

**Oregon Country Fair Board of Directors' Meeting
March 7, 2016, 7:00, NW Youth Corps, Columbia room**

Board members present: Diane Albino, John '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, **Peach Gallery present:** Staff (Tom, Crystalyn, Stephanie, norma, Robin and Shane), Officers (Hilary, Grumpy and Randy), and 73 members and guests.

Martha: All board meetings are being video and audio recorded for the benefit of Fair Family. To receive the links to these recordings, send an email to ocfbod@gmail.com. Once you are on the list you will receive the links each month. Audio and video recordings are in addition to the written minutes that are published in the Fair Family News.

New Business

Board of Directors Conflict of Interest form (Jon)
Appoint Sandra Bauer to the Community Center Committee (Jon)
Story Pole motion (Jon)
Convert norma sax to bookkeeper position (Jon) Move from New to Old Business
Story Pole (Justin)
Appoint construction coordinators (Kirk)
Appoint Gail Schroder to the Dog Control coordinator (Jon)
Appoint interim Treasurer (Lucy)
Add a deferred maintenance fund to the budget (Jon)
Appoint Geena Glaser co-coordinator of Photo ID
Appoint Rena and Leah Dunbar to the Diversity Task Force

**Jon moved and Jack seconded to move norma to bookkeeper position motion from New Business to Old Business tonight
Motion passed 10-0**

**Justin moved and Kirk seconded to move Story Pole motion from New Business to Old Business tonight
Motion failed: 6-4 Opposed Sue, Jon, Indigo and Lucy**

Announcements

norma: We lost our longtime recycling coordinator Robert Painter. Hershel Bloom, a White Bird Clinic and Cleveland Chicken volunteer also passed.

Codi: Traffic lost our dear Steve "Firewalker" Beckman. We will be honoring him and sharing stories at our first work party in Traffic camp. It will be the weekend of April 23 and 24, 2016.

Indigo: My uncle dahinda meda has not passed and is still in hospice. He has been working with Mary Doyon on his memoirs in the last few years. The memoirs have been published by Suzi Prozanski under her Coincidental Communications website. It is a free download at: <http://www.suzipro.com/>

Cathy: Veneta Park Board's 30th anniversary Easter Egg Hunt will take place at Veneta Elementary School for children from ages one through ten. Story time is at 10:15am and the free egg hunt is at 11:00am, March 26. Also, the Veneta Park Board has a committee forming tasked with getting a kiddie pool at the Veneta pool. Any interested parties contact City Hall.

Maque: The Moisture Festival is the world's largest Comedy/Variety festival. It runs for four weeks every spring in Seattle. We are the wild child born of the Oregon Country Fair. The Moisture Festival opens March 17, 2016 in Seattle.

Martha: Tuesday, March 8, is International Women's Day.

Chewie: The Sasquatch Beer Festival will be Saturday June 4, 2016 at the Hi Fi Music Hall located at 44 East 7th. As the operations manager and president of the non-profit board, I am in need of volunteers. If you are interested in volunteering, email me at: chewieburgess@yahoo.com

Justin: Booth Registration's annual "stuffing party" to ready packets for food and craft booths will be March 26. This announcement is for any crew or staff that wants to get any informational flyers in the packets. Examples would be Archeology, Fire Crew, and Craft Committee. If you have information to

be included in the packets, get it to me by March 26. If you want it to go to food and craft booths, you will need between 350 and 400 copies of your information flyer.

Reports Staff

Tom: Hello everyone and thanks so much for being a part of this wonderful crazy thing we all love so much. If I thought the previous months working at the Fair offices were busy I discovered I had another think coming! This job is proving to be just the sort of challenge I hoped it would be and I feel that I am becoming a better person because of it. It is greatly assisting in my personal and professional development and I continue to be thankful for this opportunity.

This week a very dear friend of mine brought her mother home from an assisted living facility so that she could die surrounded by the people that knew and love her. It was poignant, heart breaking and beautiful. There is no greater honor than to spend the final days, hours, moments of someone's life with them. It opens up the kind of perspective that allows one to recognize the things that truly are important in this world. And for me, the things that are most important are the people in my life. All people everywhere have the ability to touch each and every one of us if we are willing and able to open our hearts and our minds. The Fair is a vehicle for getting to that emotional state, a state where you can take risks and do so in a loving and supportive environment. The Fair is and continues to be a net good for this world and when we are in a political climate that seems to become more base and degrading to the fundamentals of human decency, the Fair just becomes more important and more beautiful.

I have some things to report. First, I'd like to introduce our new Administrative Assistant, Stephanie Talbott! Stephanie is bringing some amazing skills and experience to the Fair and while no one will be more devastated by norma's departure than I, I am greatly relieved that we found someone of such great quality to take over norma's substantial responsibilities. Stephanie has been coming to the Fair for over 20 years and most recently worked the Traffic Desk for Traffic Crew. norma will remain in the office full time through the month and then go to part-time as she continues with accounts payable/accounts receivable bookkeeping duties through the Fair and into September. Right now our office team is excellent, if I do say so myself.

Another big change is that Andy's last day as an employee of OCF will be March 31. I can think of no one who has put as much of themselves into making the Fair such an amazing event and wonderful community, Andy will still be Fair Family, of course, and we will be using his property for art and operations. The Art Barn team will be expanded and Andy has been good enough to make all those resources available. This is a big transition for us as well as for Andy and if you see Andy, please take a moment to tell him how much he has meant to the Fair.

The Caretaker Job Description was posted and we are accepting comments. We are developing a hiring committee and I very much look forward to getting someone on board as soon as possible. It's a critical position within the Fair and finding the right person may be a challenge but I know they are out there.

The contract with LTD has been signed by me and I am awaiting their signature. LTD expects much more ridership this summer as Eugene will be hosting the Olympic Track and Field Trials the same weekend as the Fair. While it may not be the most natural audience for us to try to engage, I would certainly love a chance to showcase the Fair to a whole group of folks who may never have otherwise come. We will be meeting with TicketsWest twice this week and everything is on course for tickets to go on pre-sale April 1. We are taking a look at our insurance policies but I do not expect any changes.

I am working with James Bateman to go over our advertising for this year. James is a great asset to the Fair and a real professional. It's great to have someone of his caliber willing to volunteer for us. We still have no decision from the County regarding the SUP. I am as eager as anyone to find out! I have been talking to Clif about improving vendor support to perform credit card transactions during the event and I think we have a plan that will see some real improvements.

I have initiated the dialogue between the Fair and the identified tribes regarding issues relating to the Story Pole. I think this is a great opportunity to open up a working relationship with our Native American brothers and sisters and I would be thrilled if tribal representatives felt that having an ongoing presence at the Fair would be in their interest. I believe it is and will be glad to work with them to find the right space to make it so.

I would like to read the letter I wrote to the tribes regarding this art installation...

I do feel I need to make an operational judgment on the Story Pole. I do not feel qualified to comment on the issues of cultural appropriation. I do not feel qualified to say if any piece of art is offensive or inappropriate. I am qualified, however, to say that from an operational standpoint it is important that the Fair does what it, for lack of a better term, promises. That once we have set into place a series of steps someone must abide by to realize their initiative, and those conditions are met, that the Fair follow through as well. Operationally, I can see no way that the Fair can, in good form, keep this installation from happening. I am committed to working with all the stakeholders to see that when it does happen it is done safely, legally, and professionally.

Finally, as we came up against a somewhat unexpected deadline to get changes to our operations map into our cartographers, the New Area Group realized we still had not decided on a name for the area. A decision needed to be made. A decision was made. There is no longer a New Area. There is now only Xavanadu! Spelled with an X!

Today was a great day. I woke up and both my boys had crawled into bed with me. I try to discourage that but I actually like it when it happens. I went to the dump! I love the dump. When I wanted some sunshine, the sun shone. When I wanted to feel the rain on my face it rained. And I got to spend my day working to make the Fair happen. Today was a great day.

Tom's letter to the tribes:

The Board of Directors of The Oregon Country Fair has asked me to reach out to the Confederated Tribes of the Grand Ronde for comment regarding a piece of public art. The Oregon Country Fair is a 501c3 not-for-profit organization that creates events that nourish the spirit, explore living artfully and authentically on earth, and transform culture in magical, joyful, and healthy ways. We are best known for an annual three-day festival in Veneta, which offers entertainment, hand-made crafts, delicious food, and information sharing.

In order to better understand the point of view of indigenous peoples regarding the matter of a specific art installation, the Oregon Country Fair Board of Directors is asking that your organization consider the artwork and provide us with comments. Do you feel you have an interest in this discussion? If so, in your opinion, will installation of this art piece be inappropriate by design, message, construction, or placement? And if yes, is there a way that your concerns may be mitigated?

The art in question is the result of five years of work by citizen artists and professional craftsmen. It is referred to as the "Story Pole" and has incorporated stylistic themes from the art of Northwest Coastal indigenous peoples. I have included pictures of the artwork in question.

Hundreds of Oregon Country Fair volunteers, vendors and visitors have worked on creating this pole, which is meant to celebrate the history of one of our "Fair Family" vendors, The Ritz, a sauna and shower booth and gathering place. A great deal of information about the Ritz and the Story Pole may be found at www.ritzsauna.com. This coming fair, which will be July 8th, 9th, and 10th, the Ritz will be celebrating 40 years on the Fair site. This much-loved institution is very popular with our vendors, volunteers and visitors. Like the rest of the fair, the Ritz is focused on providing visitors with a beautiful and engaging environment. Ritz management has a deep and abiding appreciation for the art of Northwest Coastal indigenous peoples and the whole of the Ritz owes much of its aesthetic to that appreciation. A 36-foot Alaskan Yellow Cedar pole was selected and acquired from land managed by the First Nations for ceremonial purposes then approved for shipment to the United States by the Canadian Provincial Government. The log was brought to the fair site in 2012, when community members began carving. Artisans have worked on it during subsequent fairs and it was stored offsite for the rest of the year.

I have taken the liberty to include a few paragraphs written by Ritz volunteers to allow them to put forth their intentions:

The pole, named, "Working Together," recognizes the participation of the entire Fair community in its creation. During the past four years, hundreds of people have participated in the carving, including professional carvers from around the country and young children being assisted to put their mark on the pole. "Working Together" encompasses the values of community working together, free expression, participation, sharing and inclusion.

The Story Pole sculpture reflects the story of the Ritz Sauna. Included in the design are figures and materials that have significance to the Ritz family. The Flamingo, the Laughing Dog, the Jaguar, the Parrot, the Wrestlers, the Lovers' Hearts, the Frog, figures holding the tools of the trades, the stainless steel and copper wings with granite eyes, LED lights, and the detailed carving are all examples of the complexity of the art [that the craftspeople] have incorporated into the design of the Ritz Story Pole.

The Board of Directors of the Oregon Country Fair approved the siting and the installation of the artwork in 2015. Recently, however, it came to the attention of the Fair's Board that some members of

our Family, including at least one person who is a member of the Siletz tribe, had concerns about the art project. These concerns were originally brought to our Diversity Task Force. The Siletz tribal member contacted the Fair's Board of Directors to express their feelings with the support of the Diversity Committee. The first concern is one of cultural appropriation, namely that using Northwest Coastal inspired art in the creation of the Story Pole is problematic on two fronts: The piece was not carved by native Northwest coast artists and that the piece does not represent the culture or artistic style of the indigenous culture of this area. In addition, the piece will be installed within an area that has produced archeological evidence of the indigenous cultures that used the Fair site extensively. The Fair site is the oldest known archeological site west of the Cascades with evidence of indigenous cultures dating back at least 10,000 years. Indeed, the very existence of the Fair owes a large debt to the existence of that archeological evidence as it prevented highway 126 from dissecting the Fair site. The debate over this art installation has been lively and is proving to be polarizing within parts of the Fair community. There are many permutations to the controversy and I will not impose upon you to present them all here. The Oregon Country Fair community is a collection of opinionated and eclectic individuals. The free expression of ideas and ideals is a core value of our community. We also have a deep commitment to art and free expression. In addition, we hold ourselves to a high standard of multicultural appreciation and awareness. These ideals are perceived by some to be in conflict right now.

Shane: The person sitting to my left is Crystalyn and she is our new Assistant Manager. She is Tom's right and probably left hand. In February we planted about one-hundred fifty trees onsite. We also did some tree removal near a neighbor. There will be a work party this weekend to do removal of invasive weeds like geranium lucidum. I'll put pictures of these noxious weeds up on the various Facebook pages so they can be identified and pulled. You can put them in plastic bags and we'll pick them up.

Crystalyn: This will be norma's last board meeting. I wanted to very publicly say thank you. I'd also like to say thank you to norma, Tom, Shane, Robin, Hilary, Grumpy, the BUM team and everyone I've interacted with so far. I've had a lot of questions and they've all been really helpful in getting me up to speed. I continue to be blown away by the dedication we all have for this event. I am getting wrist bands ordered and brainstorming ideas to comply with the bylaws changes around the worker day passes. The budget committee is done for the year and I thank them for all their work. The Fair email (the "@oregoncountryfair.org" addresses) has been not been working reliably. If you have sent us email that we've not answered in the last week or so, please give the Fair office a call.

Tom: Someone asked about responses from the tribes. So far, I've gotten responses from two individuals of the tribes. As soon as we have responses from the tribes themselves, they will be made available.

norma: I am really happy to have Stephanie and you will be too. She is doing great job! It is so nice having her energy and fresh ideas. Her fit confirms to me that I made the right decision. We've been working really closely. Thank you for the lovely flowers. I'll not be coming to board meetings, although I have come to more board meetings than anyone over the decades, so I'm taking a break. I ceremoniously gave Stephanie the key to NWYC, so make sure you help her to set up and take down the room. I will still be paying the bills, you can continue to give me your reimbursement requests and I will be at Main Camp when it opens in June.

Stephanie: In the transition norma has a different email address: norma@oregoncountryfair.org. My email is office@oregoncountryfair.org Right now, we're pretty interchangeable because I have to ask her about everything. I second what Crystalyn said, everyone has been very generous with their time. We are working on the Guidelines that will be in the next board packet. The coordination of the Spring Fling is in full swing for May 7, 2016. We are asking for volunteers and donations for the Spring Fling with all donations going to support Culture Jam. Craft applications are on the oregoncountryfair.org site.

Robin: Welcome Stephanie! She's such a great fit with the skills she brings from the non-profit world. norma, you are an incredible resource and gift to the Fair. I'm so glad you are staying on! Culture Jam registration is beginning in April.

Martha: Since people are doing Fair cred, I was on the Personnel Committee that hired norma.

Reports Committees

Lucy: The Barter Fair has lost both our managers. Heather O'Leary moved to Fairbanks, AK and Charlotte Silverstein is devoting all her attention to taking care of herself. She's clear that she remains passionate about the Barter Fair, but cannot continue in her role. The Barter Fair Task Force has not met regularly, partially because we are waiting to hear on the SUP and park designation, which has an impact on placement. We are in March with no managers and no SUP. There is a small fervent committee hanging on for news. We are looking for someone to step into the manager role. Due to these causes and conditions, it is not likely we can put together a Barter Fair in 2016. We can be found on the .net site.

Sue: The Food Committee will be doing tastings for new booths and food carts for the upcoming Fair. With any luck at all I'll be able to tell you next month who will have the new food booths and carts.

Jon: At its last meeting the LUMP Committee focused on invasive plants and insects.

Shane reviewed efforts to control geranium lucidum. Materials are being prepared for the booth packet and the Stewardship display. The committee also reviewed policies and procedures that could be implemented to slow the spread of the Emerald Ash Borer. The committee discussed the introduction of two willow species not found on the site that are better than native willows for a planned living structure in the New Area. With reservations, the committee decided to approve of the planting but to proceed with caution for adverse effects. The committee worked on a mission statement for the LUMP manual that would specify that we intend to manage our site as a natural forest. The increase in the number of stickered vehicles parked on site is raising red flags and the committee reviewed options and strategized on how to approach solutions. Next meeting is March 15, 7:00 PM at the town office.

Justin: The Path Planning committee topics were the Community Village and the proposed expansion of the path through the Community Village area. There is an onsite meeting on March 20, 2016 at 3:30pm. This meeting is after the Path Planning meeting that is from 12:00pm to 3:00pm. Before the meeting at 10:30am at Alice's we'll do an Upper River Loop walk with the focus being around the library. We are doing some path design to address path erosion around Daredevil Stage. We are reaching out to stakeholders in the neighborhood, so this call out is for anyone in the Library and Upper River Loop neighborhood that would like to be involved. Path Planning is forming a subcommittee (Subcommittee for Restoration of the Carving Area) to plan, analyze and make recommendations on the restoration of the area that was used for the carving of the Story Pole. There is an agenda that I've already put out, to walk methodically through analyzing the current area, and determine what we can do in a timeline for understanding the stakeholders' needs from Sauna, advice from Archeology, Path Planners, and Staff. Dennis spoke to Peach Power on the revitalization of that crew. I was told there is a Capital Project for an array. There is definitely a desire to keep Peach Power going.

Kirk: Xavanadu Area Group is working on details to enhance the area. Some of the Capital Projects were funded, art applications are coming in, and we are looking for educational opportunities for the stewardship project. These applications are due March 15, 2016.

Peggy: Elders Committee met on February 25, 2016: Announcements included to collect birthdays and post in the monthly newsletter. Elders are agreeable to being tour guides to new attendees for a plan being considered by the diversity group and 29 new Elder applicants have been vetted and approved, 3 denied and several pending further review. The Elders discussed a parade of Elders at this year's Fair. Discussion/planning will be on the retreat agenda. The Elder newsletter has gone out on email and is posted on the Elders Council website. Almost 600 newsletters are going out by snail mail. The most recent "Elder Words" Newsletter can be viewed at:

<http://www.ocfelderscouncil.org/ocfeccommittee/ocfec.html>. The newsletter has gotten a lot of positive responses. This venue should be used to post other opportunities for Elder involvement. We will create a wish list at the retreat. It was also suggested that opportunities be posted at ElderCentral (hospitality tent) during the Fair. Jerry was unable to contact GM Tom to discuss Archives after numerous attempts. Terry Baxter, a professional archivist is willing to volunteer. The bylaws committee had decided the archivist does not need to be an officer of the BoD. They had also agreed with the paper submitted for what an archivist should do. Diane will discuss with Tom how to implement this. Elders Spring Retreat will be March 12-13 at Alice's with agenda items including: Pre-fair planning for the Still Living Room and events (Old Timer's and Meet-n-greet,) create opportunities list for Elders involvement, camping and overflow, Geezer, and Elder parade discussion. Next Elders meeting is March 24, 2016 at 7:00pm at Grower's Market.

Dean: Last Saturday, March 5, was a big day for KOCF FM 92.5. After months of planning, grant-writing, fund-raising and engineering changes to the station we finally had our first successful test transmission from Falcon Radio (Elmira High School radio club). Falcon Radio should begin live broadcasting soon. That same evening was also our first annual KOCF auction fundraiser. It was a

smashing success with nearly 200 persons showing up and in excess of \$4000 was raised. A very big thanks to Jen Sennett who led the volunteer team, to Domain Meriwether Winery for donating the space to hold the event and to Kelly Thibodeaux and Etouffee for providing the music. Dozens of individuals and businesses from the Fern Ridge area and Eugene donated more than 100 items to be auctioned. The KOCF programming schedule is undergoing a metamorphosis. New to our schedule is a program called Sofa King with host Brian Ross that is a weekly conspiracy talk/comedy 1 hour. Also recently added is "Play it Again", hosted by Jim Petty. It's a weekly hour of oldies from the 50's and 60's. We also added "Alternative Radio" with David Barsamian, a weekly public affairs program. Streaming has taken longer to implement than originally planned. However, in part due to the success we had with the fundraiser, we are nearing our streaming kick-off. Keep an eye on our new web page, KOCF.org. We'll have a streaming button on the page soon. Annie Say did a great job getting our new website operational. We kicked off a mini two-week pledge drive at the auction. We are hoping to raise \$1400. Over \$500 was donated at the auction towards this drive from folks. If we get there in less than two weeks we'll end the drive early. Marshall Peter, host of "Jumpin in and Out of the Blues" and I recently visited the United Way of Lane County. We worked with Julie DiBiase who setup KOCF to become a United Way volunteer agency. We can now enter volunteer positions into their web site and anyone looking to do some volunteer time that fits the job description can apply to help out the station.

Member Input

Joseph: We are not under obligation to stick with the original siting decision for the Story Pole, but without the conditions we should not go ahead.

Ed Black: I am a Ritz family member and it is my understanding that several of the conditions of the February 1, 2016 decision have been met to allow work to move forward on installation of the Ritz Story Pole. The General Manager can manage the remaining stipulations. There is sufficient basis to allow the Ritz to move forward to raise an incredible work of art. The Board's decision regarding raising the pole can be made after March 31, the deadline for receiving comments from the tribes. Raising the pole on July 2, 2016 will not be possible if this work is delayed beyond mid-March. I propose the Board pass a resolution tonight to permit the work to continue at the site approved by the Board last May, authorize the GM to coordinate and assure all the conditions have been clearly communicated and executed by the Ritz and at the GM's discretion to allow construction activity related to the pole. Require the Board at the next meeting to approve or not approve raising the Story Pole.

Alice: Kate Ali is the project manager for the Oregon Arts Commission. She suggests financial and logistical support for raising the totem pole. I can say this is an incredible opportunity for the Oregon Country Fair to showcase the craftsmanship of the family. The thought that it will not be raised this year is a terrible thought.

Jen-Lin: Thanks to all that participated in the highway pickup! It was wonderful to see all those yellow bags sitting full from Ray's to Domaine Meriwether.

Kathryn: Matt Robinson is Canadian and an adoptive member of the Raven/Wolf clan of the Haida First Nation. I have a perspective to see both sides. This piece was inspired by First Nation's art and artists. It was also inspired by the Ritz community's evolution and its members present and past. The Haida appreciate the nod in their direction.

Ann: I'd like to say the location of the Story Pole approved by the Board last year was in the carving area, and that is no longer where it is going to be. The activities in October caused an adverse effect to a known archeological site.

Jim: Thank you for your service on the Board. I know it can be a thankless job. The Ritz folks like myself are frustrated after this five-year process. We feel we've met the conditions laid out, including relocation. We want you to first let us proceed with the art piece, and at the same time have the conversation with the tribes.

Ken: I support letting the Ritz continue the construction to erect the art piece "Working Together." I have spent over six hundred hours on the Story Pole. It tells a story of the last forty years at the Ritz. This eleventh hour stop order is disheartening. Please let us continue our efforts to put the Story Pole up.

Michelle: The Board approved the current site location of the Story Pole on the recommendation by Path Planning. The motion was that all construction should cease until consultation with the tribes and consideration of the tribes by the Board, and that is appropriate. You can decide tonight within your own bylaws, Article 5 Section 6C, to separate the two issues. The Board process has been met; the Haida approval and cultural appropriation – the tribe whose art is at issue - approves of this project.

Darcy: I am from the Archeology crew. There are two issues. One is the Story Pole itself and the other is archeology. I was at the moving of the mushroom, an excavator was in place and work was under way. The excavations that day have gotten the attention of the state archeologist. As a professional archeologist, I rely on getting permits to do my work.

George: This is a letter from Chuck and Sue Kesey: Such an interesting conundrum: do we challenge original, unique, respectful art, dance, song, food, spoken word – if by any chance it may be considered cultural appropriation - while at the same time immersing ourselves each year in the amazing art, craft, dance, song, food, spoken word that is the cultural diversity of the Oregon Country Fair. We believe that our Kalapuya ancestors as far back as 10,000 years would be delighted, if not totally understanding it all, by the respectful celebration of love, peace, and togetherness that happens annually on their ancestral land. We are not disrespectful of those who came before; we honor them with our gathering. We support the land and the Story Pole's created art. We've come together many times over these forty years to find ways to honor and respect each other and those who came before us. We trust this tradition will continue.

Mambo: I see these requests tonight, how the semantics have changed and their demand to take action as aggressive.

Mary: I'd like to see the letter from the Haida and I'd like to know if that was an official tribal entity or an individual.

DJ: I'm sure the Board would not choose to approve an illegal activity. There is damage to an archeological site and it's a situation that will have to be dealt with.

Hal: I've been with the Sauna for over thirty years, and I am impressed with how respectful everyone's been. Finding the wood, getting permits, transporting it to the Fair site, and then involving the whole Fair community to carve a little bit. It has united so much of the community in creating this community based work of art.

Paul: I find it a dangerous precedent to challenge art that was never meant to be a representation of a tribe or someone else. If it were presented in that way, that it was a facsimile of an indigenous tribe, then heck yeah. It was never done like that. To even ask for a letter of ok, I think is the wrong avenue. There are times to look at it closely and I'm sure archeology will do that, but it can be ameliorated. We are a culture too that is now in stewardship of that land and we'll leave our mark to be buried over for the next millennium. I challenge the idea to get an ok for something that was never meant to be a representation of somebody else.

John: I am here to speak in favor of the Story Pole. It is a very dangerous path to go down as an art piece. I request we have the leadership move beyond this place where we are. It is inconceivable to me that this pole will not be raised. It is a monumental effort.

Jud: I've spent time representing Oregon tribes to enforce cultural and treaty rights and you don't know what they want think about what you are doing until you ask them. It shouldn't be a problem, but just ask them.

Charlie: At one time I was the assistant diversity coordinator at Oregon State. We do have to be engaged in the conversation with our communities. I think we will gain a lot of fruit from that conversation. I think there is a whole other issue with the Ritz and its relationship with the Fair. There may be issues with things that it has done on the Fair site that carries a long history. The Fair must continue to hold its standards up.

Indigo: I want to thank for you all for your passion, caring, and consideration of the intricacies and complications of what has been asked of us as a board. We weren't asked to get permission, we were asked to have conversations. We as a board can make a decision once we've gathered that information based on what we decide. We are not getting their approval or disapproval, we are asking their opinions. I want to echo and mirror my gratitude for having a family that cares so much to both create a piece of art and keep in mind we need to listen to the people that this might impact. That's all we are doing here.

Casey: We want it to see this move forward. We have an intimate and loving relationship with the Ritz and what it means to us. We are also charged with representing and preserving this event we all love. Tom wrote a brilliant letter that does what Indigo said which is just to open up a respectful dialogue. Because we gave them until March 31, 2016, we cannot now push forward to that deadline without giving them respect and a dialogue they deserve.

LT: I will have a lot more to say about this next month when we have a motion. I want to share a short portion of the message that Sam Rutledge posted on Facebook; "If someone comes to us to say, what you are doing is hurting me and what we say is we have a right to free-speech, we shouldn't be censored and our free expression is paramount, we are missing the point. If someone brings an issue and our response is rebuttal, we are not living up to our own ideal. We should be asking why what we

are doing is hurting. We should be seeking to understand. We should be seeking reconciliation and healing.”

Chewie: I have issues with the cultural appropriation issue around this. I agree with George and Paul that there are a lot of things at the Fair that are cultural appropriation. I see this more as a cultural diaspora. Cultural appropriation would be if they took the log and made a native totem pole. What they have done is pay homage to native cultures of the Pacific upper left coast that has nothing to do with the tribes in Oregon. And they have done something that is very useful to the art of the Oregon Country Fair.

Sue: Last May when we approved the locations for the Story Pole, the footprint was smaller. At the October or November Path Planning meeting the Ritz presented the new plan including three additional poles with a façade and larger footprint. I read all letters sent and was surprised that a number of people are upset with Archeology. I want people to know the Guidelines: Guideline 41 (of the 2016 Guidelines) explains digging on OCF property and your booth reps should be telling you so that you can proceed with knowledge not ignorance. Thank you all for being here.

Jon: I've read all letters as well. The motion the Board passed only said ground-disturbing work must halt. It doesn't mean that anything else to do with the Story Pole is part of that motion. A reason that ground-disturbing must halt is because of the location and the archeological site and damage done to that site. The Fair has an agreement with the State of Oregon dealing with archeological sites on the property. The state archeologist has the power to shut the Oregon Country Fair down if we are not keeping up with that agreement as required by state law. They also have the power to come in and arrest people violating state law. Each of us as board members would be liable for that. I think there is a win/win solution here, but I'm waiting to see what the tribes have to say. Between now and the next Board meeting I want to be able to fashion a motion with Justin that meets the Ritz needs and is respectful of the archeological resources.

Martha: It is nice to hear Board members comment as members of the Fair, not as Board members.

Steve: I don't want any of us to be scared or threatened. Hearing threats from Jon and the Archeology crew about people getting arrested – none of this is going to happen. Amelioration for archeological problems happens throughout the United States all the time. Making threats does not help on either side.

Jack: What dismays me the most is this is being framed as art versus culture. This is not the right context. No, we probably wouldn't put a swastika up, but I don't think we'd say no right away. If it were culturally appropriate at one time then it was used as a sign of death another, then that puts an end to a cultural question. We are close to talking about that here tonight, but I don't think it is on the same level. What happened with the first nations across the world with western Europeans was a force that assimilated. Art can be used to heal this. We need to be very careful with the notion of automatically saying we can't do certain things artistically. It is very important that we express and heal ourselves and move forward.

Donations/Secretary Report

Randy: We have a couple of memberships that I'm bringing to the Board's attention, then pass them off to Tom our General Manager to pay out of his line item. One is the Eugene City Club and the other is Fern Ridge Chamber of Commerce. Our consent calendar items tonight are Community Rights Lane County, sponsored by Diane, and Eugene PeaceWorks, sponsored by Jon.

Ann (Community Rights): Thank you for letting us request funding from the Fair. We seek to put on a Rights of Nature conference in November. We seek to educate the community about elevating the rights of people and nature over corporate rights. We focus on protecting our communities from destructive corporate practices by challenging the corporate "rights" and privileges that presently permit these activities. No matter what the specific threat is—to the food system, to social inequities, to local economies, to the environment at large—the fundamental cause is the same: Governmental structures and corporate constitutional rights/laws are rigged against the people in order to serve corporate interests, regardless of their harm to individuals, communities and the planet. The goal with the Rights of Nature conference is to advance our work to recognize, by law, the rights of nature. Winona LaDuke, a powerful Native American activist will give the keynote at the conference.

Andrew: We represent Eugene PeaceWorks by way of radio station KEPW, Eugene's new, listener supported, non-commercial radio station. We are a project of Eugene PeaceWorks. The grant is to buy a transmitter for our station.

Adrian: KEPW is focused on sharing diverse viewpoints from the people of Eugene. We advocate for

voices left unheard. We want to be a sister station to KOCF.

Chewie: I would like to remove KEPW from the consent calendar.

Martha: What is left on the consent calendar is Community Rights Lane County.

Motion passed: 10-0

LT moved and Jon seconded to donate \$550 to PeaceWorks, KEPW.

Cathy: I'm thrilled that 30 years later Eugene PeaceWorks is still here.

Jon P.: The community radio stations are something that we used to have, but have no more. They are working to give that back to us. Please support them.

Joseph: KEPW is a good proposal for community radio.

Mary: Eugene PeaceWorks has been involved at the Fair in Community Village for some time.

Chewie: I was going to point out after all the debate on KOCF, we are going to give this donation to KEPW. I support the KEPW.

Sue: I like Eugene PeaceWorks and I've been involved in Grower's Market since 1987, so I know their good work. I have a philosophical difficulty because we did not give a dime to KOCF. Because of that I don't feel right giving money to another radio station.

LT: I don't believe that taking a shortsighted decision on KOCF is a justification to take an erroneous decision on KEPW. We owe it to our community, to not make the same mistakes with KEPW. We should not double down on our errors. The thought of a non-profit radio network developing out of the groundwork of these stations is exciting.

Casey: As a point of clarification, the debate on KOCF had to do with if we were liable if KOCF did not work out. These are two entirely separate issues.

Lucy: I didn't support the radio at the Fair because I didn't think it was the Fair's business to be involved in radio. I thought we had more than enough on our plate to deal with. I still think that. I do support alternative radio, but it has more to do with being a Board member directing the amount of assets, time and energy that this organization has.

Jack: Oregon Peace Works is part of larger community with a humble grassroots history in Oregon. Citizens for a Nuke Free Oregon merged with PeaceWorks. Doubling down, as Lawrence said – I had my own reasons that had nothing to do with our liability. They don't pertain to this at all. I think KOCF is a wonderful thing.

Motion passed: 9-1 Opposed, Sue.

Steve: I suggest that we donate \$1,000 to the Moisture Festival since Macque drove down from Seattle and somehow his request got missed.

Jack moved and LT seconded to donate \$1,000 to the Moisture Festival

Macque: The Moisture Festival is the world's largest Comedy/Variety festival. It runs for four weeks every spring in Seattle. We are the wild child born of the Oregon Country Fair.

Jon: Is there a special purpose for the donation request?

Max: We have fellow coming in to give educational talks on vaudeville and circuses. We also have classes on clown training.

Sue: Are you a 501(c)3 non-profit?

Macque: Yes.

Motion passed: 10-0

Treasurers' Report/Budget Items

Steve: Because we felt that deferred maintenance was so important, we split the Capital Project requests into deferred maintenance and Capital Projects.

Hilary: When we did financial planning, we talked about having some reserves available for maintenance. We have never solidified dedicating those funds. This is far less than what we talked about being available.

Steve: The total recommended for funding is \$69,700 for both deferred maintenance and capital projects. The total requested for capital projects was \$166,000. That number has been whittled down. Some of the projects will be funded in the future. There is no judgment on the projects that were not funded; we are just prioritizing. If you agree with the total amount it ends up putting us in deficit budgeting about \$8,000.

LT: I have a suggestion for this motion, in that we treat it as a consent calendar and move to accept it all. We can designate them by number line if anyone has an item they want to remove.

LT moved Jack seconded to accept the Capital Projects as submitted.

Indigo: I want to clarify – this is a consent calendar and if we have questions that we ask to have that line removed and we vote on it separately.

LT: I believe that that is the fastest way to do it and would let us separate any that are controversial.
Indigo: I would like to remove line 3 on the Assistant Manager's computer, because I have a question.
Jon: I would also like to remove lines 7 and 14. I have questions on deferred maintenance. We've not formally set aside \$100,000 for a deferred maintenance fund, correct?

Hilary: No

Jon: When the topic of deferred maintenance came up in Financial Planning committee, my proposal was to set up \$100,000 of excess revenue from last year into a deferred maintenance fund that the Site Manager could draw upon, to start whittling down all the deferred maintenance, subject to the approval of the General Manager. Apparently, that fund was not formally setup.

Hilary: Maybe it is how that was done. We brought that proposal to the Board, but no board member took action. As treasurers, we never said anything further.

Jon: I would like to add as new business, establishing a deferred maintenance fund. My intent is that whatever is funded tonight on deferred maintenance is subtracted from the \$100,000 and establish the fund next meeting. I do not think the deferred maintenance projects need to go through the Capital Projects process. I want to give the flexibility to our Site manager, General Manager and operations to get the deferred maintenance whittled down. I have a question on the tractor upgrade that was rejected.

Steve: The tractor is a lot of money. It is not absolutely essential.

Hilary: Working with Shane, he put it as lower priority.

Jon moved to add the tractor upgrade to the list of approved projects.

Motion fails for lack of second

Jon: I'd also like to get an idea on the rejected proposal for the .net site. Why was this not recommended for funding?

Steve: It was felt that working on the .org site was first priority and then work on the .net site.

Hilary: The .org site is mission critical and there is a long list of things the project manager will work on. The project manager will also be working with the new office staff by teaching them how to upgrade the .org site. We know the .net site needs to be upgraded but it was a matter of sequencing the projects.

Jon: I would like to remove New Area: Fixes/Finishes, line 21 for separate consideration.

Mambo: If Shane prioritized the tractor as secondary, trust him.

JonP: I like giving the Site Manager the flexibility.

Amy: As a coordinator who submitted a Capital Project and who has received no communication on what is getting funded, I'm a little frustrated.

Hilary: Amy, the Budget committee is recommending the total amount for the barrels and cargo trailer.

Amy: The cargo trailer is from durables and should be out of the Capital Projects. It does not come from Recycling's budget. They separated those budgets in 2012.

Hilary: We'll spend more time and understand each other. With deferred maintenance fund, I'd like to look at where we are financially to see if \$100,000 is still a good number.

Items not in this motion are Line 3, AM computer; Line 7 Booth Reg computer; Line 14 Office computer; Line 21 New Area Fixes/Finish.

Motion passed 10-0

LT moved and Jack seconded to authorize the Capital Project request for the Assistant Manager computer in recommended amount of \$2,000.

Indigo: We've had other employees with computers bought by the organization. My curiosity is what happened to those other computers. Were they repurposed for other users?

Crystalyn: I read in Tony's Capital Project proposal it was noted that after a certain amount of time passed he would gain possession of the OCF computer. In this case, the computer would stay with the OCF if I leave.

Jon: Will you accept a friendly amendment to add \$1,000 for the Booth Registration laptop and \$1,500 for Fair office laptop?

LT: As the maker of the motion, we can vote on all of the computers in the same motion.

Motion modified to include lines 3, 7, and 14.

Hilary: In general, we have a problem with all of our technology in the office. This proposal continues down the same path. We want to get to a point where we have a better network of computers.

Casey: Crystalyn, Justin, Robin have all three computers priced out for particular products. In terms of computers, it seems reasonable to buy the machines we need. Our people have researched what they need. It doesn't seem right to cut corners for what they need. I would ask for a friendly amendment for the requested amount, not the recommended amount, which is \$635.

LT: I will leave it as is until I hear from Grumpy.

Steve: We left the amounts loose due to nonprofit purchase prices, but if we cannot get non-profit pricing we would be back asking you for the difference.

LT: I accept Casey's friendly amendment.

Jon: We are getting three computers from different sources. I really see the need for coordination. I would hope that when the purchases move forward that the three parties purchasing can find one vendor. I echo what Steve said on the nonprofit discount. I think this all underscores the need for an IT position. I think we can do procurement of IT better.

Chewie: There is a person in the Fair associated with Apple and if we talked to him we could get a networked system.

Jack: My company has gone to devices that are Apple and machines that are PC. They are completely integrated.

Indigo: Is there need to have networking?

Hilary: There is a huge need for networking.

Motion passed for lines 3, 7 and 14 at requested amount. 10-0

LT moved and Kirk seconded to approve line 21 New Area: Fixes/Finish at the funded amount of \$12,600.

Jon: I was glad to see the metal-framed booths are being removed. I did not think they should have been put there and were a violation of our Guidelines. I see there is \$5,000 for the Dance Pavilion. Is the Dance Pavilion a permanent or temporary structure?

Tom: It is intended to be a permanent structure.

Jon: When the development of Xavanadu came before the Board, we talked about temporary structures. I like the Dance Pavilion; I do not like that it is a permanent structure in the flood plain. I don't know how to deal with that. I cannot vote for the Dance Pavilion if it is a permanent structure. It has land use and legal implications that have not been considered by the Board.

Lucy: I also don't support the Dance Pavilion as a permanent structure. I share Jon's concerns. It is not my understanding of what was going to happen. I wrote a lengthy piece of feedback on the Dance Pavilion that was apparently not received. I thought the structure was overbuilt and not keeping with Fair aesthetics.

Kirk: The definition of permanent or temporary is a bit fuzzy in terms of actual use. If we get a permanent status it is just on the tripods. To have this status with the county we still need to apply for an annual use permit to put the tent part up. The theory, at first, was to have it come down, but operationally it was too much. The \$5,000 is mostly about improving the floor and not the core structure.

Chewie: I have problems putting a permanent structure in the flood plain. The situation with the footings will cause erosion if we have a normal flood season.

Diane: I wonder what part of the structure is permanent and how do we protect it?

Kirk: It is the metal structure.

LT: I was skeptical of the Dance Pavilion, but I was impressed with the finished product and I'd like it to continue. I share the concern. I would like us to have a continuing discussion on the permanence of the Dance Pavilion.

Jack: My understanding of a permanent structure in the wetlands requires a wetland use permit. This is usually in an agreement that is worked out with the County. I am assuming in re-engineering, we are getting a wetlands permit agreement to keep what we have up. Moving forward, I don't want people to think we are not pursuing this in a legal manner. We have other structures that are in the flood plain that are much more offensive than the Dance Pavilion. This makes sense so long as we come to an agreement with the County. If we get the wetlands permit, great; if we don't, we will have a different discussion.

Steve: Most of the \$5,000 is for the flooring. It is the structure above the flooring that is permanent. Voting for this is for the flooring, the permanence is a separate issue.

Jack: I was just making sure that what we are doing in regard to the permanent structure is legal.

Indigo moved to call the question

Motion to call the question: passed 9-1

Motion passed: 8-1-1 Lucy abstained, Jon opposed

Hilary: Heartfelt thanks to norma for all of the years she has supported the Budget committee and the Treasurers.

Tom: I need two budget adjustments. One is for the Community Center for \$36,000. This comes from the Community Center account. This is spent on permitting, survey work and data gathering.

Indigo moved and Kirk seconded to put \$36,000 in the GM budget for the Community Center expenses.

Motion passed: 10-0

Tom: The other budget adjustment is \$9,000 for Charlie Ruff's consulting contract. I doubt I will use it all. At this point there is only about \$250 spent so far.

Indigo and Lucy seconded to put \$9,000 in the GM budget for Charlie Ruff's consulting contract.

Hilary: This is valuable in helping with continuity and orientation. While Charlie is being paid as an independent contractor, he cannot take on a volunteer role like being a member of the Budget committee.

LT: The value of a smooth transition is well worth the cost.

Jon: Do we have a formal contract with Charlie or is it being negotiated?

Tom: We did some negotiating but our attorney did not seem to be too concerned. So far, we have only used him for four hours.

Jon: I would like to see the contract.

Motion passed: 10-0

Casey moved and Lucy seconded to approve the January Budget board meeting minutes from January 25, 2016.

Motion passed: 10-0

Jon moved and Casey seconded to approve the Board meeting minutes from February 1, 2016.

Motion passed: 9-0-1 LT abstained.

Jon moved and Sue seconded to approve the Caretaker job description draft #5 and post the job opening with an application deadline of 5:00pm March 29, 2016. Applications can be submitted to PC@oregoncountryfair.org or to the Fair office.

Motion passed 10-0

Jon moved and Diane seconded to establish a Caretaker hiring committee comprised of the General Manager, Site and Facilities Manager, those members of the Personnel committee who wish to serve and Kehn Gibson as an at-large member.

Motion passed: 10-0

Diane moved and Jon seconded to appoint Carmella Fleming to the Diversity Task Force

Motion passed 10-0

Kirk moved and LT seconded to appoint Paxton Hoag to the Community Center Committee

Motion passed 10-0

Jon moved and Justin seconded to appoint Rebecca LaMarche as Site crew coordinator

Motion 10-0

Jon moved and Sue seconded to convert norma sax's position to an hourly status at an hourly pay rate commensurate with her Administrative Assistant salary and with the title of Bookkeeper with duties to include orientation of the new AA, accounts payable, accounts receivable and bookkeeping duties.

Motion 10-0

President's Peace

Jack gives norma a hug.

Draft Agenda for April 4, 2016

Approve minutes from March 7, 2016 Board of Directors meeting

Board of Directors Conflict of Interest form (Jon)

Appoint Sandra Bauer to the Community Center Committee (Jon)

Story Pole motion (Jon)

Story Pole (Justin)
Appoint construction coordinators (Kirk)
Appoint Pablo Bristow to the Vision Action Committee (LT)
Appoint Gail Schroder as Dog Control co-coordinator (Jon)
Appoint interim Treasurer (Lucy)
Restrict laser pointers (Bear)
Add a deferred maintenance fund to the budget (Jon)
Appoint Geena Glaser co-coordinator of Photo ID ()
Appoint Rena and Leah Dunbar to the Diversity Task Force ()

Consent calendar items for April

Lane Arts Council \$1,000
Civil Liberties Defense Center \$500 (Chewie)
UR Awesome \$1,000
Kalapuya High School \$1,000
Toolbox Project \$500