

**Oregon Country Fair Board of Directors "July" Meeting
June 28, 2009; 4pm at the Hub Yurt**

Present: Diane Albino, Danya Ariel, Katie Cousins, Paxton Hoag, Jack Makarchek (facilitator), Deane Morrow, Joseph Newton (alternate), Jon Silvermoon (alternate), Anna Scott, Lawrence "LT" Taylor

Not: John "Chewie" Burgess, Indigo Ronlov

Agenda Review

Grievance Crew Creation (Jack) and Charge ED to Develop a Framework for Organizational Capacities Study (Joseph) were tabled.

Lawrence moved, Jack seconded, to move the Radio Loan for Habitat for Humanity in Junction City from new business to old. The motion passed 9 - 0 with 1 abstention (Jon).

Jack moved, Joseph seconded, to move the Pension Fund Plan Change from new business to old. The motion passed 10-0.

Approval of Minutes

Anna moved, Jon seconded, to approve the minutes of the June 1, 2009 Board meeting. The motion passed 10-0.

Member Input

Paxton apologized to any Composting or Recycling crew members who may have felt offended by his remarks last month about the compost pile saying his concern is about the problem and not about the crew members who do a great job.

DJ Rogers (Archaeology co-coordinator) acknowledged the Get Out The Vote people who will be working this year to get more volunteers signed up as Fair members and the importance of this project.

Joseph said he was impressed by how well Marcus and our organization was received by the Chamber of Commerce when Marcus spoke about the economic impact study.

Staff and Officer Reports

Executive Director: Marcus said the Exit Poll Team preparation is going well, that Kat and Brian are two fabulous supervisors, and the team is getting geared up for success. He said he hopes for several thousand respondents to the survey and expects the results to help inform us about our marketing efforts. He asked the Board to think about the upcoming Board election and suggested a couple of candidate debates be recorded for YouTube so distant Fair Family can hear from the candidates before the Annual Meeting. Katie asked if he had prepared a written ED report. Marcus said his intention is to write a monthly report but this month's report is verbal. Deane asked and Marcus affirmed he is indeed learning how this monstrosity operates. Jon S asked if there will be an Archaeology incident report.

Operations Manager: Charlie said he, the site manager, Marcus, and a couple of BUMS met with the Archaeology coordinators to clarify the process about responding to incidents, both from the management side and the crew side. He said the ramifications for the particular incident that started this discussion will develop as more facts come to light

and that a good management and crew working agreement is now in place. Joseph asked for specifics on the incident and Charlie explained how a miscommunication led to the replacement of some fence posts. Jon said replacing fence posts violates the guidelines and the law and could result in a \$10,000 fine. Jack and Charlie disagreed and Charlie asked for DJ's perspective on the situation. DJ (Archaeology) said the process seems to be working pretty well and the biggest problem is starting major projects ahead of an archaeology review which may require working with the State and Tribe. The purpose of the review is not to hold things up but to facilitate a better understanding of the site and direct observation of the excavation. The statement that "all post holes are grandfathered" is not correct. Charlie said they were all in agreement at the end of the meeting; the crews have been getting the message to call before you dig; and at present, the challenge is just dealing with the exceptions thanks to the excellent work of the Archaeology Crew. Charlie went on to report the crews and volunteers are all integrated into the computer system data base and booth information entry will come later. He reported ticket sales are ahead of schedule and look good for the year and with the new and unique events on Sunday an attendance increase is expected. Charlie said some in the booth community were not pleased with the Pirate's Cove event late on Sunday afternoon because it will take people out of the "8" early. He said "all boats rise with the tide" which could mean higher attendance with more sales during the earlier part of the day.

Administrative Assistant: Norma said she has been really slacking off; has paid lots of bills; helped proofread the Peach Pit and is working with colleagues who do an amazing job. She wished everyone a great time and a great Fair!

Site Manager: Steve thanked Norma for continuing the long Main Camp tradition called Radio Reader, started by Beth Grafe, by reading selections from Suzi Prozanski's book in the evenings on Fair Channel 1, WNXC 252. The Fair history readings about early struggles and early decisions have really been enlightening, especially for the new generations of Fair folk, and have really added to the sense of community. "Thanks Suzi, and thanks Norma." Steve discussed a "minor, persistent problem" of people not reading notices and information in flyers and packets. A few booths still showed up a couple weeks before Main Camp opened expecting things to be up and running. Steve noted the pre-Fair trend is to get bigger and bigger, earlier and earlier, each year and the preparations and services are pressed. He said we lost the main well at the Warehouse recently and we can't afford to have a well go down during Fair. The repair cost was unexpected and is coming out of his contingency budget but he may have to ask the Board for some help. This pump loss has caused some trouble with preparatory irrigation. (Post-Fair good news: when the pump was pulled from the well on June 30th, the problem turned out to be pipe corrosion and the pump was "ok"; the pipe was replaced and the well was back in service in one day. Thank you, Watermasters!) Steve concluded by saying it is great to see all our volunteers working hard at what they do. He said "all I can do is stand back in awe and watch the rebirth of the community. It's amazing. Thank you all."

Office Assistant: Robin said she is still working at the town office and there is a lot of traffic - people coming in to buy the poster, people needing help with information and making contacts, and taking payments. Robin said she has been meeting with Leslie about Culture Jam and they have solidified the staff, have 50 youths registered and have 20 on the wait list which is the most ever. Katie said she really appreciates the town office being open and available.

Treasurers: Hilary said a big thank you to the 30-day crews, to all the people who work to make this organization vibrant and interesting and viable and she noted we do have money in the bank. Grumpy said he is working out of the Yurt along with Lucy, Eric, Matt, Amanda and Leslie C and others who work their hearts out, putting in lots of hours, and are really appreciated in how they help us to not overspend and keep the budget in control so we can continue into the future. He also thanked the coordinators who are doing a good job keeping within budget.

President: Jack asked for a moment of silence to reflect on those no longer with us to celebrate and then thanked "those of us doing this now." He said it's exceptionally rewarding to sit back and gaze and watch and to see the people and their emotions; to sit on that beautiful stone bench and just watch US and think about "how lucky I am. How could someone like myself end up here doing this? It's a wonderful personal feeling so thanks to everyone around here." He asked everyone to talk up the event, "it's quite a show", and bring all their friends, cousins, brothers, sisters and anybody who might not look or think exactly like us and "let's have a party!"

Committee Reports

Elders: Chris Browne reported The Committee met at the OCF town office with fifteen people in attendance.

Final layout of the Still Living Room was discussed. A three sided Kiosk has been built and is ready for transport to the Fair site. Four custom benches have also been built and will be ready to pick up next week. Initial site setup will be done on Tuesday, July 7th with follow up placement and decorating being done the next couple of days.

The 1969 thru 1979 time line mural's final draft was presented in photo layouts for the Committee to review and approve. The finished mural will be approximately three feet by six feet in size and will be displayed in the Still Living Room for everyone to see and enjoy.

Final review of the Old Timers Picnic preparations were discussed and approved. Over 50 people showed up at the meadow by the History Booth and the Kitchen did a marvelous job. Last minute details for setting up Elder's Camp were gone over. Set up will begin on Monday the sixth of July. A "signs and banners" work party was held June 28th at Kay Kintzley's place. This is the last piece of the decorating preparation for the Still Living Room project.

The next regular Elder's Committee meeting will be held after the Fair on July 23rd at 7 pm at the OCF town office. Have a wonderful 40th Fair and the Elders invite everyone to visit the Still Living Room.

Archaeology: Virgil reported the Archaeology Committee held an initial meeting last week and Jon, Deane, Diane and Chris attended. The committee identified a couple of things they plan to bring to the Board. Virgil said he was elected chairperson. Things are going well but he repeated the reminder that projects involving ground disturbance need at least 45 days, 60 is better, for advance notice and preparations. If a project is not evaluated and permitted, there is a risk that the project will be stopped or slowed down. Archaeology crew will do the permit work and help get it done the right way.

Old Business

Sex Offender Policy

Jon moved, Diane seconded, to change “General Manager” to “Executive Director” in the Sex Offender Policy.

Board: The question whether to make it a general motion to change GM to ED wherever needed was discussed but was dropped in favor of considering each case as they come up. Joseph raised a question about who should be notified in the event of an issue considering who might be present and available. Jack said the responsibility is shared and Charlie said this responsibility is in the job descriptions. He explained how the emotions and the roles demand a very sensitive approach and past experience shows our process works.

The motion passed 10-0.

Radio Loan

Deane moved, Joseph seconded, to loan five radios to Habitat for Humanity in Junction City.

Board: Danya asked who would be taking care of the radios. Jack indicated that Jon S would have the responsibility.

The motion passed 9-0 with 1 abstention (Jon).

Pension Fund Plan Change

Joseph moved, Jack seconded, that the Board change the wording regarding pension funds to read as follows: “After their probationary period, regular employees are eligible for SEP retirement contributions. Contributions will be made on a 9% of gross pay basis.”

Peach Gallery: A member asked if this applied to both part-time and full-time. The response was that "regular" applies to both. norma asked if the policy is effective immediately.

Board: Jack and Marcus both said "yes" to norma's question and said it's under discussion tonight because it needs to be changed immediately. Joseph said this is a necessary change due to the way the rules apply to our organization. Marcus said because of changes in how these funds work, our old plan would have charged fees to both the Fair and our employees, and SEP works better for our purposes. Jon asked if we have 100% participation on matches and Hilary said all but one. Jon asked if the budget will cover the change and Hilary said the budget is within \$500 of what is necessary. Jon asked if the 9% is required to be the same for everyone and Hilary said the percent must be the same for all. Jon asked if the maker of the motion intends this to be a fixed amount and not revisited each year and Joseph replied "yes". Paxton asked what we are changing from and Marcus explained the old rules of 403 (b) had a match provision and the plan regulations entail fees and made the plan inflexible. Joseph said the previous contribution plan was 7% with an additional 2% as a match.

The motion passed 10-0.

Adjourn

The meeting adjourned at 5:05 pm. The next Board meeting will be held on Monday August 3, 2009 at 7pm at the EWEB Room.

The tentative agenda includes Budget Issues; Grievance Crew Creation (Jack); Charge ED to Develop a Framework for Organizational Capacities Study (Joseph); and a Donation Request from the Eugene Peace Choir (Deane).