

**Oregon Country Fair Board of Directors
Monday May 5, 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), Lawrence Taylor, Bear Wilner-Nugent.

Not: Carl Taylor (*Palmer voted in his place.*)

Agenda Review

During agenda review, Katie moved and Lara seconded that the Board move two items from new to old business so they could be discussed tonight: appointments to the Groundskeeper hiring committee (passed 10 in favor and 0 opposed); and a donation request from the Elmira HS Athletic Committee (passed 9 in favor and 1(Lawrence) opposed).

Announcements

Bear said there are 33 days until Main Camp opens and 66 days until the Fair. (*cheers!*) norma urged everyone to attend the May 18 Vision Quest Summit. Paxton agreed and asked folks to “let the office know you’re coming so we can get a head count for lunch.”

Brad Mowreader asked people to volunteer to help provide transportation from Portland to Lincoln City for the visit of the indigenous grandmothers this August. Contact him at 541-942-9661 for more information.

Rivka Gross (Security) said, “Every vote counts. Complacency is where evil starts.” (*Ballots due May 20.*)

Lara invited folks interested in “helping with our compost operations” to come out to the site June 1 at 10am at the recycling dock for a compost sifting work party. She said the 2007 pile is done composting and asked volunteers to come prepared with closed-toed shoes and gloves.

Deane gave a “gentle reminder” to all Board Committees that they are to make written or verbal reports to the Board twice yearly.

Joseph urged more people to participate in the highway pick-up days and said, “Fifteen thousand of us call this site our home for three days” and it would be great if everyone could help out at least once. Steve added that highway pick-up days happen four times per year and the next one will be mid-summer.

Approval of Minutes

Katie moved and Deane seconded to approve the minutes of the April 2008 Board meeting. The motion passed: 8 in favor, 0 opposed, and 2 abstentions (Bear and Lara).

Member Input

Victor Stathakis, chair of the Wayne Morse Youth Program, thanked the Board for including the WMYP in the Fair. He included a 5-page report with graphs of survey results taken at the '07 Fair by the WMYP that found the three most pressing issues on most people’s minds were the war, health issues, and the environment. He said, “The democracy we represent to the outside world makes me proud.”

Joseph thanked Victor for the report but asked “in the interest of sustainability” that reports be presented in electronic form when possible. He also urged people to contact Brad if they have a

van or car and are able to help with transportation needs because “the indigenous grandmother movement is very important.”

Lara thanked Charlie for the great job he did on the computer project and she encouraged other Coordinators to get in touch with Charlie ASAP because “the system is so user-friendly it will make your job much easier.” She also encouraged Fair Family to “bring less stuff to the Fair” because “the garbage is coming from us and that’s the sad truth.”

norma said there was a joke that she felt was sexist and that was offensive to her posted on the ocfdiscuss list and suggested that people please not post that type of thing again on OCF lists.

Deane admitted posting the joke and said he didn’t mean to offend anyone, that it was “just humor, just a joke; I’ll try not to post humor again.”

Hilary said she doesn’t like jokes that refer to women as bitches and doesn’t like thinking about Culture Jam teens reading such postings on the list. She said because she disagrees it doesn’t mean she doesn’t have a sense of humor.

Kristen Gustafson represented a group called Voter Power and asked the Board who she should talk to about getting permission to register voters at the Fair. Leslie said she’ll put her in touch with our GOTV group that already provides that service.

Staff and Officer Reports

General Manager: Leslie gave an update on the shuttle bus situation and said she was hoping to announce tonight that LTD will be providing shuttle service, but “we’re not quite there yet.” She explained the new federal regulation that requires organizations to do business with private rather than public charter services or be forced to have no charter service at all (if a private service is able to do the job and makes a bid for it). Even though the Fair had already signed a contract with LTD, the federal regulation is retroactive. This will be a consideration every year until the law is changed. She and Russell (*the Fair’s lawyer*) researched the law and drafted a letter outlining the service needs of the Fair. She received a “flaming letter from the CEO of a private charter company saying we inflated our needs, that we were not acting in good faith and were breaking the law. We responded strongly. They declined to bid and wished us luck on our event.” There is a second charter company that did not respond in time, so she thinks the LTD contract will soon be ‘firm’. She said to “stay tuned for more details.” LTD’s name appears on the Fair posters because all of this happened after the posters went to print. On the brighter side, tickets are now on sale and a little more than 50% of the first day ticket sales were for 3-day green tickets. She said the Spring Fling was fun and she thanked Steve for “putting together a great slide show about the site.” She thanked Laura Stewart who spoke about our responsibility to our youth, and thanked Robin for organizing the Culture Jam presentation. She encouraged participation in the May 18 VQ Summit and said Greg Rikhoff will facilitate that event. She thanked Charlie and norma for their work writing the grant for the archive project to commemorate the Fair’s 40th anniversary with a special DVD in 2009.

Administrative Assistant: norma thanked Charlie for keeping the Spring Fling running smoothly in her absence (*she was at a family wedding*). She said the Spring Fling “went so well that I won two prizes!” She thanked everybody who helped including JuneBug and Leslie who sold commemorative items; Jen-lin and the other raffle ticket sellers; Andy, who decorated the Hall; Robin, who organized a Culture Jam presence; and the Fair family who donated 122 raffle prizes. She said, “It’s your generosity that makes it go.” She met with Shirley Walker-Combs about creating website databases for the entertainment schedules, which “we hope to have online about June 1.” She thanked the Poster Committee for selecting “a gorgeous, breathtakingly beautiful poster which

you'll soon see around town." She also thanked Charlie and Leslie for working with her on the grant for the archives project.

Site Manager: Steve W. said, "It was a nice day yesterday...and today...so maybe winter is over." He said that on Sunday, April 20, the day of the spring highway pickup, the wildflower walk and several other meetings, the Fair site was snow-covered at daybreak. The snow melted quickly, and the day's activities were unaffected. He thanked "the hardy few" who showed up for the highway pickup. He said the highway project is "very important for the Fair's visibility to the surrounding community. We own more highway frontage now than we ever did and we need to expand the number of volunteers who show up for those events." He thanked Bob Nisbet who organizes the walks, and also Charlene Simpson of the Native Plant Society and Gail Baker of LCC for "providing expertise and insights on what we have." He said the extended cool weather allowed for more tree planting time and he thanked David Hoffman, Digger, VegManEc Crew, Andyman, Jeff Johnson, Charlie Ruff and others for their efforts as well as Balance Nursery in Lorane "who give us a big donation of plant material every year. As a result there will be more shade at Marshall's Landing, Crafts Lot and the bus stop, as well as plantings along Indian Creek and in erosion areas on the Long Tom River banks." He said several hundred tree starts were potted up for the nursery and will be planted in the new property "once we've closed on the deal and can begin restoration work." He thanked the Tree Crew, Fire Crew, Traffic, VegManEcs, Garden and Flower Crews and others "out there working already." He said the LUMP Committee is looking for camphosts, booths and crews who want to participate in either the Ecosystem Restoration and Recovery Project or Green Zones; there are lots of trees in the nursery ready to go to good homes in these areas.

Assistant Manager: Charlie thanked Lara for the compliment (*member input*) but said he couldn't really take credit because lots of folks were involved with the computer effort, and added, "but I'm not going to thank them all tonight." The computer project is "rolling right along;" he's met with over half the crews and the overwhelming response has been very good. He'll meet with more Coordinators in the next couple of weeks and said the system "is working well and actually better than I expected." He talked about the Wings and Wine event and birdwalk on May 10-11 and the "world-class birders" that are attracted to the event. He said he turned the compost pile and added some accelerant to it, then started thinking "about how cool our compost pile is. It's really starting to look like good brown soil." He thanked norma for all the effort she puts into the Spring Fling every year, thanked Bob Nisbet for "two really cool wildflower videos," and thanked the Video Crew for what he described as "a video that everyone was asking how they could get, but I haven't figured that out yet." He also said it was "way better than 50% of the first day ticket sales that were green tickets" and attributed this to the notion that "our early ticket buyers are always visionaries." You can buy tickets at the [ticketswest](#) page and also through the oregoncountryfair.org website with easy links for buying green tickets; and you can even buy parking tickets online.

Office Assistant: Robin said Culture Jam openings are quickly filling up. She thanked the kids and staff of CJ who came to the Spring Fling to present a great slide show and talk about their experiences. They passed the hat for CJ scholarships at Spring Fling and raised \$55. She thanked norma and said, "you do a lot behind the scenes and not only do you do a lot, but you do it with love."

President: Jack said Main Camp opens soon and it's "good to remember that sensitivity to each other is helpful. We're all important. We're all grateful for each other's efforts. Please and thank you are important." He added that the Fair is in a time of transition as staff is working on the process of hiring a new General Manager and he hopes "everybody will work for this new manifestation."

Committee Reports

Personnel Committee: Katie and Palmer said the committee has been working on the job description for the GM position as well as the revisions for the PPP Manual. They also request that the Board appoint the hiring committee for the Groundskeeper job description at tonight's meeting.

Elders Committee: Chris Browne read the report from their April 24 meeting where they reviewed Elder applications (total number of Elders now 345); set the date for the next Elders Retreat on September 27/28; formed a new subcommittee to manage the Elders ever-growing database and another subcommittee to develop a memorial setting "to remember all the Fair family members who have gone on to a better place." The first step for that project is "to gather all the names together so if you know of someone please submit their name to the Elders Committee." They removed "three huge garbage bags" of poison oak and leveled tent sites at the April work party. Two more work parties are planned for May 17 and June 8, both at 11 am in the Elders campground. Their next committee meeting will be May 22 at 7pm at the town office.

Path Planning Committee: Chris Browne read the report from the April 20 meeting. They heard a report on solar problems in Energy Park. They will work with VegManEcs to "research possible ways to resolve the problem of too much tree growth and not enough sunshine to allow for maximum solar energy generation." They formed a subcommittee to develop a display presentation to not only inform Fair family about what PP is doing but to also solicit input. They will not hold a meeting this month so that members may attend the Vision Quest Summit instead. The next meeting is June 15 at noon at the Hub Yurt.

Old Business

Consider Donation to School Garden Project

Lara moved and Lawrence seconded that the Board donate \$500 from the Board donation budget to the School Garden Project.

Background: Jared Pruch, executive director of SGP, thanked the Board for its support of SGP since 2002. He talked about a new effort to incorporate the Community Garden idea into the school gardens by allowing community members to tend and harvest from school gardens over the summer months. (*To contribute or get more info, go to www.schoolgardenproject.org.*)

Peach Gallery: Lots of thumbs up, plus supportive words from Rivka Gross and Chris Browne who said, "The way the economy is now, we should all have our own gardens."

Board: Lara, Palmer, Danya, Bear, Lawrence, Diane, Jack and Paxton all spoke in favor of the donation. A few of the comments were "It's not just educational and experiential, it's political and essential" (Lawrence); "I hope the Fair can have community garden plots someday" (Diane); "It's important to have contact with the earth, it grounds us" (Paxton).

The motion passed: 10 in favor and 0 opposed.

Consider Donation to Elmira High School Athletic Committee

Katie moved and Joseph seconded that the Board donate \$500 from the Board donation budget to the Elmira High School Athletic Committee.

Background: Ed Daniels who lives "just down the road from the Country Fair" is a member of the Athletic Committee. He wrote a letter to the Board and attended the meeting to speak about their request for a donation to help purchase a new scoreboard for the boys' baseball team. He appreciates the Fair's contributions to arts and environmental education and believes a donation to an athletic program would help to reach another segment of the Fair's neighboring community. (*For*

information on how to contribute to the fundraising effort, Ed said he's happy to receive calls at 541-935-4301 or on his cell at 521-2952.)

Peach Gallery: Leslie said this request "didn't fit the endowment criteria" but that there are "many ways for the Fair to be a good neighbor." She said the Fair's surrounding school district is "one of the poorest in the state." Steve urged support and talked about how the Elmira/OCF cross-country invitational started out as a one-time favor but has grown to a regular event. He said, "The Elmira Cross-Country team now uses the site for training runs; we can be working alone out on the Fair site, then all of a sudden a crowd of runners goes by, which is kind of strange and pretty wonderful. Our site is becoming meaningful to them." He added, "If the wind is right on Friday nights in the fall, we can hear the PA system during the Elmira HS home football games." Rivka said, "Healthy minds come from healthy bodies." Hilary and River said this "builds community" and Andy said he likes the idea of supporting it at the \$2500 level. (*The letter to the Board explained that a \$500 donation gets an OCF banner posted for one year; \$2500 would get the OCF's name posted for the life of the scoreboard which would likely be more than 20 years.*) Etienne Smith (Security) said vandalism has lessened at the Fair because we contribute to the community. Charlie said this kind of donation "really helps to build community" and he'd really "love to see the OCF logo there."

Board: Jack wants to help because they are our neighbors, not necessarily to get our name there. Danya is "definitely for it." Lawrence said he once thought organized sports were "fundamentally militaristic but I've grown to have a different attitude."

The motion passed: 10 in favor and 0 opposed.

Palmer then moved to add another \$2000 to the donation, making the total \$2500, but quickly apologized and withdrew the motion after Grumpy and a few others spoke against that idea. Grumpy said, "I kept quiet on this one but for it to go from a neighborly donation of \$500 to almost a quarter of the Board donation budget...really...get real."

Appoint Co-Coordinator to External Security and Ambiance

Jack moved and Deane seconded that the Board appoint Amy Erenberger and Todd Patopea as Co-Coordinator of External Security. Deane moved and Palmer seconded that the Board appoint Ruth Pomplin as Ambiance Co-Coordinator.

Peach Gallery and Board: Lara thanked the new Coordinators for "stepping up" and also thanked retiring Coordinators Howard Galvin and Bear Sullivan. Thanks and praises were dittoed by Deane, Paxton, Palmer, Jack and Leslie. Current Co-Coordinator of External Security, Ong Kar, said both Todd and Amy are "level-headed and non-biased." Bear Sullivan said Ruth has worked with Entertainment for over 16 years; and his letter to the Board recommended her "with my highest respect."

Both motions passed: 10 in favor and 0 opposed.

Sustainability Commitment

Danya moved and Lara seconded that the Oregon Country Fair reaffirm its commitment to developing and implementing sustainable practices. Each year meetings will be held to discuss sustainable issues of concern and what practices or strategies we could implement to decrease or eliminate these unsustainable practices.

Peach Gallery: Leslie talked about the importance of "trying to walk the talk in everything we do," said she supports this and thanked Danya for bringing up the issue. Charlie said it helps us as an organization to have a clear statement of our commitment to sustainability. He said the Fair applied for a grant award, and that process "gave us an opportunity to look at our commitments"

including what we mean by phrases such as “reverence for the land” and how to expand that into the larger world. He said, “Events are by design difficult to think of in terms of sustainability but if we don’t think about it we’re missing a great opportunity.” Grumpy said it’s a great motion but we should have a thoughtful process to think about and understand the definition of sustainability. His fear is “what today someone says is sustainable” will be the opposite tomorrow. Hilary agreed there are issues about defining sustainability; she also thanked Leslie for “applying visionary focus and getting us to think about sustainability and help gel some of our efforts into a unified goal.”

Board: Lara suggested the meetings required by the motion be delegated to a Sustainability Committee. The best definition she found of sustainability was in a book called Cradle to Cradle. She talked about how a fruit tree is both wasteful and sustainable and said “it’s not necessarily how much waste we have but how we can use it.” Deane likes the committee idea. Joseph had “a small issue with wording” and suggested a friendly amendment dropping the word ‘sustainable’ from the second sentence. Danya agreed. Bear reluctantly opposed the motion which he called “a good idea” but too vague. He also said it’s “needless action” because we can “do all that without a motion” and don’t need to create more policies “to sit on the shelf.” Diane said some of our Vision Quest goals speak to sustainability and she supports the motion because it “reaffirms what we’re about.” Katie suggested tabling the motion and bringing it back with more structure. Paxton supports one meeting a year but not two and also suggested tabling. Danya said he purposefully kept the language vague because he didn’t want to limit the motion, and said the meeting/s could be accomplished by “committee, workshop, or whatever.” Joseph said a yearly sustainability summit would be “a good way to wrap things up and come together.”

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

Groundskeeper Hiring Committee

Katie moved and Bear seconded that the Board establish a Groundskeeper hiring committee and that the committee consist of Steve Wisnovsky, Charlie Ruff, Lara Howe and River Pagliaro as well as the Personnel Committee.

The motion passed: 10 in favor and 0 opposed.

Approve Revised PPP Manual

Palmer moved and Deane seconded that the Board approve the 0408.doc version of the Personnel Policies and Procedures Manual as approved after discussion by the Board.

Background: Palmer explained there were several issues in the 16-page document that needed to be discussed and resolved by the Board including issues about merit raises, personal time, and step tables. A couple of friendly amendments were accepted: Grumpy said the Board’s approval should be subject to Russell’s approval; Hilary suggested the word ‘consideration’ rather than ‘preference’ in the phrase “given preference for hiring.” The Board went into ‘committee mode’ and informally discussed the remaining questions before coming to consensus and voting for approval. Paxton said he’d vote no because he wanted Russell’s feedback before voting rather than afterward.

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

Make Office Assistant Full-Time

Palmer moved and Joseph seconded that the Board of Directors increase the OA job from 4 days to 5 days per week and that the extra day be devoted to tasks assigned by the GM.

Board: Deane said it’s a great idea and thanked Robin for being willing to work more hours.

The motion passed: 10 in favor and 0 opposed.

The meeting adjourned at 10:05 pm. The next Board meeting will be held on Monday June 2, 2008 at 7pm at the EWEB Training Room. The agenda, subject to change, will include the following tabled items: Budget Issues; Appoint Check Signers; Reactivate Survey Committee (Paxton); Consider Two Amendments to the VQ Goals Document (Joseph); as well as the following new business: Loan Walkie-Talkies to MEMA (Joseph); Appoint Main Camp Security Coordinator; Revised Sustainability Commitment (Danya); and Consider Four Donation Requests: Tamarack Wellness Center (Palmer), NRO (Deane), Southeast Works (Bear), and Eugene Peace Choir (Deane).

Minutes by Barbara Edmonds who thanks Eckhart Tolle ([A New Earth](#)) for the following quote: “All religions are equally false and equally true, depending on how you use them. You can use them in the service of the ego, or you can use them in the service of the Truth. If you believe only your religion is the Truth, you are using it in the service of the ego. Used in such a way, religion becomes ideology and creates an illusory sense of superiority as well as division and conflict between people. In the service of the Truth, religious teachings represent signposts or maps left behind by awakened humans to assist you in spiritual awakening.”