

## OREGON COUNTRY FAIR BOARD OF DIRECTORS MEETING, MAY 1, 2000

**PRESENT:** Etienne Smith, Michele Sharpy, Jim Sahr, Lawrence Taylor, Jack Makarchek, Marlene Monette-Showker, Jim Newhall, MD, Brad Lerch and Charles Drew & Howard Galvin (alternates). Charlie Zennache arrived during the CVALCO discussion.

**NOT:** Palmer Parker.

### MINUTES APPROVAL

**Marlene moved, and Etienne seconded, the minutes of the April 3, 2000 BOD meeting be approved.**

Charles corrected the minutes, stating he had not requested his e-mail address be published.

**The motion passed as corrected: 8 in favor and 1 opposed (Etienne).**

### ANNOUNCEMENTS/CALENDAR

Mon. 5/8 Work session with Power of Hope, a group that explores issues of interest to teens via the arts. How can this be incorporated into the Fair? 7-9pm, Central Presbyterian Church.

Sat. 5/13 Spring Clean-up of the Fair Site. Meet at 10am in front of Main Camp.

Mon. 5/15 Work session on the Grievance Process. 7-9pm, Central Presbyterian Church.

Mon. 6/5 Deadline to submit letters of interest for the Elders Committee for June BoD meeting approval.

Wed. 6/14 Meeting to reconvene and generate interest for the Child Safety Committee. 7pm, OCF office in town.

Sat. 8/19 Teddy Bear Picnic.

Sat. 8/19 Annual Frisbee Golf Championship. Meet at 10am at the Dragon.

- Howard is using his radio skills and tape recorder to create an advertisement. It will feature our very own fairies personally inviting the community to come to the Fair.
- Contact Marlene if you are interested in reconvening the Child Safety Committee.
- Look for the Silver Star special meal deals offered to staff by the food vendors. Inform your crews.
- Lawrence noted two important dates this week. May 1, is May Day -- "Life is in Bloom." and May 4, is the 30th Anniversary of the Kent State Massacre.
- Contact Andyman (Caretaker) if you are interested in helping create a Labyrinth, a meditative device, based on the one in the cathedral in Chartres, France. The labyrinth walls will be made of burlap bags sewn together in a tube filled with soil. It will be sited in Pirates Cove in the parking lot.
- The updated version of the Bylaws is published. Contact the office for a copy.
- Dr. Jim stated the Craft Committee is working on all of the issues raised in the Craft Alliances petition
- Only two more *Fair Family News (FFN)* issues will be published before the Fair. The deadline to submit articles is the same day as that month's Board meeting. *FFN* staff encourage you to take the opportunity to communicate with your crews and Fair family.

### MEMBER INPUT

Michelle Holman (crafter) requested the Board consider converting teen passes into adult passes. It is painful to tell her adult children (former teens) they may not come to the Fair.

Martha Evans (Neighborhood Response Team - NRT Coordinator and PIT) addressed the BOD's decision last month regarding leaves of absence from committees. The BoD must trust the committees to manage themselves.

David Helton (Registration Co-Coord) expressed his dismay that during the second half of the February BoD meeting the BoD voted to levy fines against booth people and staff that leave any covering on the ground. He has been watching for any policy changes regarding fines so he may speak against them. The agenda item was raised to Old Business after he had left the meeting early.

Brad Mowreader (crafter) requested fairies contact him if they are interested in creating a Body-Mind-Spirit section at the Fair, bringing interactive, educational programs to the Fair site, or developing a staff bath house. 746-7465 or bradmow@efn.org.

### STAFF & OFFICER REPORTS

**General Manager.** Leslie thanked norma and Jen-Lin for their work on the Spring Fling and raffle respectively. The Spring Fling is a big, mini-event that norma organizes so well. Thanks to Registration, especially David & June (Co-coordinators) for making the deadline smooth and orderly. Thanks to the Personnel Committee for reviewing the Personnel Policy Manual and the job descriptions. Thanks to Rifka (Main Camp Security Co-coord.) for hosting last month's coordinator potluck. Leslie continues to work on moving the barter fair to South Piggy, Far Side issues, and the new bus system. Many people and issues need to be communicating and coordinating together on these issues.

Tickets go on sale on May 25. Fair patrons with an advance ticket may ride the bus from anywhere in the LTD system to the OCF shuttle downtown and back again for free. This door-to-door service is new and should make it easier for folks to use the bus system. FASTIXX will sell OCF tickets at the downtown bus station. Additionally, LTD and LRAPA will begin their campaign to educate the public about clean air issues beginning the OCF weekend.

Thanks to everyone who has been working on the showers issue, especially Marshall Landman (Crew Services Coord.) and Mike & Shadow (showers) for creating a detailed proposal on construction and staffing for the showers expansion (both in numbers and hours available). Thanks to George Braddock (the Ritz) for educating Leslie on the complexities of running showers.

Leslie requests information from Fair family whether putting a photo of one of our beloved and recently passed away family members on the food vouchers is policy or historical practice. In either event, how can we possibly choose between different members of our family? She has been approached by several folks requesting different people be remembered this way. How can we create a process to honor their memory in a way that is meaningful and fair?

**Administrative Assistant.** A box of beautiful banners was delivered recently to the Fair office. No note was included to indicate their purpose. If you know who sent this surprise gift and what their intended use is please, contact norma at the office.

norma thanked Rifka for opening her home and hosting the coordinators potluck. She thanked Registration Crew for being present on the application deadline which made her job easier. All application deadlines have finally passed. Thanks to all the crews who've made the process so smooth this year!

Check with norma for your crew's access codes to use the new copier. Make your copies at the office; it is cheaper than going to Kinko's. The old copier was donated to Growers' Market food co-op. Look up our new web site that has been revamped by Marshall. -- oregoncountryfair.org.

norma has been busy organizing the Spring Fling. Denny Guehler will be the emcee and Ashbury Park will provide the entertainment. Thanks to Bob Fennessey (Community Village -- CV) for booking the band and thanks to Jen-Lin for organizing the raffle.

**Site Manager.** "The pace of activity picks up noticeably onsite in April: every weekend, we see more and more people. Booth folk come to check for winter's damage (minimal), crews get started on their various task lists, and it's also the peak of wildflower viewing season. The site is green, wet and soft; a little less rain than usual, but the grass is growing faster than we can mow, weather and manpower permitting. The dry spell allowed us to get all the paths and meadows coreplugged, and we've seeded areas that (I think) haven't been seeded in years, if ever.

"THANK YOU'S go out this month to:

the highway pick up irregulars, for another fine day's work on Highway 126 on April 15th.

the Earth Day tree planters from Site VegManECS, Traffic Crews and elsewhere, for getting about 300-400 trees and shrubs into the ground on the Fair site on April 22nd.

Buck Morris, site crew mechanic, for a stylish and effective rebuild of the site truck's hydraulic pump -- no more leaks!

Tim Justus (OCF Navy) for making big progress on the WareHouse electrical/lighting project. David Hoffman, (CV) and everyone else who's catching the wave and coming out to the site to pitch in and help get things rolling.

Speaking of the WareHouse electrical work, our needs list grows at a rate faster than Jim Sahr and Tim can deal with. I expect a vacancy or two on Site Crew and I'm willing to designate one of those positions to a qualified electrician who wants to earn their spot at the Fair by working with Jim and I on site electrical stuff. Interested? Call Steve at 935-7846.

Terra Science/Bi-Mart mitigation proposal: nothing new to report.

Conservation/Restoration Easements: Leslie, Dennis Todd and myself had a walk n' talk on site with Alan Makinson and other representatives of Natural Resources Conservation Service (NRCS) -- we're still at the stage of more questions than answers back and forth, but we're making slow progress. The LUMP Committee is not yet ready to come to you with a proposal, but we're targeting for the dry season of August/September of 2001 to do the actual ground work, and all of the design, approval, and funding issues will need to be resolved before then. We (Leslie, Dennis & I) also had an informative walk n' talk on site with two fisheries biologists from the Oregon Department of Fish and Wildlife about what we could do to enhance habitat along the Long Tom and Indian Creek as part of our project with the NRCS.

Staff camping: Yes, we now own the Far Side. This does NOT mean, however, that it's open season on camping on the Far Side: we have not budgeted for any major increase in services that support camping over there. As before, crew coordinators are responsible for getting a list of their Far Side campers into the site office by June 23rd. And we're working on solutions to the Far Side gate back-up problems. Our application for a permit to camp in Zenn Acres has a hearing scheduled for May 11. If all goes well, we'll have camping options available for staff who are still camping within the 8, or have serious overcrowding problems. Interested coordinators should talk to me or Bob Durnell who will be joining the Site Crew to act as campground host for Zenn Acres.

**President.** Jack stated that he supports the moratorium on expansion into the wooded understory to save habitat for the flora and fauna, not for humans. He also clarified that it was never his intention to criticize Path Planning's process or practices over the past years. Jack appreciates all they have done to make the Fair happen each year.

**Treasurers.** Steve Gorham pointed out that the budget is very tight. Coordinators should monitor their budgets especially as we begin to spend at an increasingly fast pace to put on the Fair. Coordinators should send their lists of fairies authorized to charge receipts with our vendors to the office. Hilary added that she and Leslie have been talking of reconvening the Financial Planning committee to include property management as part of the comprehensive budget plans. They will also review how the bank accounts are faring and the impact of rising interest rates.

#### COMMITTEE REPORTS

**Personnel.** Marlene is the staff liaison this month. The committee will present the Personnel Policy Manual and the job descriptions for Board approval during the next several months.

**Member Survey.** The survey process will be published in the June issue of the *FFN*. They would like the BoD's feedback prior to publication. Contact norma at the office.

**Path Planning.** They continue to discuss riverbank erosion especially on Strawberry Lane. PP hopes to meet with the booth people in that neighborhood. All of those booths will have to be rebuilt as temporary if they are to stay in their spot. There is very little new booth space available. This will be an issue for 2001.

#### OLD BUSINESS

##### CREW SERVICES EXPANSION

Jack moved, and Lawrence seconded, the Crew Services budget be increased to \$7,661.50 (\$1777.50 capital projects and \$5884.00 supplies and services).

*Background: (quoted from the proposal submitted by Marshall Landman) "This proposal expands Hospitality hours and locations. Showers will double, hours will be extended, and grey water will be disposed of in an acceptable manner. The budgeted amount includes the cost of these services and the addition of 19 staff positions." Grey water disposal alone costs \$3,024. "The lessons learned in these efforts will help us project the kind of services we want to cultivate in the future. In the meantime, we can have comfort that we've made a solid attempt at providing meaningful services toward recognizing the contributions of our volunteers." Hospitality hours in Main Camp will be extended to 6:30 pm. A night shift Hospitality will be added up near the WareHouse from 7:30-10:30pm Thursday through Saturday. Re showers: this year, we will rent 2 four-stall units to be located in Dahinda's Acres, a two-stall unit will be located in the Far Side, and we will build a proto-type two-stall unit to be located near Entertainment Camp.*

*Peach Gallery: David believes creating division between crew and booths is wrong. It takes each group to create the Oregon Country Fair and the Fair family. How is it that the OCF can give money to St. Vincent de Paul for their showers at The Station and to Food for Lane County when members of our own family are turned away on site. Hospitality and showers should be available to all who need it. When the food or water runs out the centers close. Janean Fossum (Lot Crew) agreed. The Code of Conduct says "Everyone is equal." Mike said he hasn't checked passes before assuming that Security would have done their job keeping non-staff off the road. He added that anyone who had waited 20 minutes in the shower line deserved one. Anne Morris (VegManECS Co-coord.) supports making the showers economically and environmentally sound. However, tonight she sits next to two booth people active on her crew who have no access to hospitality and showers for volunteer staff. Hilary said the Budget committee members are comfortable with this proposal even though they haven't met to formally approve it. Leslie responded to David: She agrees philosophically, however, the practical realities form their own constraints. The Fair is struggling to provide services to the volunteers. The amount and cost of disposing grey water is staggering. It is unfair to create a false dichotomy of us vs. them. This proposal was a response to another Board proposal to increase the food voucher value, and only staff receive food vouchers. Steve G noted no sustainable place exists at the Fair to serve everyone. This issue is a broader problem than individual interests.*

*BoD: Jack said this is just the beginning. We are trying to do more with what we have and enhance peoples' experiences of the event. The BoD is not trying to create a class affiliation hierarchy. Etienne agreed with Jack. It pained her to turn away non-staff fairies from Hospitality while working Main Camp Security last year.*

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

**SALARY RANGES APPROVED**

**Marlene moved, and Howard seconded, the BoD approve the Step Increase Tables for each position as proposed by the Personnel Committee. The BoD has already approved Range 2. They have agreed employees will receive annual COLAs once they have reached the top of their range.**

	<b>Range 1, Step 1-7, \$13,350 - \$18,750.</b>
<b>Administrative Assistant:</b>	<b>Range 2, Step 1-7 \$19,050 - \$26,250</b>
<b>Site Manager:</b>	<b>Range 3, Step 1-7 \$26,550 - \$35,550</b>
<b>General Manager:</b>	<b>Range 4, Step 1-7 \$35,850 - \$46,650</b>

*Peach Gallery: Martha (Personnel Committee) said the BoD adopted the salary step increase table approximately four years ago. This allows the employee and the Budget Committee to plan ahead. Assigning steps to specific ranges is new.*

**The motion passed: 7 in favor, 2 opposed (Michele & Etienne) and 1 abstention (Brad).**

**FASTIXX TICKET AGREEMENT**

**Michele moved, and Jack seconded, FASTIXX will be the exclusive automated ticketing agent for outside events held at the OCF site.**

*Background:* Under this agreement, FASTIXX will contribute \$1.00 of each convenience charge to the OCF and limit the maximum convenience charge to outside events at \$3.00 for Ticket Centers and \$4.00 for Call Center of Internet orders. Leslie added the industry is changing fast. Basically, promoters and performers want higher guarantees in the event a concert is canceled. This money comes from the service fees. Performers are creating contracts with ticketing agents who respond by charging increasing amounts of service fees. Ticketmaster adds up to \$12.00 in service fees.

*Peach Gallery:* Dave Peek (crafter) wondered whether this would bind other promoters. Anne suggested each case be approved individually.

*BoD:* Michele said FASTIXX is a friendly, local company. They are very Fair friendly. They are committed to keeping service fees as low as possible for the patrons. Marlene is uncomfortable giving anyone a guaranteed venue. She would like the BoD to discuss this more with Tom Keenan from FASTIXX. Jim is opposed to binding future boards. Brad supports doing our own ticket sales. Brad moved, and Etienne seconded, this item be tabled.

**The motion to table passed: 8 in favor and 2 opposed (Jim and Michele).**

#### DONATION -- SMART

**Charlie moved, and Lawrence seconded, the BoD donate \$500 to Start Making A Reader Today (SMART).**

*Peach Gallery:* norma is a SMART volunteer. The program is designed to help kids develop a strong interest in reading. At the beginning of the year, the adult reads to the kids. By the end of the year, the student is reading to the adult. It is amazing to watch their growth. The SMART volunteer coordinator said this donation would purchase books so each child may take two books home to read. Martha supports this motion to inspire youth's love of reading and learning. It is documented that school failure is an indicator of juvenile crime.

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

#### ENERGY PARK SHOWERS PROPOSAL

**Charlie moved, and Brad seconded, the BoD allocate \$1160 as a capital project to modify their existing showers and make hot showers available Thursday through Sunday nights and all day Monday.**

*Peach Gallery:* Energy Park will donate an additional \$500 toward this project. They also request three additional staff t-shirts for Energy Park for evening supervision. Leslie indicated these showers are available to anyone with a wristband on a first come - first serve basis.

*BoD:* Marlene would like to know how they dispose of grey water and the impact of increased usage.

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

#### EDITORIAL RULES FOR ARTICLES SUBMITTED TO THE FAIR FAMILY NEWS

**Lawrence moved, and Marlene seconded, that the FFN be directed to publish a notice in each issue advising the membership of its editorial policy, specifically explaining defamation law and the restrictions of Internal Revenue Code Section 501(c)(3) regarding advocacy for political candidates as well as the necessity to edit for spelling and grammar; that the FFN disclose when articles have been edited for content; and that the FFN keep unedited versions of articles available for inspection by members.**

*Peach Gallery:* norma (FFN volunteer) believes this motion is overkill. The paper is an in-house newsletter to communicate information about the Fair to its members; it is not the *New York Times*. They do not edit for content unless it is considered to be slanderous, sexist or racist, etc. They do edit for spelling and grammar. It is not their intention to promote their own agenda or do anything to anyone. David said this motion seems too onerous to a staff that does a tremendous job. Every paper needs a good editor. The BoD should trust the FFN staff. Martha said the paper is well-written. She advocated the full editorial policy be published once a year.

*BoD:* Jim said he wants to respond to a concern raised by Kim Allen. She states the Craft Committee minutes had 9 changes. This motion does not address that situation. Lawrence said he wants to clear up

any misconceptions the membership may have about the *FFN* editorial policy and practice. Marlene agreed that it would be good to clear up any misconceptions even though the *FFN* does a fantastic job working with a diverse membership. Dr. Jim, Charlie, and Howard stated the BoD does not need to set an editorial policy for the *FFN*. Jack remembered the BoD that initially approved the creation of the *FFN* were very concerned about yielding editorial control. However, we have a dedicated group and the BoD never had to intervene. Brad, an original member of the *Fair Family News*, said, "you don't want to read it raw."

**The motion failed: 2 in favor and 8 opposed (Jack, Howard, Charlie, Michele, Dr. Jim, Brad, Marlene & Etienne).**

#### MEMBERSHIP RENEWAL -- LANE ARTS COUNCIL

Howard moved, and Michele seconded, the BoD renew membership with Lane Arts Council; cost is \$140. **The motion passed: 10 in favor and 0 opposed.** Howard voted as Marlene had temporarily left the room.

#### MEMBERSHIP RENEWAL -- CVALCO

Howard moved, and Etienne seconded, the BoD renew membership with CVALCO (Convention and Visitors Association of Lane County Oregon); cost is \$100.

*Background:* Leslie informed the group that CVALCO is a non-profit organization that promotes festival events and tourism in Lane County. norma added they field a lot of calls regarding hotels, transportation, etc. for which she does not have time.

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

#### GRANDFATHERING LOGO JURY ITEMS

Charles moved, and Brad seconded, any unchanged logo item approved for five consecutive years will be grandfathered in and needn't come before the BoD for logo approval. The item must be approved by Craft Inventory for quality control annually.

Charles and Brad accepted Charlie's friendly amendment/rewrite of the motion. The BoD authorizes Craft Inventory crew to approve as a juried logo item, items which have been previously approved for five years or more and which are unchanged from the items, other than the year, from a prior approved version.

If Craft Inventory thinks the item is different from prior years then it is submitted for BoD approval.

*Peach Gallery:* David advocated CI have authority to send any item to the BoD for final approval if the quality or content varies negatively from prior years. Leslie noted the BoD would need to be reminded of grandfathered items. Also, new BoD members may not be familiar with the items.

*BoD:* Brad would like 1)juried grandfathered items should remain on display at the office and 2)the grandfather process would begin now at ground zero. Jim opposes this motion as he is reluctant to bind future boards. It is the BoD's responsibility to manage the logo items. Howard agreed on an annual approval.

**The motion failed: 4 in favor, 5 opposed (Howard, Jim, Michele, Dr. Jim & Marlene), and 1 abstention (Etienne).**

#### COMMITTEE LEAVES OF ABSENCE REVISITED

Jim moved, and Charles seconded, to rescind the motion approved last month requiring committee members to petition the BoD for a leave of absence.

*Peach Gallery:* Most folks said the committees should be empowered to manage themselves. However, this issue arose because one committee did not feel it was able to address this issue.

*BoD:* BoD discussion reflected the Peach Gallery. Brad and Etienne would like to review the committees' guidelines and processes. It would be good to clarify these items for the BoD and new committee members.

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

The following items were postponed or tabled: Lump Sum Wood Purchase from Conde (Jack), Ticket Agreement for Outside (Michele), OCF Day of Event On-line Proposal (Cliff Cox). The following items died for lack of a presenter or second: Donations to Northwest Project Institute for Public Accuracy and the Oregon State Police Officers Association, Logo Item Appeal.

The next BoD meeting is scheduled for Monday, June 5, 7pm, at EWEB. The agenda, subject to change will include the tabled/postponed items above and the New Business items: Donations to Early Education Program, Sexual Assault Support Services, and Mad Pride; Member Survey Committee Proposal, Law Reform Group proposal (Etienne), Appointments: Buses and Construction Co-coord. Power of Hope Scholarship (Dr. Jim), Converting Teen Passes to Adult Passes (Howard), Elders Committee Appointments (Brad), Personnel Issues -- Job Descriptions and Personnel Policy Manual (Marlene).

Minutes by Jen-Lin

The Peach is Flung!

**Board Contact List**

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