

**Oregon Country Fair Board of Directors**  
**Monday March 3, 2008, 7pm, EWEB Training Room**

**Present:** Diane Albino, Danya Ariel, Katie Cousins, Paxton Hoag, Lara Howe, Jack Makarchek, Deane Morrow, Joseph Newton and Palmer Parker (alternates), Carl Taylor, Lawrence Taylor, Bear Wilner-Nugent.

**Announcements**

Happy Birthday to Leslie. *(yes of course we sang!)* norma said a memorial for John Stamp will be onsite Saturday March 8. There's an open Board work session at the Yurt from 11-1 on March 30 to discuss the general manager transition, followed by a potluck. The Spring Fling is May 3.

Steve W. said the Wings and Wine celebration at various locations in the Fern Ridge area including Secret House Winery and the OCF is May 10&11 and it features an early morning guided birding tour on OCF property. Bring binoculars if you want. He said last year's walk documented more birds than other bird walks in the area. *(more info at [www.wingsandwinefestival.com](http://www.wingsandwinefestival.com))*

Leslie "extended enormous thanks to Howard Galvin for all he's done;" he recently resigned as both External Security Co-Coordinator and as a member of the Personnel Committee.

**Approval of Minutes**

Joseph moved and Danya seconded to approve the minutes of the February 2008 Board meeting. The motion passed: 10 in favor, 0 opposed. *(Barbara corrected two points in the February minutes: tonight's meeting location is not the EWEB Community Room but right next door in the Training Room; and the potential donation recipient is not the Idlewild Festival but the Islewilde Festival. Katie noticed a typo in Guideline revision #16; the word 'committee' should be 'committed'.)*

**Member Input**

Lara encouraged everyone to think in a new way about what items to bring to the Fair. What if it breaks - is it garbage or recyclable? How is it packaged? The Fair itself only produces three items of garbage: straws, stir sticks, and coffee cup lids. All the rest of the garbage left onsite is from the Fair Family (glow sticks, batteries, etc.). What you pack in, you should pack out. If you dispose of any garbage onsite, then please be careful not to contaminate the recycle barrels with garbage such as dirty diapers and used condoms. *(Come on folks, that's no way to treat our Recycling Crew.)*

**Staff and Officer Reports**

**General Manager:** Leslie talked about John Stamp's influence on the Fair and said his passing caused her to "reflect on ourselves as a community." She encouraged Coordinators to show up for the monthly potlucks and said she's been working on capital projects budgets, media and PR meetings, contract negotiations (we have the Valley River shuttle site reserved), and developing a more comprehensive archival system. Culture Jam staff applications will be available around March 10. She thanked the Budget Committee and Treasurers for the amazing amount of work they do; she thanked Dedee Wilner-Nugent for her "extraordinary job" as chair of the VQ Committee.

**Administrative Assistant:** norma's been working on the Guidelines, which will go to the printer on March 7. She'll bring copies to the next meeting and also put them online. She and Charlie have been doing some media work. She's working with Kevin (Advertising Coordinator) to produce and distribute rack cards that will go in tourist stops around the state. She and Charlie are collecting

and cataloging Fair memorabilia for an archives project and figuring how to store them for safe-keeping. Teen Crew applications are ready “so tell all your teenagers.” She and Charlie are working on redesigning the .net site “so it will be as spiffy as the .org site.”

**Site Manager:** Steve W. talked about John Stamp and all the different Crews and booth folks he worked with over the years including Archaeology, Tree Crew, Site Crew and VegManEcs. He said, “I learned a lot from John about tree care. He’ll be missed by all.” He thanked Andy, Jeff, and Parrot Mike for saving the roofs on the Screen House at Alice’s and at Jill’s Crossing which nearly collapsed under the weight of the 6-8 feet of wet snow that fell on Jan. 27. He thanked Thom Lanfear, a long-time Booth Rep and now an Elder and recently retired from Lane County Land Management, who “quietly helped the Fair develop a good relationship with the County on land use law while remaining an excellent public servant.” He invited everyone to come out and enjoy the site. The osoberry (Indian Plum), one of the first native plants to bloom in the spring, is flowering now, so the rest of the wildflower show is on the way. Come on out and “listen to the frogs serenade in the evening. Enjoy. It’s yours.”

**Assistant Manager:** Charlie said it’s 13 weeks until Main Camp opens and in 18 weeks the Fair will be over. He’s been working on the computer project and scheduling appointments with Coordinators to introduce them to the new system. He’s been “testing data via the web” and did a demonstration of the new staff/inventory database at the last Coordinators’ Potluck. He said, “I’m looking forward to getting this out there and putting it through its paces.” (*The database will be used for things such as collecting crew information, printing wristband check-in lists and tracking inventory.*)

**Treasurers:** Hilary said the budget process takes a lot of work but “we had great support.” She thanked the Budget Committee, Norma, Lucy Kingsley, and Leslie McCann.

**President:** Jack had some good news and said, “We signed the real estate sales agreement for the Mauldin’s property.” (*huge cheers*) He thanked Steve and Leslie for being on the negotiating team and called it “an impressive piece of habitat.” It’s 70 acres just west of the Dead Lot “with a finger of land that goes all the way to Secret House Winery.” He thinks the Fair has the biggest piece of green space of any non-profit in Lane County. He is unable to attend John’s memorial this Saturday and said, “Add anesthesia to tree spirits – that’s what I would say at the memorial if I could be there.”

### **Committee Reports**

**Elders Committee:** Chris Browne read the report from their Feb. 28 meeting where they approved 11 new applications for Elder status bringing the total to 304. They posted forms for various Elder requests online at [ocfelderscouncil.org/ocfeccommittee/ocfec.neml](http://ocfelderscouncil.org/ocfeccommittee/ocfec.neml). They discussed sponsoring an event at the ’08 Fair, hopefully something “both informative and entertaining.” Send any ideas to [wonderfulocfelders@yahoo.com](mailto:wonderfulocfelders@yahoo.com). They worked on details for the April 15/16 Elders Retreat. Elders who plan to attend should let the committee know in advance so they can plan accordingly. Their next meeting will be at 7pm on March 27 at the town office.

**Path Planning Committee:** Chris Browne read reports from both the February 4th and March 2nd meetings. They got an update from Craft Registration on the number of available one-year-only booth spaces and the number of crafters on the wait/share list. They met with two members of the Arts Booth about the proposed new location for that booth and both of them “expressed a positive opinion about the ability to do even more within the new work space.” They discussed the pros and cons of a proposed “detailed model of a possible temporary portable cluster of booths.” They walked from the Yurt to the area under discussion and took measurements “to

verify the concepts would work as proposed.” They decided to move forward with both the Arts Booth relocation and the portable booth cluster project for the ‘09 Fair. The second meeting included a guest speaker, Thom Lanfear, who spoke about “the Fair’s planning and development processes with Lane County’s Planning Department over the years.” He discussed successes and problems that the Fair has had and said the relationship between the Fair and the County is a good one. The report stated, “Accurate documentation and good communications, internal and external, with everyone concerned are vital to the successful completion of any future land use projects.” Their next meeting will be held at the Yurt at noon on March 16.

**Personnel Committee:** Palmer said Howard Galvin resigned from the Committee and the Committee is now soliciting letters of interest from folks who are interested in joining. He read from the Personnel Policies and Procedures Manual, “Appointees should have experience in managing personnel, developing personnel policies and procedures, hiring and evaluation of personnel, and a history of Fair participation. Members should be willing to learn the law and regulations governing compensated employees.” The Committee prepared the Groundskeeper job description that is being voted on tonight. He said they will need to create a hiring committee for that position and wondered if they should create a hiring committee for the GM position too. (Bear suggested waiting until after the March 30 work session to do that.) Palmer read from the manual again, saying “The Hiring Committee shall consist of the PC, paid supervisor(s) of the position being filled, and at least two people appointed by the BOD from OCF family who have submitted letters of interest in being on this committee. In appointing the Hiring Committee, the BOD will act to ensure a broad representation of the operational family.” Palmer said he and the rest of the Personnel Committee thank Howard for his years of service.

## Old Business

### Consider Donation to Climate Impact Study

**Jack moved and Joseph seconded that the Board donate \$500 from the Board donation budget to the UO Environmental Leadership Program to help fund a pilot study of potential carbon reduction.**

*Background:* Steve Mital, co-coordinator of the Environmental Leadership Program spoke about the need to educate people about how maintaining proper tire inflation can reduce carbon emissions. He said underinflated tires contribute to pollution and increase fuel costs. The letter to the Board referred to a study done by Carnegie Mellon that found most cars on U.S. roads are inflated to only 80% capacity. The letter continues, “This may not sound like much but it means the average person who drives 12,000 miles yearly on under-inflated tires uses 144 extra gallons of gas and emits up to 2,880 extra pounds of greenhouse gases.” (*If you would like to help support this study, contact Steve Mital through the UO program.*)

*Peach Gallery:* Grumpy said he believes the Carnegie Mellon study and he doesn’t “see why we need another study to confirm this. Lots of other groups could use this money.” Charlie supports this “as an educational tool and as a safety tool” and said the results of the study could help the Fair create its own program to help raise awareness. Leslie said this study “goes a step further” than the Carnegie study and it’s the kind of program the Fair should support as part of our commitment to sustainability. She said it would give the Fair “great visibility during Eugene ’08 and it’s a chance to partner with the UO and the City of Eugene in our joint efforts to educate and demonstrate sustainable practices.” Steve W. said folks are asked to reduce their tire pressure for driving on the paths and suggested having “an inflation station” at the Fair that would allow them to properly inflate as they leave.

*Board:* Joseph said it's "a simple thing we can do to help save the Earth and it's a good investment." Lawrence remembers when gas stations were called service stations and agreed with Leslie that it's "important for us to take a leadership role." Jack thinks we should support this study and envisioned a Fair inflation station that charges 25 cents for air and dedicates the money to sustainability projects. Paxton is against the motion because he believes the information that's already available from the Carnegie study and he'd rather spend the money on an inflation station at the Fair so Fair family could fill their tires on leaving. Carl "can't see how it's effective" and Deane thinks the money could be better spent in other ways although he would support a donation in a lesser amount to see the OCF's name as a supporter.

**The motion failed: 4 in favor and 6 opposed (Paxton, Deane, Carl, Danya, Katie, Lara).**

### **Consider Donation to Community Veterinary Center**

**Jack moved and Lara seconded that the Board donate \$500 from the Board donation budget to the Community Veterinary Center.**

*Background:* Lyn Gilman-Garrick spoke on behalf of the group that is raising funds to match their \$25,000 Oregon Community Foundation grant. They need money for office equipment and to hire an executive director. Their letter to the Board states their "mission is to provide quality, comprehensive and compassionate veterinary care to the animals of no/low income caregivers; reduce animal overpopulation through affordable spay/neuter programs; and promote responsible animal care through education, preventive medicine, and community outreach." (*If you would like to support their efforts, contact Diana Huntington at [fitten@earthlink.net](mailto:fitten@earthlink.net). More info at [www.communityvet.org](http://www.communityvet.org).)*

*Peach Gallery:* Grumpy thinks the money could be better spent on an already-existing organization rather than to help set up "another bureaucracy."

*Board:* Lara said our membership "speaks to basic needs and our four-legged friends have needs too." She said the need to spay and neuter is overwhelming and lower-income and homeless people find the cost prohibitive. Jack wanted to "dispel the notion that we don't need more organizations like this, we do need more; it might be a dream but if it works companion animals will be helped."

**The motion failed: 5 in favor and 5 opposed (Diane, Paxton, Deane, Bear, Katie).**

### **Consider Donation to Islewilde Festival**

**Joseph moved and Lawrence seconded that the Board donate \$500 from the Board donation budget to the Islewilde Festival.**

*Background:* Hilary spoke on behalf of the organization that is based on Vashon Island near Seattle and holds its yearly festival in August. The organization was started by "a lot of people we've seen at the Fair, like UMO. They are an all-volunteer sister organization with strong ties to us." The money is to be used to create a dry storage place for equipment. (*If you would like to support this organization you can visit [www.islewilde.org](http://www.islewilde.org) or snail mail to P.O. Box 2211, Vashon, WA 98070.*

*Peach Gallery:* Leslie said if this is a one-time donation for dry storage she supports it but she would be "uncomfortable" if it became a yearly donation just because they say "a little more cash is always welcome."

*Board:* Lara likes the part of their letter that mentions recycling: "We are a scrappy, do-it-ourselves, let's-put-on-a-show (using mostly garbage and recycled goods as building materials) kind of organization." Lawrence announced "in the spirit of full disclosure" that his sister lives there. Carl

used to live across the street from the festival and said there are “just as many Fair stickers on cars there as there are in Eugene.” He felt he was biased in favor of the motion so he left the room so Palmer could vote in his place.

**The motion passed: 10 in favor and 0 opposed.** (*Palmer voted in Carl’s very temporary absence.*)

### **Consider Donation to Take Back Our America**

**Bear moved and Joseph seconded that the Board donate \$500 from the Board donation budget to the Take Back Our America rally on March 16 (through its ‘parent’ the 501(c)3 Community Alliance of Lane County).**

*Background:* Michael Carrigan of CALC (and also of the Peace and Justice Booth at Community Village for 20 years), spoke about the peace rally’s theme “Sow the Seeds of Peace” and said their goal is to not only end the war but to continue building the peace movement. The UO will be “strongly involved” this year as they will hold a one-hour rally on campus then walk to the old federal building. Some highlights of the day’s plans are a performance by Samba Ja, a community peace celebration at Cozmic Pizza, and a candlelight vigil. They need money for a sound system and for a full-page color ad in the Eugene Weekly. (*If you want to support CALC’s work you can reach them at [www.calclane.org](http://www.calclane.org).*)

*Peach Gallery:* norma said she is “for anything we can do to end this illegal, immoral war run by this illegal, immoral administration.”

*Board:* Bear said this “represents the values of our organization so I support it, but rallies don’t end wars” so he encouraged everyone to “do something that will make a change.” Palmer said he “will probably die believing the demonstrations against the war in Vietnam were effective.” Jack said it’s “disheartening we aren’t getting the same kind of turnouts” as in the sixties.

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

### **Set November 2008 Meeting Date**

There was no need for a vote so the Board just discussed it and decided they aren’t ready to set a date. It’s tabled until next month. During the discussion, they did set the date for the ‘July’ meeting though. It will be Sunday June 29 at 4pm at the Hub Yurt. (*July is just too busy for a Board meeting so the ‘July’ meeting is traditionally held in late June.*)

### **Budget Issues – Approve Capital Projects Requests**

**Joseph moved and Lara seconded that the Board approve the capital projects budget as proposed by the Treasurers and Budget Committee in the amount of \$62,551.77.**

*Background:* The capital projects budget consists of 24 projects ranging from the smallest amount of \$300 to replace the Art Booth to the largest amount of \$9,500 for a roof over the concrete slab by Alice’s where the Culture Jam meals are prepared. Just a few of the other projects include a new roof for the Cow Palace, improvements to the Daredevil Palace and Spirit Tower stages, rebuilding the solar showers, purchasing a used gator, and remodeling and waterproofing the basement of the town office. Hilary said we generally cover yearly expenses from revenue projection but capital projects are usually funded from the ‘carry over’ from the previous year. Approving the capital projects budget puts us in the red but Grumpy said it’s “not too different from the past” and Hilary said with “a good Saturday we can come in in the black.” She said, “We have to look at the increasing cost of our operation; we have more land, so more costs.”

*Peach Gallery:* Leslie reminded the Board that the first payment of \$33,000 for the new land is due in November, which has “an obvious impact on the bottom line” so she would be “more comfortable if we took capital project out of reserves.” Hilary said no budgets have been prepared for VQ projects and there are two proposals not included in this motion that “could be talked about next month” which are “the shower project and the big troll project.” (*The Big Troll is a proposal for a large art piece; the shower project involves building our own instead of renting the hospitality showers.*)

*Board:* Deane thanked the Treasurers and Budget Committee for all their work. He said he attended the Budget meetings and learned a lot and that “none of these projects were grabbed out of the air. They were discussed at length. So what I’m saying is thank you.” Bear said we are generally “conservative in our revenue projections” and, in a pinch, even though it’s nice to be able to contribute \$25,000 each year to the endowment, “nothing obligates us to spend that.”

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

**Palmer then moved and Paxton seconded that the Board ask the Treasurers and Budget Committee to prepare proposals for the Board on the two VQ projects that Hilary mentioned above. The motion passed: 10 in favor and 0 opposed.**

#### **Clarify Second Sabbatical/PPP**

**Jack moved and Lawrence seconded that the sabbatical policy is hereby interpreted to provide that employees may be eligible for sabbaticals after every seven years, in accordance with the terms of the policy. I further move that the Personnel Committee be directed to draft a revision of the sabbatical policy to reflect these changes, and present it to the Board.**

*Background:* Jack wrote to Russell, the Fair’s lawyer, and asked him to clarify some unclear language in the current PPP manual about whether employees are eligible for a one-time sabbatical after seven years of employment or are eligible for a sabbatical after *every* seven years of employment. Russell’s letter in response was included in the Board packet and was the basis for the language in Jack’s motion.

*Peach Gallery:* Thumbs up.

*Board:* Lawrence said, “The value of continuity of our employees is paramount.” Joseph is “looking forward to when someone gets a *third* sabbatical.” Deane supports this and said he “can’t imagine living onsite and being available 24/7.”

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

#### **Adopt Vision Quest Report**

**Bear moved and Jack seconded that the Board of Directors adopt the following resolution: because the Oregon Country Fair creates events and experiences that nourish the spirit, explore living artfully and authentically on Earth, and transform culture in magical, joyous, and healthy ways; and whereas the Board of Directors of the Oregon Country Fair agreed in November, 2004, to undertake a Vision Quest for the future of the Fair; whereas the Fair Family and Fair going public dreamed boldly and spoke their hearts and minds at Vision Summits and in surveys; and whereas many hard-working Fair volunteers and employees, including our beloved friend Beth Grafe, gave generously of their time to think through the realities of long-range planning for the Fair; now, therefore be it resolved by the Board of Directors that the Oregon Country Fair adopts the below-enumerated goals to guide it toward its fiftieth anniversary; be it further resolved that the Board commits itself to the speedy creation of a plan to guide the implementation of strategies to reach these goals, which will**

**contain, at a minimum, a tentative due date and a list of responsible parties for each goal, and to the regular review and revision of this plan; and be it finally resolved that, with its sincerest thanks to all who participated, the Board declares the Vision Quest completed and charges the Vision Quest Committee to conclude its remaining work by the date the Board approves the implementation plan.**

*Background:* Bear just wanted the motion read into the minutes and he tabled discussion until next month. He did not read the rest of the document, but it goes on to detail many Vision Quest goals. The entire 5-page document is available elsewhere in this issue of the FFN.

*Peach Gallery and Board:* Leslie thanked Bear “for the time and authorship” and said he “captured the heart of the matter.” Bear said he just did the final edit and he credited “Dedee and Hilary and so many people who worked on this.” Grumpy hopes “a few more edits won’t be taken as criticism.” Paxton said if anyone wants to talk to a Board member about this “feel free to contact me.”

**The motion was tabled.**

### **Groundskeeper Job Description**

**Katie moved and Joseph seconded that the Board accept the Groundskeeper Job Description as presented by the Personnel Committee.**

*Background:* The three-page document contains sections detailing position purpose, compensation, working conditions, scope of authority, essential job functions, and required knowledge, skills and abilities.

*Peach Gallery:* David Hoffman (Community Village) said he doesn’t come to Board meetings very often but came tonight because he feels it is very important to pass this motion. Steve said, “We’ve acquired more upland properties with large maintenance workloads and now we have 70 more acres to care for. We really need this; it’s very meaningful to those of us working onsite.”

*Board:* Lara is “grateful to the PC for a fine job.” Palmer said the PC will solicit letters of interest for a hiring committee for the Groundskeeper job.

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

### **Elders Committee Appointments**

**Deane moved and Diane seconded that the Board appoint Robert Jacobs and Eric Nicholson to the Elders Committee.**

*Peach Gallery:* Grumpy asked how many are on the Committee already and Chris Browne said this would make 15.

*Board:* Lara asked for a thumbs up or down from the Elders present in the room and got only thumbs up.

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

### **Consider Guidelines Revisions Numbers 4, 8, and 11-16**

4. (replace paragraph in section 37 pages 13/14) The OCF property is the home of many important archaeological sites protected by state law. Ground disturbance on these sites requires a state-issued permit. Archaeology and Construction Crews must approve all ground disturbing activities, including replacement of existing in-ground structures. Violations of this policy will result in disciplinary action up to and including probation, suspension, and expulsion from OCF property.

**Lara read the above re-write of last month’s tabled motion then she moved and Joseph seconded to approve guideline amendment #4. The motion passed: 10 in favor and 0 opposed.**

8. (addition to section 22 page 7, section 50 page 19, section 5 page 3) All persons under the age of 18 must have a parent or responsible adult onsite during the Fair. If the minor is deemed by Fair management to be in violation of the OCF Guidelines, the responsible adult will be subject to disciplinary action, up to and including suspension from the Fair for one year. Further incidents may result in permanent expulsion from the OCF. **Lara read the above rewrite of last month's tabled motion then she moved and someone seconded to approve guideline amendment #8.** Justin Honea (Registration Crew Co-Coordinator) urged passage and said this is important for Registration Crew. **The motion passed: 10 in favor and 0 opposed.**

At this point Bear adjourned the meeting. Barbara asked, "What about revisions 11-16?" Bear said, "Does anyone want to make a motion? No? Meeting adjourned." It was determined after the meeting that revisions numbers 11-15 did not need to be voted on by the Board anyway because they were considered operational changes rather than policy changes. Revisions 11-15 will therefore be changed in the Guidelines as shown below. Revision 16 (*see last month's minutes*) will not.

11. (section 56, third paragraph, addition in italics) Do not use *pressure treated* lumber or lumber treated with penta or creosote – both substances are highly toxic. (deletion in italics) *Copper naphthanate may be used as a preservative.*

12. (section 56, eighth paragraph, addition in italics) walls dismantled, properly stored *and tied down*; also, change 'property' to 'properly'.

13. (section 58, second paragraph, addition in italics) The OCF does not permit *visible pressure treated materials*, plywood, lattice...

14. (section 59, second paragraph, addition in italics) *Stairs are discouraged but if used must also be removable.* All ladders *or stairs* must be removed from the site *or fastened* to the lofts.

15. (section 59, third paragraph) Remove word 'either' so sentence reads: All posts for lofts shall be on pier pads *with straps*. Delete the words 'or pressure treated' from second sentence.

The meeting adjourned at 10 pm. The next Board meeting will be held on Monday, April 7, 2008 at 7pm at the EWEB Community Room. The agenda, subject to change, will include the following tabled items: Budget Issues (*someone asked me why this is listed as a tabled item every month; it acts as a 'placeholder' because unexpected budget issues can arise at any time*); Adopt Vision Quest Report (Bear); Set November Meeting Date; as well as the following new business: Appoint Registration Crew Co-Coordinator, Construction Crew Co-Coordinator, Peach Pit Co-Coordinator, and Child Care Co-Coordinator; Consider Donation to 2008 Earth Day (Diane); Consider Donation to Spiral Scouts (Lara); Consider Donation to Edison Elementary School Garden (Lara); Consider Donation to Tariro (Joseph); Craft Logo Jurying; Vision Implementation Summit; Transition Strategy (Jack); Direct LUMP to Develop a Land Use Management Plan for the Mauldin Property; Reactivate Survey Committee (Paxton); Appoint Members to VQ Committee, Budget Committee, and Personnel Committee; Resolution of Congratulations to 4J, Coburg Parents and Community (Joseph).

Minutes by Barbara Edmonds who thanks Samuel Taylor Coleridge for the following quote: "What if you slept, and what if in your sleep you dreamed, and what if in your dream you went to heaven and there you plucked a strange and beautiful flower, and what if when you awoke you had the flower in your hand? Ah, what then?"

