

OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING, DECEMBER 4, 2000

PRESENT: Brad Lerch, Bear Wilner, Marlene Monette, Charlie Zennache, Jim Newhall MD, Michele Sharpy, Jim Sahr, Lawrence Taylor, Etienne Smith, Jack Makarchek and Charles Drew & Diane Albino (alternates).

CALENDAR/ANNOUNCEMENTS

Wed. 12/6 Craft Committee will meet at 6:30 at the Fair office to discuss “permanent booth placement” as opposed to booths with “one-year only status”.

Sun. 12/17 Patty Linn (Water Crew) invites folks to a Fair Family Holiday Sing Along. Meet at 1pm at the site.

Wed. 12/20 Return Guideline changes forms to the office.

Fri. 12/22 Come celebrate the holidays at the Fair office. Refreshments and good cheer will be served from 3-6pm.

Mon. 1/22 Work session on the budget. Meet at Central Presbyterian Church, 7-9pm. Deadline to submit Capital Projects budget requests.

Mon. 1/29 Board Meeting to approve the 2001 Operating Budget. EWEB, 7pm.

Feb. 2, Deadline to submit grant applications for the 2001 Jill Heiman Vision Fund. This year's topic chosen by the membership is Basic Needs. Applicants must have 501(c)3 status.

Work Session Schedule: January/Budget, February/Sunday Night Magic aka No Cars in the 8 on Sunday, March/Dreaming our Future, April/Financial Planning aka How Are We Going to Pay for Our Dreams, and May/Trust-Building. All work sessions are held on the third Monday of the month at the Central Presbyterian Church from 7-9pm.

The Budget Committee & the *Fair Family News* seek your feedback about receiving the monthly paper on-line rather than on paper copy mailed to your home. This would save printing, paper, & postage costs. This month's issue will be published on line and mailed.

Virgil Courtwright (Archaeology Coordinator) said they taught a class at River Road Elementary School last month. They are interested in sharing their interests with other classrooms. Teachers/parents may contact Virgil through the Fair office. John Stamp and Tom Conley gathered items at Fern Ridge Reservoir for carbon dating. And, Congratulations, Virgil, whose new granddaughter was born Friday night!

Andy & Steve W (Caretaker & Site Manager) have created the new “Putrid Peach Award” which will be given to the most unusual or outrageous piece of garbage left at the 2000 Fair. See the related article.

The Oregon Department of Transportation awarded the Fair a certificate of appreciation for dedication and excellence for our participation in the Highway Pick Up program. Thanks to Howard McCartney (VegManEC) who organizes these events and to John Doscher who initiated the project.

MINUTES APPROVAL

Charlie moved, and Jim seconded, the minutes of the November 6, 2000 Board meeting be approved.

Etienne said seeing Law Reform folks on the streets in support of Measure 3 “brought joy to her heart.” Jack & Dr. Jim requested hard copies of the draft minutes be snail-mailed to them instead of e-mail attachments which are often impossible to open. (*The scribe offered feedback -- homemade cookies -- to those members that gave feedback on the November draft minutes prior to publication.*)

The motion passed: 10 in favor and 0 opposed.

MEMBER INPUT

Gale Hulihan (Lot Crew) said the maintenance of membership trust in the Board of Directors is the responsibility of the Board. It is not the duty of the member to trust the Board; it is the duty of the Board to earn the trust of the member. He thinks Janean was right and the Board was wrong. The injustice of the Board’s treatment will become apparent.

Mike James suggested draft minutes be sent in PDF mode and the office purchase/use Adobe or another program that is compatible with all other computer programs.

STAFF & OFFICER REPORTS

General Manager. THANK YOUS Leslie thanked the Budget Committee (BC) for their hard work finishing the Crew and Operating Budgets for 2001. We’ve had good cooperation from coordinators. The BC has a good handle on both revenue and expense projections. Thanks to the Endowment Committee which has reviewed seven letters of interest received already. The program has moved out of the classrooms and is connected to larger community art projects A couple are involved with the new Crow-Applegate Museum. Another project from Camp Wilani will complement the OCF Endowment Interpretive Trail that exists from the last endowment cycle. Thanks to the Personnel Committee which finished the Employee Evaluations and helped set goals & objectives for the employees. They were very responsive to constructive feedback from the membership & staff. Thanks to those who attended the work session on Rivka’s suspension. The discussion was heartfelt and modeled our integrity, strength, and collective wisdom. Thanks to Charlie who did a good job facilitating this sensitive issue. Leslie added heartfelt thanks to Dan Hitchcock (Entertainment) and Etienne Smith for practicing random kindness and senseless acts of beauty – Dan for the bathroom mural and Etienne for the bells on the front porch.

NEXT STEPS The OCF is pursuing wetlands grants with the Oregon Watershed Enhancement Board in keeping with our intention to continue wetlands restoration work on site. Leslie and several others will take a field trip to Whidbey Island to meet with

Charlie & Peggy of Power of Hope. They will do strategic planning and return with a bare bones proposal for an OCF youth project. Our permit to occupy the office was extended another six months so we may complete the details necessary to be in compliance with ADA regulations. We will raise Guidelines policy issues at the January Board meeting for publication in the *FFN* for a subsequent vote at the February Board meeting. The Guidelines are a combination of operational information and policy regarding how and what we do at the event. Guidelines change forms are available at the office.

Administrative Assistant (AA). norma thanked the PC who have had an incredibly tough job the past few months. Thanks to Dick Stewart (Recycling) for putting up the holiday lights on the Fair office. norma worked on the AA budget and explored cell phone services for Leslie. Thanks to the Poster Committee who chose three semi-finalists at their last meeting. Craft applications will be available in January; Entertainment applications will be available in February. All must be returned by April 1, 2001.

A Fair member did come forward last month to claim responsibility for the intimidating note. Thanks to everyone for their support during the past two months.

Site Manager. The site is damp, but not flooded and we're wondering where the rain is. The good news is the VegManEs (Thank You!) have finished all the erosion control dams, and the wrapping of our special trees with chicken wire for protection from beavers. Thanks to Carl Taylor, Bucket (QM) (QM), Marc Donofrio (Construction) and David Hoffman (Community Village) who moved the last hay bales out of the lots. Fair family are always welcome to come out and visit the site; it's yours and it's beautiful. Please keep all vehicles on gravel roads and parking areas, and no vehicles are allowed on the south side of the creek. For those folks who want to walk the labyrinth, the closest parking is Maple Gate ramp on Highway 126, or Cabal Crossing or John Wayne bridges on the Fair site. Steve said he walks the labyrinth once a week now. Thanks to Mark Donofrio for acting as interim Caretaker while Andy's in Guatemala. The compost group continues to meet and will propose some voluntary changes for 2001 with a more complete proposal for 2002. LUMP (Land Use Management Planning) continues meeting and will pursue grants from the Oregon Watershed Enhancement Board. Steve requests anyone planning site-related capital projects collaborate with him. You may be pursuing the same goal; may as well play together.

Treasurers. Steve Gorham said Capital Project budget requests should include WHAT the project is, WHY it is needed, and HOW MUCH will it cost. The more details you can provide the better. Hilary & Steve recommend the Board give each of the employees a \$250 end of year bonus. The Fair is in very good financial shape due to the vigilance of our paid and volunteer staff. Additionally, they all received very positive evaluations. This is one way to show our appreciation.

President. Jack relayed a personal request. He said he is an "over the edge animal advocate" and as such rescued a female wolf from a breeding program. She is now quite old and is having difficulty deciding that it is ok to leave. This may be because she spent her life as a caged animal not as a noble, wild animal. Please keep her in your thoughts; help her cross over.

COMMITTEE REPORTS

Election. Vote counts per candidate: Jim Newhall MD 368, Brad Lerch & Jack Makarchek 303, Marlene Monette 296, Bear Wilner 293, Diane Albino 265 (alternate), David Helton 240, Howard Galvin 209, Patty Linn 197, Steve Harter 174, John Stamp 150, Linda Clark 126, and John Merton 98. Apologies to all; these were accidentally left out of last month's Election article.

Anne Morris (VegManEC Co-coord) said the committee met last Saturday. All have had concerns about, and suggestions for the elections process addressed to them. We definitely want to be included in discussions about changes to the Bylaws that effect the elections process. We each have our own personal opinions about the process. We think it is the committee's job to implement Board policy, not necessarily to suggest it. Fair members should address their concerns and ideas about the election process to the Board directly.

One issue is the method of marking ballots (numbered preferences) used this year. This method does provide for equity in voting when the number of BoD seats increases unexpectedly. We find it to be potentially confusing to voters and ballot counters. The numbered preferences were more difficult to count, and therefore took much longer (1 1/2 hours) to count accurately. An alternative to consider would be to have all voters, absentee and those present at the meeting, mark 6 candidates on their ballots. If there happen to be 7 (or more) openings on the BoD at the time of the meeting, the top 7 (or more) fill the BoD seats.

There has been discussion about changing the date of the annual meeting, in order to increase voter participation. We think that Fair time has other priorities for most of the family and would not be a feasible time for an election. We do not know if moving the time of the election closer to the Fair would improve voter participation or not, but maybe August (around picnic time) is a possibility to consider.

We also discussed ways we can use the time during Main Camp to increase voting membership, raise awareness of upcoming, open Board seats, and encourage members to serve on the Board.

If Bylaw changes are being considered, we hope that voting membership eligibility will be reviewed. The areas regarding the voting eligibility of committee members, SOPs, trade passes, and purchased teen passes are not clearly defined.

OLD BUSINESS YOUTH ADVOCACY COMMITTEE

Marlene moved, and Michele seconded, the Board resurrect the former Child Safety Committee as the Youth Advocacy Committee which shall consist of 8 members and 1 Board liaison. Charlie's friendly amendment to add the mission statement to the motion was accepted. "Because we care about the well-being of all children and youth connected with the Oregon

Country Fair, we agree to meet as the Youth Advocacy Committee, to review issues and concerns, and to make observations and recommendations to the Board of Directors of the Oregon Country Fair.”

Peach Gallery: Jill Liberty (Childcare Co-coord) said the members are interested not because of a pre-existing problem but rather to have a positive impact with youth and to report pertinent information to the Board. The former committee dealt mostly with issues about young children. This group seeks to work with youth of all ages. David Helton (Registration Co-coord) wondered if this group needs to be a Board-sanctioned “committee.” He advocated the need for a word other than committee for a group of people working on a specific cause for the Fair but does not need Board review. Others agreed with David yet felt this group should be a BoD sanctioned committee for any legal reasons and to give it legitimacy and oversight. Leslie read the committee’s proposed mission statement

BoD: Brad said many groups work together under the “Rule of Two Feet” before they become an official committee. This is how we build community. Marlene said several of the folks proposing this committee already work with children or in mental health. This is a win/win opportunity. Jack added the Youth Advocacy Committee would bring a good balance to the table as we consider Elders policy.

The motion passed: 10 in favor and 0 opposed. (Charles voted in Etienne’s temporary absence.)

APPOINTMENTS -- YOUTH ADVOCACY COMMITTEE

Marlene moved, and Michele seconded, the Board appoint Jill Liberty (Childcare Co-coord), Brian Alexander (Crafter), Elaine Walters & Cindy Walklett (Lot Crew) to the Youth Advocacy Committee. The friendly amendments to appoint Leslie Scott and Lawrence Taylor as the Board Liaison were accepted. This leaves three open seats. If you would like to work with this committee please submit a letter of interest to the Fair office.

The motion passed: 10 in favor and 0 opposed.

EMPLOYEE YEAR END BONUS

Jack moved, and Dr Jim seconded, the Board give a \$250 (after taxes) year end bonus to each of the four paid employees.

Peach Gallery: Many thumbs up. Howard Galvin (Security) wished the bonus was larger.

BoD: Several BoD members agreed with Howard. Charlie appreciates their hard work and efforts to save the Fair money by cutting costs as appropriate. Marlene said this is one way to show our appreciation for doing a great job this past year. Each employee did extraordinarily well on their employee evaluations. However, we can all show our appreciation by saying “Thanks”, giving positive feedback, and treating them with the same respect and care each of us wants to receive. Jim said he supports and respects our employees very much but does not support this motion. Jack put it in context. He appreciates the diligence this management team has brought to the Fair. It is the continuous thread of their leadership that has seen us through the threat of forfeiture by the DA, the land swap of the Far Side, and the purchase of Zenn Acres -- to mention a few items. Etienne said she publicly supports the employees and appreciates their work. However, the Code of Conduct says everyone is equal and she cannot justify giving a bonus to a few and not to everyone.

The motion passed: 8 in favor and 2 opposed (Etienne & Jim).

BONUS/HAZARD CONTRIBUTION FOR THE RECORDING SECRETARY

Charlie moved, and Lawrence seconded, the Board give the Recording Secretary \$100 in appreciation of her efforts these past four months.

The motion passed: 10 in favor and 0 opposed.

Scribe: I appreciate the Board’s recognition. However, I am no more deserving than any other officer, staff, or Board member. Each of us has been in the thick of all the tensions. I just tend to wear my emotions and reflect the undercurrent of our community’s emotions more openly. What I really want/need personally and for the Fair is MORE MAGIC AND LESS REALITY. More tenderness and conscious intention. Because it is the magic that is missing that makes my heart ache, I believe filling the void with a magical act is appropriate. Therefore, I request the Fair make a contribution in my name to the Riddle Elephant Sanctuary. You may check out their website at www.elephantsanctuary.org. Thank you.

APPOINTMENT -- VEGEMANEC CO-COORDINATING COUNCIL

Marlene moved, and Etienne seconded, the Board appoint Philip Guyette, Dahinda Meda, Glen Gregorio, Anne Morris, and Marlene Monette as the VegManEC Co-Coordinating Council.

Background: This proposal is brought to the Board by the VegManECs who elected this body as a whole for this year.

Peach Gallery: Randy Nowell (Veg.) said each person is responsible for a different aspect and thus all share the load. Steve W said the number of coordinators usually expands to fit the needs of the crew. He relies heavily on this crew to steward the land. It is not easy for one coordinator to cover all the territory. Anne Morris said the Fair is growing and has more open land now than before. Given the current work load, it is difficult to consider new opportunities such as educational projects. Some folks were concerned about accountability with so many coordinators. Don Doolin (Security Co-coord) said during the Fair they use a “Supervisor” structure. He added it would be good to share the year-round responsibilities. Steve G reminded the membership the maximum coordinator budget any crew receives is for two coordinators. Thus, the group as a whole must share the coordinator budget.

Board: Jack said it is time to get used to the concept of shared leadership. Lawrence said it is fortunate to have Dahinda with us. Brad said he gave many a hug and shoulder to Philip and Anne this past year. Their work went beyond the psycho-spiritual rejuvenation from the Fair. Diane said as a Community Village member and CV Council member for the past 19 years, councils do work.

The motion passed: 8 in favor, 1 abstention (Marlene) and 1 opposed (Michele).

APPOINTMENT -- MAIN CAMP CO-COORDINATOR

Bear, and Charles seconded, the Board appoint Carl Taylor as Main Camp Co-coordinator and lead Quartermaster. Leslie is the other Main Camp Co-coord as outlined in her job description.

Peach Gallery: Main Camp really needs a coordinator who can be present when Leslie is not and a lead Quarter Master. This will also help resolve many of the post-Fair issues raised at the Evaluation meeting. We tried shared leadership and while all the QMs do an excellent job, Quartermaster really needs someone in charge.

BoD: Lawrence appreciated Carl's work saying it is always a "3-chip experience." Bear, who works in the Kitchen, said he benefited from Carl's leadership and wants to resolve post-Fair issues. He added, "Carl barbecues a mean salmon!" Dr Jim, Charlie, and Charles all enjoy working with Carl and appreciate his integrity and temperament. Dr Jim encouraged Carl to take care of himself so he doesn't burn out like so many other Quartermasters.

The motion passed: 10 in favor and 0 opposed. Carl said the Quartermaster/Main Camp work is done by an 18-person crew, all of whom deserve recognition. He added his thanks for the Board's support.

TEDDY BEAR PICNIC -- SATURDAY OR SUNDAY

Etienne moved, and Bear seconded, the Teddy Bear Picnic be held on a Sunday.

Background: Several crafters who work Saturday Fairs requested the picnic be moved so they may attend the picnic, too.

Peach Gallery: Leslie said this has been tried once before but it excluded many people who live out of town (or out of state) and we got a lot of complaints from volunteers. By holding the picnic on Saturday people have time to drive to the Fair site, stay overnight and drive back on Sunday. It is sad that some vendors cannot attend because of scheduling conflicts. However, the origin of the picnic was a thank you to the volunteer staff. Norma was concerned no one would remain on Monday morning to clean up the picnic's mess. She was also concerned about people driving back home Sunday night after a day's frolicking in the woods in order to go to work on Monday morning. She offered a compromise solution of moving the timing more toward dinnertime (time to be worked out later) so vendors could attend after work. Steve W appreciated holding the Evaluation on Sunday following the Saturday picnic this year. We had the most participation this year especially by folks from away.

BoD: Lawrence said tell the vendors we're eating later and we expect them for dinner. Michelle quipped, why not make a 2-day picnic. To which Dr Jim added it could be a 3-day event! (*Thus, the second event was born!*) Brad agreed it is turning out to be a weekend event including the annual Frisbee golf tournament, picnic, overnight camp out, and Evaluation meeting. Etienne appreciated holding the meal at a later time. She raised the issue because she was asked to by several vendors. Bear said he seconded the motion solely for the purposes of discussion, and urged a vote against it.

The motion failed: 0 in favor and 10 opposed (Brad, Bear, Marlene, Dr Jim, Charlie, Jim, Michele, Lawrence, Jack & Etienne). A first in my recording career -- to have a motion fail unanimously!

NEW GRIEVANCE PROCESS (BOARD DISCUSSION ONLY)

Charlie said this is a continuation of the item raised last month when there was only time for member input. He said he was not seeking approval tonight and asked for general concept changes. Responding to the Peach Gallery discussion, Charlie said the new process is designed to be more democratic; to take the General Manager out as one of the review levels. It was never intended to cut out the Code of Conduct. He asked if a fourth level (Board review of the Arbitration decision) should be added. Should there be a gatekeeper to decide what comes to the Board or rely on the Arbitration panel? Reminder: the three proposed levels include 1) resolve the issue personally and directly, 2) mediation, and 3) arbitration panel. Jack said we need to limit what is grievable or limit the process to arbitration as the final step. Charlie said grievable items are listed as violations of the Code of Conduct, the Articles of Incorporation, and the Bylaws. Jim Sahr believes the ultimate responsibility lies with the Board, especially if arbitration worked out an agreement counter to the Fair's best interest. Marlene is concerned some items in the Code of Conduct are not clear. Charlie said the Board-appointed Grievance Coordinator would determine what is grievable. Brad and Bear advocated people work things out together before they become big issues. We need to make a commitment to treat each other fairly. Etienne restated Vic's comment that the first step should be the grievant is able to articulate the respondent's position and visa versa. This should be added to the process. She also addressed the timeline, stating it should begin at the point of filing the grievance rather than the date of the event. Charlie suggested having a random/rotating Arbitration panel of three Board members which would address David Helton's concern that Arbitration may make a decision contrary to Fair policy or operations. Jack said it is wrong to have Board review at the end of the process (as final interpreter of Fair policy) because it ultimately leads to manipulating policy via the grievance process. He prefers the current draft without Board review. He also cautioned if the gatekeeper is too strong, no one will be happy. Time was yielded to Leslie who said the majority of grievances she's handled are not policy issues, but rather personal issues of folks not treating each other well. She understands David's concerns but the answer is not to have the Board be the final decision-makers in the process. This creates a disincentive to settle a grievance at a lower level. Let's think of a way to have the Board involved without making them the final step.

QUOTE THAT SLAB CONTEST

Brad moved, and Dr Jim seconded, the Board hold the Quote That Slab Contest.

Background: The Board approved a \$500 donation to the Wayne Morse Memorial that will be constructed next year. Our donation allows us to have a quotation into a piece of granite. The winner has the honor of having their selection chosen by the Board. The quotation may not exceed 175 characters and/or 9 lines including the attribution. The quotation should be "suitable for public consumption."

The motion passed: 10 in favor and 0 opposed.

BYLAWS COMMITTEE REACTIVATED

Charlie moved, and Michele seconded, the Bylaws Committee revisit the balloting process.

Peach Gallery: Anne (Election Committee) said the counters had more problems this year. We recounted many bundles up to five times where it usually only requires three counts. Palmer (who has helped count many years) said the process this year was no more confusing than figuring out Sunday Night Magic really means No Cars in the 8 on Sunday.

BoD: Jim asked Charlie to attend the Bylaws Committee meeting to discuss this issue. Lawrence added he would like to join the Bylaws Committee. He added it is curious how a person can mark their ballot six times yet have trouble numbering one through six. Either way, he would like the Fair to adopt proportional voting.

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

BOARD DISCUSSION OF STEP 3 GRIEVANCE HEARING

This is a continuation of the grievance heard last month. Charlie reminded the Board their responsibility is to decide whether David Helton's decision as Registration Co-coord stands or not. It is not up to the Board to rework policy through this grievance. Charlie said while he might have made a different decision he believes David used the best judgment with existing policy. It may not be pleasant or fair for everyone but that is more a factor of the current policy. Charlie wants the Board to charge Craft Committee to work on the complex issue of Crafters' Rights. Many board members agreed David acted within his authority to make the decision. Jim thinks the present policy works well. He would like Craft Inventory to address concerns whether vendors are legitimate crafters.

Charlie moved, and Bear seconded, the meeting be extended by 15 minutes. The motion passed 9 in favor and 1 opposed (Etienne). Dr Jim admired David for making the decision; he took a lot of heat. It seems he would have taken heat regarding that booth regardless which decision he made. Because David has publicly stated his opposition to split booths, Jack was concerned using split booths to deal with future grievances may be eliminated as a solution. David pointed out this decision was based upon a subtle distinction. The booth had been split as a probation requirement several years ago. Probation ended, thus the need for a split booth also ended.

Bear moved, and Charlie seconded, With regard to the grievance brought by Stephanie Vincent against David Helton, the Board finds for the respondent, David Helton.

The motion passed: 8 in favor and 2 opposed (Jack & Etienne). Note Jim excused himself; thus Charles voted in his place.

DONATION -- FIRST NIGHT EUGENE

Brad moved, and Marlene seconded, the Board donate \$300 to First Night. This will cash out the Board's Donation budget for 2000.

The motion passed: 10 in favor and 0 opposed. Happy New Year!

CITIZEN PLAN TO RESTORE THE WILLAMETTE RIVER ENDORSEMENT

Charles moved, and Jack seconded, the Oregon Country Fair endorse the Citizen Plan to Restore the Willamette River.

Background: Steve W said the Governor named a Willamette River Restoration Task Force two years ago which is made up of industry and agriculture interests. There is room at the table for citizen input. Our endorsement was sought because of the work the Fair is doing with the Long Tom Watershed Council. We will add our names to the company of OSPIRG, Willamette River Keepers, and the Portland Audubon Society.

The motion passed: 10 in favor and 0 opposed.

The next Board meeting is scheduled for Tuesday, January 2, 2001, at EWEB, 7-9pm. The agenda, subject to change, may include items tabled tonight: Revenue Projection, Increase in Cost and Number of SOPs, Elders Committee Appointment, New Grievance Process. Family Alter-Abled Parking (Brad), Bylaws Revision re Ballot Marking (Charlie) New Business: Board Meeting Tapes, Guidelines, Discuss Member Survey Results, OCF Business Directory, Construction Co-coordinator Appointment, Name That Slab Contest (Brad) The following items will be discussed later in the year 2001: Leave No Trace (Marlene), Investment Philosophy Issues (Jim), Volunteers (Etienne) is tabled until March.

Happy Holidays,
Jen-lin