

**Oregon Country Fair Board of Directors Meeting
September 8, 2008, 7pm, in the Hub Yurt on the OCF site**

Present: Diane Albino, Danya Ariel, Katie Cousins, Paxton Hoag, Lara Howe, Jack Makarchek, Deane Morrow, Joseph Newton (alt), Carl Taylor, Lawrence Taylor, Bear Wilner-Nugent.

Not: Palmer Parker (alt).

Announcements

norma sax gave us the sad news that Anne Henry (former Board member, crafter and Peach Pit coordinator) passed away last week. Her service is at 1 pm on September 12 at the First Congregational Church in Eugene.

Jack announced that we now own the Mauldins property.

Joseph recalled our \$1000 donation for the long house project at LCC; the walls are going up.

Andy reminded us that the Eugene Celebration Parade is September 13. We are entry #90 and will gather at 9:30 am at 11th Avenue between High and Mill. Come join in the parade.

Steve announced a Path Planning Committee meeting at noon on September 14 in the Hub Yurt.

Bear announced a joint meeting of the Financial Planning and Budget committees at 6:30 pm on September 24 at the Springfield Creamery. Space is limited so call ahead to the fair office if you plan to attend.

Paxton has helped organize a Vision Quest workshop to review past accomplishments and where we go from here which will include discussion of a Vision Action committee and membership. The meeting is from 1-3 pm on October 19 on site at Alice's.

Approval of Minutes

Lara moved and Katie seconded to approve the minutes of the August 4, 2008 Board of Directors Meeting.

The motion passed: 9 in favor, 0 opposed. (Lawrence abstained)

Member Input

Lara thanked Steve for his words last month about some of our wrist-banded members' inability to pack out what they pack in and their lack of reverence for the land which we love. Her recycling work can be depressing at times due to the quantities of material and the apparent lack of commitment on the part of our family members. The solution extends to all of us to help educate new and remind some old Fair Family members about our responsibility to clean up after ourselves and further to abide by all the agreements in the OCF Guidelines. We are all Recycling Crew, all Water Crew, all Fire Crew, and we are all Archeology Crew.

Lara made the observation that we have a huge operational issue that needs to be addressed. It is the structure, space and facility that the Kitchen Crew uses to feed our staff. There are many problems. Main Camp is overwhelmed at meal times by two lines, inadequate hand washing by the patrons, too many flies and not enough seating space which limits our ability to talk things over during our meals. We also have to move and store the equipment each year. The solution is to build an updated facility above the flood plain on one of our residential parcels of land. This could solve the

problems and provide a new gathering place for other site activities. This is the most agreed upon solution to this issue.

Etienne M. Smith (Main Camp Security) indicated that through some miscommunication her Board application candidate statement was missed for this year's election and she asked about her alternatives. Bear said that nominations can be made from the floor at the annual meeting.

Deane stated that as a Board member he will make a better effort to avoid premature movement of new business to old business because it can limit Fair Family discussion opportunities and comment.

Joseph gave his support to Lara's comments about the Main Camp issue stating that this is the most important long term initiative we have going at this time.

Paxton shared the news that two Fair Family members are running in the NBC program "Amazing Race". Arthur and Anita from Community Village care for the hives in the Dead Lot and are running as married bee-keepers. The program starts Sept 28th.

Jen-Lin invited, with Danya, everyone to come chop, chop, press, pour, drink and can at this year's cider party. This event is 10 am to 5 pm on October 19 at the outdoor kitchen at Alice's. Bring jars with an interrupted screw top lid if you want to can. The group would like to borrow a UV tube for preservation. Danya said to bring your own apples if you have them.

Staff and Officer Reports

General Manager: Leslie began by reading from her September report to the OCF Board and Officers. "This will be my final Board report as GM, so let me again tell you thank you, with all my heart, thank you, for the most incredible 17 years of memories, deep, invaluable lessons learned, and most of all the great gifts of your friendship, and the trust you placed in me and all we have worked so hard on together."

She remarked that this was an incredible month and included the best ever Culture Jam with 51 young people plus amazing staff and facilitators. Thanks to Charlie, Andy, Jeff and Steve for their incredible site staff support. Culture Jam has become an incredibly vital program of the Fair and will continue in the beautiful and capable hands of Robin who has helped develop this program from its beginning 7 years ago.

norma did her usual beautiful job again with the Teddy Bear Picnic. Leslie enjoyed all the hanging out, talking, stories and catching up and helped with commemorative items sales. Once again, the site staff has to be thanked for their hard work as well as all the volunteers who helped.

The purchase of the Mauldins property was closed. It is 70 acres and includes the headwaters of Indian Creek and some beaver habitat. The Land Use Management Planning Committee will be developing a site management plan and the property will soon be wrapped into the dreams and visions and operational plans of our site.

The evaluation meeting was coordinated by Charlie and Jen-Lin. Including our Feedback Coordinator in this process is a natural fit so the bodies of information that are vital to our planning can be better integrated.

Leslie said she has been spending a lot of time with one of our magnificent Treasurers (Hilary) as they transfer the financial management work of the Fair. "Hilary is taking on so much, as is our dear wonderful Grumpy" to care for and provide stewardship for our finances during the next few months.

Veneta showed its appreciation by giving Leslie a farewell party. Leslie thanked the people of Veneta and the Fair Family who came to the event. "It was an incredibly

meaningful time for me. The relationship between Veneta and the Fair is so vital and important, and also so much fun. Veneta really cares about the Fair and pays attention and wants to be a part of our dreams and plans."

Leslie outlined her timeline for her final weeks as General Manager which includes plans to attend the upcoming Financial Planning and Budget committee meetings later this month and next. She will also work with the Personnel Committee on exit interviews and staff evaluations in early October. And then "I look forward to becoming, very much, a volunteer at the Oregon Country Fair." (Leslie was honored with a standing ovation at this moment.)

Administrative Assistant: norma said the Teddy Bear Picnic was wonderful this year with great weather and a great turn-out estimated at about 500. Many thanks are in order including Wally at the potluck table, her staff cohorts Steve, Charlie, Andy and Jeff doing set up, Leslie with commemorative sales, Lara, Buffalo and Joseph cooking, Rebecca helping Wally and all the others who pitched in.

The Evaluation Meeting was wonderfully facilitated by Jen-Lin and had about 30 people who participated. A number of subjects were raised and discussed and the reports will be compiled and ready by the annual meeting. The topics include diversity, emergency plans and equity issues.

norma took a week off and thanked Robin for covering the office and also thanked both Robin and Patty who took care of processing orders for commemorative items that were sold out at the Fair. Items are still available and the holidays are approaching. Check the website for details and an order form.

The election is coming soon and the voter's pamphlet has been prepared by the Elections Committee. The pamphlet and candidate photos are on the websites and in the Fair Family News.

Site Manager: Steve noted that while July is a very busy month on site, August is as well with ongoing post-Fair clean-up, Culture Jam, the Teddy Bear picnic and the Labor Day weekend Beaver Open. Andy, Charlie, Jeff and David Hoffman were thanked for all their hard work. In addition to those thanked for their picnic help, Steve mentioned his appreciation for the Recycling Crew, the Water Crew and the Archaeology Crew who were in for the week-end and did their last operational pick-ups.

A project to put a steel roof over the slab at Alice's at the screened kitchen is coming for the off season. We still have a lot of work before the November floods and VegManECs will be helping with clean-up. We'll be cleaning up most weekends, and help would be greatly appreciated. There will be some larger work weekends for parts of the slab/roof project. Steve added one last note about clean-up, "whoever left a Honda Aero 80 motor scooter on site, please come and get it. Or give us the keys and we'll use it."

Reflecting on Leslie's last board meeting, "in 1991, I was on the other side of the table and had the opportunity to vote yes on Leslie's hiring. That was the first time I met Leslie, and the start of a working relationship that has been the most rewarding of my life, the start of a friendship that will continue. When I took on the Site Manager job 11 years ago, that was due to Leslie and against my career pattern. This is the longest I have ever been at one job and I've never been fired. It is usually my restless feet that send me on my way, but it's been the work relationship, the opportunity to engage in a cooperative management style that is built on trust and community building that's been a tremendous opportunity and will continue. Leslie, my thanks for all these years."

Assistant Manager: For Charlie, August is a month to shift from site work to town and office.

"It is sweet in August. Culture Jam has changed for me over the last 4 years and it is an amazing event with the kids and the staff. What happens there (the site staff and the kitchen volunteers have a privileged view of it all) are the wonderful feelings, the changes in young people's lives, the sharing of principles, the adventures, and having the power of the experience."

Charlie thanked norma, the hero of the picnic who has it all dialed in. Thanks to the dishwashers. It went fast with the extra help. And a big thanks to norma and Jen-Lin for the evaluation meeting.

"In tons of working relationships, there hasn't been anything like working with Leslie. I keep telling myself this isn't really her last Board meeting and I hang on to every last second. I know that emotionally there is going to be a big hole in this organization, but for me for sure. I'll never hesitate to pick up the phone and call you when in doubt about anything and I will also not hesitate to pick up the phone and tell you I love you and miss you and I'm starting to miss you already. Thank you so much for everything."

Office Assistant: Robin declared this Culture Jam as the best yet. Part of the reason is the way the staff had the big and little things ready and in place. Two new lead facilitators that are trained in the model and have done about 40 of these camps were just glowing in their feedback and about how we replicate this model so well. They were moved at how well the process worked. "Fifty youths walked off the site with their head held high and their hearts filled with positivity and hope for the future. The trajectories of their lives were changed to exactly what the OCF embodies, love and compassion. We should all be very proud."

Robin is back in the office, filing and wrapping up Culture Jam. Thanks to Danya who was in the kitchen for the whole week and to Diane was there again like every year and to all the food donators and the rest of community who help out.

Leslie: "Can I just add one thing. I really want to thank Jack for so many reasons, for his attention and intention and friendship, but he really showed it in a way that was just astonishing, and people need to understand this about this man. He was in a very serious car accident on his way out to Culture Jam open mike night, and literally before he was transported to the hospital he took the time to call me on the telephone and tell me why he wasn't going to make it to open mike night. This is the kind of commitment and friendship that this human being offers me and Culture Jam and this organization. I just want to thank him for that and acknowledge him for that right now." (applause)

Robin: "Thanks to Leslie for teaching me to take that leap of faith. It works out. I remember the kids and staff arriving, and we were all nervous and sitting around sharing a circle. Leslie was sitting with us, all giddy, and she said it was 'just the level of ordered chaos that I really like!' Leslie, it's been awesome working with you!"

Caretaker: Andyman chimed in to thank Leslie for all her years of service and wondered how she will be replaced but declared "that we'll keep on keepin' on with this thing and she'll always be a part of it."

Treasurers: Grumpy passed out some different ways of looking at our organization. A chart shows our actual revenue from 1993 to 2008. A back sheet shows actual revenue for 2008. The numbers for the various categories for 2008 are up and down but we had good attendance all three days and had good sales levels. "The bottom line is we did pretty well. All the expenses are not in yet but we can anticipate about \$100,000 in the black." Major upcoming expenses include the kitchen project, payments on the Mauldins property and increased staff costs. "We are doing really well financially. Leslie's tenure and leadership has kept us sound and growing. Her financial and negotiating skills have been invaluable."

Hilary says that the upcoming Financial Planning meeting is really important to help be ready for our personnel and policy changes and the Mauldins property payments (\$66,500 per year over 5 years). With the new acquisition our fixed assets have gone up to almost \$2 million, most of which is land, buildings and equipment. The handling of capital projects on the spreadsheets, taking money out of past reserves or out of current reserves, is being reviewed and will be discussed.

A lot of banking after the Fair requires getting the money spread out and set aside for things like the Mauldins purchase and paying all the bills. We need to consider doing a one-year budget cycle for a year as a way to align with the timing for the new executive to avoid having them wait for 1-1/2 years to be involved in a budget cycle. Our budget goes into great detail has a great amount of information about how we operate.

The tone from the top is vital to how we operate. Leslie's guidance over the years has been critical to our success. When Leslie arrived, the books were a hodgepodge and we had almost \$300,000 in one bank. Over the 16 years, working with her has been a joy, a challenge, fun, and just really amazing. "Thank you, thank you, thank you."

President: Jack said "It's been full, that's for sure. It's kind of funny, it's almost parallel and I don't usually say this but I've been on the Board for a pretty long time, and it's really full working with Leslie."

"Leslie is not a negotiator. She has a great depth and understanding of the opportunities that have been in front of us and that's the real skill, to recognize opportunity in any situation is how you come to good deals and recognize good deals. It's been extremely fulfilling to be able to be the proverbial fly in the corner and watch from an interesting perspective. I can't thank Leslie and everybody in this room enough. This is a very important part of my life."

"I've actually convinced most of the people with a lot of money in Eugene that this is actually a 'civic commitment' and they agree. I can think back to 1992 or 1993 about going to a function and how all the professionals there want to talk to me about nothing but the Oregon Country Fair and how to get their kids in. So thank you, thank everybody."

"After full, there will be a sense of emptiness. It will present itself at the next Board meeting for sure, and it will present itself at the Annual Meeting for sure, and it will present itself at all the 'first times' that Leslie will not be there for us. I have great trust in this organization that we will overcome that emptiness and continue and be profoundly thankful for all the service we have gotten from not only Leslie but from our employees and our volunteers who we are going to be relying on very heavily for the next year."

"With that, think positive, think very positive, about this absolutely perfect person who is going to come and is going to be able to help us. Thank you, thank you Leslie, very much."

Committee Reports

Elders Committee: Chris Brown read the committee report. The Elders Committee met at the OCF office on August 28. There were eleven people present and one person on line for the meeting.

The Transitional Jobs sub-committee gave a detailed report about possible transitional jobs that have been detailed and actually implemented to date. The need to expand on this list is evident and so additional work needs to be done. The sub-committee still is working on a presentation to be delivered to the Board.

The Camping sub-committee gave a report on this year's camp site activities. Several areas of difficulty were identified. The sub-committee will work on finding solutions before the next Fair. The sub-committee asked to expand the number of assistant camp hosts from two to four. The request was approved.

The Elders are looking at having a Spirit Walk on site on Halloween. The idea was well received by the committee. Details will be worked out at the Elder's Retreat on October 4-5.

The committee will start preparing a budget proposal for 2009 based on this year's expenses and next year's expectations. A first draft will be reviewed at the next Elder's meeting.

The next Elder's meeting will be held at 7pm on September 25 at the OCF office. The Events sub-committee will meet at 6pm and the Applications Review sub-committee will meet at 6:30pm.

Chris concluded by stating "there are 345 Elder's who say 'thanks Leslie' for a job well done."

Elections Committee: Cathy Coulson-Keegan (Crafter) reported that the Annual Meeting is at 6:30 pm on October 18 at the Knights of Pythias Hall at 420 West 12th Avenue in Eugene. September 18 is the last day to register as a member to vote as well as the last day to request an absentee ballot to ensure timely delivery. Ballots can be requested right up to the election but delivery cannot be guaranteed. The candidates are Anna Scott, Bryan Hummell, Dale DuVall, Diane Albino, Ellen Singer, Indigo Ronlov, Jack Makarchek, John "Chewie" Burgess, Jon Pincus, Jon Silvermoon, Jon Steinhart, Kehn "mambo" Gibson and Ray "Chez Ray" Sewell.

Old Business

Budget Issues

Katie moved and Lara seconded that the line item under the Board of Directors budget for personnel be increased from \$300 to \$5000.

Peach Gallery: Anna Scott (Energy Park) gave a thumbs up.

Board: Lara said the money is needed for advertising for the ED position. Joseph suggested we not neglect low cost methods of advertising.

The motion passed: 10 in favor and 0 opposed.

Bear moved and Joseph seconded to add \$2700 to the site manager's budget for rental storage.

Background: We have been using space over at Andyman's property for composting. Starting September 1 we are using one of the old chicken barns to store trucks that are not used during the winter. The composting fee is \$700 and the storage fee is \$2000 for the year.

Board: Bear said that this is for the 2008 budget. Joseph stated that we need this space and are already using it.

The motion passed: 10 in favor and 0 opposed.

Consider donation to Rhythm and Roots

Lara moved and Lawrence seconded that we donate \$500 from the Board donation budget to the Rhythm and Roots program called Rock the Future and the Off The Grid Music Festival.

Background: George Tollefson is a founding member and represents Rhythm and Roots. They produced the Off The Grid Music Festival to introduce their Rock the Future program. The Rock the Future program intention is to encourage social change through education using music and performance. The program helps teach young people about event production and equipment and helps connect performers with community groups.

Peach Gallery: Grumpy asked about their non-profit tax status. The organization has sent in the paperwork. Leslie said that there was some discussion recently about the OCF site hosting the Rock the Future event but had a conflict with Culture Jam. It sounded like a terrific program.

Board: Lara heard some of their advertising on KLCC and she pointed out their support for sustainability and education. Joseph asked for clarification about the non-profit status as it relates to our donation. Paxton reminded us that music and activists move the world.

The motion passed: 10 in favor, 0 opposed.

Consider donation to the Fern Ridge Community Action Network

Bear moved and Carl seconded that we donate \$1000 from the Board donation budget to the Fern Ridge Community Action Network for a Reader Board

Background: Craig, a member of the CAN, indicated that the group has about 18 active members from the local community. They have a \$5000 grant from the Ford Family Foundation but need matching funds. They have broken ground on a new digital reader board to replace the old manual board on Territorial Highway in Veneta. Their organization is a registered non-profit.

Peach Gallery: Charlie gave some history of the group. The CAN came out of the first Ford Family group in Veneta and when it formed had about six Fair Family representatives (including Charlie who is the current vice-chair). Charlie indicated that this will be an improvement for the community of Veneta and urged that we support it. Grumpy pointed out that support for this group is important but that a \$1000 has only been given on about two occasions and suggested a smaller amount.

Board: Bear points out that this is important for where we live and this is wise use of Board dollars. Joseph reminded that we agreed to revisit the request for the baseball field reader board and wondered if this is a better alternative. Veneta centers on Territorial so it is an important spot for a reader board and it is a community idea. Jack, reflecting on the recent party for Leslie, is reminded of our important ties with Veneta as the "home of the Oregon Country Fair". He doesn't find a reader board very appealing but will bow to the wishes of the community. Lawrence shares Jack's sentiments and supports the motion as a gesture toward good community organizing. Deane is in favor and appreciates Veneta's support for the Fair. Lara would prefer an art donation. Danya agrees that support for Veneta is appropriate and pointed out that our events will probably get some advertising on the reader board.

The motion passed: 10 in favor, 0 opposed.

Make a principal contribution the Bill Wooten Memorial Endowment

Bear moved and Paxton seconded we donate \$25000 of unallocated excess revenue from this year's Fair to the Bill Wooten Memorial Endowment with the funds deposited in an undesignated bank account.

Discussion: Bear inquired with the Treasurer's if there was any particular management fund, such as the Community Foundation, where the funds should be

directed. Hilary's response was that the funds should just go into a bank account rather than an investment account at this time. Bear directed that the motion reflect this.

The motion passed: 10 in favor, 0 opposed.

Appoint the Executive Director Hiring Committee

Katie moved and Bear seconded that the following people make up the Executive Director Hiring Committee: Marlene Monette, Anna Scott, Brad Lerch, Bob Hutchings, Sara Rich, Jen-Lin Hodgden, Palmer Parker, Susanna DeFazio, Phillip Guyette and Katie Cousins.

Background: The Personnel Committee has eight members: Marlene Monette, Anna Scott, Brad Lerch, Bob Hutchins, Sara Rich, Jen-Lin Hodgden, Palmer Parker and Katie Cousins.

Peach Gallery: Grumpy asked why the committee makeup is mostly the Personnel Committee. Katie explained that it is written in the Personnel Policy and Procedures Manual that a hiring committee be composed of the personnel committee plus a minimum of two people from the membership. The two members selected by the Personnel Committee are Susanna DeFazio (Crafter) and Philip Guyette (Site Crew).

Board: Bear offered a friendly amendment to add three names to the list: Lucy Kingsley (Inventory Crew), Steve Gorham and Hilary Anthony. Katie reminded that the Board and Officers would participate in second interviews allowing the two Treasurers to participate and in order to keep the numbers down suggested replacing Philip Guyette. Bear accepted that and clarified the motion.

Amended Motion: *"that the following people make up the Executive Director Hiring Committee: (the eight members of the Personnel Committee) plus Susanna DeFazio and Lucy Kingsley."* Bear stated that this amended motion was accepted with the notion that the Board Officers would take part in second round interviews along with the entire Board of Directors.

Jack offered a friendly amendment to add Jim Goettler (Solutions). Bear did not accept the friendly amendment.

Jack moved and Joseph seconded to amend the motion to add Jim Goettler to the list.

Discussion: Bear clarified that if this amendment is approved the committee would be made up of the PC committee plus Susanna DeFazio, Lucy Kingsley and Jim Goettler.

Peach Gallery: Grumpy questioned that Jim's participation may be hampered because he lives in Washington. Anna remarked that the distance question was discussed by the PC with mixed opinions.

Board: Joseph thinks that the commitment question is up to Jim. He spoke with him about this work and feels that he does offer qualifications. Deane wonders if we should change the number of Personnel Committee members who are on the hiring committee. Lawrence asked about Jim Goettler's Fair affiliation. The response was that he was on the Inventory Crew and works in Solutions. Jack questioned pre-judging a person's commitment and said that if a problem arises it can be addressed. Carl's experience is that Jim keeps his commitments. Diane thinks that the fact that a lot of people don't know him is in his favor because just a core group of people is a concern.

The amendment to the main motion passed 9 in favor, 1 opposed. (Bear)

Amended Motion: *"that the following people make up the Executive Director Hiring Committee: (the eight members of the Personnel Committee) plus Susanna DeFazio, Lucy Kingsley and Jim Goettler."*

Board: Paxton offered a friendly amendment to add Diane Albino. Bear accepted the amendment. Katie did not.

Paxton moved and Deane seconded to amend the motion to add Diane Albino to the list.

Board: Bear asked Diane if she wanted to be on the committee. She replied yes. Deane asked if we could make a change to reduce the number of Personnel Committee members on the Hiring Committee. Joseph thinks that it is important to recognize that there are group dynamic differences between the Personnel Committee and the Board and to get everyone's input. Lara thinks that second round interview with the Board will enable Diane's input but that the only hitch-in-the-giddy is if Diane is not re-elected to the Board next month. Jen-Lin offered that the Board or Officers could deliver questions for the interviews and that if the workload is large, as expected, having all the members of the Personnel Committee would benefit the Hiring Committee. Paxton thinks Diane provides a good balance to the other two Board members on the committee and she has the experience to do the job.

The amendment to the main motion passed 7 in favor, 3 opposed (Jack, Lara, Katie)

Amended Motion: *"that the following people make up the Executive Director Hiring Committee: (the eight members of the Personnel Committee) plus Susanna DeFazio, Lucy Kingsley, Jim Goettler and Diane Albino."*

Peach Gallery: Hilary encouraged the board to put Phillip Guyette back on because he works professionally in Human Resources. Hilary asked that we be told for certain that there will be interview time for the Board and Officers. Katie stated that ultimately it is up to the hiring committee. Jack said that sounds like the hiring committee's intention. Leslie commented that adding Phillip Guyette makes lucky number 13 and you probably want an uneven number on the committee.

Board: Joseph offered a friendly amendment to restore Phillip Guyette to the list. Bear and Katie accepted the friendly amendment.

Amended Motion: *"that the following people make up the Executive Director Hiring Committee: Marlene Monet, Anna Scott, Brad Lerch, Bob Hutchins, Sara Rich, Jen-Lin Hodgden, Paul Macarthur, Katie Cousins, Susanna DeFazio, Lucy Kingsley, Jim Goettler, Diane Albino and Phillip Guyette."*

Board: There was no further discussion. Bear called for a vote to approve the "coven of 13".

The motion passed 10 in favor, 0 opposed.

Revise the Executive Director Job Description

Katie moved and Paxton seconded that we make recommended changes to the Executive Director Job Description.

Background: The Executive Director job description was approved at the last Board meeting and was sent to Russell for his review. He recommended the following changes to the job description: 1) add the phrase ", and is an 'at-will' employee who serves at the pleasure of the Board of Directors." to the end of the first sentence of the first paragraph; 2) add ", Job Location and Working Conditions" to the end of the heading "Essential Job Functions" and combine the contents of these three sections; 3) change the text in the "Working Conditions" paragraph from "Primary working conditions are..." to "The ED must be able to work..." and 4) in the Note at the end change the word "negotiated" to "assigned".

Board: A general thumbs up.

The motion passed 10 in favor, 0 opposed.

Appoint a Transitional Executive Team

Bear moved and Lawrence seconded that the Board appoint a Transitional Executive Team consisting of the President of the Fair Jack Makarchek, Treasurer Hilary Anthony, and Assistant Manager Charlie Ruff to exercise the powers and duties of the General Manager and/or Executive Director beginning whenever the General Manager is absent and ending 1 month after the hire of the Executive Director.

Peach Gallery: Bear selected "1 month" to allow for some transitional time for getting started after the hire. Rewording along the lines of "ending on the start date" was suggested.

Board: Lara said establishing this team is essential to the process. Joseph noted that the people identified are the ones who already are involved in the work. Katie asked for clarification about the end date noting that a hire recommendation is planned for the December Board meeting so the end date would be January 1, 2009. Bear decided to rephrase the motion to make it clear that they are empowered during periods of the General Manager's absence, such as during time-off, and continuing until the full time start date of the new Executive Director. This will allow for relocation time. Once the ED is working full time the powers of this group will cease.

Amended Motion: *"that the Board appoint a Transitional Executive Team consisting of the President of the Fair Jack Makarchek, Treasurer Hilary Anthony, and Assistant Manager Charlie Ruff to exercise the powers and duties of the General Manager and/or Executive Director during periods of the General Manager's absence and continuing until the full time start date of the new Executive Director."*

The motion passed 10 in favor, 0 opposed.

Form a Goal One working group

Diane moved and Jack seconded that the Board create a working group consisting of Fair Family and community members who are knowledgeable and experienced in the area of cultural awareness and diversity training.

Background: "It has come to my attention that there have been some complaints and allegations about how our Fair treats people of color. In light of the Vision Quest Goal One of Diversity, it seems very timely to commence taking action now. We obviously know that we have diversity issues at the Fair or the Fair Family wouldn't have chosen diversity to be one of our goals. Our diversity goal speaks to actions we can take to increase the diversity of people participating in the Oregon Country Fair. Goal One doesn't speak enough about how we are going to treat our diverse neighbors once we get them to the Fair.

The charge of this group will be:

- to research the available data on successful diversity trainings for staff and volunteers who work in non-profit organizations, including information on training templates that have been used successfully in order to incorporate diversity and cultural awareness into all aspects of our organization, and to develop a list of trainers in this field,
- to develop a long-range plan to address the issues of racism, classism, and other forms of both real and perceived discrimination in our organization; this plan should include an educational and training program for Fair Family members, staff and volunteers.

- to develop a budget that will adequately fund the education and training program that will be developed. (One potential source of funds for this program could be the Change line item in the Board's budget; and other is possible grants)
- to include members of the OCF family who are not mainstream, in its research. (mainstream defined as white, western, middle class, heterosexual, able bodied, above the poverty level, etc.)

Suggested makeup for this group would include at a minimum 2 Board members, senior management, the Internal and External Security Coordinators, and members of the larger Fair community with knowledge and experience in all aspects of diversity."

Peach Gallery: Thumbs up. Leslie shared that there were two reports of racial profiling at this year's Fair. Only one person has been found and contacted and a very difficult letter of apology was written. As it happens, this person was brought to the Fair as a guest speaker in the Spoken Word program to speak about this very issue which is what he does for a living. He is willing to work with us along the lines of the proposal that is being put forward. Leslie stated that she is committed to work on this as a volunteer at the Fair and thanked Diane for the work on this proposal. Grumpy asked for clarification about the last bulleted item. It is to make sure all people are represented as part of the group and process. Hilary said that this was discussed at the Vision Quest meeting yesterday and felt that this will help make some of our goals alive and fully fleshed out. Norma thanked Diane for preparing the proposal.

Board: Joseph said we hear these reports through the years and that prejudice does come in; we need a really big conversation and we need to work on this because it is so close to the Fair's values. Deane thinks that these strange circumstances are a signal to us that we need to do some work and he wonders if the organization is better as a group or a crew or a committee. Bear asked if we should make appointments soon. If this passes we could be making appointments on the October agenda.

The motion passed 10 in favor, 0 opposed.

Make a resolution of thanks for the Vision Quest projects

Paxton moved and Bear seconded to submit a Resolution of Thanks to all those who submitted Vision Quest projects as part of the last year of the Vision Quest Task Force.

Background: Paxton's written summary: It turned out that we were really ahead of ourselves. The projects were originally requested to test the timeline and process that was concurrently being developed by the Vision Quest Task Force. We should have developed the process more before trying to implement it.

Vision Quest quickly fell behind schedule in reviewing the projects. Most of the proposals needed to be sent to Board committees and /or the budget process, needing more work than expected.

As we struggled with these proposals we realized the Vision Quest Goals needed much more work and consensus. That became the number one priority of the Board and the remaining Task Force members.

Vision Quest is now transitioning to a new process that will continue to build on the Vision Quest framework developed by the Vision Quest task force. Visioning Projects will be included in the new process.

We encourage the project proponents to continue to support and develop their proposals.

Here is a summary of the 8 project proposals submitted as part of the original Vision Quest Project process and their current disposition.

The "Still Living Room" proposal for an elder space was an excellent example of a project, very well developed with a complete application and budget. The first iteration had a food component that would have needed review by the Food Committee. It also would need to go to the Budget Committee. The space requirements sent it to Path Planning, which since it was newly reorganized, was unable to deal with it this year. It is currently being discussed at the Path Planning level. I am sure elders will work on refining the project.

Another well thought out proposal is the Showers Proposal, developed by the staff that runs Hospitality showers, to build a fair family type of showers to replace the rentals. This was sent to the Capital Projects budget process.

The big troll is really another Capital Project request. This proposal should be reviewed by LUMP and Path Planning as part of the process.

Bower Loop is really a path plan and was referred to Path Planning.

The Spoken Work Presentations project could be developed as part of the Spoken Word. Try to get it included in Spoken Word Budget.

Survey Expansion is being sent to the Board and Budget Committee for further work.

Get Green Now! The move to all solar electrics including vehicles, while the least developed proposal, now seem more visionary, and is being sent to the Peach Power Committee.

The Children's GIS Mapping Website proposal was not really developed and needs more work.

There will probably not be a Vision Quest project process this year. However we will take the lessons learned to develop a new Visioning process incorporating the newly adopted Vision Quest Goals.

Again the Board wishes to thank all who participated in the Vision Quest project process and encourage them to continue to support their proposals.

Peach Gallery: Thank you Paxton.

The motion passed 10 in favor, 0 opposed. (Joseph voted for Lara)

The meeting was adjourned at 9:30pm. The next Board meeting will be held on October 6th at 7pm in the EWEB meeting room. The tentative agenda items are Path Planning Committee appointment (Deane), Personnel Policy and Procedures Manual changes (Katie), Ancient Ways donation request (Lara), Groundwaters donation request (Joseph), Multi-cultural Storytelling Festival donation request (Joseph), A Family for Every Child donation request, Campaign to End Field Burning donation request, establish a Survey Executive Committee (Paxton), establish a Vision Action Committee (Paxton), Operations Manager Job Description (Lara), Goal One: Diversity working group appointments (Diane).

It was announced that Revenue Projections, which could include discussion of possible increases in prices for tickets, passes and other revenue items, will be on the November agenda.

Feel free to contact me (Bill) at billyboy@hotmail.com if you have questions or comments about these minutes. This year's Fair was described with song titles by the Evaluation Meeting participants: The Times They Are A-Changin'; Oo-bla-di Oo-bla-da; Light My Fire; A Long & Winding (dusty)Road; Lucy In the Sky With Diamonds; All You Need Is Love; Norwegian Wood; Sweet Surrender; Help; Imagine; Joy to the World; I Get By With a Little Help From My Friends; Yesterday; Goin' to the Country; Quadrophenia; A Pause for Creation; and Inconvenient Truth.

