

Board of Directors' Meeting
October 3, 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.
Peach Gallery present: Staff (Crystalyn, Stephanie, Robin, Shelley and Shane), Officers (Hilary, Eric, and Heidi, membership secretary filling in for Randy, recording secretary), and approximately 30 members and guests.

New Business

Personnel matter

Lucy moved and Sue seconded to move the personnel matter from new to old business.

Motion passed: 9-1; Jon opposed.

Revenue projections (Casey?)

Kareng fund (Sue)

Notice of intent to amend the bylaws, changing article VII section 2 to Qualifications, Number, Elections, Terms, adding the 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. (LT)

Appoint Arn Barr to the election committee (Casey)

Announcements

The next board meeting is November 7, first Monday, not November 14.

Heidi: Annual meeting is coming up on October 22 to elect board members, vote for seven. The meeting is at Whiteaker School, 6:30 pm. It's too late to sign up as a voting member now, but email elections@oregoncountryfair.org to sign up for next year.

Mambo: Wondering how the votes will be allocated to the board seats.

Heidi: (looking at Russell for confirmation) The top five votes go to the two-year board seats, number six will fill the one-year position, number seven will be the two-year alternate. Ballots received after the meeting will not be counted.

Jen-Lin: Ballots must be turned in to the fair office by 5 pm on October 22, or brought to the meeting after 6:30 pm.

Jain: Elders retreat will be on October 8 and 9 at Alice's, starting at 10 am, with a potluck lunch and harvest theme dinner on Saturday. Elders invite everyone to the annual Spirit Walk on October 15 with a 5 pm potluck at the yurt, followed by a full moon walk around the Fair.

Kirk: I am not running for the board this time. Thanks to all for your support and for this experience. I want to remind everyone of a motion I made about creating a volunteer summary, to have an estimate of our volunteer crew hours by 2017.

Jon: Diversity Task Force learning opportunity is on Sunday October 16, at the LCC longhouse 10am to 4 pm, sign up online.

Sue: Path Planning meeting has been changed to Sunday, November 13, Alice's at noon.

Staff Reports

Crystalyn: Hi everyone! First I would like to apologize for missing last month's meeting; I appreciate everyone's understanding. Between the Teddy Bear Picnic, Culture Jam and all the stuff that we put off until after the event, August turned out to be a busy month! Thank you to all the volunteers, Norma, and especially Stephanie for such a successful picnic. As many of you know earlier that week the forecast was for temps in the upper 90s and thank goodness that was not the case. It was still very hot though, but our dedicated grillers just kept at it and we had some incredible food.

The thing that sticks out the most for me from August is Culture Jam. For years I have wanted to volunteer so I could see what it was all about, but since I took so much time off of work in order to volunteer pre-Fair, I couldn't ever seem to make Culture Jam happen. I was very excited when I got hired because I knew that I would get to experience it. What an incredible thing that Robin makes happen! The amount of love and acceptance that comes from the teens was nothing short of amazing. Thank you so much, Robin, for looping me into the activities.

We are gearing up for Budget season. The Long-Term Financial Planning Committee met this month and we have our first Budget Committee meeting next week. As it is the second year in a two-year cycle, I am looking forward to taking the time to improve our utilization of online resources as well as looking at the detailed picture of where we all spend our money.

Shane and I met with Honey Buckets this month to talk about how the 2016 Fair went and areas that need some work for next year. I feel confident that we will be able to address the issues that came up last Fair as well as be better prepared for the Fourth of July holiday.

Shane and I have also met with some coordinators to begin discussions about the 2017 Fair and I am already getting excited. I am looking forward to learning more about our essential event!

I also have a couple of budget-related items: The first is that we would like to get Stephanie a credit card. It was supposed to be added to new business last month so I am hoping that the BoD would agree to move it to old business and vote on it at this meeting. The second is that we need to request a budget adjustment for the Toilets line item under the GM budget. The current budget is \$92,500 and we are asking that it be increased by \$4,900 for a total of \$97,400. The increased cost this year is due to

adding units to the Xavanadu area as well as a sizeable increase needed after making the Main Camp six-pack a urinal/herinal.

Shane: Since we last met we have been busy prepping the site for winter. Getting vehicles into storage and winterized. Main Camp has been secured for the winter, and we are now focusing on sweeping the rest of the event area of dimensional lumber. A small work party has been planned for Saturday, October 8; if anyone would like to join us please, meet at the Ware Barn no later than 10 am.

There have been a few crew work parties this fall, and I would like to thank Traffic Crew for removing the bales from the lots and bringing them to compost. Shelly was able to give some away to the local community, but there were still many left. Child Care will be out to finish some booth cleanup at both Child Care sites.

The OCF Elmira Cross Country competition will be held October 19, starting at 3:45 pm. Any folks who would like to volunteer to park cars are encouraged to contact me via email. I also am hoping to get a few Traffic volunteers to participate because of all their knowledge and how well it went last year.

I attended the hearing regarding the SUP with Lane County on September 15, and all seemed to go very well. Thom Lanfear submitted additional documents to the record on Thursday, including a recent sound survey that was performed on the Fair site recording decibel readings at various locations. Now all parties involved have a chance to rebut evidence and materials submitted to the county for two weeks, ending October 13. We will then have one week for final rebuttal, before the county makes any decision. I would like to thank Thom Lanfear for all of his help throughout this long process. If you see him, please thank him for his efforts.

The site is still fairly dry; the leaves are changing color and falling on the paths, it is a great time of year to explore the Fair site. Lane County Search and Rescue has been out training tracking and scent dogs. We continue to have bird walks with Birds of Oregon and Science (BOGS) if anyone is interested. It is really great to see so many folks enjoying the land. So take the time for a walk and enjoy the peace before it gets too wet.

Shelley: Diane, it's really nice to see you. Amy and I found a giant pile of bear poop in the south woods. This is my first year being here post event. I've been thinking about entitlement. I looked it up, entitlement is the belief that one is inherently deserving of privileges or special treatment. I am surprised and appalled at the condition that folks leave things in. It disturbs me that some of the most basic guidelines are so blatantly disregarded. Magic does not disappear the leftover tents, rugs, garbage, camp chairs, tarps, building materials, coolers and piles of wood that are left behind. If you can't pack out what you pack in, don't bring it at all. I don't want to publicly shame anyone but I do have a list of booths, campsites and crews. You know who you are when you leave stuff behind. This has to be taken care of on top of our other labor. I'd like to see a demonstration with your actions that you are proud of the land, it's a privilege to be there, not an entitlement. We are all caretakers and stewards; let that show! It's gorgeous out there, leaves turning red. I love you all.

Stephanie: I am continuing to witness the year-round process and am still learning a lot. It's hard to believe we are starting in on the 2017 Fair with Entertainment applications going online November 15. I've been working with the Entertainment Coordinators on that and with Heidi on Elections, and I like to think I am helping.

Robin: A high-quality print of this year's amazing OCF poster is available online for purchase now at oregoncountryfairposter.com. I made two powerful trips last month. First I went to New York to see my brother star in the Broadway revival of "Fiddler on the Roof." It was beyond awesome to witness. Then I went to visit my mom who lives in Mexico; very heartwarming. Meanwhile, I'm continuing the wrap up of Culture Jam — there's a lot of thanking to do — and promoting upcoming events.

Culture Jam is bringing a very special person to town in November! Peggy Taylor, one of the co-creators of the Culture Jam camp model, will be down from Seattle to offer a two-day training for adults on November 18-19. It is called Creative Facilitation and is for anyone who wants to learn new ways of spicing up their work with groups by integrating experiential arts into their leadership toolkit. More to come on that at our November meeting, but if you are interested, email me at robin@oregoncountryfair.org for details.

And last, but not least, I want to thank whomever was the mysterious gift-giver who left me the most wonderful "Fiddler on the Roof" music box for me on the office porch. I absolutely LOVE it! It happily lives on my desk now. We have such a wonderful community and I am grateful for it.

Committee Reports

Elders: Jain said that at their retreat, Elders will discuss volunteer opportunities for Elders to assist and replace long-serving coordinators for events, camping, setup, applications, and possibly Geezer. More info will be available on the Wonderful Elders listserv and in our fall newsletter.

Food Committee: Sue said that they met onsite and took photos of bad booths. They took names and booth reps will get emails from the Food Committee. Guideline violations may result in probation.

Craft Committee: Sue said that many booths are just aces. Craft committee will be reaching out to non-compliant booths.

Internet Meeting Team: Indigo said they are still talking about the inefficiency of staff time needed to provide the Board meeting videos. There are bandwidth issues. They are considering GoToMeeting as an option. It has been effective for smaller meetings.

Path Planning: Justin said their next meeting will be on Sunday, November 13, at noon. The opening meeting of the season was about their work plan. They had a good conversation about goals for the year. They will be looking at segment studies, doing outreach for the coming front of the Fair, and continuing long-term planning. They will also continue conversations with Community Village around path changes

in CV. He is the committee chair, Colleen is the co-chair. The committee may still need a secretary, it is not a hugely labor-intensive job outside of coming to committee meetings, mostly about facilitating communication. We will be updating the website with maps and work plan, go to the .net site, look for Path Planning.

Election Committee: Heidi reminded everyone of the annual meeting on October 22. We have sent over 1,200 absentee ballots out and she is hoping for a good return before the meeting because they won't get counted after.

Community Center Committee: Kirk said they did not meet last month. This month archaeology is coming to give special presentations on their findings regarding the Community Center location. The meeting is on October 17 at the Fair Office at 6 pm.

XAG: Kirk said they have had a wonderful dormancy but are planning to meet on Friday. Xanadu Area Group (XAG) used to be New Area Group (NAG).

Member Input

Joseph: Only one alternate? (We did it wrong when Chumleigh resigned.)

Codi: Please consider volunteering for the cross-country track meet that we host for the high schools of Oregon. It's on Wednesday, October 19, starting at noon. I only need folks who can walk the fields comfortably. Thanks.

Martha: I'd like encourage people to read Randy's letter in the FFN soliciting a replacement secretary; it outlines what's involved. I'd also like to ask the Board to consider directing the secretary to do minutes in a more summary fashion, less verbatim. I'm not sure we need every comment listed by name but that's up to the Board. It makes it a more difficult job.

Gwyneth: Thank you to the Diversity Task Force for the tickets that were provided to the alter-abled community this year.

Arn: I'm also concerned about the entitlement issue. Does the Board realize the enormous impact of all these people on the infrastructure? The amount of garbage going to the landfill has increased in a frightening way. It's astonishing. The crews are here to take care of the public, not the Fair family. It's against the spirit of Fair. We should step lightly and leave it as we found it. The impact on our land is ugly.

Bill: Maybe we need a new guideline, if you are a fraternity or sorority member who parties at Shasta, you're not allowed to be on a crew (social media reference).

Donations/Secretary's Report

Katie of Stove Team International: We are seeking support for what do in Latin America to promote safe, affordable, fuel-efficient Ecocina cook stoves and replace dangerous open cooking fires. We are doing that by helping establish locally owned factories that use locally sourced materials and provide local work force opportunities. We also provide subsidies that help those in extreme poverty buy their own stove. We do that through donations and grants but also by making connections with local suppliers to keep the costs low. The fuel is primarily wood

but can also be corn cobs or field residues. Stove Team's model has been awarded the U.S. Environmental Protection Agency Partnership for Clean Indoor Air Award for Developing Local Markets for our innovative approach creating local employment while improving health and reducing air pollution.

Gwyneth for Eugene Peace Choir: I'm the grant writer for the Eugene Peace Choir. EPC has been actively and creatively using our gift of song in support of peace for over 30 years. This year we are doing an amazing project with four choirs coming together for a concert in February. As part of that, there will be a workshop through Wellsprings where the kids there will teach us old baby boomers their peace and reconciliation, conflict resolution, media outreach, and environmental awareness skills that are part of the peace village curriculum. We are excited to have a round robin of teaching from the young to the old and back again. In the past our grant requests have been for operating expenses which are separate from this multi-choir project. We have other funding sources and grant requests are pending. We appreciate support from the OCF.

Adalee of Trauma Healing Project: The Trauma Healing Project provides low- or no-cost services to survivors of trauma in the Eugene/Springfield area. We provide acupuncture, yoga, Reiki, cranial-sacral therapy, among other things. Upcoming in November is our annual benefit, the Glow variety show, 10 acts including fire and acrobats of all ages, a 9-year-old violinist, a Native American hoop dancer, and Russian classical music. This request helps with the start costs for the event and all the proceeds will go to the Trauma Healing Project.

Mary of Nightingale Collective: The Nightingale Public Advocacy Collective grew out of the Occupy movement. We are looking for this grant to support a peer support specialist project that we are doing. We want to train 45 volunteers who are out there every day on the front line working with folks who are unhoused. People who are running the rest stops, community supported shelters, safe stops, Opportunity Village Eugene, this training is for the people from all these different organizations. We've done one class already, of the 15 people, who average 25 volunteer hours per week, over half were themselves unhoused. These are the folks running the rest stops, the folks out there doing the work, so we call this project Support the Supporters. We are hiring trainers from Project Able in Salem to provide this state approved Peer Support Specialist Training that can lead to certification. The feedback from the first class has been great; they feel empowered with more skills. Our underlying goal is to reach out and have these good connections so that these voices from the front line working in the community are heard. This grant will cover two of the slots in the program, and that is huge, thank you.

Jon for TedX Veneta women: I talked to the organizer about this (Jennifer Chambers, www.tedxvenetawomen.com). She is creating a forum in Veneta; she has speakers coming on a variety of subjects. It's open to anyone but the focus is on western Lane County. She intends to carry this on with monthly gatherings throughout the year. She has local middle and high school volunteers. The Applegate Regional Theater is

working as a pass-through 501(c)3 organization for her, her intent is to form a 501(c)3 in the future. This is her first event like this.

The consent calendar passed: 10-0.

Ron Pike for Whitaker Community Dinners: I would like to thank the Oregon Country Fair for all of your support over the years. I've been a Fair family member for a while. Everybody eats, getting together as friends, as family, as strangers, and sharing food is one of the most fun and necessary things we do. This dinner may not have happened all these years without the support of the Fair. I am thanking the Fair for past support and asking for it again.

Jon moved to donate \$2,000 to Whitaker Community dinners. Sue asked him to amend it to \$2,500, he agreed, Sue seconded.

Motion passed: 10-0.

Treasurers' Report/Budget Items

Hilary: I want to run down the list of projects that we talked about at the financial planning meeting. Financial planning has a good record of identifying projects that are going to get done so expect to see these in the future. In the personnel category there's an IT position, maybe as a project or an employee. There's talk about how to handle the bookkeeping functions. We need to deal with cost of living increases, inflationary costs, and a merit raise system. Since we are leaving the step table system, we have to figure out a way to award raises. We have to deal with changes to overtime exempt rules. Paxton has asked us to consider raising food voucher values, using this year's numbers a 50-cent increase could be \$40,000, \$1 could be an \$80,000 increase. These are rounded numbers, not actual. There are also large outstanding projects. We have issues with figuring out how to handle the durables project going forward. There are people interested in a 50th anniversary celebration. Norma asked us to think about when we will replace the town office. We have a need for dry storage on site. This may come out of deferred maintenance fund but we have a lot of repair or replace issues around our trucks. We have many IT projects, upgrading the Fair family website, upgrading the membership database and Virtual Sticker Booth to include all the passes and online payments, and upgrading the onsite Internet. We have a commitment to doing a road on the Farside, and a bridge to the Farside, whether it is temporary, rental or purchase. We need to upgrade our water system to deal with aging infrastructure and capacity issues. There are funds set aside for the Community Center and deferred maintenance. Years ago the board approved \$20,000 of the Peach Power money to be spent on solar panels, Anna says we'll also need a project manager for that. There's also Green Ticket money set aside and waiting for a project. We have a lot of ongoing expenses that we have been meeting. Some of this list will go through capital projects, every year we have \$60,000 to \$100,000 in capital projects. We need

to time and plan for the out-of-the-ordinary, one-time-only purchases. Eric will go over the revenue projections.

Eric: Board members have a page in their packet on revenue projections. One of the things that the Financial Planning Committee discussed is that, except for last year, our gate has remained fairly stable. Yet our expenses keep growing every year because we have more volunteers and associated SOPs, and our expansions also create the need for an ever-expanding income. Cost-of-living increases mean contracts like Best Pots and White Bird go up and we have to look at how to keep up with those costs. We are proposing a \$1 increase for all Friday and Saturday public admission tickets. Sunday tickets would stay the same, we felt there should be one more affordable day and it's also a lower attendance day. We discussed the cost for people who are not volunteers to be there, when considering pass sales. SO passes have been \$80 for a couple of years, that's not really covering our expenses for use of the facilities. We are proposing a \$10 increase this year, \$20 more for those bought closer to Fair time, going up another \$10 the following year. Elders companions would increase by \$10. Worker day passes and trades would stay the same. Vehicle stickers would increase by \$5, oversize by \$10. No change for Energy Park, Community Village, or Teens.

Martha: This is a preview of what will be more fully discussed and voted on next month.

Eric: Revenue projections are on the other page. Admissions projections would stay the same, even with the price increase, because of higher fees from Tickets West and because we have more seniors coming, who get a discounted price. The other major change is in pass sales, SOPs and vehicle stickers, we are selling more of those and with the increased prices we increased that to be more accurate. We reduced the amount for paid public parking to reflect reality.

Casey moved, Kirk seconded, to approve a credit card for Stephanie. Motion passed: 10-0.

LT moved, Kirk seconded, to add \$4,900 to the budget line item for toilets.

Jon: I don't like this practice of amending after the fact, this is money already spent. I'd rather be able to see in the budget at the end of the year that these are the things that went over and budget appropriately next year.

Hilary: The way we are set up is the reason we are doing this dance. Only two employees have authority to go over budget but it's cumulative, without this motion we are risking unauthorized overages at some point.

Motion passed: 9-1; Jon opposed.

Old Business

Sue moved, Lucy seconded, to approve minutes from the September 12, 2016, Board meeting. Motion passed: 9-0-1; Diane abstained.

Indigo moved and Lucy seconded to appoint Bennett Rogers and Steve Gorham to the Budget Committee.

Hilary: I support this; please approve it. Now that Grumpy has resigned as treasurer, he's still interested in serving but won't carry the full responsibility that he used to. He has a world of knowledge and relationships with crews. Bennett attended all last year and is very interested. He brings fresh blood that we really need. We look forward to working with him.

Motion passed: 10-0.

Jon moved and LT seconded, that the Board donate out of the change line item \$3m500 in support of passage of Measure 97.

Joseph: Thank you, this is big, it's about time.

Hilary: There are a lot of problems with Oregon's tax structure and I don't think this is the solution. It's a gross receipts tax, the highest anywhere in the United States. Our local brands will be at a disadvantage. I think it's an unfair tax, it should be on income.

Motion failed: 4-4-2; Jack, Lucy, Justin and Casey opposed; Indigo and Sue abstained.

Jon moved and Sue seconded, to donate \$100 to Save Endangered Animals Oregon committee, being in support of ballot measure 100 which would prohibit the sale of products of twelve endangered species including elephant, rhinoceros, whales and others.

Arn: I'm reluctant to have the OCF as a body contributing politically this way. Each of us has our individual causes but it seems odd to do this as a group.

Martha: We have been strong supporters of legalization of marijuana in the past.

LT: Support of political causes is one of our oldest Fair traditions. We lost our way in the 1980s in respect to our activism, but I think we are coming back to it.

Jon: The polling on this ballot measure is about 85 percent in favor so I see the \$100 donation as symbolic of support. If I thought it was in danger of being defeated I would have asked for more.

Chewie: I'm wondering, \$100 just seems token, do it or don't. **Chewie offered a friendly amendment to raise the amount to to \$500, Jon and Sue agreed.**

Motion as amended passed: 9-0-1; Justin abstained.

Kirk moved and Sue seconded, to appoint Indigo to Financial Planning committee.

The motion passed: 10-0.

Jon moved and Chewie seconded to donate \$7,500 to Standing Rock Sioux Tribal Council for use in support of the No Dakota Access Pipeline protest or water resources for the Standing Rock Indian Nation.

Jain: I'm very much in favor, and sad that Indigo won't be going. I've heard there is some conflict among the entities there and hope we find the best place to send our money.

Joseph: This is unprecedented and a great step in the right direction. From the start we are people trying to change the world and we still are. Our world is so endangered, this is the time to put our money where our heart is.

Charlie: I want to put this in perspective, the Thanksgiving dinner is a local event that we've been participating in for years, affects a lot of people locally in a way that I think strikes the heart of the entire family. I believe in the mission of where this money is going, but this is our second come around. I'm afraid it will come around again next month, and the next, we are now over \$10,000 in this one event. This may be a seminal moment in our lives, but I'm wondering why we can't give that kind of money to this local event, and transform it into something that can be sustainable and powerful in the community. To send this to a faraway place that some of us may or may not believe in what's going on politically, I'm not sure that's the right use of \$10,000 of Fair's money.

Bill: Just a few years ago, Bold Nebraska stopped the Keystone XL pipeline. This is a similar story, another pipeline designed to carry fossil fuel that we know is not good for us anymore. Send a message to the world that we've had it with fossil fuels and pipelines, it's a great message coming out of the Fair. The Dakota Access pipeline movement is on a roll right now and the money will help. I would encourage the Board to vote for this.

Codi: It seems excessive, when we have a lot of need that's local. We just gave \$3,000, why are we going up, why is the extra money needed?

Jon Pincus: I really support this cause and hope we can find the best destination for this.

Mouseman: They are trying to put the oil line across lands that are sacred to these people. In 1985 the county was trying to put a highway across land that was sacred to our people. It was the spirit of the Native Americans that indirectly saved our land so I think we can return the favor.

Chewie: The original \$3,000 went to water resources. I was on a conference call with the tribal council from Standing Rock. This is going directly to them for the No Dakota Access Pipeline, if that falls apart it will go directly to water resources of the Standing Rock Indian Nation. I've also spoken with three other environmental groups in Oregon who are willing to go in on this so that we are sending a message from Oregon in support of clean water, the environment, and the native peoples in their fight.

Diane: This is one of the most important things happening environmentally. Part of it is how it has brought the tribes together, and the reality is that indigenous people are on the front line fighting for something that's going to benefit the whole world, not just their tribes. The other thing that I think is important is Our Children's Trust that has been in the courts recently.

Indigo: This is really important and I support it. I was planning to go there, but to spend the fuel to drive across the country would counter what they are trying to solve. I hope we will all think about the fossil fuels we use, personally and for our event. As long as we are using the petrol fuels, they are going to keep looking for ways to get it to us. There are many groups there and they are trying to figure out how to distribute assets. It's challenging because they don't have a skilled event team like we have for the Fair. They do need help but go in a good way, if you are thinking about going, I can talk to you about what their needs are.

Kirk: I'm very much in support of this. We have different pots of money, the change line item is used for political change and activism. Donating this additional amount will still leave us about \$4,000. The donations we did earlier came out of the Board of Directors donations. The Jill Heiman Vision Fund is another source; we do a lot locally. The fossil fuel issue is one of the reasons I support this, but I really enjoy watching the tribes come together around an issue and how that makes them stronger. I think it makes us stronger too.

LT: Let me start by quoting something that was said in Berkeley 52 years ago.

"There's a time when the operation of the machine becomes so odious, makes you so sick at heart, that you can't take part! You can't even passively take part! And you've got to put your bodies upon the gears and upon the wheels ... upon the levers, upon all the apparatus, and you've got to make it stop!" (Mario Savio) There are people putting their bodies on the gears, making it stop, we owe it to them to care about this world we live in, that is our local community. This planet that we live in and on and with and because of, is reason enough. There's the land that we, most of our ancestors, came here and took, and we're still taking it. Like Diane said, it's not just the Dakotas, it's happening in the Amazon, all over Canada, everywhere that the machine is facing people of the Earth. It's time to recognize and remember that we live on the Earth, we live because of the Earth.

Casey: We are local. Water and gas and oil don't adhere to imaginary lines. All of this is connected, there is no distance so far on this Earth that total destruction of the environment is not going to affect all of us. Our total income last year, and this year, is in the 2.2 million range, \$7,500 is like 2 percent of one year. The Siletz and Calapooia are well represented at Standing Rock right now. We talked about going there, we want to be part of this, to find a way to be effective and actually support the cause. There's a protest in Seattle in support of Standing Rock, there are all kinds of ways to support it locally. We still live in the freest country on Earth with the most rights. It is our responsibility to take a stand and not be on the sidelines, giving \$7,500 is the least we can do.

Jon: I appreciate Charlie's perspective and it would be my intent, if we don't use the balance of the change line item, to make a donation to something like Egan warming centers. I can see increasing our local donations with what we have left but I want to wait until December and see where our budget lies.

Chewie: My intention is for it to be \$15,000 from Oregon with donations from the other organizations I've talked to. When I was on the conference call with the tribal

council, it was very interesting to hear their perspective of what they need. This has been going on for 14½ months; four months ago people suddenly started paying attention. There are about 500 people on the ground. We have an opportunity to do something important in support. Casey, Indigo and I had a long discussion about going. They don't need people for one or two days, that's a drain on the assets, they need people for six or 10 months. We can do our part to reach out and change the world for what we want it to be, for ourselves, for our children, for our children's children. We have an opportunity to give an asset that we can give to the world. This is so incredibly important, to save our environment and help them out. I wish I could vote on it. I respect what you are saying Charlie, I'm glad Jon brought it up; we will give more money locally. The environment is local, it's important to us, important to them, important to everybody on the planet.

Indigo: I'm not sure if we need a friendly amendment to the motion, I'd like to see that a letter of support for Standing Rock is drafted to go with our check if this motion passes. I think a letter like that would need to be approved and signed by the Board president.

Justin: This is my first year, this is the most inspirational Board meeting so far in terms of the sentiment. I came here with hesitancy, I treasure our treasure. I was surprised by everyone's willingness to up-bid one another last month, that's only exceeded by the \$7,500 this month. One of my biggest concerns is that I, too, had heard that a lot of money is flowing in (to Standing Rock) without the organization to manage it effectively toward the cause. I'm truly moved by the Board today, it's been educational for me and it's great to hear that others have reached out to make sure our money is going where it's intended. I'm glad you said letter of support, to make sure they understand this money comes with our hearts and blessings surrounding it. I came with trepidation about how much we were going to give tonight, I feel much better about supporting it.

Jon: I don't think we need to put in the motion the letter of support. I assume that when you send a check for \$7,500, you put something in there with it. I have every confidence in our staff and Jack to put something appropriate together to go with the check.

Sue: I have friends in Dublin, Ireland; they've been marching and gathering money to send to Standing Rock because when they faced the potato famine, the Choctaw tribe sent \$250 to them, which saved people's lives. The Irish have never forgotten.

Jack: The thing about giving money, is that it's putting a spot light on it. Right now my biggest concern is to keep them out of harm's way. Historically indigenous people haven't fared well. The more money that's sent brings attention. I really, really hope they stay safe because they are doing it for us.

LT: I would appreciate being allowed the opportunity to participate in the drafting of the letter.

Motion passed: 10-0; plus an enthusiastic thumbs-up from Chewie.

Lucy moved, Justin seconded, effective today the Oregon Country Fair Board of Directors accept Tom Gannon's resignation and separation agreement as the Fair's General Manager, and to approve and authorize Jack Makarchek to sign the agreement.

Joseph: I'm very, very sad to hear this, thank you to Tom for his service.

Jen-Lin: We wish Tom the best and for his family.

Ron: Can someone explain what happened?

Martha and Chewie: It's nothing personal, it's a personnel matter.

Jon: First I want to thank Tom for his service to the Fair. I particularly appreciated his receptiveness to diverse viewpoints, as well as his refreshing accessibility to me as a Board member. I had hoped and I firmly believe that we could have found a path forward with Tom to avoid his resignation. Until we, as a Board, address the underlying systemic issues that contributed to us getting to where we are now, we will not only condemn ourselves to repeating the mistakes of the past, but we will also engender a lack of confidence in us by the Fair family. While we as a Board can accept Tom's resignation and approve this severance agreement, we also need to accept our responsibility for leading the Fair here and commit ourselves to doing better. Finally, I wish Tom the best in his future endeavors and want to remind him that he continues to be part of the Fair family.

Diane: I want to thank Tom for his service over the last year. I've enjoyed him and really appreciated his help on increasing our diversity at the Fair.

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

President's Peace

Jack: I want to thank Tom and I want to thank all the volunteers, we really need your help.