

Oregon Country Fair Board of Directors' Meeting
November 7, 2016, 7 pm, NW Youth Corps, Columbia room

Board members present: Diane Albino, Chewie Burgess (alternate,) Casey Marks-Fife, Justin Honea, Lucy Kingsley, Jack Makarchek (president), Indigo Ronlov (vice president), Kirk Shultz, Jon Silvermoon, Lawrence Taylor (alternate), Sue Theolass and new board members: Ann Bennett-Rogers and Kenya Luvert. **Peach Gallery present:** Staff (Crystalyn, Shane, Stephanie, Shelly and Robin), Officers (Hilary and Randy) and 57 members and guests.

Agenda Review

Indigo: This Board of Director's meeting is being videotaped and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings here tonight. If you are on the list already, you will receive an email with the links. If you are not, you may the join the mailing list here: <http://oregoncountryfair.us13.list-manage.com/subscribe?u=4d5d04993031d42bafd48596c&id=2b95017e6a>.

New Business

Jon: Direct the Budget Committee to not fund the line item for the Fourth of July party.

Jon: Holiday bonuses for staff.

Jon moved and LT seconded the motion to move from New Business to Old Business the holiday bonuses for staff motion.

Motion passed: 10-0.

Sue: Change the date of the January 2017 Board meeting from January 2, 2017, to January 9, 2017. **Sue moved and Lucy seconded the motion to move from New Business to Old Business the motion to change the date of the January 2017 Board meeting from January 2, 2017, to January 9, 2017.**

Motion passed: 10-0.

Justin: Motion for clarification of responsibilities for Shane and Crystalyn.

Justin moved and Sue seconded to move from New Business to Old Business the motion for the following clarification of responsibilities and authorization be approved by the Oregon Country Fair Board of Directors:

Shane and Crystalyn have the authority to administer the GM budget for 2017 and to spend out of that budget.

Authorize Crystalyn to have Supervisory authority of Office staff, temporarily, until further defined Job Descriptions are developed.

Authorize Shane and Crystalyn to have the authority to sign and negotiate contracts as needed.

Shane and Crystalyn have the authority of HR administrator.

Motion passed: 10-0.

Jack: Create a Fiftieth Anniversary Oregon Country Fair Task Force comprised of Cynthia Wooten, Sandra Bauer, Leslie Scott, Jerry Joffe, Sally Edmunds and norma sax.

Announcements

Hilary: Martha is home and doing well after her knee replacement. We're looking forward to having her healed and back with us.

Sue: At the December Board meeting, there will be catnip mice and beeswax candles for sale. All proceeds go to Culture Jam.

Dean: Winona LaDuke will be at the EMU Ballroom on Saturday, November 19 at 7 pm.

Keith: Hi-Fi Music Hall benefit for Standing Rock community will be held on December 9.

Indigo: I leave on Monday for Egypt in support of my nonprofit Zhara Handworks. We have created a work center in the desert and have a loom being moved to the oasis for the women in the center!

Staff Reports

Crystalyn: October has proven to be a busy month! I will try and keep my report short though, as much of it was presented at the retreat this past weekend. The Budget Committee has been meeting. We have decided to take advantage of it being the second year in a two-year cycle and have been evaluating our current processes. Thank you to Hilary and Stephanie especially for all of their work on this. I feel confident that many of our current processes will be streamlined both for the committee and the crews going forward.

Shane and I have also been working on the staff budgets and meeting with vendors so that we can have an accurate estimate of costs for 2017. The Community Center Committee has been working hard and we are ready to have Pivot do a wastewater assessment. The Board approved the financial side of this last spring and we hope they will be able to begin work soon.

The Diversity Task Force hosted the first learning opportunity this month and I believe it was an incredible success. I learned a lot and am looking forward to the next one this spring. Thank you for all of the work on this by the Task Force.

We expect a decision on the SUP this week, which is exciting. I know I have said this before but I just cannot thank Thom Lanfear enough for all of his help with this.

Shane: October proved to be an exciting month of rain, projects and events. Shelly and Jeff have been working hard to secure the event area before the cold, rainy season arrives. Main Camp has been put to rest until the spring, as well as most everything within the event area. We will continue to remove or secure items as long as the weather permits movement and access into the Eight and surrounding areas.

With all the weather and rain, the Eugene area nearly set a historical record for the most rainfall in 124 years. We never did break the record but it did make having the Elmira Cross Country Race a challenge. We received nearly 6 inches of rain the week before the race was scheduled. Piggy's and SCOF Lots had large puddles up to 6 inches deep in some areas that further complicated the preparations for the race.

On Monday, October 17, I was forced to make a decision whether to cancel the race because of the existing conditions. Tom Bolden, the new Elmira coach met with me onsite to survey the event area and weigh our options. With SCOF Lot saturated with water, we had lost vehicle and bus parking for the event. Piggy's had even more standing water that affected the start and finish line, causing the situation to look dire. Unfortunately, the coach was unable to secure an alternative location for the race in the event of emergency, leaving us with the choice of cancelling the race or altering the race and parking plan. That Monday showed signs of promise: It was cloudy with sunbreaks, the weather forecast called for more of the same with limited rain, and Trotters, in relation to the other fields, was relatively dry, giving us an alternative for parking cars.

We both decided to proceed with the race as planned. Jeff and I immediately began reinforcing Chasem Road to the west of John Wayne Bridge to secure passage into what would become the parking lot for spectators. As luck would have it, rain proceeded to fall throughout Monday night into Tuesday adding another inch of rain to the equation. Tuesday we continued to reinforce the roads onsite and began to develop a new parking plan. On Wednesday, a team of volunteers showed up at noon to talk about logistics and go over our strategy. We had volunteers from many different areas of the Fair — Traffic, Construction, Community Village, Site, Security, Far Side and Culture Jam.

Fortunately, we had made arrangements for all the buses to leave the site and park at Elmira School, which would eliminate one large problem for the day. Everyone proceeded to their posts to await the arrival of the first buses and spectators. Shortly after the buses began to arrive, we discovered we would have problems with the section

of Chasem Road to Cabal Crossing, and after the first bus wandered slightly off the road and became stuck, we changed the routing plan for the buses to solve the problem. Stephanie and Cher ended up dealing with each bus, off-loading the young adults at Aero, and directing them to the LTD turn-around by Main Camp to exit. These two took the change in stride and did an excellent job facilitating entry and exit for the buses. They adjusted quickly and were able to troubleshoot pinch points immediately and make adjustments accordingly.

The rest of us were either greeting and directing the public as they entered the site or working to park cars and direct folks around the wet areas in Trotters. Several vehicles became stuck throughout the afternoon and a team of folks took turns pushing them to firmer ground. When we weren't able to push the vehicles clear, Jeff arrived with the Kubota, often times towing them to the graveled road.

The event was a smashing success! Each participant that I spoke with had a wonderful time running the course, loves the location, and is very excited for next year. It was equally great to hear positive feedback from the families who came to support the runners. We were all very grateful to see everyone enjoying the race and tolerating the conditions.

I believe this to be a very valuable service for the local community that helps us build support, while exposing the property to potential visitors for our annual event. I hope that we can continue to foster and expand this relationship well into the future. In fact, plans are underway for 2017 race, and we hope to change the date to the first week in October to help alleviate any potential weather problems and site impacts. I would like to thank the diverse group of volunteers who helped make this event successful. I really appreciate the dedication and passion of our volunteers who continually step up to help even in adverse conditions.

If you have the opportunity, please thank each of these volunteers and staff for their service: Codi French, Rick Lambert, Kehn Gibson, Charles Johnson, Cher Aker, Charles Rogers, Bennett Rogers, Durwin Hoskins, Jain Elliot, David Hoffman, Jason Barton, Lucas Letelier, and Steve Wiz and staff members: Stephanie Talbott, Shelly Devine, and Jeff Johnson.

There are still many projects that are in progress on the Fair site, if anyone has the desire to participate with some of our winter chores, please email Shelly or me to inquire about what you can do to help out. There is always the giant pile of dimensional in Wood World that needs to be sorted, reclaimed or recycled.

Shelly: I was thinking about the buses and no one threw anyone under the bus. But there is still time. Thanks to Site Crew for the big run of sorting of the dimensional wood that we did the second weekend in October including Erik "Loveshack" Kazmar, Jason "Wind-up Toy" Barton, Josh "BJ" Padron, Cameron "Camshaft" Clark, and John "Pop Tart" Baulick. We pulled about six Dr. Sues truckloads of materials, burnable wood, trash and straw out of the Fair. Thank you guys for always being the most

willing to show up and help so consistently for so many years. And you also make it really fun.

Participating in the Diversity Task Force's learning opportunity with Johnny Lake was incredible — get your butt to this when it comes around next time. We've been winterizing the buildings and the vehicle fleet and generally preparing the site for cold weather. The gates close at dusk. If you are coming to the site, park at Hub or at the Entertainment Hub.

Stephanie: We had an excellent Board and staff retreat this past weekend.

Robin: I've been busy organizing a very special two-day professional training called Creative Facilitation: Using the Arts when Working in Groups, led by Peggy Taylor. Peggy is one of the co-creators of the Culture Jam teen camp model and has also been our mentor for the 16 years of Culture Jam's life. We are so lucky to have her here for this! My intent was to share this training with a wide range of organizations, individuals and institutions throughout the Fern Ridge/Eugene/Springfield areas. Sharing with our neighbors in Fern Ridge was an important piece.

The list is fantastic! Here are just some of the organizations and institutions represented: Lane County Youth Services, Elmira Elementary School, Fern Ridge School District Family Resource Center, Amigos' Latino youth program Juventud Faceta, UO's College of Education, LCC's Black Student Union, Looking Glass Youth Services, Oregon Community Program, the NAACP, Eugene City Recreation Services, Courageous Kids (a program for youth dealing with grief), and the Village School. We also have the OCF represented with a Back-up Manager and a Construction Coordinator signed up so far. Everyone has been so grateful for the opportunity to participate.

As with our granting programs, sharing in this way is a very important activity for our organization. Maintaining a firm foundation of positive relationships in the wider community keeps us healthy and strong — and what a fun way to do it!

Committee Reports

Community Center: Kirk said the Archaeology Crew has reported on preliminary digs where we are looking to site the Community Center. A wastewater assessment is also in the works for later in the spring. Parking strategy and other items are being gathered as elements of the SUP submittal, which is slated for the spring. The Xavanadu area group (XAG) is reviewing how the year went in the new area and the changes we need to make for next year. Crew budgets for Xavanadu are part of the financial planning we're undertaking. On the Path Planning front, Jay Hogan has retired from his commitment of service and I want to thank him for all his years and efforts.

Path Planning: Justin said Path Planning is still in search of a scribe. We received no responses after the mention last month. As a general concern, Fair wide, we are not getting enough people to transcribe our meetings, compliance with committee rules and

structure, as well as just being able to have the notes so they can be posted on the website. In our work plan review for Path Planning, we made some adjustments and scaled back the front of Fair survey and some data gathering and outreach we'd formerly planned to do. We are in transition with our management team and that is taking priority. The next meeting on November 13 at noon at Alice's is open to members.

Radio Station: Dean noted that his manager's message can be found on the KOFCF website. Lawrence O'Donnell of MSNBC's audio on Standing Rock is also available. During our advisory committee meeting, we talked about our stance of using pejorative Native American names on the air. These are usually high school mascot names. The station is planning its second annual auction in early March and we are looking for a location and volunteers to help put on the auction. Andy Goldfinger is coordinating the fundraiser. Contact us via the website if you want to help. The station is working with the Veneta Chamber of Commerce in efforts to create a contest for the upcoming Veneta Light Parade. The winner will help select music for the holiday music package that will be played during the parade. An advisory group is working to create a memorandum of understanding with Elmira High School and the Fern Ridge School District.

Internet Meeting Team: Indigo said the team is trying an experiment starting in January to use the GoTo Meeting platform for our Board meetings. The goal is to send out the link to join the GoTo Meeting to our current mailing list of participants that view the Board meetings on YouTube. This will allow you to join the GoTo Meeting and watch the Board meeting live. We are not going to open this up to a two-way dialogue at this time. We've moved to this rather than our former YouTube process to make this more sustainable. It takes more than 30 hours of recording, post-process and uploading to YouTube, while the maximum number of viewers has been 30 on one segment in video.

Also, the Oregon Country Fair Fiftieth Anniversary Task Force will be Cynthia Wooten, Sandra Bauer, Leslie Scott, Jerry Joffe, Sally Edmunds and norma sax.

Committees are working bodies of your Board of Directors that do a tremendous amount of work for our organization. If you are interested in being involved with the Fair and the decision being made for the future of our event, the committees are a really beautiful place to step in and participate. Please show up; lend your voice.

Member Input

Joseph: There are issues with the Board knowing what it wants in a general manager. You have to come to some way of knowing what you want and communicate it to your Personnel Committee. The process of hiring a GM is expensive and we don't want to do it all the time.

Jen-Lin: I want to thank Whitaker Head Start for lending us the space for our annual meeting.

Kirk: As I move off the Board, I want to thank everyone who comes to the Board meetings. We have been going through transitions for a number of years, but I am still optimistic about the depth and quality of the good people doing the work. In general, there is a lot that will need to be dealt with in the coming years — like parking, crews and budgets — that will take committee work. Thank you for letting me be me.

Dean: I echo Justin's comment on needing scribes for meetings. I'm urging you to take another look at this important function. The learning opportunity put on by the Diversity Task Force was not mentioned in minutes of the DTF meetings, or on the .net site. If we allow people to earn the right to get a wristband by helping throughout the year, you will find people who are willing to do the work of the committee scribes. Having minutes and reports from committees that are consistent across the board will greatly enhance the communication for this organization.

Sam: I work in Community Village and for communication we use the consensus model. I am new to coming to these meetings and in September an item was raised as new business and there was no discussion of that item before it was moved to old business for the next meeting. I suggest the Board engage in preliminary discussion of the new business items. We rely on the Minutes of this meeting to learn what is going on in this essential community. I would also suggest all advisory votes make it to the meeting for Board discussion, not that it should be binding.

Chewie: Thank you, Kirk for all that you do.

Codi: Thank you for wearing so many hats, Kirk.

Kirk Giudici: I am from the Bubbles dish project and we've been working on durables for the past 25 years. In the past two years we've had an intensive push to expanding the durables project. We did an expansion into doing cups in the south of the Fair this year. This year we washed 100,000 forks at the Fair. We wrote a proposal to expand cups Fair wide. This proposal has been on the table for the last couple of months. We will understand if the answer is no, but no answer is unacceptable.

Indigo: This is not something that the Board can give an answer to without a motion on the floor. I ask for you and your crew to be a little more patient.

Indigo moved and Sue seconded that we approve the minutes of the October 3, 2016, meeting Minutes.

Sue: In my Craft Committee report, I do not believe that I referenced it as "bad booths" rather non-compliant booths.

Motion passed: 10-0.

Kirk moved and Casey seconded to approve the slate of officers including: Jack Makarchek, president; Indigo Ronlov, vice president; Hilary Anthony, co-treasurer;

Lynda Gingerich, co-treasurer; Heidi Doscher, membership secretary; Randy Turney, board secretary.

Hilary: I want to thank Eric for his work both as co-treasurer and on the Budget committee for 10 years. We haven't asked Lynda.

Indigo: We have and she said yes.

Jon: Yes, we did ask her.

Sue: Thank you Lynda!

Kirk: Thank you to all these officers. As a newbie, I was only vaguely aware of our officers. They do a lot of work and I thank them all.

Justin: As a Board member in my first year, and going through some trying times as an organization, it has been very impressive seeing officers stepping up. Jack, Hilary and Indigo, thank you for your leadership during this time of transition, as well as Crystalyn and Shane from staff.

Chewie: The staff also includes Robin, Shelly, Jeff, norma and Stephanie.

Motion passed: 10-0.

Kirk moved and LT seconded to approve the results of the October election.

Heidi: Below are the results of the annual election:

Elected to the Board for two-year term:

Ann Bennett-Rogers

Indigo Ronlov

Jack Makarchek

Kenya Luvert

Sue Theolass

John "Chewie" Burgess (alternate)

Elected to the board for one-year term:

Diane Albino

Result of the advisory question:

I move that we cancel the so-called 4th of July "party," effective immediately, and return to compliance with Guideline #17 paragraph (6) which states in total;
FIREWORKS ARE PROHIBITED AT ALL TIMES.

Agree-565

Disagree-328

Number of ballots counted:

Total-1,016

Absentees ballots returned-894

Voted at the meeting-122

Absentee ballots:

Sent-1,319
Percentage returned-67.7%
Returned with bad address-18
Resent with new address-4
Resent, first one lost-9

Write-ins receiving more than one vote:

Etienne Smith-7
Josh Padron-6
Bear Wilner-Nugent-4
Bernie Sanders-3
Bennett Rogers-3
Spirit Leatherwood-3
Michele Rose-2
Charlie Ruff-2
John Stamp-2

Candidates-votes received

Kenya Luvert-646
Jack Makarchek-613
Indigo Ronlov-607
Ann Bennett-Rogers-586
Sue Theolass-556
Diane Albino-521
John "Chewie" Burgess-514
Ellen Singer-486
Will Ganser-436
Charlie Johnson-421
Rick Lambert-348
Michael Hejazi-205

Jen-Lin: Sixty-eight percent is a good return rate, but that means 32 percent did not return their ballots at about a dollar apiece to mail. We need to do better.

Heidi: I am in the process of removing people from the permanent absentee list if they have not been voting.

Bennet: Voting, in this intentional community, makes us all responsible. It is your responsibility to remind everyone around you to get out and vote.

Heidi: During the Fair is a good time to sign up to be a voting member. Just coming to the Fair does not allow you to vote. You must fill out the form, available at Info Booths and on the .net site. You must provide an address as per the bylaws.

Robin: Thank you, Heidi, for all your hard work!

Kirk: I wanted to thank all the candidates including the also-rans.

Chewie: I want to thank everyone who voted. If you did not win, don't not run again. If you don't run you won't get elected.

Indigo: The Board is not the only way to contribute to the Fair, there are committees. These committees work for your Board.

Motion passed: 10-0.

Indigo: Thank you Kirk for everything! Ann and Kenya, please take your place at the front of the room with the Board.

Donations/Secretary Report

Indigo moved and Sue seconded that we pass the consent calendar.

Randy: We have four donation requests tonight:

Music Education and Performing Arts Association (MEPAA): sponsoring GRRRLZ Rock. GRRRLZ ROCK is a month-long festival that celebrates the participation and growth of women in music and the arts. Thousands of performers and artists from all genres have been represented by the festival's numerous events. Hundreds of businesses have benefited from highly visible and affordable sponsorship packages including print advertising, website links, social media, unique promotional products, radio and television coverage, interviews and on-site event opportunities. GRRRLZ ROCK events have encouraged, inspired and supported so many performers, male and female alike, and artists from all walks of art and life. This year we will use the money to pay for musicians that teach at the rock camps.

Western Environmental Law Conference: Thanks for your donations in the past. WELC has a highly experienced team of attorneys, conservation biologists and Western policy experts. We work close to the ground, with offices in Oregon, New Mexico, Montana, and Washington. As a public interest law firm, WELC does not charge clients and partners for services, but relies instead on charitable gifts from individuals, families and foundations to accomplish our mission. This year's donation is to stop suction dredge mining in our rivers. It harms aquatic habitat like salmon and steelhead.

Skipping Stones: This nonprofit magazine for youth encourages communication, cooperation, creativity and celebration of cultural and environmental richness. It provides a playful forum for sharing ideas and experiences among youth from different countries and cultures. We give free subscriptions to Lane County schools.

Kareng Fund: The fund is an emergency relief fund set up to help low-income, self-employed artisans and families in Oregon if they are experiencing a serious crisis. This support will allow us to notify more artisans in the state that this relief is available.

Lucy: When is the pottery smash?

Alan: It is December 23, 2016, at the Holiday Market at 9 am.

Jen-Lin: In looking at this donation line item, I would like to see it used by nonprofits as startup money. When it is the same donation being asked for annually from the same nonprofit, the Oregon Country Fair has become a part of your annual budget. I hope that the Board will address this in the future.

Joseph: We should look at new nonprofit projects as top priority. The OCF is a sustaining provider in the community. Let's keep it going.

Mambo: As the Kareng Fund was described, it occurred to me: What are we doing for our artisans?

Motion passed: 9-0-1; Sue abstained.

Sue: I sit on the Kareng Fund Board and am thus abstaining.

Jon: Sue, you should recuse yourself for a conflict of interest. I sit on Board of the WOW Hall and when the vote for it comes up, I will recuse myself and leave the room and allow our alternate to vote.

Also, I wanted to ask our Board Secretary, it seems we have overspent this line item by \$1,650. I think it would be appropriate to do a budget modification to up the line item. The issues just raised are under discussion on nonprofits asking for donations outside of the guidelines for the consent calendar.

Chewie moved and Jack seconded to donate \$1,000 to the WOW Hall for the Oregon Country Fair's membership.

Joseph: Thumbs up.

Charlie: I'd suggest we double the number, since we are giving so much to those not in Oregon.

Chewie: On the recusing oneself when conflict of interests come up, I was told I had to leave the room when the Far Side security contract, that I was involved in financially, was being voted on.

Motion passed: 10-0.

Treasurers' Report/Budget Items

Hilary: Again, I want to thank Eric for his years of service. We intended to do a streamlined version; we have gone over 15 crew budgets that were submitted. Shane and Crystalyn are going over specific crew budgets that have specific issues. The Board budget meeting to cover the operating budgets will be January 30, 2017. The

coordinator budget potluck is on January 21, 2017. The last day to submit your Capital project is January 31, 2017. We will present our recommendations on the capital budgets at the March Board meeting. There are budget item from Shane, Crystalyn and Jon. We are in the middle of the budget process now and were going to do an abbreviated short report. Thanks.

Crystalyn: We are about \$25 from going over the legal line item in the GM budget. I have reached out to Fair lawyers for an approximation and would like to ask for \$13,000.

Jon moved and Jack seconded to add \$13,000 to the GM legal line item.

Joseph: In a year like this, just fund it.

Charlie: We are hearing about price increases, but we are not hearing about ways we are going to reduce costs.

Jon: By its very nature, the legal issues we spend money on will remain confidential.

Motion passed: 10-0.

Shane: I would like to request an additional \$4,000 increase in the GM expense line item for mileage reimbursement that have not been submitted. The budget is over by \$2,470. The additional money we're asking for will give us a \$1,500 cushion.

Jack moved and Lucy seconded to increase the GM expense line item by \$4,000.

Motion passed: 10-0.

Jon moved and Indigo seconded to increase the Board donation line item by \$1,650.

Chewie: Why are we just increasing this line item by only \$1,650? What about next month?

Indigo: The recording secretary said that next month seems to be around \$2,000.

Casey: If we are going to give more money next month, we either adjust then or now.

Jon: Since I don't know what the donation requests are for next month, I'd rather adjust for this month now and then next month if we need it.

Motion passed: 9-1-1; Sue opposed.

Jon moved and Jack seconded to give our Site and Facilities Manager and our Assistant Manager each a \$5,000 bonus in recognition of and appreciation for the additional duties they have assumed beyond their job descriptions.

Indigo: Everybody should be putting their thumbs up on this one!

Sue: Thank you!

Motion passed: 10-0.

Old Business

Casey moved and Sue seconded to approve the revenue projection for 2017.

Hilary: The October Board packet provided these revenue projections. There are two ways revenue can change, by changing the price of our inventory items, including our tickets, or by changing our estimate of volume, or the number of tickets we sell. In this revenue projection, there are a couple of inventory item changes and a couple of volume changes for a total revenue increase of about \$80,000. The biggest item is the admissions, where we are using the same attendance projection from 2016 which is 45,000 broken down into 15,000 for Friday, 17,000 for Saturday and 13,000 for Sunday. This year we were within 97 people of this estimate. The proposed changes are one dollar per day for each ticket, Friday and Saturday and leaving the Sunday ticket the same price. The revenue gained is \$32,000. The other recommendation is to increase the price of the Significant Other (SO) pass (including Elder companion pass) from \$80 to \$90. The late purchase of SO passes, two weeks before the Fair, will go from \$100 to \$120. The revenue change from this increase will be about \$30,000 to \$35,000. The other two price increases are to raise the vehicle stickers for staff from \$10 to \$15, the late vehicle stickers from \$20 to \$25 and the oversized vehicle stickers for staff and booths from \$50 to \$60. As a reminder, booth costs for vehicle stickers is already \$20. We moved down the estimate for paid parking to be closer to what we actually got this year. We made small adjustments to our enterprise sales, but the big ticket items remain admissions and pass sales.

Sam: In Community Village, we are activist, nonprofits and social justice and we operate on a shoestring. Most of the SO passes go to the activists. The Village activists pay the Fair about \$11,000. I would ask that the Fair waive the Community Village increase.

Stephanie: As a member, last year we raised our parking fees for public. The thought was raising parking would mean fewer cars. That did not happen. In raising our parking passes for our volunteers, as a hope that they will bring fewer cars — \$5 is not going to do it. Those most impacted are the volunteers.

Josh: I don't understand why we are looking to raising the price of SOs and staff vehicle stickers. The amount of hours my crew works at minimum wage comes out to over \$23,000. I don't understand how Cart de Frisco that makes tens of thousands of dollars for only \$250 of booth space, why are we not looking to them for the extra money?

Wren: I have a different take on this. There is a parking problem and \$5 does not solve the problem. Those who volunteer and bring their SO and kids are things they really need to do as a family. I suggest raising the vehicle passes to \$100, but reduce the price of the SO to \$25 or \$40. This will incentivize bringing their family but leave their car at home.

Jen-Lin: I am a volunteer and I put in a lot of time to the Fair. What I get out of this is not monetary. If I were trying to make money I would not do it. We ask for money from the public, booths and volunteers. The rise in prices comes to all three of these entities, not usually in the same year. Serving on the Personnel Committee, last year we asked to

hire an IT manager, but that position has not been funded. Family health insurance for the staff also must be funded. It all cost money. We are aligning our values with where the income originates from. The costs cannot be put on just the patrons or the booths. Joseph: Seeing ticket prices over \$30. We have consciously designed how we put this event on. We want to find a place for everyone in the Fair family. We have a public that has not increased.

Bucket: I echo what Josh said on the seemingly low fees for both food and crafters.

Randy: I would like to remind the room that our event is a fund-raiser for our nonprofit organization that donates across the county, the state and sometimes as far away as South Dakota. We have no inalienable right to attend the Fair. We volunteer because we want to. Let's keep in mind that this began and remains a fund-raiser for our nonprofit.

Dean: Last year a lot of the budget's focus was on the cost of medical insurance. This discussion is going after the income side of the equation. Others said we ought to also look at the expense side as well. I agree.

Bennet: A lot of this conversation is about who is giving more to the Fair. I'd like to echo what Randy was saying and expand upon it. We started this as a fund-raiser. If we are to raise day tickets, we ought to raise the amount of money that we are giving. I don't think we are talking about this now. We are talking about what we are getting personally. This is much bigger than us. We do something amazing, and we take, then we give. If we are to take more from our day tripping patrons, we ought to be giving more to others.

Hilary: Our growth spurt with the development of Xavanadu cost a lot. We had a rainy year on top of that. We'll stabilize the budgets this year. The Budget Committee runs a very detail-oriented process.

At the same time, we can't roll back health insurance and it is a challenge to not raise budgets. When you look at the breadth of what we're doing, it's amazing. We have a lot of uncertainties particularly in our staff, as well as in deferred maintenance and capital projects. I'd rather make inclusive exceptions based on that person's inability to pay more. I don't feel an urgency for all these items. If we don't endorse these budget increases, we can't increase food vouchers. I'll not support charging booths for their revenue. The complications around a fee schedule for what a booth pays would be very challenging. Food booths should be absorbing the cost of the durables program.

Jain: I think we should raise staff parking to \$20 as a vehicle to get a handle on the parking. There ought to be a management task force on what it would take for volunteers to agree to not bring their car.

Chewie: Whether you are in a booth, a volunteer or the public, we are all in this together. I have a hard time raising vehicle stickers on volunteers. The staff and booth should pay the same vehicle sticker fee of \$15. There are those who have to have their SO to be at the Fair. I find it repugnant that we are raising revenue on backs of booths or volunteers.

Casey: This budget projection represents a lot of work. I support some increases and not others. I'd like to see SOs stay the same and the late SO is fine and is meant to incentivize people getting it together earlier.

Lucy: I sit on the Budget Committee and financial planning and am also the person who crunches numbers for vehicles and passes. This year we printed 6,000 vehicle stickers; we used all but 12. Traffic said that if the weather had been better, we would have had to turn the public away for a lack of parking. The growth is with volunteers and booth people. Our paying public has been flat for the last 20 years. We are distributing almost twice the number of wristbands now than we were in 2004. What we are doing to ourselves is as the crews get bigger we have to have more recycling, security, traffic and toilets. It is through this lens that I look at the balance sheet.

Sue: I was a Community Village for 20 years, now I am a profit-seeking vendor. Last year my sales took a 45 percent hit. In the last few years, booth fees have gone up, and our passes took a two-step increase in price. I'm going to the revenue projection meeting next year and lobby for a booth fee increase. The compassion in the budget process is amazing as we seek a delicate balance to keep putting on this quality event for all of us. There is no advantage being taken of anyone in this family. We are doing responsible things. I encourage you to get more involved, so you can see some of the more intricate decisions we have to make.

Justin: Overall we come back to sustainability. How can we continue to grow and continue to pay to do what we want to do. I like to think of what Bennett said about being an intentional community and with that comes costs. When I hear I volunteer so much, I shouldn't have to pay — I try to look back to our history and how we were built and what our purpose was. It is to be giving, to nurture, to support our values. If we can define who we are by giving some exceptions to some of the socio-economic challenges, great, but I agree that we cannot set the lowest common denominator as the only tool by which to judge our budget. We have a lot of things we are trying to pay for, from wifi, to phone apps to cell towers — all these things that we need if we are to move into the next century. We struggle about the price increases of \$5. These increased are equitable.

Ann: I am sensitive to increasing the SO prices. I could see keeping it at \$80 but moving the late fee to \$120.

Kenya: I agree with a lot of what has been said. If we could go back to a world where we pay what we can, it would be a wonderful world. You have to give to get.

LT: These are not simple issues, but I am troubled by making volunteering costly. I agree we don't have a right to participate, but most people feel a commitment to participate. I would not like our criterion for participation being economically well off. Parking affects everyone differently, for instance, crew members coming from Washington and California must drive. Staff parking could be addressed by looking at offsite options. In the old days our posters said three things, crafts, good food and

entertainment. I think we could come up with a good way to get back in proportion. I think Justin's suggestion for eliminating food vouchers, as frightening as it is, might have a beneficial effect. I have always felt that a food voucher is a cash subsidy to the food booths. It makes sense to increase the value of the food voucher, but at the same time make it a discounted value. If you have a five dollar food voucher and the food booth gets four dollar, it builds in twenty percent discount for everybody. There are creative ways to deal with this, but we need to remember we are a community.

Jon: My frustration is we as an organization don't plan more than one year out. I hear every year the need to increase revenue streams because we have all these things that will cost us money. We depend on in essence program income for all that we fund.

Nonprofits have multiple sources of income. We've never tapped into the possibility of developing some of the 16,000 people who spend the night as donors. That seems to be reserved for the Community Center building. If we can raise millions of dollars for the Community Center from among our Fair family, we could raise millions of dollars from our Fair family to cover the cost of needed projects whether it is wifi, building the road we are obligated to build from Territorial into the Far Side as a result of the land swap; whether it is to help fund IT positions or right size our staff positions so they can take vacations. We lack a plan of looking forward more than one year. I don't mean Vision Quest goal, but rather a real strategic plan like how are we to generate the money and what it's used for. We've not looked at the expense side of the budget. At best they try to keep increases to a minimum. We've not done a systematic look at are we using our money efficiently. I'm not prepared to vote for this as it is. I'm concerned about pricing people out of the Fair. I don't think a low-income program is a good tactic. I would create differences between us. I don't want to become the kind of organization that is like the person in the line at the grocery store using food stamps. I'd like to ask the maker of the motion if they would be willing to accept a friendly amendment to keep the SO passes at \$80.

Casey: Yes.

Sue: No.

Jon: I'd like to move to amend the motion to keep the SO passes at \$80.

Indigo: I would second that if you made it that the SO late fee went up to \$150. It is a late fee; get it in.

Jon: I'm willing to wait to make the motion to wait for hear Diane and Jack a chance to weigh in.

Diane: Vehicle stickers or their cost were not intended to discourage parking. People have to drive to the Fair with their stuff, it is after they unload that we need new planning. There also becomes the problem on Monday morning on how we get 10,000 people back to their cars if they are off site. I have always objected to raising the vehicle sticker cost. On the SO price raise, it does not seem that long ago that it was \$50. I wish

we could separate out the party SOs from the working SOs. There are a lot of Elders that need companions. I cannot support the motion.

Jack: When we took on the metaphor of family it was a powerful notion. It is why we started and expanded SO passes. The founders of the Fair were against the SO notion. In my early years on the Board, I spent a lot of energy and discussion to allow us to have 25 percent of our population be SOs. I've worked to make sure we can bring families to the event. One of the things that made this possible was significant others pass became a revenue stream. I am not saying that was wrong and frankly it was an argument that I made to increase food vouchers. Sitting here now, I feel a little off about this sort of tax and spend discussion. The intent of an SO was to expand and bring our family. Our demands on property and resources have increased and it is at a point where we will have to be creatively sustainable. There are two ways to get at this creativity, we either work harder or we pay more money. I'd like to point out a balance we have here that is that the advanced ticket sales for three days are \$79 and the SO pass is \$80. This shows how we rotate our income to maintain the unsustainable growth of the family. I want the family to stay together, I want it to be multigenerational and I know there are costs associated with that. At this point we are still looking at this as part of our revenue and I'm OK with that. If we pull this out of tonight's revenue projections, it will come back — it is not going away. The footprint that sustains us and our families has come from our SOs and it has been used to purchase more land for us to camp on. I'm voting for the motion as it stands.

Indigo: The Budget Committee divvies out the budget to the crews, teens, staff and then it becomes up to each of us I try to make choices of how we spend that money. I buy staff t-shirts and I try to get the cheapest, closest to local, organic cotton shirts that I can. The Board has stated in the past that we want organic and as local as we can get. Are you coordinators thinking carefully about where your purchases are coming from? When you look at a carbon footprint, you look at the manufacturing stream, the petrol stream, and all the pieces. We need to be more mindful about how we are spending the Fair's money. How the costs get cut back is by us spending less. We have a lot of big projects ahead of us that are inevitable. Whether it is maintenance on the 446 acres or the Community Center and kitchen or the road on the Far Side, we have large projects that need funding. I think we should charge a lot for parking. We need to figure out how to get our stuff out and we need to not bring so much stuff out there. There is a huge amount of crap that is left behind that Shelly and her crew have been dealing with. We are paying staff and recycling to pick up our crap that was carted out to the Fair. The definition of volunteer is "a person who voluntarily offers himself or herself for a service or undertaking without pay." A pass is like pay, food vouchers is like pay. I don't do what I do for the Fair to get something back, I do it because I want to be with all of you. I want to make a kick ass celebration that changes the world. Altered Space meets in one location, they park their cars there, they take the small number of cars with

vehicle stickers that they have and the entire crew of 33 people carools back and forth until the entire crew is settled. The crews could help with this. We don't need all 5,988 vehicle stickers. We need to stand up as a family and make choices and be empowered to change the world. I'd like to make a friendly amendment that we keep the SO passes the same at \$80, move the SO late passes to \$140, vehicle stickers remain at \$10, and late vehicle stickers are \$40.

Casey: I accept that.

Sue: Hilary, how fast are you doing math over there?

Jon: Are you including Elder companion passes in that?

Indigo: Yes

Hilary: It is about a \$30,000 less.

Indigo: What Jack said this is not about revenue streams, it is about taking care of our needs.

Sue: This is hard for me because I'm poor too. This will come back next year. Be prepared for it to come back next year. I will accept the friendly amendment.

Jon: I won't propose it, but I'd like to increase oversize vehicle sticker a lot more because they are the ones that take up a lot of camping space.

Amended revenue projection as is with exception of the SO passes remaining at \$80, SO late passes move to \$140, vehicle stickers remain at \$10, and late vehicle stickers move to \$40.

Motion passed: 9-0-1; Kenya abstained.

Casey moved and Sue seconded to appoint Arn Barr to the Elections Committee.

Jen-Lin: She has been invaluable.

Motion passed: 10-0.

LT moved and Indigo seconded moving to amend Article VII section 2 to read *Qualifications, Number, Elections, Terms*, and adding new subsection; a)

Qualifications: Any member of the Fair in good standing, at least 18 years of age, is eligible to serve on the Board of Directors. Remaining subsections "a" through "e" will become "b" through "f."

By way of explanation, there is only one change, the age requirement was already present, the change makes it so that the requirements for eligibility of membership and actual registration be a prerequisite for membership on the Board of Directors.

Motion passed: 10-0.

Sue moved and Lucy seconded to change the date of the January 2017 Board meeting from Monday, January 2, 2017, to Monday, January 9, 2017.

Motions passed: 10-0.

Justin moved and Lucy seconded to have Stephanie Talbott be added to the approved list of check signers for the Pacific Continental Quartermaster account.

Motion passed: 10-0.

Justin moved and Lucy seconded to have Shane Harvey and Crystalyn Autuchovich be added to the approved list of check signers on all Oregon Country Fair bank accounts.

Motion passed: 10-0.

Justin moved and Lucy seconded that the following clarification of responsibilities and authorization be approved by the Oregon Country Fair Board of Directors: Shane and Crystalyn have the authority to administer the GM budget for 2017 and to spend out of that budget.

Authorize Crystalyn to have Supervisory authority of Office staff, temporarily, until further defined Job Descriptions are developed.

Authorize Shane and Crystalyn to have the authority to sign and negotiate contracts as needed.

Shane and Crystalyn have the authority of HR administrator.

Joseph: These should all be under an executive, but we are not in that position at this time. Thumbs up.

Hilary: The agreement we had was also that Shane and Crystalyn have the authority to administer the GM budget for 2017 and to spend out of that budget.

Indigo: Are the banks going to need separate motions for the check signing?

Hilary: They do not need separate motions, but they might need to be listed.

Jon: For nonprofits that I've been involved with, when we added anyone to the account the motion included the names of everybody that was a signer on the account.

Randy: I've been added to several bank accounts and have not been in any of those motions.

Hilary: The Board is authorizing us to make the proposal to the banks saying that Stephanie, Crystalyn and Shane are authorized to sign checks.

Motion passed: 10-0.

Jack: Let's be clear that Shane and Crystalyn's authority in the above clarification of responsibilities and authorization is that they are functioning as a team; it is not one or the other.

Sue moved and Lucy seconded to remove Tom Gannon from all Oregon Country Fair accounts.

Motion passed: 10-0.

Jack: Shane and Crystalyn, does this seem to fit your needs for us to move forward?

Crystalyn: Yes.

Shane: Yes.

Jon moved and Sue seconded for all staff to get a \$1,000 gross holiday bonus.

Motion passed: 10-0.

President's Peace

Jack: I thank the Board and the staff, specifically Shane and Crystalyn who have really stepped up in this transitional time. All the volunteers and everyone in the room, we are strong and we can handle this. With everyone's help, we'll get to the positions that will move us forward. This will carry us through the 2017 Fair. The Board has been very involved with this transition. We have all the support and help that we could possibly get for our paid staff. I want to thank everyone for that. Hilary and myself have been the point for the Board to deal with this transition. I want to thank Hilary too.

Draft Agenda

Jon: Direct the Budget Committee to not fund the line item for the Fourth of July party.

Jack: Create a Fiftieth Oregon Country Fair Anniversary task force comprised of Cynthia Wooten, Sandra Bauer, Leslie Scott, Jerry Joffe, Sally Edmunds and norma sax.

Consent Calendar:

Save TV Butte (no sponsor)