

**Oregon Country Fair Board of Directors**  
**Monday October 1, 2007, 7pm, EWEB Community Room**

**Present:** Diane Albino, Katie Cousins, Paxton Hoag, Lara Howe, Jack Makarchek, Deane Morrow (alternate), Greg Rikhoff (*arrived at 7:50 after Human Rights meeting*), Anna Scott, Lawrence Taylor, Bear Wilner-Nugent.

**Not:** Palmer Parker, Carl Taylor. (*Deane voted all evening.*)

**Announcements**

Randy Nowell (VegManEc) invited everyone to the highway pick-up day on Oct. 14. Meet at 10am at the Warebarn. Dana's Cheesecake is donating cheesecake to workers.

Bear encouraged attendance at the Annual Meeting on Sat. Oct. 13 at 6:30 at Knights of Pythias Hall (420 W. 12th, Eugene) and also at the Volunteer Work Party that same weekend, Oct. 13/14. Steve W. suggested people from out-of-town might like to "make a whole weekend of it" by helping with the work party during the days, attending the Saturday night meeting, and camping onsite.

Lara reminded folks that the meeting to discuss the feasibility of an upland kitchen will be at the town office on Oct. 30 at 6pm.

Barbara said people interested in donating goods or services to Veneta's toy drive SANTA (Sharing Among Neighbors Toy Appeal) may contact Caren Conger at careairmom@epud.net or 541-337-9673 or P.O. Box 1354 Veneta OR 97487.

Hilary got a laugh when she talked about imagining far away locations for a group called the Adventurers, and while looking at their pictures she saw a photo of the Monkey Palace tent in Chela Mela.

Paxton said the first meeting of the new Path Planning Committee will be on Sunday, Oct. 14 at 1pm at the Hub Yurt.

Lara thanked Jeya Aerenon of Inventory Crew for taking minutes at the September Board meeting. She also thanked Kirk from Rising Moon for "the bubble project". He took charge of the washing of all the silverware from Left Bank and Chela Mela and "washed extra utensils for us so we could fill cutlery orders." Leslie added, "The fact that Kirk and John and all the Rising Moon folks approached the Fair with this offer of help made an enormous difference in our ability to use durables successfully throughout the Fair. It's this kind of initiative and willingness to dive in and made something happen that is earning the Fair a reputation as a leader in the efforts to learn what it takes to be more green and sustainable."

**Approval of Minutes**

Lara moved and Deane seconded to approve the minutes of the September 2007 Board meeting. The motion passed: 9 in favor; 0 opposed. (*Thank you, Jeya, for your hard work and generous spirit.*)

**Staff and Officer Reports**

**General Manager:** Leslie said she's going to "lots of meetings, working on budget wrap-up to prepare for the Annual Meeting and the filing of our 990, beginning the new budget cycle, collecting BUM reports, finalizing the incident summary, and juggling CDs and checking accounts." She thanked Anna for "working so hard assembling receipts for the Peach Power project so the folks at the Dept. of Energy, who are excited about the Peach Power tax credits that have been established,

can process this one quickly.” She said Springfield Creamery has agreed “to be our tax credit pass through partner, which means they will give the Fair a check for about \$6,000 and will receive an alternative energy tax credit of about \$7,000. Huge thanks to Sue and everyone at the Creamery for helping the Fair take advantage of this opportunity to earn a tax credit for our solar tie-in to the EPUD grid.” She said the JHVF set another record and they have \$3,000 over what was requested by the recipients to now figure out how to disperse. “What a fun dilemma!” She said we had good Employee Evaluation and Path Planning work sessions in September and she appreciated everyone who attended. She talked about the ongoing development for more year-round collaboration with the City of Eugene and Lane County Youth Services for programs for youth. She said David Hatfield will be presenting a workshop called “Peace and Power: Working with Male Youth” in early November.

**Administrative Assistant:** norma said she’s been working on the website and securing a new internet provider. She posted the candidate statements to the .net website. She had fun going to UO twice: once to speak to new students about the Fair; and again to encourage practicum students in Arts and Administration to consider fulfilling program requirements with projects for the Fair. She said to give her a call if you’d like to buy Fair commemorative items and “remember the holidays are coming up.” She’s been working on the evaluation meeting report and on organizing the retreat for Board, Staff, and Officers.

**Office Assistant:** Robin said the office has been “busy busy.” She’s been working on the David Hatfield event that Leslie mentioned and it’s “all very interesting.” She said she enjoys working with Lane County and the City of Eugene. She’s getting lots of calls from people wanting to become Elders. She said the Culture Jam staff went rafting on the McKenzie and “it was a thrill for a Manhattan girl to be on the river.”

**Site Manager:** Steve W. said “speaking of the McKenzie River, last Saturday on the banks of the McKenzie Rebecca LaMarche and our own Shane Harvey (Site Crew Co-Coordinator) got married...congratulations to them both, and welcome to the Fair Family, Rebecca.” Steve said the focus of the Oct. 13/14 Weekend Work Party will be cleaning up and closing up Main Camp. Remember, come for the Work Party and the Annual Meeting and camp at the Fair. It rained a lot last weekend and the site is saturated so all the paths and meadows are closed to vehicles. The site staff has been busy core-plugging and re-seeding the paths, and they try to floodproof (“have all the event-caused stuff in the floodplain either picked up or tied up”) by Nov. 1. He talked about the work that the Tree Crew and VegManEcs have been doing and said, “My thanks and appreciation to the volunteers who worked in the rain last weekend.” He will send probation letters to a few booths this winter because they are “repeat offenders” who leave behind a mess. Deane asked if the booth numbers should be made public but Steve just said, “If you walk along E.13th it’s very apparent who they are.” He talked about how much fun the Elmira High School Cross-Country Invitational Meet is and he’s looking forward to it happening again on Wed. Oct. 17 on the Fair site. Spectators are welcome, the start and finish are in Miss Piggy’s Lot. The event has grown to over 17 schools and 300 runners from as far away as LaPine.

**Assistant Manager:** Charlie said his “hat goes off to the guys who showed up for lunch at 3:30 yesterday after working in a downpour” and said there will be “expanded hospitality” at the Oct. 13/14 Work Party to include lunch on Saturday, and breakfast and lunch on Sunday, “and there will be a few other tricks up our sleeves as well.” He’s hoping for a large attendance at the work party. He’s working on switching ISP and phone service. He suggested everyone sign up for the announce list. An announcement will be sent out soon about the work party and about the date for the phone/ISP switch. He said “if the phones or e-mail are a little goofy for a day or two, that’s

why.” Charlie was at EPUD and saw a display of photos of solar arrays and said the most recent photo is of the OCF project.

**Treasurers:** Hilary thanked Anna for the “amount of dedication and perseverance” she put into the Peach Power project. She said, “We are in the second year of a 2-year budget cycle so we’re working with what’s already been submitted.” There are a couple of crews who are “struggling a bit with their budget so we’re working with them on that.”

**President:** Jack said, “There’s a Board election pretty soon so read the statements and please vote.” He’s been going to lots of meetings lately and he thanked Anna for taking notes at the Employee Evaluation meeting. He said the Path Planning meeting was interesting. He reminisced about hearing Arna Shaw talk about path planning meetings in the early 80’s and said there’s been “some expansion since then” and he guesses “we’ll be talking about the river for a long time.” He said there are changing demographics in Oregon which will cause some events to cater to an aging population, but he said youth will be attracted to the Fair because “of all the outreach we’re doing through the city and county.” He again urged people to vote and said, “Voting is an important part of our process so we need to take it seriously. Vote, and tell your friends to vote. Not a member? Then fill out a membership form so you can vote next year.”

## **Committee Reports**

### **Tree Crew**

John Stamp thanked everyone who helped with “critically important” tree and safety work last weekend. Their group (*which is under the umbrella of Site Crew*) does not have access to the budget process so he asked the Board to “be sure when we do budget that we have enough money to rent the big equipment we need for post-Fair clean up.” He said Fall work parties are very important and “it would be great to not schedule them on home game days.” He said much of the Tree Crew is aging and they would like to “bring on a couple of graduating teens each year for the next few years.” Lara asked the cost of the equipment they use. Steve pays for a 60 foot manlift from the Site equipment rental budget and said it’s about \$500 for a weekend.

### **Elders Committee**

Chris Browne read a report from the Sept. 27 meeting that involved setting the agenda and meal plans for the Elders Retreat. “Everyone present agreed that when we eat well we interact well. So with the agenda set and the meals planned, we adjourned for the night.” The report gave some information about the Retreat that convened on a Saturday morning with 25 people in attendance. “Everyone had ample opportunity to speak their minds and did so very well.” On Sunday an open mike visionary time was provided with “lively comments made. The meals were wonderful and we even had live entertainment on Saturday night. There is a lot of hidden talent among us!” The next meeting will be held on Oct. 25 at 7pm at the town office.

### **By-Laws Committee**

Lawrence said they are working on a draft of a financial conflict of interest policy for Fair employees and others.

### **Personnel Committee**

Anna thanked everyone who participated in the employee evaluation process. They tabulated the quantitative forms and went over the notes. They are putting together a plan for the Personnel Policies and Procedures manual. Their next meeting is Oct. 11.

**Old Business**  
**Budget Issues / Site Support**

**Bear moved and Katie seconded that the Board allocate \$1500 for the Site Manager budget for site support as proposed by the Budget Committee.**

*Background:* Steve said this amount covers September hours for Jeff Johnson and they “need his assistance for the final push.”

*Peach Gallery:* Joseph Newton (Recycling Crew) said there is “work to do onsite year-round. It takes continuity and there are not enough volunteers to count on.”

*Board:* Lara, Paxton, and Deane spoke in favor of the motion and the necessity of supporting site work. Katie said, “I understand that this is an *exception* because of Andy’s sabbatical and Charlie’s temporary absence. I think it’s appropriate.” Jack will vote for the motion but is uncomfortable with the arrangement of Jeff’s working relationship with the Fair. He doesn’t have benefits. Jack asked how many hours Jeff has worked this year. Hilary said it will probably be around 800 hours for the year. Jack wants to ask the Personnel Committee to develop a plan to better incorporate Jeff’s work. Bear agreed.

**The motion passed: 9 in favor; 0 opposed; 1 abstention (Greg).** *(Greg arrived during the discussion and didn’t want to vote since he missed part of the conversation.)*

**Budget Issues / Fall Capital Projects**

**Bear moved and Greg seconded that the Board approve \$10,575 for Fall capital projects as recommended by the Budget Committee.**

*Background:* Hilary discussed the proposal which includes \$3,000 for replacing the Cow Palace barn roof, \$1800 for materials for rebuilding the caretaker yurt deck, \$3,000 for painting the town office exterior, \$400 for a dehumidifier for the basement, \$500 for shelf remodeling in the town office kitchen, \$500 for a dishwasher, and \$1375 for poster framing for the Fifth Street Market project.

*Peach Gallery:* Joseph supported the motion and pointed out that value can be lost by not properly caring for property.

*Board:* Deane said the dehumidifier would help save Fair records that are stored in the basement and “\$400 seems reasonable to save our records.” Anna gave several bits of advice including when picking a contractor for the roof replacement make sure they have all necessary licenses; make sure the painting budget includes enough for siding, etc; the dehumidifier for the basement is “just a bandaid” because the basement is not the best place for storing records; and “please buy an energy star rated model for the dishwasher.” Katie said money spent on infrastructure is “always sensible” and the Fifth Street Public Market project is “good PR.” Jack added more advice saying the dishwasher needs to be ADA, and “don’t go for the cheapest ones as they can be problematic.”

**The motion passed: 9 in favor; 0 opposed; 1 abstention (Lara).** *(Lara abstained because she declared a possible conflict of interest since her husband put in a bid for the roof work.)*

**Path Planning Proposal**

**Jack moved and Anna seconded that the Board move to direct the Path Planning Committee to prepare options for the Board in the event that circumstances warrant the relocation of 5 or more booths, change to the existing path routing or permanent performance venues. These relocation options to be delivered to the Board for review by March 1 of any**

**given year. If options are not provided by said date or prove unworkable, it shall become the responsibility of the Site Manager to propose options to the Board.**

*Background:* This discussion was tabled at last month's meeting.

*Peach Gallery:* Joseph Newton said it "sounds great, very straightforward."

*Board:* Hoping to table the discussion again until after the Path Planning meeting on Oct. 14, **Paxton moved and Lawrence seconded to table this motion until the November Board meeting.**

*Peach Gallery:* Jon Pincus (Elder) said it's a good idea to table and to "get into the nitty gritty of process at the Oct. 14 meeting." Leslie appreciates Jack "bringing this forward because it's important for the Board to give Committees direction."

*Board:* Anna agreed saying, "It's important for us to be real clear in at least an initial direction." Deane and Katie both spoke in support of tabling to allow discussion of the motion at the Committee meeting. Jack said, "Committees don't direct the Board. The Board directs Committees." **The motion to table failed: 4 in favor; 6 opposed (Anna, Bear, Diane, Greg, Lara, Jack.)**

Discussion continued on the original motion.

*Board:* There were some questions and discussion about what the motion actually means. Paxton said it gives "more than direction to Path Planning by saying that Staff make decisions if the process fails." Greg said the Board is not asking Staff to make decisions but asking the Site Manager to bring options to the Board, that things happen quickly in the Spring, and that the buck stops with the Board who would make the final decision, not the SM. Lawrence questioned the vague wording of phrases like "prove unworkable" and "if circumstances warrant" and said he's inclined to vote no. Diane said the Board created the Committee "so obviously direction should come from the Board." But because there seemed to be some confusion among some members about what it actually means, she would prefer further discussion later. Deane said if the Committee can't make a decision and the SM is on the Committee, then it didn't make sense to him that the SM could supply options on his own. He also felt March 1 was too early a date. Bear disagreed saying employees are hired to make decisions and that Committees "are a million times slower." Jack said he is trying to think "broadly and long-term" with this motion. He feels major re-routing or changes to performance venues are Board policy decisions but shouldn't be confused with operational decisions. Jack said he is "not trying to eviscerate Path Planning but trying to find something workable and give straightforward direction to the Committee." Anna feels the Board "can work with this. We should go forward with this. We can change direction later if we want." There was some confusion over the term "5 or more booths" and speakers kept referring to "4 booths" causing Paxton to make a friendly amendment replacing the phrase "5 or more booths" with the phrase "4 or fewer booths" but there was no second to the motion. Paxton wants neighborhood involvement and sees "real problems with this motion." Deane said he's starting to understand the motion and "if Path Planning comes up with a plan that works it will work for any number of booths."

**The motion passed: 7 in favor; 3 opposed (Diane, Lawrence, Paxton).**

### **JHVF Committee Proposal**

**Bear moved and Lara seconded that the Board amend from \$10,000 to \$20,000 for the matching fund contribution to the Jill Heiman Vision Fund.**

*Background:* There was confusion about whether this item was supposed to be on tonight's agenda, or next month's agenda. Both the Board and the JHVF Committee were expecting it to be on tonight's agenda, and many members of the committee came to tonight's meeting with that expectation so the proposal was discussed tonight. However, the Board forgot to tell Jeya to add this to new business in time for publication so it did not appear in last month's minutes, therefore the

membership was not notified. Michael Connelly and several other committee members were present. Michael read a statement about the history and past contributions of the Jill Heiman Vision Fund which has contributed nearly \$75,000 to social service and environmental action groups in past years. Fair Family and our guests contribute money and the Fair matches the contributions two-to-one up to a cap of \$10,000. This motion would double the cap. He reminded everyone that the late Jill Heiman helped the Fair buy our land and it's her vision for a better community and better future that we are honoring with our contributions.

*Peach Gallery:* Richie Weinman (chair of JHVF allocation) added, "Everything has gone up in price. But what hasn't increased is state and federal support for social services; in some cases it's even been cut." Jon Pincus supports the motion and said since the Fair Family has increased its contributions then the Fair should also. Joseph Newton expressed support and likes the fact that it's voted on by the Family. Randy Nowell (VegManEc) said, "Let's raise it if we can." Rivka Gross (Security Crew) said having a cap "moots the point of the 2:1 ratio." Leslie supports it but urged the Board to table it until next month so it could go through the regular budget cycle process, especially for an amount as high as \$10,000. She advised looking at all of the Fair's philanthropic categories and how best to expand our generosity. She brought up an idea that several others supported throughout the discussion and that is that many members feel discouraged that 'basic needs' is the category that has won the vote year after year. She suggested reducing the number of categories and dividing the money according to percentages. Hilary said the Fair's philanthropy is "one of the things members are most proud of" and she appreciates that the Committee understands the need for a cap because "that's so important to budgeting." Arna Shaw (Elder/Booth Rep) supports the motion and got a laugh when she reminisced about OCF's early days when people met in her living room and argued about "how to spend the surplus money after we put aside \$5,000 in seed money for the next year's Fair."

*Board:* Bear said, "We are philanthropic first and foremost." He felt it was alright to do this ahead of the budget cycle because "our values should guide our budget." Katie said she will vote no on this motion "as a protest vote" because the category "has been basic needs for so long many people have said they no longer vote or contribute and have become discouraged." She asked that the Committee consider a scale. For example, if 'basic needs' got 55% of the vote it could get 55% of the money instead of 100%. Greg said he felt it was warranted to approve this ahead of the budget process. He said the Board should have a work session on philanthropy issues. He said he sometimes disagrees with Katie but he admires her position and the fact that she sticks to arts and education as areas to fund. He said there is "legitimacy in giving 'til it hurts." Lawrence said, "I agree our principles should trump our process, but we can do both." He said the money won't be distributed until after the Fair so it would be best to let it go through process and vote next month. He likes the proportional spending idea and would "enthusiastically support this motion" after it goes through process. Diane supports the increase because she knows "the value of a dollar has decreased." She also supports the percentage idea and said she always supports the 'environment' category because "without the environment we have nothing." She likes the idea of the runner-up getting some money too. Anna said she will "of course" vote for this and asked "what are we doing with a cap" then added, "as a Board member that's not responsible I realize." Deane said he would vote for this now or later so "I decided now. Why wait?" He said he remembers back in the late 70's when the Fair budget was one sheet of paper.

**The motion passed: 8 in favor; 2 opposed (Katie, Lawrence).**

The meeting adjourned at 9:15 pm. The next Board meeting will be held on Monday, November 5, 2007 at 7pm at the EWEB Community Room. The agenda, subject to change, will include the following tabled items: Budget Issues; Path Planning Process (Paxton); as well as the following new business: Approve Election Results (Bear); Consider Donation to Skipping Stones Magazine (Deane); Appoint Officers and Board Committee Liaisons (Bear); Approve Revenue Projection; Toilets and Handwashing (Deane); Pony Rides (Deane).

Minutes by Barbara Edmonds who thanks Alexander McCall Smith (“The Full Cupboard of Life”) for the following quote: “But there was a great deal that people did not understand and would only learn through bitter experience. In her view, one of these things was the truth of the old African saying that it takes an entire village to raise a child. Of course it does; of course it does. Everybody in a village had a role to play in bringing up a child – and cherishing it – and in return that child would in due course feel responsible for everybody in that village. That is what makes life in society possible. We must love one another and help one another in our daily lives. That was the traditional African way and there was no substitute for it. None.”