s do it.”

The motion passed: 10 in favor and 0 opposed.

Endowment Principal Contribution

Bear moved and Brad seconded to allocate \$25,000 of unallocated excess revenue from this year’s Fair to the Bill Wooten Memorial Endowment.

The motion passed: 10 in favor and 0 opposed.

Increase the 2006 Board Donation Budget

Joseph moved and Deane seconded that the Board increase the Board donation budget by \$2,000 from \$11,000 to \$13,000.

Peach Gallery: Grumpy opposes the measure and said, “The inordinate amount of time the Board spends on donations is not something to be proud of. Sometimes you spend half the meeting deciding who to give money to. There should be a process.” Leslie said she “understands the impulse behind this” and that philanthropy is “both an honor and a primary responsibility of the Board” but she thinks the Board should “follow the budget process by asking, if the need arises, for a line item increase under Budget Issues, which is on the agenda every month.” Barbara said she likes the fact that the Fair gives money away but doesn’t think it sets a good example for the Board to increase its own budget after asking Coordinators all year to stay on budget. Jon Pincus said to allocate more money later “if it is called for, but this is not the right process.”

Board: Bear said he “won’t vote to tweak our budget but I disagree with Barbara because we’re not voting more money for the Board but for non-profits. Our philanthropy is expressive of our values.” Lawrence agrees with Grumpy “about our process. We have our budget and shouldn’t monkey with that. We Board members do get a psychological benefit from getting to give away money.” Jack said, “It’s not a waste of time. Period.” Deane said, “It’s not a waste of time, and we have extra money.” Joseph said, “We have this year’s most current revenue statement that shows revenues exceeding projections by over \$100,000. It is most fitting for us to share some of that. This is a serious part of our mission in reaching out to the rest of the world.”

Katie, Paxton, Brad and Marlene all opposed the motion basically agreeing that it “circumvents the budget process.” Katie also reiterated her commitment to reform the donations process “to fully include the membership in the ‘psychological benefit’ Lawrence mentioned.” Diane said she would like to see extra money allocated for volunteers, and commented that the August minutes show the Board spent more time listening to staff reports than on other business.

The motion failed: 2 in favor and 8 opposed (Bear, Jack, Marlene, Diane, Katie, Brad, Lawrence, and Paxton).

The meeting adjourned at 9 pm. The next Board meeting will be held on Monday, October 2, 2006 at 7pm at the EWEB Community Room. The agenda, subject to change, will include the following tabled items: Budget Issues; Peach Power Fund (Anna); as well as the following new business: Approve New Bank Account; Fall Capital Projects Budget; Second Caretaker Sabbatical Project; Booth Relocation/Path

Expansion Policy (Marlene); and Appoint NRT Co-Coordinator.

Minutes by Barbara Edmonds who thanks Albert Einstein for the following quote: "Peace cannot be kept by force. It can only be achieved by understanding."