

**Oregon Country Fair Board of Directors Meeting  
November 3, 2008, 7pm, at the EWEB meeting room**

**Present:** Diane Albino, Danya Ariel, Katie Cousins, Paxton Hoag, Lara Howe, Jack Makarchek, Deane Morrow, Joseph Newton (alternate for LT), Palmer Parker (alternate for Carl), Bear Wilner-Nugent (facilitated)

**Not:** Carl Taylor, Lawrence "LT" Taylor

**Announcements**

Paxton announced that the newly formed Survey Committee is looking for members. The committee will manage the survey work that is conducted at the Fair and people with data collection and analysis experience are needed.

**Approval of Minutes**

***Joseph moved and Deane seconded that the minutes of the October 6, 2008 meeting of the Oregon Country Fair Board of Directors be approved.***

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

**Member Input**

Lara thanked the membership for the honor of serving on the board and for all she gained and learned from the experience.

Jen-lin Hodgden (community village) reported that 25 people, 7 of them kids, attended a very successful Apple Cider Pressing. About 50 gallons were pressed. She thanked the staff, administration, Jeff, Charlie and Steve for making it all possible. Jen-lin made cookies for the meeting. They were passed around along with a donation envelope to raise funds for a Culture Jam scholarship.

Joseph thanked each and every person who ran for the board in this year's election. Their participation made the process dynamic and provided the Fair Family with some great choices.

**Staff and Officer Reports**

**Assistant Manager:** Charlie has been very involved in the budget process. The budget committee reviews will start next week. He mentioned that the Elmira Country Fair Classic was held with about 600 athletes from 25 schools competing in cross country races on the site.

**Administrative Assistant:** norma thanked Lara, Palmer, Carl and Bear for their incredible service on the BOD. She congratulated the new Board members and thanked the Elections Committee for a great job with the highest integrity. The Jill Heiman Vision Fund checks were sent out to Food for Lane County, Yachats Community Clinic, Shelter Care, Catholic Community Services and Florence Food Share. She thanked the Fair Family for their generous contributions. The 2009 Endowment Committee process for the next year starts next week. A great Vision Quest meeting was held on the 19th at the Hub and lots of people want to keep the ball rolling. 2008 shirts and posters will be on sale at the Holiday Market on December 6-7 this year. Guideline change forms were sent to coordinators in preparation for upcoming BOD consideration.

**Site Manager:** Steve passed out copies of the West Lane news report on the Country Fair Classic. The Elmira High School cross-country team started holding its invitational meet on the Fair site in 2001. This is a great activity that showcases our site for area schools and neighbors, many of whom have not attended an OCF event and are intrigued by what they see at the site. Steve shared the sad news that Perry Mauldin passed away. Perry was our neighbor to the west and did the haying on the parking lots for many years, working into his 80's. He was a great friend, supporter and neighbor and will be missed. A major cleanup and deconstruction work party was held the weekend of the annual meeting and things are in shape for the winter. Steve thanked Mark Pankratz and the other members of the construction crew for their help. The Highway Pick-Up was held the next week-end and the volunteer group was small. This is a high visibility activity that benefits the local community and could really use some extra help. The VegeManEc Crew had a big work party Nov 2nd to put in erosion control, straw bales and sandbags, to get ready for the rains and it was just in time. Thanks to David Hoffman (community village), Andyman, Jeff and Charlie for all the ongoing site work. In terms of cleanup, a new unwelcome

problem has been discovered. Graffiti tagging showed up this year and it causes significant trouble and expense to remove.

**Treasurers:** Hilary reported that the Budget Meetings start next week and will continue through this and next month in order to prepare next year's budget. This will be a one year budget and we will go back to a two-year cycle next year.

**President:** Jack thanked the departing board members for their service. He also thanked the Executive Director Hiring Committee for their work thus far and the staff for their great efforts during this transition. There have not been any significant issues for the transition team. Things are smooth but we do have important work ahead of us.

### **Committee Reports**

**Elders Committee:** Chris Browne (Elder) told about the Spirit Walk held by the Elders on Halloween night. The participants, about 15, went through the labyrinth and the "eight" after dark and the event was both moving and fun.

Chris submitted the following committee report. The Elders committee met at the OCF office on October 23<sup>rd</sup>. There were twelve people present.

Three applications for Elders status were reviewed and accepted. Two were newly received and one was from the held over apps from last month. There are still five apps that are waiting for addition information and will be presented once the info has been received and verified. This now puts the total number of approved Elders at 360.

The Committee reviewed the original Vision Quest proposal that was submitted to VQ last year and have prepared an updated revision of this proposal to better reflect the present times. This updated proposal along with the original proposal will be submitted to Path Planning for their input at their next regular meeting.

The Committee reviewed the final draft of their 2009 budget and approved what was presented. This draft was sent to the Inventory Coordinators to include in their package to go to the Budget Committee.

There will be a review of all the appointed committee members over the next two months to determine how involved they are in the Elders activities. This is done each year so that any member no longer active can be asked to step aside to allow someone new to join the committee.

The Transition Jobs sub-committee submitted a report on their activities in establishing a list of jobs that would fall under that title. There is still work to be done to prepare a report to submit to the board. The sub-committee will draft a proposal addressing this issue to be submitted to the Committee before the end of the year.

The next regularly scheduled Elders meeting will be held at the OCF office on November 20<sup>th</sup> at 7 PM. The applications sub-committee will meet at 6:30 PM to review Elders applications received to date.

**Path Planning Committee:** Chris Browne submitted the following committee report. The Committee met at noon on October 19<sup>th</sup>, 2008 at the Yurt. There were twenty six people in attendance, including five guests and the Site Manager. The minutes from last month's meeting were reviewed and approved

A letter to Path Planning was received from a Crafter expressing concerns about decreased traffic along the lower Strawberry Lane area commonly called Lost Lane by the crafters who set up shop there. Several ideas on ways to improve the traffic flow thru that area were presented and will be explored more thoroughly in the next several months. The crafters affected will be kept informed and any comments and ideas they have will be welcomed.

The Committee opened discussion on a Proposed Yearly Work Plan. Detailed development steps were included from November 2008 thru May of 2009. This includes several workshops in addition to the regular monthly meetings in order to help accomplish future goals and projects.

Discussion began concerning what projects to introduce, in addition to the Board mandate, for the 2009 Fair. This includes what we need to do to improve the quality of the existing fair site and also what we want to do to further advance the fair site.

The discussions were held to preliminary thoughts on these ideas due to giving over part of the meeting time so the members could attend the Vision Action Meeting. These subjects will be picked up

again in more detail at the next regularly scheduled Path Planning meeting on November 16<sup>th</sup>, 2008 at noon in the Yurt.

**Election Committee:** Merrill Levine (wristbands) reported for the Election Committee. 799 absentee ballots were sent out, costing about \$1 each, and 433 were returned. An additional 105 ballots were collected at the meeting for a total of 538 cast ballots. On behalf of the Election Committee she thanked the thirty members who volunteered to help with the counting: Lucy Kingsley (inventory), Kathleen O'Connor (white Bird), Robin Smith-Lonergan, Andy Strickland (caretaker), Dominic DeFazio (crafter), David Hoffman (community village), Cathy Coulson-Keegan (crafter), Bill Wright (crafter), Sally Friedman (food booth), Neil Friedman (food booth), norma sax (office administrator), Dick Stewart (recycling), Steve Gorham (BUM), Candace Reed (traffic), Peggy Fitzgerald, Chris Browne (elder), Roger Lesiak (booth), Jan McMeen, Susanna DeFazio (crafter), Sarahvick Parkison (pre post), John Roberts, John Flanery (community village), Jen-lin Hodgden (community village), Katie Cousins (internal security), Bonnie Watson Clarke, Bob Clarke (neighbors), Robert Gillespie (registration), Kay Kintzley (elder), Carol DeFazio (food booth) and Hilary Anthony (Chela Mela coordinator). Heidi Doscher (membership secretary) was also thanked for her election committee leadership.

The final vote tally: Anna Scott (energy park)-306, Bryon Hummell (external security)-147, Dale DuVall (external security)-67, Diane Albino (community village)-336, Ellen Singer (information)-198, Indigo Ronlov (tee shirts)-232, Jack Makarchek (construction)-326, John "Chewie" Burgess (VegeManEC)-285, Jon Pincus (elder)-181, Jon Silvermoon (community village)-204, Jon Steinhart (security)-85, Kehn "mambo" Gibson (security)-198, Ray "Chez Ray" Sewell (food booth)-180.

The newly elected members of the Board of Directors are Anna Scott, Diane Albino, Indigo Ronlov, Jack Makarchek, Chewie Burgess and Jon Silvermoon (alternate).

#### **Old Business**

##### ***Ratify the election of new members to the Board of Directors***

***Palmer moved and Lara seconded to ratify the Board of Directors election results.***

**Board:** Deane congratulated and thanked the new members. Lara thanked all the candidates for their effort and challenged them to stay involved and to try again. Joseph indicated that he will miss the departing members and welcomes the new members. Bear expressed his gratitude for having had the privilege of eight years of board membership.

The motion passed: 10 in favor, 0 opposed

##### ***Seating of the new Board of Directors***

The new members assembled. Bear, now as a volunteer, continued to facilitate the meeting.

**Present:** Diane Albino, Danya Ariel, Chewie Burgess, Katie Cousins, Paxton Hoag, Jack Makarchek, Deane Morrow, Joseph Newton (alternate for LT), Indigo Ronlov, Anna Scott, Jon Silvermoon (alternate).

**Not:** LT

##### ***Appoint officers***

***Katie moved and Paxton seconded to appoint Jack Makarchek as president, Hilary Anthony and Steve Gorham as co-treasurers, Bill Ganser as recording secretary and Heidi Doscher as membership secretary of the OCF.***

The motion passed: 10 in favor, 0 opposed

##### ***Consider donation to Skipping Stones***

***Diane moved and Joseph seconded to donate \$500 to Skipping Stones***

**Background:** Arun Narayan Toke shared some copies of the latest issue. They have been publishing for 20 years and just received a national award for a children's publication. They are planning a 20th year celebration on December 6th. They have been promoting global warming solutions and multicultural conflict reduction. The money will be used for annual subscriptions to 20 Lane County schools.

**Peach Gallery:** Palmer asked that this be continued from last year. Steve (site manager) shared that his grandnieces and grandnephews read and enjoy the magazine.

The motion passed: 10 in favor, 0 opposed

##### ***Consider donation for the Whiteaker Thanksgiving Dinner***

***Jack moved and Joseph seconded to donate \$1000 to the Whiteaker Free Community Thanksgiving Dinner***

**Background:** Beverly Farfan said the money will be used for sleeping bags and socks and that the need is great this year.

**Peach Gallery:** norma feels that this is one of the amazing things that happens in our community each year.

**Board:** Joseph reminded us that this is an important moment for many in our community as the winter approaches. Chewie has participated in the past and believes that this is an essential local event and fully deserves our support. Danya asked about our budget and available funds. Grumpy indicated that after this donation the available donation budget will be down to \$300. Jack appreciates that giving out socks is still a part of the activity since it started as a "sock amendment" during a donation request discussion some years ago.

The motion passed: 10 in favor, 0 opposed

***Budget Issues***

***Jack moved and Joseph seconded that two signatures be required of named check signers Hilary Anthony (co-treasurer), Jack Makarchek (president), Charles Ruff (assistant manager) and norma sax (administrative assistant) on accounts at Albina Community Bank (money market), Key Bank checking ('549), Key Bank kitchen ('907), Key Bank payroll ('240), Key Bank savings ('185), OCCU savings, OUR '08 endowment, Pacific Continental ('173), Pacific Continental qm ('661), Siuslaw Bank ('0139), Siuslaw Bank Veneta ('2355), Summit Bank (money market), West Coast Bank, ShoreBank ('56214) and ShoreBank ('2666) and that Steve Wisnovsky (site manager) also be authorized as a signer on the Pacific Continental qm account.***

The motion passed: 10 in favor, 0 opposed

***Paxton moved and Jack seconded to approve the revenue projections of the Financial Planning Committee of \$1,457,500 incorporating the assumptions in the model used by the committee.***

**Background:** Grumpy provided information about the changes used in the model. The 3-day ticket price would be raised from \$45 to \$48 and individual days price raised by \$1 or by \$2 on day-of sale. These numbers are without fees and the Tickets West agreement has expired and must be renewed. The other raise is a parking fee increase from \$5 to \$7 (advance) or \$8. Booth fees would not be changed and RV fees were not considered.

**Peach Gallery:** Mark (construction) was concerned about raising ticket prices before knowing the new fee level. Bear indicated that the revenue projection is an estimate and is needed for planning purposes before all the expenses are known. Brad Lerch (FFN) wondered if the price increase is a good idea considering the economy. Bryon Hummell wondered where the extra funds would be used. Marlene Monette (Alice's) remarked that even with the price increase, by comparison, the event is very affordable. Hilary said that most of our expenses are pretty well understood and a few are less certain so setting the revenue first is not risky. mambo said that the structure is important for starting and tracking. Grumpy assured that all these thoughts were considered at the committee meetings and that adjustments are possible. The event is inexpensive compared to others but we must remain vigilant with respect to our finances to avoid the trouble that other events have encountered.

**Board:** Chewie wondered about our expectations for our expenses. Hilary replied that they are expected to be higher just as they are every year. Since the balance is close, do we need to increase the revenue projection? Hilary is confident that this increase will be sufficient and keep up with our costs. Indigo is concerned about getting our expenses under better control and how to value engineer our costs and figure out how to improve the value and quality of our work. Joseph feels that while this looks like a lot of money, we still have to scale back some of our projects every year so this projection is much like past years and the process seems to be working so this should be approved. Jack recalled a past cycle with back-to-back crew budget cuts and remarked that having more funds available results in just more and that these economic times may require a more conservative approach to spending. Jon asked how the revenues relate to attendance projections. Hilary said the expectation was 13000 Fri, 15000 Sat and 13000 Sun with the usual ratios for advance sales. Jon said that the parking increase may help discourage parking and was that considered in the calculation. Grumpy replied that was not considered specifically and that the increased revenue was an estimate. Jon noted that the revenue has been high relative to the actual budget in recent years. Grumpy replied that while we are generally liberal in our

outlook we tend to be conservative in our budgeting. Recently our attendance has been up and our expenses are often under due to the care of the coordinators. Hilary said that some years have shown that we cannot rely on the higher attendance numbers. Paxton feels that this is a conservative budget and thinks that it will work. Jack wanted to make the point that his earlier remarks about cuts in expenses were toward the purpose of reducing our footprint as opposed to boosting our revenue.

The motion passed: 10 in favor, 0 opposed

### ***Consider donation to Multi-cultural Storytelling***

***Joseph moved and Deane seconded that we donate \$500 to the Multi-cultural Storytelling Festival.***

**Background:** Robert Rubenstein said that the Festival is in its 19th year. Nationally known storytellers representing many ethnic cultures are brought to our schools to do performances, followed by a community concert at the Very Little Theater which co-sponsors the Festival. The project is under the auspices of the Lane Arts Council who keeps the books. Over 120,000 kids have heard stories by over 50 storytellers during these Festivals.

**Peach Gallery:** A question about the budget availability was directed to Grumpy. Another member offered the comment about personally witnessing the positive results of the Festival. Grumpy noted that the budget will be over drawn by \$200 with this motion. Brad thinks that this is a good donation and the budget issue can be resolved later.

**Board:** Joseph noted that during earlier donation discussions for larger amounts that remarks were made about dealing with the probable budget shortages later and now we are at that point. Katie stated that money could be moved from the Change budget line item to the Donation budget line item. Jack thinks that moving the money now would be more transparent. As a friendly amendment, moving \$200 from the Change line to the Donations line was accepted by Joseph and Deane.

The motion passed: 10 in favor, 0 opposed

### ***Establish a Vision Action Committee***

***Paxton moved and Joseph seconded to form a Vision Action Committee to guide the Oregon Country Fair toward our 50th anniversary. This committee will facilitate the annual review of the Oregon Country Fair Goals adopted by the Board of Directors. It will also track and assist in the implementation of these goals and will coordinate, facilitate and recruit help as needed. It will report progress semi-annually to the Board of Directors.***

**Background:** As one of the last steps the Vision Quest Task Force held a VQ workshop to encourage implementation of the goals and to recruit members for this new committee. The workshop reviewed the goals, the expected process for the committee and encouraged fair family to get involved with either the new Vision Action Committee and/or projects supporting the Goals of the Oregon Country Fair.

**Peach Gallery:** Brad suggested that a deadline for committee membership applications be added.

**Board:** Paxton said that an announcement is going out to past participants about the committee formation. Anna would like to know more about the committee membership size, about a statement of goals, about working methods with staff, about tracking processes for projects, about an application deadline and about more frequent reporting than just twice a year. Jack recalled a "long-term planning committee" that became unwieldy and ineffective in the past and was disbanded and mentioned that he hoped this committee will be functional to avoid marginalizing the VQ work. Chewie supports the idea but has some questions about who and how many and that the motion may be too vague at this point and if that is possible. Paxton agrees. Regarding membership, this committee is meant to be a facilitator to help projects move along within existing processes. This committee is a response to the need for a way to monitor and report on progress toward the VQ goals. Because the VQ is in a transition, some of the intent is still being developed. With regard to making the motion more fleshed out, there has been some difficulty with that in the past with requests to make proposals simpler. Joseph feels that this motion is clear enough to go forward and keep our past work moving ahead. Jack's understanding is that this seems to be a step in the replacement of the Vision Quest committee which was well and carefully structured. Chewie remains concerned about the vagueness but agrees that it needs to happen. Katie is likewise confused and has questions about the authority and budget impact of the committee.

Anna moved to table the motion.

**Board:** Anna said she moved to table to give more time to work on the proposal. Joseph accepted the idea to table the motion because there is no immediate deadline. Paxton agreed there was time to work on this motion. Jack thinks that this is important and that our work could be very worthwhile and that it should move forward.

The motion to table passed: 7 in favor, 3 opposed (Jack, Paxton, Deane)

### **Consider changes to the Personnel Policy Procedures Manual**

**Katie moved and Anna seconded to make changes to the Personnel Policy and Procedures Manual:**

1. **Section III, Part B, 1st paragraph, 1st sentence -- delete "General Manager", insert "Executive Director"**
2. **Section III, part B, third paragraph, lines two and four -- delete "General Manager or Site Manager", insert " Executive Director "**
3. **Section IV, part A, line two -- delete "General Manager", insert " Executive Director "**
4. **Section IV, part C, sub-part 3, line 1 -- delete "a"**
5. **Section IV, Part C, sub-part 3 -- after "consist of the PC", insert "the Executive Director for all positions other than Executive Director"**
6. **Section IV, part C, subsection 5, 2<sup>nd</sup> paragraph, last sentence -- delete "BOD in executive session at least one week before action is taken on the hiring by the BOD", insert "hiring authority as specified below:"**
7. **Section IV, Part C, sub-part 5: -- insert 3rd paragraph at end "For all Regular and Contract positions other than Executive Director: Once the candidates have been ranked, the Hiring committee will make its recommendations to the Executive Director in executive session. The Executive Director will make the final hiring decision."**
8. **Section IV, Part C, sub-part 5, 4th paragraph -- insert to start paragraph "Executive Director hiring:"**
9. **Section IV, part C, subsection 6, last line -- delete "BOD"**
10. **Section IV, part F, first paragraph, line five -- delete "BOD", insert "position's hiring authority".**
11. **Section IV, part F -- insert second paragraph (per Russell) -- "The probationary period is a trial period for employment. Successful completion of the probationary period does not alter the 'at-will' nature of the employment relationship, which may always be terminated at any time by either party, with or without cause."**
12. **Section IV, part F -- insert paragraph at end stating "The Executive Director cannot hire or fire employees during the Executive Director's probationary period."**
13. **Section IV, part G, line two -- insert "and Executive Director" after the word "BOD".**
14. **Section IV, part G -- omit lines three through five "The PC will respond to the parties involved in a timely manner. The PC may provide employees with oral and/or written warnings of performance deficiencies without prior authorization by the BOD."**
15. **Section V, part C -- insert "For the Executive Director position:" before first paragraph.**
16. **Section V, part C, paragraph one, line two -- delete "each", insert "the".**
17. **Section V, part C, paragraph one, line six -- delete "employee", insert "Executive Director".**
18. **Section V, part C -- delete paragraphs two, three and four.**
19. **Section V, part C, last paragraph -- insert "For all other paid employees: The Executive Director will develop and administer appropriate evaluations conforming to the Policy and Objectives for evaluations as specified above. Feedback from these evaluations will be provided to the BOD."**
20. **Section V, part C -- delete last paragraph**
21. **Section V, part D -- delete entire section**
22. **Section VI, part A, following the Step Tables -- insert Executive Director and range 4-1 to 5-7, delete General Manager and range 3-1 to 4-7.**
23. **Section VI, part A, following the Step Tables and list of job titles and associated ranges -- add paragraph "Any changes to the Step Increase Table will be discussed with the Budget Committee for feasibility before presentation to the Board."**

24. **Section VI, part D, line six -- delete "General Manager or Site Manager", insert "Executive Director"**
25. **Section VI, part H, first paragraph, after "contributions" -- add "except as required by law"**
26. **Section VII, part B, lines one and three -- delete "General Manager", insert "Executive Director"**
27. **Section VII, part C, first paragraph, line 1 -- omit "fired", insert "terminated"**
28. **Section VII, part C, first paragraph, line 2 -- omit ", the General Manager or the Site Manager", insert "or the Executive Director"**
29. **Section VII, part C, second paragraph, line 1 -- omit first sentence, insert "Non-contract employees may be terminated by the Executive Director following consultation with the BOD and PC in executive session."**
30. **Section VII, part C, second paragraph, line -- Insert "(s)" after "supervisor", omit "and/or PC", insert ", the BOD, and PC"**
31. **Section VII, part C, second paragraph, last sentence -- omit "PC", insert "Executive Director"**
32. **Section VII, part C, second paragraph, last sentence -- omit "BOD's"**
33. **Section VII, part C -- insert paragraph 3 "The Executive Director may be terminated by BOD action."**
34. **Employee Acknowledgement section, first line -- insert after Manual "and all updates through the date of this acknowledgement"**

**Peach Gallery:** Palmer said that color copies were too expensive and that Russell's notes are only comments and not changes. Brad indicated that this is a year's work by the committee and it ratifies many past decisions and will enable the current hiring process to go forward smoothly. Brad acknowledged the reality of last month's discussion on this matter and implored the BOD to pass the motion. Marlene agreed with Brad's statements and feels that this document will protect the needs of the organization, especially in light of the hiring and firing piece. She feels that the reality of the present circumstance is not workable and exposes some personal liability. She feels that some faith is necessary in our process and that this will lead us forward. Lara agrees with both Brad and Marlene and recalled the comments from last month about rushing this process. Bear supports this change to the manual and remarked that the OCF is unique in its structure as compared to other similar organizations of this size and that we need to make this change.

**Board:** Danya offered a friendly amendment to increase the probationary period for the Executive Director position to nine months or as specified by the BOD. Katie accepted the amendment. Anna accepted also. Item 35 is added to the list.

35. **Section IV, part F, add second paragraph -- "The probationary period for the Executive Director's position is nine months in length or as specified by the BOD."**

**Board:** Deane objected to having the hiring and firing power in one place. Paxton would like time to discuss this at the retreat. He feels that this is a major change in the balance of power between the Personnel Committee and the BOD that has worked well for the last 20 years. Adopting this PPPM brings a major shift in power and seriously alters the organization. Because of this Paxton said he will vote against this motion. Joseph stated that he agreed with the Executive Director job description due to the time constraints of the process and that he does not want to see this major change to our human relations away from an currently excellent process. He stated that he would like to see 9 of the changes removed to preserve our current hiring and firing paradigm. Anna said that this PPPM revision supports the organization by allowing the BOD to focus on the performance of the ED in achieving the BOD directions and it allows the staff to focus on doing their job while giving them a better and more reliable method for feedback since evaluations will be more timely and thoughtful. Katie feels that it is time to make this change due to the growth of the staff and the maturation of the organization. Katie stated that the staff will remain protected from abusive authority since the hiring and firing authority is restricted during the probationary period and the probationary period was extended in the friendly amendment. Jon would like to see more about the relationship plans for the Operations Manager and Executive Director since they could be co-equal positions. Chewie feels uncertain based on some of these comments but will vote for this motion because this has been worked on in depth by careful people. Additional changes

are always possible at a later date. Jack says that he has thought about this many times and that the arguments against seem to be from apprehension and we need to go forward. Danya agrees with Jon's comments but changes for the Operations Manager could be made later and that it is important to pass this now. Indigo says that we will choose a candidate that the BOD comes to trust during the hiring and probationary period and who has the credentials that are needed.

**Joseph moved and Deane seconded to amend the motion on the floor by deleting items 7, 9, 10, 12, 17, 18, 19, 29 & 32.**

**Peach Gallery:** Lara sees that the staff is not worried so why are others. Palmer sees that amendment will remove the things that will make the PPPM differ from the job description and noted that there has been time to discuss this subject since last month's meeting that has not been utilized with the Personnel Committee. Palmer reiterated that the PC members are long time Fair Family and have the best interests of the Fair at heart and the PC has tried to craft a document that meets the wishes of the BOD. Palmer reminded the BOD that this is not a discussion about an Operations Manager position. Grumpy asked that this amendment be withdrawn and that a vote be taken on the main motion. If the main motion does not pass then amendments can be discussed. Brad feels that the amendment should not be passed because PPPM will still not align with past decisions and policies. Brad spoke further about the problems with the past structure and methods and how he sees the need for this change. Sara urged that the motion be approved without the amendment because so much care and work by many people has gone into these changes. Jen-lin reminded the BOD about their failures to do proper evaluations in the past.

**Board:** Deane wanted all to know that he means no disrespect but that he is simply voting his conscience about this matter. Chewie thinks that gutting the PPPM changes is not the right thing to do because the result is a completely ineffective result. Chewie called the question on the amendment.

The amendment failed: 2 in favor, 8 opposed (Diane, Danya, Chewie, Katie, Paxton, Jack, Indigo, Anna)

**Board:** Diane remarked that she supports the motion. Indigo said that she thinks that all the members have their minds made up so she called the question.

The motion passed: 8 in favor, 2 opposed (Paxton, Deane)

#### ***A Hiring Committee update report***

Sara Rich said that the Hiring Committee has been working tirelessly and they are a solid group. They met and have sorted out the Executive Director applications into the people they wish to interview and the people who will be thanked but rejected. The process is moving and interview preparations are being made.

The meeting was adjourned. The next Board meeting will be held on December 1st at 7pm in the EWEB meeting room. New business: Bylaws changes; PPPM changes; ED hire; Goal One Diversity; Eugene Education Fund donation; Strings of Compassion donation; Security Proposal; Holiday bonuses; Donations budget increase; Consider membership in Community Center for Performing Arts (WOW Hall); Vision Action Committee

*-- 8am, the third morning at Woodstock, in front of a half-million people, Grace Slick woke the crowd. Her voice rang loud and clear, "Morning people.....believe me, yeah.....It's a new dawn!" and later from "Volunteers", the lyrics "One generation got old. One generation got soul...."*