

**Oregon Country Fair Board of Directors' 2011 Budget Meeting  
January 31, 2011, 7:10pm at Central Presbyterian Church, 555 East 15th Ave.**

**Board members present (11):** Diane Albino, John "Chewie" Burgess, Katie Cousins, Paxton Hoag, Lara Howe, Jack Makarchek, Jon Pincus (alternate voting for Deane), Indigo Ronlov (facilitator), Anna Scott (alternate), Jon Silvermoon, Lawrence "LT" Taylor. **Absent (1):** Deane Morrow. **Peach Gallery:** 13 people joined the Board for the meeting.

**Agenda Review**

**Old business:** Form an ad hoc Hiring Committee; Adopt Operation Budgets

**Old Business**

**Diane moved, Lara seconded, to appoint Robert Jacobs, Indigo Ronlov and John "Chewie" Burgess to an ad hoc Hiring Committee.** During discussion, Jon S moved to split the motion into three parts, one for each candidate. The motion died for lack of a second. **The main motion passed 8-2 (LT, Jon S opposed).**

**Discussion:** Diane- The ad hoc Hiring Committee, according to the manual, will consist of the members of the Personnel Committee (6), the Executive Director, the paid supervision (Charlie Ruff), and at least two (2) appointees. Anna- Noted a concern about two spousal members on the committee. Joseph Newton- Commented on constituency and process. Jack - This will be a committee of ten. Katie- Indicated, based on her experience, the fewer the better will help with the time constraint. Lara- Said she backed off her request due to the size of the committee. Jon S- Asked for a friendly amendment to split the motion into three motions for separate votes. Lara- Refused the friendly amendment. Jon S- Made the motion to split into three motions. Charlie- Agreed with Katie about the size. Jon P- If there is an inclination to reduce the committee size it depends on someone being willing to withdraw. Jen-Lin- Speaking for herself, suggested Robert Jacobs be included since he is the only non-Board member and could represent the membership. Indigo- Indicated if the Board asks, she will step back, but noted she brings a skill set and perception to the process. She noted how she and Brad have separate streams of experience in the Fair. Jon P- If we are talking about three members versus ten, there would be a difference in efficiency, but a difference of one member out of ten is not significant. Grumpy- Agreed with Jon P. Paxton- Agreed the committee is too large and suggested 1/2 of the Personnel Committee would be better and should be changed in the manual. Jack- Suggested voting now and considering the make-up of hiring committees later. After the voting, Jon S asked about the sufficiency of the applicant pool and who decides, the Hiring Committee, the Personnel Committee or the Board, if the pool is sufficient. Grumpy- The Board would have the ability to decide. Hilary- The Board could revisit this issue in hiring process in the PPPM.

**Jack moved, Paxton seconded, to adopt the 2011 Crew Budget (\$643,665.00) as proposed.** During discussion, Jon S moved to amend, Jon P seconded, the motion by removing the pre-Fair Kitchen line item. The amendment failed 2-8 (Diane, Chewie, Paxton, Lara, Jack, Jon P, Indigo and LT opposed). **The main motion passed 10-0.**

**Discussion:** The BUM's business budget was separated from their support budget this year. The Kitchen and the Ice budget numbers were questioned. Last year's Ice budget went over due to extra ice sales so the revenue was up too. The Kitchen budget has been over for various reasons in recent years. The Kitchen leadership is changing this year, in part due to budget handling. Regarding the amendment to remove the pre-Fair Kitchen budget, the amount should not be increased at this time and the budget should not be manipulated in this manner. Jon P noted this budget item is affected by the crew counts submitted by the pre-Fair coordinators. Chewie moved, Jack seconded, to call the question. It passed 9-1 (Paxton opposed) and then the vote on the amendment failed. Back on the main motion, discussion considered entertainment contracts and late submissions that were not included in the budget but may require later action (AAAA and Solar Stages).

**Jack moved, Anna seconded, to adopt the 2011 Board of Directors Budget (\$101,000.00) as proposed.** A friendly amendment to increase the Annual Meeting line item, bringing the total to \$102,500.00 was accepted. **The motion, as amended to \$102,500, passed 10-0.**

**Discussion:** A suggestion was made to make certain consistent donation items into budget line items so they don't need to appear in later Board business. The Endowment line has not changed for some years but the need has not increased recently. On the subject of process, the Board sees the budget proposal before this meeting and should review it in preparation. The current budget is more condensed than past years.

**Jack moved, Indigo seconded, to adopt the 2011 General Management Budget (\$648,019.00) as proposed.** During discussion, Chewie moved to amend, Paxton seconded, to increase the Fourth of July line

item from \$5000 to \$10,000. The amendment failed 1-9 (Diane, Katie Paxton, Lara, Jack, Jon P, Indigo, Jon S and LT opposed). Chewie moved to amend, Jon S seconded, to remove the Fourth of July line item from the proposed budget. The amendment failed 2-8 (Diane, Katie Paxton, Lara, Jack, Jon P, Indigo and LT opposed). Jon S moved to amend, Jon P seconded, to retain the Health Savings Account line item at current levels. The amendment failed 6-4 (Paxton, Lara, Jack and Indigo opposed). **The motion passed 9-1 (Jon S opposed, Chewie cast his vote in favor of the budget with extreme prejudice because the Fourth of July line item was, in his view, underfunded as listed in the proposed budget, and was not separated from the budget for stand-alone consideration.)**

**Discussion:** The Fourth of July line item was discussed at length. The \$5000 budget was viewed as insufficient for the materials, security and insurance needs. A friendly amendment was refused and formal amendments were proposed. It was noted the activity is a "volunteer appreciation event". Pre-post and fire crews will be involved. This is a family affair and should not become a battle. After the event amendments were finished, line items were reviewed and discussed (bused, contractors, expenses, legal, past year, rental, web, parades and toilets). Payroll was discussed expected cost of living increases and health savings accounts. During the Health Savings Account amendment discussion, it was pointed out that this budget takes a step backward for the staff. It was noted the Fair provides good wages and benefits. Soaring health care costs are impacting everyone and the Fair is paying more for the insurance benefit. The staff manager has made this proposal and should be supported. The honorable act on the part of the Fair is to maintain the funding. The budget title was GM/ED but the title of General Management is regarded as more appropriate.

**Jack moved, Lara seconded, to adopt the 2011 Site Manager Budget (\$83,650.00) as proposed. The motion passed 10-0.**

**Discussion:** The toilet line item reflects the special cleaning from last year. The utilities increase is partly due to the premium cost for 100% green power. The roads budget change is due to a balancing of the current needs.

**Jack moved, Lara seconded, to adopt the 2011 Administrative Assistant Budget (\$33,800.00) as proposed. The motion passed 10-0.**

**Discussion:** The website item is for current ongoing costs. The utilities reflect the premium cost for 100% green power. Copier leases and copy costs were mentioned and alternatives were considered as well as continued use of double sided printing on recycled paper.

**Jack moved, Anna seconded, to adopt the 2011 Culture Jam Budget (\$29,850.00) as proposed. The motion passed 10-0.**

**Discussion:** Revenue from this event covers its direct costs. A discrepancy on the camp director line item was noted.

The 2011 Operational Budget, as adopted at this meeting, totals \$1,541,484.00.

### **Adjourn**

The meeting was adjourned at 10pm. The next regular Board meeting is on Feb 7th, 7pm, at EWEB.