

**Oregon Country Fair Board of Directors' Meeting
September 14, 2009; 7pm at the Fire Pit at Alice's**

All Board members present: Diane Albino, Danya Ariel, John "Chewie" Burgess (co-facilitator), Katie Cousins, Paxton Hoag, Jack Makarchek, Deane Morrow, Joseph Newton (alternate), Indigo Ronlov (co-facilitator), Jon Silvermoon (alternate), Anna Scott, Lawrence "LT" Taylor

Agenda Review

Old Business: The ED organizational capacity study was dropped (Joseph).

New Business: Charge \$5/year for a Fair Family News subscription; Tariro Donation Request (Danya); Elders Helper Pass Motions (Deane); Vision Action Committee appointment –Andrew Knight (Paxton); Food Committee appointment – Kathee Levine (Joseph); November Board meeting date (LT); Policy on recording cultural resource sites (Jon); Policy on disturbance of cultural resource sites (Jon); ED contract (Jack); Podcast Board meetings after review (Paxton); Direct the LUMP committee and Site Manager to identify potential new campgrounds and neighborhoods for future growth (Paxton); Endowment disbursement supplement from the Rainy Day Fund to meet the five year average giving level (Joseph)

LT moved, Anna seconded, to move the November Board meeting date business item from new to old business. The motion passed 10-0.

Announcements

A meeting, Visioning Eugene as a City of Peace, will be held on November 14th, 1-5pm, at the United Methodist Church, 14th and Olive. (Joseph)

The second annual potluck and twilight Spirit Walk will be held on site on October 3rd. (Kay)

Fair Family members Dominic DeFazio, a crafter and booth rep, and Wally Slocum, the master of the picnic, passed away recently. There will be a potluck and celebration of life for Wally at the WOW Hall on Oct 11. (norma)

Plans for an educational series on composting humanure, animal husbandry, gardening, agriculture, energy savings, entertainment and relationships are underway. Contact annascott@peak.org (Anna)

The Society for Native Oregon Beers (SNOBs) will hold the 4th Annual Fresh Hop Festival at the parking lot between Bradford's and the Library in Eugene on October 17th from noon to 10pm. (Chewie)

The blackberries are abundant in the Dead Lot right now. (Jen-Lin)

A movie about the International Council of 13 Indigenous Grandmothers called "For the Next Seven Generations" will be shown at Unity Church on October 16 as a benefit for the grandmothers. (Sue)

Approval of minutes-

Joseph moved to approve the minutes of the August 3rd meeting of the Board of Directors. It was pointed out the copy of the minutes in the packet was incomplete. The motion was tabled for the next meeting.

Member input

Paxton said a study about enhancing the entry to the Fair was completed by Geni Middleton, a Landscape Architect student, for her graduate project. He said the study has a 5 to 15 year perspective, is a wonderful visionary concept and can be viewed on YouTube by searching "Oregon Country Fair Entry". The two URL's are: "youtube.com/watch?v=HY_cbzwPpAs" and "youtube.com/watch?v=BIU9R2WDrDU&feature=related"

Chris Browne (elder) complimented the Fire Crew, noting this year's work on extinguisher training, and the emergency water drums for fire use only on the upper loop. Steve indicated the Site Crew was responsible for placing the emergency water barrels in the info booths. Info Crew was also part of the enhanced fire preparedness effort.

Jen-Lin (feedback) said the Open Space Evaluation Meeting was held last month with about 40 participants and a lot of discussion. She thanked all who attended and put out a general question asking if the meeting should be held on a different day than the day after the picnic in order to increase participation.

Brad said he felt that recent on-line discussion by an elected Board member (Deane) regarding the Fair staff was totally inappropriate.

Cathy spoke to compliment the Fire Crew, saying they are going in the right direction. They checked almost 100% of the booths and had extra water available. She said more evacuation plans and information for crafters could also help, along with "more water, more water, but not on Sunday, not from heaven."

Deane commented on membership input from Sandra Bauer asking if we can do better with Flood Response. He also said, as a Board member, he answers to the Fair Family and is not answerable to the Fair staff. He said his allegiance lies with the Fair Family and the staff is not his first priority.

Peggy Fitzgerald said after 30 years as a charter member, a booth rep, and as an Elder, she thinks it is the duty of the Fair to set an example to the outside community of the "fair" way to treat each other. She feels the Elders should be shown honor and respect and not treated as irrelevant or ignored. She said there are two diametrically opposed views regarding Elders. First, the old folks should step aside and make room for the youngsters to come take over. Second, the elders started the fair, bought the land, gave all the time and gave all the energy through the past 40 years so why should they get out of the way. She said the Board passed a motion but we need to fix the subordinate motions with fairness and equity. The crews get 75% SO's and that would be a fair figure for the Elders in order to allow a crew member to bring a companion after becoming an Elder. She finished by saying the members we lost this past month underscores the fact that our Elder numbers are self limiting.

Staff Reports

Executive Director: Marcus said he e-mailed his long report to the Board and would like to talk about where we are in general. He said when he was hired, he was asked to come aboard to help create a new path for the Fair, to do

things not done before and to modify the ship a bit. Some of that means reaching back into the past to correct certain things, some requires investing time into the present, and some requires preparing for things in the future. He said, for instance, some work has been needed to correct the retirement benefit situation, to examine all our insurance policies, to work on the grievance process, to conduct a financial audit- all examples of reaching back into the past to tie up loose ends and making sure we have a solid steady ship. Marcus said he has been working on a public relations audit, drafted a Request For Proposal (RFP) for a new website, worked on a capacity review, had an economic impact study completed, and conducted an exit poll- all examples of present activities. To plan for the future, he said work is underway so we can be successful in building the community center, to prepare for launching a planned giving campaign, for investing in youth leadership programming, for carrying out the charges given to the Vision Action Committee, and in starting a new effort about the future of Fair Family Food. Marcus said from his ED perspective, he has a very broad picture and timeline and feels our ship is almost ready to sail. Marcus asked if there were any questions about the details.

Anna asked who on the Board is currently involved with the efforts on GMO practices, on the Fair Family food initiative and on the loss prevention audit, saying she would like to understand more about the commitment of Board members to organizational capacity and about working together. Marcus said the insurance audit was an activity that came on suddenly from our carrier and he asked Doug Green to help and act as an escort; the pre-Fair GMO activity involved the entire Board through the use of reports and included Board member direction that he work with the Food Committee and the Food Committee's suggestion that he ask the Board for guidance; and the future of Fair Family Food is only at a discussion level right now without specific activities, only ideas and conversations and rising awareness. Marcus said he thinks a written Board report is a better way to get the details out to the Board in a fashion that is more effective than a simple discussion or verbal report.

Paxton said he appreciates this question and comment period and likes all the detail that shows up in the report. Paxton noted we have a lot of photographic skills among Fair volunteer staff and he questioned the decision to use someone other than our long time volunteers. He said there has even been some discussion among the photographers about a photography crew but he is not advocating that right now. He said he spoke with Chris, the photographer brought into the Fair, and while he appreciates his work feels we already have these skills. Paxton also asked if the website RFP will be published in the Fair Family News and expressed a concern about making sure there is a focus on local preference.

Deane suggested the ED report be made available to the rest of the folks and to look closer at using Fair Family skills when possible. We are built on volunteers and have many skills available. He also asked when the insurance auditor was here and suggested it was not Sunday. Marcus confirmed the audit was not Sunday.

Joseph inquired if the website RFP will address the local talent available and will specify independent web-ware creation here rather than by vendors.

Chewie said he appreciates the detailed report and noted the photographer Chris Barr had some unique talents but also some unique issues.

Jon said he would still appreciate a formal report on the pre-Fair archaeology incident.

Marcus said the website RFP will be going to about 40 companies and about 3 dozen of them are locals companies. It will be posted on Craig's list for Eugene and on our website and will be sent far and wide to Fair Family. Paxton suggested putting an announcement in this month's Fair Family News.

Marcus' report:

Operations & Administration: Volunteer Hours Survey: *Still on hold.*

Exit Poll Survey: *An e-mail message has been drafted and is in the final stages of being edited for distribution to approximately 4,700 Fairgoers who purchased their tickets electronically. This message will ask our guests to complete the Survey Monkey Exit Poll, provide a link to join our My Space and Face Book sites, and a link to our Google Business Map posting so our guests may write reviews of their experience at the Fair.*

In addition to collecting information useful for operational needs, this should boost our on-line and social media presence. In future years, a similar follow-up e-mail will be sent in the days immediately following the Fair, which will ensure the best response rate. In this way, we will have consistent feedback mechanism to inform our operations.

GMO Free Fair: *I will be working with the Food Committee to draft language of a resolution (policy) eliminating GMO food from all Fair functions by 2011, offering 2010 as a transition year. This will give the Food Committee the teeth needed to enforce this goal, time to develop a reasonable monitoring mechanism with food booth feedback and time to transition appropriately.*

Of all places on the planet, we should not be offering poison as food to Fair Family or our guests.

Future of Fair Family Food (4-F) Initiatives - *Since the July 12th forum at Kesey Stage about the Future of Fair Family Food, there has been much back and forth e-mail chatter about the Fair being more heavily involved with food system issues. I am strongly in favor of this concept and am particularly interested in exploring the following four ideas:*

1. Facilitating a comprehensive review/assessment of what Permaculture investments we can make to our 395 acres to grow native food,

2. Partnering with Oregon Tilth organic education center to integrate educational activities into existing Fair programs,

3. Increasing production levels at our existing garden at Alice's for use at Culture Jam, Main Camp and offering surplus to local soup kitchen and food banks,

4. Initiating the formation of a Virtual Community Supported Agriculture (CSA) Program. This Virtual CSA will network together large private gardening and smaller Ag operations to pool and distribute the food to members of this co-

operative. Integrated into this program should be re- investments in agricultural education for growers young and old.

As an end note to these ideas, the construction of a large industrial kitchen as part of our community center will allow us additional opportunities to can, dry and otherwise store food for later use and/or distribution around the community.

Website RFP: Last February we approved a capital project for developing an Request For Proposal (RFP) to build a new website. After careful consideration of how a new website could better support our public relations, internal communication and operational needs, we have finally completed the specification of the RFP.

The new site will have a Press Room offering media-ready content (facts, images, etc.) to facilitate a stronger public relations presence and connect us with various social media networks. It will offer two on-line merchant systems; one for internal processing of such things as booth fees, vehicle passes, wristbands, etc, and one for external commemorative sales items. The site will be secured with a multi-tiered password protected system for other features such as Bulletin Board discussions, a virtual office, and event calendar.

Toward this end, I have developed an 11-page Request for Proposal listing all the specifications, criteria and expectations for anyone we hire to build this website for us. The anticipated time line for this is as follows:

9/14 – 10/9- Collect completed RFP's (deadline 10/9).

10/9 – 10/16- Evaluate RFP Submissions.

10/19 – 10/23- Interview final candidates.

10/30 – Final selection likely.

Early November- Work on contract expected to begin.

I will be asking the Board to approve a special budget item of \$15,000 to build this site. The RFP is built in a 'cafeteria-style' manner with will allow us the flexibility and control to pick-and-choose which major components we decide to build and in what order.

Youth Programming: Over the past 5 months I have been leading a discussion about the Fair's involvement in year-round, city-wide youth development activities. This discussion has been taking place in our Youth Program Group, having representation from the City of Eugene Recreation Services at Peterson Barn, Bethel School District, Centro Latino Americano, LCC, Lane County Youth Services, Looking Glass, a former United Way staffer, and Culture Jam. We are actively expanding representation to include more youth service around the city.

We are assessing the feasibility of serving as a convener/platform for a multi-agency collaboration to fill gaps in youth programming and services. This will be done in large part by revisiting and updating The Mayor's Task Force; Comprehensive After-School Activities for Youth "A New Beginning" May 22, 2000. It was a very thorough study, and merits reviving. The City of Eugene has recently sent us a much more complete version of the Mayors Task Force report which will aid our effort to reconnect previous stakeholders in this study. Next we will develop an implementation plan for updating the study.

The type of programs I envision us sponsoring would be arts-based, leadership-oriented programs designed to explore relevant issues, inspire creativity and discover the voice of youth in our community. Leslie created a miraculously successful program in Culture Jam, which I feel could help guide/inform us as we move forward to create other youth programs.

I have been trying to identify a core group of youth willing to lead a "What's Missing" campaign to find out what youth "collectively" around the city would like to see in any program that would get funded. The goal would be to collect input from at least 2,000 youth.

Insurance Loss Prevention Audit: *We received a glowing report back from Dave Chamberlain, who does loss prevention audits from our insurance underwriter, from Berkley Specialty. He wrote in his report, "As a result of my loss control assessment, I found management's controls for facility management, event day operations, event security, fire protection, fire prevention, medical service and life safety to be well organized, structured and of high standards."*

Literally, the only improvement that Chamberlain would like us to make would be to create better visual affects for steps and changes in grades on paths. So, for instance, we would paint a portion of each step so people could see them better. Congratulations to all of those who made our event a success.

Photography PR Shoot List: *By September 10th Chris Barr is scheduled to provide us with an on-line archive of all photos taken during his time at the event along with some kind of narrative about his experience. He and I will be revisiting the written agreement that we drafted prior to his volunteer service at the Fair and then going over the photos to classify their uses accordingly. I will be checking to see if he has sent everyone the .jpg files he agreed and double check that we are in possession of all the Releases that we should be in possession of.*

After these items are worked through, Chris and I will be discussing whether or not it makes sense for him to return to the Fair next year. I continue to collect feedback from people about their experience working with Chris and their thoughts about the value of his service. If it is decided that he should return next year, then he and I will work out a more refined plan around collecting images and revise the Shoot List criteria I originally provided to him and others.

GOTV Fair Family: *As time closes in on the Annual Meeting I have initiated conversations with Heidi about ways to encourage registered voters to vote. I offered to draft an e-mail message for those voters who offered addresses, and to personally call those who did not. Some volunteers to do this may come from the GOTV team that registered the 1,600 additional voters this year.*

In future years, I hope to institutionalize GOTV activities as official responsibilities of the Elections Committee with the realization that more resources and good planning are key to success in this area. This will, of course be a process to work toward incrementally each year.

Personnel: Capacity Review: *Later this month I intend to re-initiate the process of conducting a capacity review of our administrative operation. Soon, I will crack open the file of information I have already compiled and begin to draft a summary and recommendations.*

Monitoring Days Off: I have notified Linda Kerr that I will be sending her end-of-month summaries of employee Personal Days. In the past, employees would send Linda their notices of their days off and cc Leslie. I have instead requested all employees notify me directly of both their Personal Days as well as changes in their regular work schedule. Linda will then get one concise compilation of Personal Days used each month.

Mileage Reimbursement: I have begun taking a closer look at our PPP Manual and have noticed that the policy around Mileage reimbursement is not being followed. The current statement reads, "Employees will be reimbursed at the current IRS-approved rate for vehicle use while conducting OCF business."

After dialog with members of the Personnel Committee, staff and Hilary I am recommending that the PPP be amended by action of the board to reconcile the discord between the manual and what actually happens. I recommend that the board pass a resolution replacing the above statement with, "Employees will be reimbursed at the Agreed Upon Rate, as determined during each year's Budget Committee process."

Grievance Process Status: This month I reviewed all the information, comments, feedback I have collected concerning Grievance Process, including an interview I conducted with Cynthia Fraser, former Grievance Administrator, last April 8th, 2009. I have concluded that the basic tenants of the Grievance Process document itself are primarily sound. Some minor attention to the document is needed such as reformatting (not editing) for better clarity on the process flow, and a few amendments to the policy which I will draft and as recommendations. The major problem has been providing adequate support, resources and direction to the administration of the process, not core policy issues. Below is a chronology of actions I anticipate taking:

September '09 Draft a cover letter to the Grievance Application document to provide more information on process.

September '09 Reformat the Grievance Application with minor edits to make it clearer.

September '09 Reformat (not edit) the Grievance Process document so it is easier to follow

October '09 Recommend a series of amendments to the Grievance Process document to insulate us from legal issues and to smooth the administration of the process.

October '09 Recommend to the board volunteers of the Grievance Process do not attain status as a Crew, but are instead eligible to receive trade passes to the Fair.

November '09 Appoint Grievance Administrator; provide orientation of process policy.

November '09 Begin recruiting the needed volunteers to create a pool of qualified mediators and arbitrators as required by the policy document.

Financial, Budgets, Fund Raising; Financial Audit: Met with Jones and Roth September 2nd to go through a first round of edits and have already received back a revision with edits made. We are currently examining the document for any additional editing needs and anticipate a "Management Letter"

from the Jones and Roth which will be a review and recommendation of our internal financial controls.

Status of Investments: The CD at the Oregon Community Credit Union will matured on September 8th and will be temporarily moved into a Money Market Account. Our three other CD's with Shore Bank, Shore Bank Pacific and West Coast will mature in early February 2010. At that time, a consolidation of these CD's will occur and they will be placed into accounts of 250K or less. It should be noted that FDIC protection for accounts of up to 250K has been extended to 2013.

Planned Giving Campaign: Marshall Landman Memorial Planned Giving Program is listed as an action item under Vision Quest Goal 8: Clarify It's Priorities and Systems for Community Outreach and Philanthropy. I will be assembling a small ad hoc group to help draft a recommendation to create the fund mentioned above. It will include representation from one of our existing philanthropy committees, budget committee and the Board.

Public Relations, Media and Marketing: PR Audit: Later this month I anticipate re-starting the process of completing our internal PR Audit and integrating its finding into a broader PR strategy for the Fair. Over 2/3 of those I've requested to meet with me have done so.

Economic Impact Study: Front page West Lane New article on September 3rd, "Country Fair Pumps Millions into Local Economy" We will be getting much more press about the Economic Impact Study, as I plan to organizing a couple (Eugene and Veneta) public presentations of the findings and have the supervising Professor from the UO present.

Contracts: Lease Agreement, Andy Strickland: Andy and I are currently in negotiations on our future lease agreement for the Storage Shed and the Compost Barn.

Site Manager: Steve said at the August Board meeting he mentioned the state of the Fair site in terms of stuff left behind, cleanup issues in camps and booths, as the worst he had seen. He said it seems the word got out and the response has been very gratifying. Almost every weekend folks were coming out and cleaning up booths and cleaning up camps. It's good because the paths are now closed off to vehicles and path restoration is under way- breaking up adobe, adding soil amendments, grass seeding and irrigating. Steve said some paths are already up and green and major stretches were completed this last weekend- West 13th from White Bird to Odyssey, Strawberry Lane from Youth Stage to the river- and when germination happens they'll be coming up green as well. He said we've got more work to do on Left Bank and a major rebuild on South Park road and on the Far Side pathway from the ball field to the bridge; grass needs to be growing as soon as possible because by November we need to be flood ready. Clean up and path work have been the focus. Steve said there was a highway pickup out on 126 and it produced the most bags ever seen since pick-ups were started in 1991. Steve thank-you to the VegManEC's who have been helping on site and for the grass seed donations from Jason Kelley and his family and from Willow Coberly and Harry Stalford of American Grass Seed Producers. On Labor Day weekend Steve said another successful Beaver Open was held and

Jeff would love you tell about it. They got rained on as well. They are an association of hacky sackers, folks who first got involved back in the 60's, this is their 29th annual gathering and their 7th or 8th year on site. Dennis and Becca Ross (flying flipper foot bag booth) are a long time members as well as Jeff Johnson, our groundskeeper. Steve announced the weekend of Oct 17 & 18, the Fair site will be open to camping to facilitate out of towners who come for the annual meeting. Facilities, showers and port-a-potties will be available. Steve said there will be work parties to finish the cleanup of Main Camp so if you are on a crew or enjoyed a meal in Main Camp, now is the time to help clean it up. The push is to get everything in the flood plain ready by November. In two weeks time, come out and walk the paths. It will be different than the Sunday experience.

Administrative Assistant: norma said her major event in August was the picnic and it was very special and very poignant in many ways. She felt Wally was there in spirit if not in body so that was very different. Susanna and Carol DeFazio, Dominic's wife and sister, were there and they said they felt like Dominic wanted them to be there even though it had only been a week. The injured and abandoned juvenile hawk that was rescued by Jeff and the Cascade Raptor Center was released and was a wonderful thing to see happen. norma said the hawk is happy in hawkville now and Dom and Wally and the hawk are flying together. norma said thanks to Charlie, Steve, Andy and Jeff for the site preparations, to Marcus for all his chores that day, to Hilary and Todd for the potluck tables, to Buffalo and Joseph for grilling, to Jen-Lin, Rebecca Gandy, Marc and Dick Stewart for selling shirts and posters (over \$1000), and to Bob Fennesy for the entertainment booking. norma said a special thanks to her wonderful husband Dick Stewart for his support and help from the beginning to the end. The Evaluation Meeting had 47 sign-up participants; Jen-Lin did a fabulous job of facilitating; and the session notes are being compiled for distribution on the website and for the annual meeting. The elections committee delivered the candidate statements and they will be on the dot-net site soon, with photos. She said there is a new proposal for a \$5 subscription fee for the printed copy of the Fair Family News due to recent changes in costs and new handling regulations from the post office. It's been free for 17 years and the Board will need to decide. norma thanked Hilary for her help with the financial stuff, hundreds of checks and deposits, and thanked Robin for keeping the office going during her vacation the first week in September. She finished by saying she feels insulted by the implication that she is not Fair Family.

Officer Reports

Treasurers: Hilary said all coordinators need to get receipts in by the end of September so a financial report draft can be ready for the annual meeting that projects through the end of the year. The record filing is almost done and summary sheets are in. Leslie McCann is coming in to help with that work. She said it's been a joy working with norma as she takes over a lot of the work that Leslie Scott used to do. Hilary said we are moving into the budget season and on the 20th there will be a joint Financial Planning - Budget Committee meeting

where the members look at the big picture, work on revenue projections and set the schedule for the budget season. Most of the budget meetings are in the fall and there will be a two-year budget cycle this year so the committee is counting on the coordinators to do a good turn around. Grumpy added that Leslie McCann is an accountant who is on the Budget Committee and volunteers in the Yurt during the Fair.

Anna asked about project funding to develop a humanure project and about the ratio of vault toilets versus portables. Hilary suggested she check with the Operations Manager.

President: Jack said he is enjoying this space for the meeting - the fire pit at Alice's. He said seeing the fire being small and the lights being bright, somehow explains this a little bit. He said he is grateful to be out here, feels good, and noted another Fair is behind us and that is not a small thing. Jack thanked Marcus for the multiple use of the "I" word, said it is good to hear him talk to us, and that he hopes to hear from him the rest of the night.

Committee Reports

Elders Committee- Chris Browne reported: *On August 19th, the Elder's sub committee for Elder's passes, met with members of Budget and Management to begin discussions on ways to correct the problems that occurred at this year's fair. This first meeting allowed the definition of the problems to be clarified and everyone present to express their concerns and suggest possible solutions. The minutes of this meeting were presented to the Elders full committee for review. This group plans to meet again on September 23rd, to continue this process.*

The regular Committee met at the OCF town office on August 27th with nine committee members and twelve guests in attendance. Included among the guests were two board members, the Executive Director and the Operations Manager.

The minutes from the sub committee meeting were read and reviewed by everyone present. The O.M. stated his opinion and concerns about the process that has been undertaken. Everyone agrees that there is a major problem that needs to be corrected, but after some long and intense discussion, no mutually agreed upon solutions were arrived at except to agree to the sub committee's request to continue to work with budget and management on this problem.

The members of the committee did decide to recommend that a board member bring this issue before the Board of Directors in September in the form of a specific motion which would put this before the entire fair family. A consensus vote was taken with six yes, one no and two abstaining.

An Elder's retreat is scheduled for the 3rd and 4th of October at Alice's. This retreat will focus on reviewing all the projects that the Elders were responsible for this year and what direction we want to take for the next fair. The subject of the pass problems will also be on the agenda.

A Council of Elder's meeting will be held with the time set for 1:30 pm on Sunday after the retreat summary is concluded. The agenda and pertinent information will be posted on the Wonderful OCF Elders web page.

A Spirit Walk will be held under the full moon on Saturday, October 3rd after the retreat dinner. The next regular Elders meeting will be held at the town office on September 24th, at 7 pm.

LUMP Committee- Anna said this will be a LUMPY report. The OCF was awarded an appreciation of sustaining support by the Long Tom Watershed Council. She said this is really wonderful recognition and passed around the certificate. Anna asked why this is so important and explained some of the people on the Long Tom Watershed council steering committee- herself, Gary Knowlen (LUMP)- have a long term commitment to this watershed council. The Fair was one of the key voices who stood up and said "yea, we want to have something called a watershed council" and this was an incredible daunting idea for the community, for the agricultural people and the landowner people. She said from the map going around, you can see it's not small, it's BIG, and as she listened to these people giving these awards, she realized we took a little hippie seed and rolled it out there and the community did not know what to think. The community wondered if this was going to make things really difficult and the consensus now is this is really helping us! Some of the seeds we put out on behalf of our organization do go further. Anna challenged all the Board members to go out there and get involved with tangential organizations because what you do for this land is what carries forward.

Jill Heiman Vision Fund- norma said the Fund had a more successful year that anticipated. The Fund collected \$5625.77 in cash donations and \$4013 in food voucher donations and, with the Fair match, had enough to grant all the organizations that had been selected: The Long Tom Watershed - \$6437, The School Garden Project - \$6000, Nearby Nature - \$5000, Meals on Wheels - \$3937, and Cascadia Wildlands - \$5000.

Elections Committee, Bill reported the committee met on Friday, Sept 4 at the OCF office to make plans for the 2009 Board of Directors election. Heidi called the meeting and Barb, Bill, Merrill and Jen-Lin attended. Heidi informed us that there are 12 candidates who have submitted statements for this election. Heidi said the membership records are up to date and include the 1600 new memberships the GOTV crew gathered during the 2009 Fair. The committee reviewed the content of the *election notice* for this year in preparation for its mailing and reviewed the content of the *absentee mailing* (candidate pamphlet, candidate and initiative ballot, Jill Heiman fund choice ballot, secrecy envelope and mailing envelope). The following schedule was set: Election notice mailing- Sept 8; Return date for absentee ballot requests-Sept 17; Absentee ballot stuffing party-Sept 19; Follow-up absentee ballots will be mailed as required or arranged; Annual meeting and Election-Oct 17. Jen-Lin is assembling the exemplar absentee mailer for weight and postage. Merrill has agreed to stamp the mailing envelopes ahead of the mailing party. Heidi is preparing the pamphlet and Barb will proof-read. John Flannery will produce the Jill Heiman ballot.

Community Center Committee Indigo reported the committee met on August 11 from 6 - 8 pm and 8 members were present. The agenda items were re-clarification of wish list groups and time line goals development. Meetings

were set for the fourth Tuesday of the month except December and the three committee work groups will meet separately. The first half of the meeting was spent getting everyone back on the same page. The committee plans to take the last ten or so years of thought and development for the community center into account and Hilary has the action to look into the Vision Quest notes. Feedback will be acquired in the three wish list areas of Community, Fair Family, and Revenue Generation. Fundraising options of outreach to foundations and support from Fair Family were discussed and the idea of naming bricks or making plaques to identify supporters was discussed. The committee workgroups were identified- Community Outreach: Chewie, Susi, Lara, Marcus; OCF Family Outreach: Steve, Jon, Thom, dahinda, Marcus; Revenue Generation - Business and Non-profit Outreach: Deane, Hilary, indigo, Marcus. Time line goals were discussed and a time line goals document was prepared.

Old Business

Budget items - Donation Requests

Joseph moved, Danya seconded, to donate \$300 to the Downtown Initiative for the Visual Arts (DIVA) to sponsor an artist studio.

Peach Gallery: Kira Burge, a chairperson for DIVA, is on the endowment committee for OCF. She said that DIVA is a 501(c)3 and supports, engages and grows the art community in Lane County. This is the 2nd year of the open studios tour and there are 33 local artists and 29 studios. The event covers two week-ends in October (17-18, 24-25) and an exhibit is already up at DIVA. The \$300 will be used to help fund a support program to help artists make business connections.

Board: Chewie asked about the total budget for this project. Kira said it costs about \$5000 to \$10,000 to put on and the money is all in small donations from businesses and non-profits. Paxton said Art Walks are valuable work and help solidify communities so he supports this motion. Joseph said he would like to see the OCF partnering in this and said he would be open to a friendly amendment to increase the amount. Katie said support for the arts and artists is a primary purpose of our organization and will support this motion. Anna said there may be a smoother donation process in the future.

The motion passed 10-0.

Diane moved, LT seconded, to donate \$500 to theNICE.

Peach Gallery: Samantha Chirillo, a coordinator with the Northwest Institute for Community Energy (theNICE), said last year our Board donated to their Campaign to End Field Burning project and that campaign was successful and she expressed their thanks. TheNICE works collaboratively through grassroots outreach and works under the fiscal sponsorship of Global Exchange. The organization started in Portland and works door to door with canvassing to provide energy training and household checkups and helping people connect with weatherization assistance programs. They strive to serve the Native American, Latino and other communities that typically do not seek out energy

assistance and savings. Samantha brought letters of endorsement from Commissioner Rob Handy, Mayor Kitty Piercy and John Sorenson.

Jon Pincus (elder) has observed this organization, they meet at the WOW Hall, and said they do the kind of work that other agencies do not do by reaching out to neighborhoods that aren't readily dialed into the programs. Mambo wondered if this is this a morph from the grass seed donation or if is this an outgrowth for another project? Grumpy asked if the organization is a non-profit. Samantha said they are aligned with the non-profit Global Exchange who would accept the donation for theNICE.

Board: LT said he was pleased with the field burning outcome and hopes there will be the transformation back to a lot of other crops like mint and dill and all kinds of food like before. Anna yielded to Samantha who said she was the campaign coordinator for the field campaign to end field burning last fall and said theNICE has 2 programs running right now- energy equity and local foods security. Joseph noted the program is working in the Whitaker neighborhood where there are a lot of old inefficient clapboard houses, that this program is precisely aimed and we should support this request. Jack said the outcome of the field burning initiative was pretty positive and he asked for information about Global Exchange. Samatha said 10% is retained by Global Exchange for their expenses and remainder goes to the organization; Global Exchange is focused on energy equity issues; and theNICE is thinking of becoming a chapter or a non-profit. Deane said he likes the educational aspects and the effort to help people save money and conserve energy.

The motion passed 9-1 (Katie opposed)

Board Motions

Deane moved, Katie seconded, that the number of elder helper/friends/SOP passes is limited to 3/4's of the number of Elder passes sold.

Peach Gallery: norma read a statement written by Charlie Ruff.

Since I cannot be at the meeting this Monday, I felt it important to share my views with you on the Elders pass motions you are about to discuss and potentially vote on. We are all by now familiar with the pre-fair issues that have led to these three motions, and I believe all involved would agree that we should not go through that experience again. It is my opinion that the primary reason we have arrived at this difficult place is because we have never clearly defined our policies and practices around Elders passes. This lack of clarity has led to many interpretations of the intention of the motions passed by the BOD without any clear direction or agreed upon guidelines for implementation. Lack of clear definitions and agreed upon practices is at the root of the issue. Passing the motions now in front of you may seem to be a simple solution to the issues central to this discussion. I would suggest that there is no simple solution. These three motions may feel like the right solution to some, certainly not all, members of the Elders Committee. However, that is only one perspective on an issue that raises many questions and has a potentially significant impact on the larger organization as a whole. By failing to address the complex issues at the heart of this matter and by abandoning an opportunity to collaborate on an agreement

that would meet the needs of the entire organization, as well as the needs of our Elders, we set ourselves up to revisit this situation again and again.

Last month, members of the Budget Committee, along with members of Elders committee, set out to work together to reach an agreement on definitions and protocols that would apply to all existing types of Elders passes. This collaborative effort seemed like the best way to move these issues forward and create a process that was clear to all parties. It also adheres to the intention in most of the BOD motions that protocols be developed by Elders in co-ordination with management. At our first meeting we found more common ground than differences around the issues in question. One thing that came up consistently was a lack of clear definitions. The definition of Elders Status is very clear to all and that that status guarantees the right to purchase or earn a pass to any qualified Elder through the Elders pass program, after that however many questions arise.

- 1. What are the organizational rules that apply when an Elder opts to access an Elders pass? Can they continue in their previous role as volunteer, booth rep, coordinator or entertainer? What are the implications if they did continue?*
- 2. What body decides who can earn a pass? What are the requirements? Who decides what positions the organization feels should be earned/funded? How does this fit into a process of budgetary oversight?*
- 3. Should Helpers be a special category that is based on need for a personal care assistant? Aren't we responsible for making sure that those who genuinely need that level of care receive that care? What might be the role of our on AAAA crew in supporting Elders with a lower threshold for assistance or for that matter the Elders themselves? What criteria are should/could be used to compassionately decide such matters? How does this fit into a process of budgetary oversight?*
- 4. Are Transitional passes really for transitioning from a current position to an Elders pass or just another way to earn a pass. What/who defines a transition? How does the transition benefit the larger organization? Should it? How does this fit into a process of budgetary oversight?*
- 5. How does administration of any of these passes fit into our current budget process? Should it not fit into our current budget process? If it didn't what would be the implications for the organization? For planning and managing the needed resources?*

Most of these questions will linger if you pass these current motions. Additionally, with such sweeping and broad motions we are left without the ability to accurately forecast the possible impacts on the event and the organization without a real opportunity to discuss or plan for them. There is much misinformation about how all of this currently works or as at this past fair sometimes doesn't. Allowing our collaborative effort time to move forward, addressing the difficult issues and creating an agreement to bring back to the BOD for consideration will help provide clarity for everyone. It could also provide a functional process that would address the needs of the Elders, our budget process and those of our larger OCF community, not just this year, but into the

future. As far as I can see there is no immediate urgency to pass these motions or immediate benefit to the Fair for doing so. Please allow us the time continue this process and work on a solution together. I believe it is in the best interest of our large and evolving family. Sincerely, Charlie Ruff

Anna read a letter from Lucy Kingsley.

I regret that I am not able to attend this evening's meeting of the board of directors. I am in Southern California visiting with my mother.

I have concerns about the motions regarding the elder's passes. I am thoroughly aware of the causes and conditions from this year's fair that led to the presentation of the various board motions now before you. I don't believe this is the time and place to revive all the gory details of what happened this year. Suffice it to say, it was painful, messy and caused considerable suffering for all involved. Confusion and disagreement abounded. These need to be rectified. Agreed. I believe that the motions were put forward with the best of intentions to assure that the mess does not reoccur. However I don't believe the current motions as offered by Deane are the solution. I believe more time is needed to carefully examine the ramifications and long range consequences concerning elder's passes and to bring some clarity and transparency to the application process.

I believe there is a connection between elder's passes and other complex issues confronting the fair such as population growth, supporting fair family with genuine disabilities, land use, the future "flavor" of the fair, retirement processes within the fair organization, placement for graduating teens and so on. In addition there needs to be clarity about elder, compassion and transition passes. Who is eligible for these passes, what a fair process of applying for them is and what oversight needs to be in place. How do we take care of the needs of those of us who genuinely need a personal care attendant? Then there is the question of whether or not we want to change current policy and allow elders to be eligible for SO passes. I believe all these concerns need to be addressed with thoughtfulness and consideration.

After the fair, some of us from the budget committee and elders sub-committee agreed to begin a collaborative process to address the multiple issues revolving around elders passes. So far we have met once. We ended that meeting with the agreement that we needed time for further discussion. It is my understanding that those of who participated in the discussion continue to be committed to finding common ground in the midst of disagreement. We work best when we work together listening respectfully to our various perspectives. We need to apply our collective experience and wisdom to these challenges before us. I continue to be personally committed to participating in this collaborative process. Please give us more time. Cordially, Lucy Kingsley

Mike JamesLong (elder) gave a statement:

As far back as 2005, Paxton Hoag pointed out that there is a fear factor that has been circulated. There is a misunderstanding that by granting Elders Helpers, the Fair would be granting passes to hoards of persons who have never had access to the Fair. In fact, the very vast majority of Elders and their potential

Helpers have already been attending the OCF for many years, so they have been participants.

I personally agree and would add:

Some elders already have Helpers who are crew, booth persons, etc.

Some do not wish a Helper.

Some need a care giver or will need one in the future.

Elders should be subject to the same Fair Policies as other crews and staff, and participate in the same benefits.

The Fair needs new blood and the younger generation to start taking over positions of authority. Without the opportunity to retain or obtain a Helper, there is no incentive to become an OCF Elder.

We are not talking about Entertainers who by virtue of performing at the Fair may wish an SOP to attend with them, or a member of their entourage. We are not talking about giving or allowing SOP purchases to organizers and planners of other events that may reciprocate to VIPs from the OCF. We are not talking about extra privileges granted to previous officers or staff of the Fair or SOPs granted to Neighbors as Public Relations for the Fair.

We ARE talking about our own Fair Family; those who have put in 20 years of service to the Fair and want to be treated like any other OCF Fair Family member! Is there a place in the Fair Family for those of us who are Elders? The BOD has said, YES! OCF Elders should have the same or similar rights and privileges as the rest of the Fair Family.

Hilary agreed about the importance of getting this program clarified with meetings and discourse. She said it took years and lots of discussion to get to the point of an Elders motion, this motion is muddy as indicated by the term "helpers/friends/SO" and there are lots of issues to get worked out like whether SO time qualifies as years of service. Information, such as having the birthdays of the volunteers, is needed in order to plan well because right now it feels like exponential growth in the Elders program. The Elders program kicks in at 55. Our Youth support efforts are a separate issue needing attention and are not being worked on by saying we are working on this Elder's issue.

Kehn "mambo" Gibson (security) thanked this Family group. Making this motion has caused dialogue and interaction that will help with resolution but this motion is not yet well thought out.

Grumpy passed out a set of definitions developed as a starting place for collaborative discussions at a combined meeting of the Budget Committee and the Elders Committee. He said the collaboration will be lost if this motion or the set of three motions is passed. Grumpy said the Elders Committee decided to ignore the definitions and the collaborative process and just go for these motions. He said it is important to deal with issues and defeat motions which are not well thought out; the Board has already said no to SO's and it is inaccurate to say that everyone at the Fair has access to an SO. He pointed out that entertainers and booth people don't get SO's and by being elevated to Elder status those entertainers and booth people who did not have access to an SO in the past would be given access to an SO. The definition of an Elder Helper is important and would have helped avoid this year's blurring of "Helper" to an SO. He said

these motions go the wrong way and to help keep up the collaboration they should at least be tabled.

Jon P. said he followed the process of developing these motions and Deane got a lot of input before putting them forward. The fact that they are simple mean they are thought out. Passing these motions will advance the collaboration on all the details that are mentioned by clarifying all the basic rules of the road. He said the desire to collaborate, or lack thereof, is why we have them now and it might be a good idea to review the events so we know how not to repeat them. Jon said the issue of population growth is a red herring because people are passing on and like all the institutions of our society we are experiencing a baby boomer bubble right now. When the original motions were passed it was predicted we would get to 500 or 600 and then drop down. He thinks we'll probably have another bubble relative to the opening of Left Bank and all the additional staff added at that time. Jon said he doesn't think there will be a vast increase of Helpers; the term Helper is well applied for this role and some Helpers go back with Elders for decades, 20 or 30 or 40 years. The Elders need each other's help, daily, and it is totally appropriate that the percentage is reasonable with other Fair limits. Jon said he encourages the Board to pass this motion and provide a firm guide and clear the way to advance.

Chewie reminded the speakers of the need to keep their comments short and concise, to get to the point, so that all will have a chance to speak.

Paxton moved to amend by deleting "/friends/SOP." The change was accepted as a friendly amendment by Deane and Katie so the motion reads **"the number of Elder Helper passes is limited to 3/4's of the number of Elder passes sold."**

Brad Lerch (Fair Family News) said he wrote the original motion in June 2001. He said the motion was tabled many times, the process required committee work for several years and numerous open Board meetings to get it hashed out and he would be personally offended if this passes tonight, but just because of his own baggage over all the original work required. He said it is only September and we have a few months of time to work on this before the next Fair. The issue of fairness in how we treat our elders should not even be a part of the conversation. He noted the long letter from our Operations Manager asked for time to work on some more details and to let the people begin the collaboration and work on this and table it for now.

Chris Browne agreed with mambo's point about the motion getting the point out for discussion. He said there has been a lot more added to the discussion than the original problem; this year there were restrictions on the number of Elder passes available and the Helpers and Compassion passes came out of that same allotment. He said the simple clarification that all qualified elders are allowed to purchase a pass is all that is needed. The original motion was amended several times and the final version in July 2002 was amended as approved. However, in the January Fair Family News, the original motion was published and caused confusion. A few years ago an attorney reviewed the history and found the original vote was 7-3 for the amendment and 8-2 approving the amended motion. This year the number of passes the Elders requested was

more than the Budget allotment and the full amount requested was not made available. There was a huge overrun and that was the major problem. Now that the Elder's issue is raised, trying to solve every problem the Elder's have instead of just trying to solve the main problem just won't work. As an Elder, Chris asked to let us try to work this out in a committee and come to an agreement to bring to the Board.

Steve said he has been a member since 1985 and is nearing 60 so this issue means a lot to him. He said he wonders why we have a rush to judgment because there is time for resolution of these issues before the 2010 Fair. The meeting season is beginning; there is a Board retreat; opportunities for work sessions and deliberations to clarify these issues. He asked that the motions be tabled and said it is a sticky issue so please don't rush.

Chris Harrison (Elder) feels Steve's statement is wise but we should not table this and put it aside. Helpers are caregivers and in the other world may get changed but are absolutely needed to be there. For someone to say they can use handicapped instead of being an Elder is demeaning the Elder status. Some Elders have chronic conditions.

Robert Jacobs (Elder) said he hopes all the people here get to dialogue. He said what was started here, as exemplified by Anna's thoughts tonight about participating in the outside world and about ecological ideas, was done by the old hippies and reflected the values they wanted to see continued. The collaborative process is great and the Budget Committee does a wonderful job of keeping the bottom line sound. The incidents that created this problem this year, denying passes to a half dozen or less Elders and a dozen or less for Helpers a week or two before the Fair, were silly. It was interpreted by some as power-tripping, as saying we have the power to do this and you don't. The Fair will be judged by how it treats its own people. We have already lost a number of people who think the Fair has become too bureaucratic, too uptight, too us/them, too in-group/out-group. There is the appearance to much of the Fair Family of this in-group/out-group-ism. He said that we, the many volunteers who put in thousands of hours, do it because we think we are contributing to something bigger than ourselves, not just for a party. We don't want to be viewed as just mimicking the outside world and mainstream society which doesn't take care of all the people and elders very well. How we deal with this issue is very important to how the Fair is viewed and there are already people who are looking skeptic. There will be a Board retreat whether this passes or not and it will be talked about. There is no reason why Elders cannot have access to SO passes. It is not the overriding issue to our overpopulation problems or the youth incorporation problems. Robert said voting on this, either yes or no, we're still going to have the discussions.

Jen-Lin said we need to talk more and collaborate more. She agrees with what's been said, and said bureaucracy evolved out of our increased size and so many members and that it's going to take some out of box thinking and better definitions of terms to resolve this issue. She said if we have 600 Elders, 75% is another 400 for SO's, and asked where we will put all these extra people when we are only at 300 elders right now. We need to be respectful of our land, of

each other, of our Elders, and need to make way for all the new people we want to attract. She asked the Board to table it and keep processing.

Hilary said the AAAA Crew is not composed of people with disabilities but is composed of helpers. She said she realizes that what is being called Helper in this discussion and motion reflects a more gradual continuum kind of service than offered by AAAA but Elders who just need help getting around can use the AAAA services. The level of AAAA service is not the same as an Elder Helper which is much more like an SO so the term needs to be figured out. Hilary said this motion doesn't help figure out how the Helper passes are allocated. She noted one Elder could ask for 300 Helpers and asked if each Elder should have equal access to a Helper pass? She said one person had 12 Helper passes and this was one of the things that brought up the conflict and this is one of the issues to figure out in order to implement this motion.

Marcus said Operations is under his direction and this issue will not go away until it is fixed. Every qualified Elder will be included and a way will be found that includes every Elder. He said there are lots of solutions to accomplish these things but these motions are not one of the solutions. He said it's pretty clear to everybody that there were Board motions without a plan and we are now entertaining more Board motions but are not entertaining a plan. We should not be in a big hurry and should try to get it right the first time.

Virgil said he was one of the 13 denied a pass. He said he laughed when he got the call saying he didn't have a pass and said "Yea, bull****" and, after several nuisance trips to the Yurt, he got his pass. Virgil said he appreciates the idea of 75% SO's, but just wants to be certain that no other Elder, who has put in his time over the years, will get the same call that he received.

Thomas (recycling) said he should have been an elder some years ago but chose not to because he couldn't bring a companion. He said he will still work for his pass if can't get a Helper or SO pass as an Elder. He said he doesn't need a Helper but he likes companionship and would like to see a solution.

Kay said she would echo what she said a couple of months ago. She said she hears fear that Elders may be left out or that younger volunteers will overwhelm and change the Fair. She encourages the family to deal with compassion, to not fear but have faith, and remember how long we have been here and what has been accomplished. She said to look at the people who come to the Fair and look at the vision, the model, and come to the Fair for help with their own organizations. She said let's set an example of how we want the world to work - we are just a tiny segment but have an excellent opportunity to model a better way. If this motion passes tonight or in the future, we are talking about our family, our Elders, who actually made this Fair come about and without them we wouldn't be sitting here and trying to make it work. Kay said to leave the fear behind, we all want the same thing, nobody wants to be left behind, we all want to be part of this Family and are all working hard to do that. We're all going to make it fair and that we are going to set a great example for how the world should work.

Board: Deane said he wanted to make this motion last year. He said the budget committee of the Elders goes to the Budget Committee of the Fair with

their list of what is needed - every year we grow and last year had an increase of 85. He said the Elders go with required number and then the Budget Committee cuts it back and then the Elders are accused of going over budget. He said this year the Elders asked for 400 passes and said if that was allocated there would not have been a problem. Deane said this year the Budget Committee asked the Elders to hold off a while and then called a meeting with the Elders shortly before the Fair, gave them a list of those who can't get a wristband and said to go call them. Then, later at a coordinator potluck, it was announced that there were some extra SO's. Deane said this whole issue was over less than 2 dozen passes and the motion he made is simple and that we talked about all the other problems and are working on them. Deane said the original motion was to come up with Helpers, thinking SO pass, but it was left in as "Helper", meaning whatever the Elder wanted, not needed, but then it got twisted around, like the definition made up by Operations. That definition says the need for verifiable physical help must be submitted to the committee for a decision made with concurrence by management. Acceptable forms might consist of a Doctor's note or the DMV...and, he said, that's when they lost me. "I have to go to the DMV or my Doctor to get my friend, my Helper, a pass?" There are lots of things that need fixed and I don't want a repeat of this year. The mistake was allowing Fair budget to set the number so now the Board is asked to set the number and 75% has been picked to be fair.

Jack said it took a long time to get here and it's a real language challenge; the real problem is there is so much history about the whys and how comes, and the deals, winks, and nods, and "I'll get you a pass this year". He said the system is adversarial, it's a mirror of partisanship, and the only word that's hanging for him now is this notion of companionship- a powerful word- so he said he would spend some time seeing how this plays. Jack went on, saying our story starts with us wanting to be respectful- Brad tried so hard and he got so frustrated- Steve and I, in the July meeting, coming up with some Elders language- and getting enough votes to pass the motion. We thought we were so respectful; and everybody said there are problems; but we won't have no problems- it was all about respect. We talked about the age, 55, and about a notion of an Elders Council- sort of a kind of tribalism because otherwise it was too Social Security-ish. The age was significant to help create a group that could take care of itself and be autonomous; could help itself through a significant amount of time; so instead of using 20 years of service and 65 years old that many years ago, the 55ers don't have to be part now, but they just need the right. The word "companionship" is ringing true and it is real, but with Elders being refused passes, that's kind of convoluted and bears some fault. The Elders Committee is still a Board appointment and it has not been taken over by the Elders group and that's a whole other part of the solution. Some Elders got denied passes instead of the Helpers- and I'm not sure of the most disrespectful part. Jack said he is into this for some kind of a companion percentage. It's real to have to do something around this, and more respectfully, work out the Helpers. The discussion gets to "I have put my time in and I want to spend it with a companion." He said he doesn't have a good answer or argument.

Paxton mentioned the AAAA is a crew to help the public and is not a crew to help the Elders. He also said the budget subcommittee definitions are not the Elders' definitions. He said in the Elders Helpers pass motion from Feb6, 2006, the 2nd line says the Helper is for the physical, emotional support and assistance of the qualified OCF Elder; that decision has to be made by the Elder, alone, and cannot be made by a separate group; that the Helper could be a partner, a grandkid, a new lover, or anyone the Elder feels is important for their support at the Fair. Paxton said there is an actual 4 step protocol, a process already set up in the motion. SO's are for crews and are inappropriate in this situation. Entertainers don't get SO's, Energy Park doesn't get SO's. An SO is a limited function and we should quit using that term and stop applying it to other people. He said in the Elder's case, they use the term Helper. Paxton said at this point it is simple, when the motion was passed there were no passes attached, so just quantify it. 50% is adequate for now and in long run maybe more. He said personally, out of respect, he believes the Elders deserve 100%. He said this is a simple motion and a quantity will solve the problem. He said the definitions can be discussed in the future but this is a very simple motion.

Jon S. said he supports the motion.

Danya said the Fair is the most amazing event in his life. He said it is a privilege to come here and it is amazing because everyone comes and works together and the Elders continue to work here and a lot of the SO's as well. He thinks the overall idea is that we put on the event and everyone works together for that goal. He said the ability to come here without volunteering is an amazing privilege and, to think that when he is 55, and can come here and not work, is an amazing privilege- but he said he is not sure he wants that. Danya said until he is not able to work he wants to keep helping reach that final goal of putting on the event by working together. He said, in that way, he sees an Elders pass as a respectful SO. He sees the Elder as a SO of the Fair. He went on to say that a companion pass makes sense but on the other hand, with 20 years in and at 55 years old, hopefully the Elder will have other ways to get their companion or their friend into the Fair. He said he feels there is a need for Helper passes but maybe not for SO's for an Elder. The motion was re-read. **The number of elder helper passes is limited to 3/4's of the elder passes sold.** Danya said the intent seems to be for Helpers, for physical need assistance, and not another kind of person. He said the motion seems to need more discussion and research and new definitions.

Katie reflected on the original Elder helper motion and said, incidentally, it is not true the Board denied Elders Significant Other passes. She said that never came before the Board and what did come before the Board was a motion to create a type of pass called an Elder Helper pass. The last part of it says the total number of wristbands is not to exceed the number approved by the Budget Committee. Katie said, in that, the Board erred. She said it is the responsibility of the Board to make motions regarding the Budget; the Board created a can of worms by allowing the motion to pass as read; it is not the responsibility of the Budget Committee; and the Board did them a great disservice by passing the motion. Katie went on, saying Grumpy used the words "trying to manage the

situation". Katie apologized to the Budget Committee and Inventory for how the Board put them in the position of having to manage the situation. She said there is a lot more to say about the Elders and that she only hopes to live long enough to get the chance. "As Brad said, it should not even be a topic of conversation." Katie said it is ok to call it a companion pass and under no circumstances should the Elders ever have to beg for anything.

LT said even with 10 years, we've learned that just because an idea is simple and straight forward it doesn't mean quick and easy and this is no exception. He said this motion is simple and a no brainer but we have a process underway. Process is the beast here and we will feed the beast tonight. He said his vote would be in favor of Elders getting SO's. He said he just turned 55 last month but has 15 or 20 more years of scrubbing toilets. He said the whole Elders thing wasn't just about protecting us in retirement, it was also about the other end of the circle, it was about graduating teens. He said it's really about the same value - you're part of this and don't ever want to not be a part of this; you don't want to be somewhere on the far side of the gate, looking in, or sneaking in; and that's the ultimate value, being part of this circle. LT said Katie nailed it when she said we passed the buck but said this will get fixed before next Fair. LT said Robert talked about a much bigger issue with the in-group and the out-group, noting at the recent diversity session we learned the best indication that discrimination is real is when there are people who don't believe it's real but they are also the same ones who are the in-group. That is the sign that it's really true. LT said Mike mentioned various other kinds of passes but when the entertainers are mentioned, LT said we need to object because while people come to enjoy crafts, and to eat, our public really comes to see our entertainers and they should not be lumped into superfluous issues. LT said he would vote "no" tonight but will vote "yes" when it finally gets done.

Diane said she understood the Elder's motion was passed to facilitate the Elders presence at the Fair. She said this year she was on a crew and had an SO and she really needed help to get the gear out after Sunday, pulling a cart and all. She said when she is an official Elder there will still be trouble pulling a cart. Elder's need helpers and it just makes sense. She said she is not encouraged by the work of the subcommittee because what they are writing shows they have not been paying a lot of attention. The letter from Lucy says we need to address these issues with "thoughtfulness and consideration and apply a collective experience and wisdom" but these issues have been getting dealt with in that way and have lead to the conclusion that Elders do need Helpers. The letter from Charlie indicates he has not been reading the Elders Committee reports or has not been paying attention because the ways Helper decisions are made have been spelled out. There is a lot of erroneous content including contradictions between Elders status and Transition passes. Diane said she is discouraged that the people on the subcommittee and not on the Elder's Committee are working with such miss-information. She said they need to read the Elder's Committee meeting minutes for the last 2 to 4 years.

Chewie said the system is not working well and the Elders bring to light that something about the system of equity isn't happening. He said the Elders should

get what they need; this motion is not the way to do it; the motion should be tabled; the discussion continued; maybe with a workshop. Chewie said there is no equity for the entertainers, no equity for the Elders, no equity for the youth. He said we have a system; the Elders have pointed out it is broken; he is going to vote against this motion and then vote for it when it is figured out. He said, according to Chris, there were 256 Elder passes this year, and if 3/4's are added the total is 448. He said the number won't go down and that he's got his 20 years but is not 55 yet. He said he appreciates what Robert said and when it comes down to 24 passes, that it's silly, but it's also a budget job to be sure it's not the elders, and not the entertainers and not all the other crews that are asking for 24 passes because then it adds to thousands of passes. The Elders should know there are equity issues, having been around this thing for 40 years, and not just the last 8. Chewie said he is totally in support of solving this issue but not with this motion.

Indigo wanted to clarify the page being talked about which is a copy from the minutes from Feb 2006. She said it's about the Helper pass and there are five things that clarify it- a qualified Elder, before the deadline, signed and dated, and a total number not to exceed the budget, yet the actual voted amendment did not include the part about a total number not to exceed the budget as was written in the minutes. The Elders Committee is a committee of the Board but seems to operate as a committee for the Elders and that needs to be looked at differently because a Board committee does work for the Board. She said the Elders Committee needs to be both. She said she does not support this motion due to too much ambiguity. She said she has almost 20 years of service but is only 38 years old so will have almost 37 years of service when she reaches 55. Indigo said right now feels like she has worked almost as much as a qualified Elder and wonders if she too deserves a companion pass, saying she has put in the hours and making the point that all the volunteers need to be honored regardless of years of service. Indigo said a clear and unambiguous motion is needed for us to move forward and not have more problems in the future. Inclusion is needed for our access to this thing we love and this motion closes some doors.

Joseph said he supports SO or companion passes for Elders at 75%, supports Elder helper passes for those who need assistance, and supports transition passes, each thing on its own right. He said we did not get the SO passes when they were tried for before, but did get the Helper pass and we need to come back with SO, on its face, and in a deliberate manner. Joseph said policy making as reaction makes bad policy- make policy in a deliberate manner and look at these issues one at a time. Most people in booths have their families, their close ones, and most entertainers have their significant ones with their groups. Maybe we need to look at that too but he said he doesn't want the motion we have here right now and wants to take it away to do it right.

Anna asked "do we all feel like the OCF is supporting a healthy and dynamic culture for participation by volunteers and members - AFTER THIS DISCUSSION?-OooooWWWWW". She said we are reviewing our policy relating to ethical allocation of financial and material resources among participants in the three day event, and that she hopes everybody who's under-represented out at

the Fair rages as hard as the Elder's, "because you guys reign." She said she wants everybody out here who feels under-represented and under-denied and over-compensated to come in front of the Board and say something about it- because otherwise we'll all be so cold all night!

Chewie called the question, LT seconded. The motion failed 5-5 (Diane, Katie, Deane, Paxton, Jack opposed)

Jon moved, Anna seconded, to table. The motion passed 10-0.

Deane asked to table his other two motions on the related Elders' subjects.

Jon moved, Joseph seconded, to clarify a past Board motion, stating a person with elder status shall be permitted to purchase a camping pass for the OCF every year irregardless (sic) of budgetary projections or administrative deadlines. Jon said he reviewed the Board minutes since the original motion and has talked with members and feels the Board needs to clarify the original motion. LT asked for a friendly amendment to change "irregardless" to "irrespective". Jon and Deane agreed to motion language reading **to clarify a past Board motion, stating a person with elder status shall be permitted to purchase a camping pass for the OCF every year irrespective of budgetary projections or administrative deadlines.**

Peach Gallery: Brad questioned the inclusion of "administrative deadlines" but likes the point of the motion.

Grumpy said he thinks there is a need for a deadline and to not allow everyone to just walk up at the gate. He said we need some form of management. He said we (Budget) never told an Elder they couldn't get a pass; it was Elder's telling Elders they couldn't get a pass; Elders should always get a pass before Helpers; it was left up to the Elders to designate their passes and passes were given to Helpers before all of the Elders. Grumpy agreed this motion makes it clear that all Elders should get a pass but he reaffirmed that a deadline is necessary.

Steve asked Jon to please take out "administrative deadlines".

Robert said some people this year were late turn-downs but there should be a late fee or a penalty instead of a turn-down; if the Elder is entitled, then find a way.

Hilary said the Elders deadline is June 1 and other deadlines are two weeks before the Fair. Anything the last few days does not get on the lists and when that happens, "trouble shooter" work is required.

Jon P. said Robert hit the nail on the head when he said to treat the Elder passes the same way as other crews and groups and pay extra or go to "trouble shooters" when they are late. It's about equity so treat people the same.

Virgil said yes, he was late and if it was just \$20 extra instead of the hassles at the Yurt he would have paid it. He said deadlines get missed all the time but it gets worked out. Deadlines are needed or it all gets screwed up but there needs to be a way to get it done.

Chris Browne said in past circumstances there have always been one or two late applications and they paid the late fees. The Elders Committee does the front end work for passes and the early deadline enables the process so most of

the list and the money can be delivered in advance. Moving the June 1 deadline out to June 15 has been discussed.

Robert suggested deadlines and late fees are administrative and are not policy so they really don't have to be in the motion.

Marcus said a motion without a deadline or irrespective of a deadline is a completely different thing. He said this motion is worse in his mind and he is not in favor.

Board: Jack wondered if anyone else smells something so sweet that it's just stinking it up.

Diane said some day some Elder may rise up off their deathbed on Friday and suddenly remember there is a Fair. She said we need to deal with senior moments so a deadline should have contingency, a way to make provision for the circumstances.

Jon S said Diane's comment about senior moments is exactly why, "to make sure that if I'm 90 years old and watching TV, and then realize "COUNTRY FAIR!", that if I come on out here I can get in". Jon said he thinks the older Elders get, the more likely this situation will occur. Jon accepted Chewie's friendly amendment to take off "or administrative deadlines". The motion was reread. **The Board clarifies a person with elder status shall be permitted to purchase a camping pass for the OCF every year irrespective of budgetary projections.**

Deane said on this, the simple solution is that most of the elders get their passes on time and a few pay extra. All that is needed is an Elders master list so they can put their money on the counter and get their pass.

LT said regarding administrative deadlines that anything after the word "irrespective" is surplus and is not needed. He said this just reaffirms what we passed years ago.

Joseph said without "administrative deadline", he is now totally in favor, and this makes the intention clear.

Chewie moved, LT seconded, to call the question. The motion failed 4-6.

Katie said she really appreciates this motion and asked for a friendly amendment to add in the phrase "or earn". Jon and Joseph accepted the change. The motion was re-read. **The Board clarifies a person with elder status shall be permitted to purchase or earn a camping pass for the OCF every year irrespective of budgetary projections.**

Hilary asked what happens if a person has Elder status and if they are on a crew.

Jack asked if the Board wants to pass a motion that has this language and if this is what the Elders want. Chris said yes. Jack noted the motion takes away all budgetary responsibility / restrictions and said this is just like the original motion but clarifies that part. Jack repeated that this will be a Board motion without any budgetary restriction.

Paxton said he doesn't want to get into a discussion about earning passes.

Danya said the original motion stands so why do we need the budgetary clarification. Jon replied that some Elders were told by representatives of the Fair they could not get an Elder pass because the budgetary allocation was met.

Danya moved, Chewie seconded, to call the question. The motion passed 9-1 (Jack opposed)

"The Board clarifies a person with Elder status shall be permitted to purchase or earn a camping pass to the OCF every year irrespective of budgetary projections."

The motion failed 6-4. (Indigo, Chewie, Jack, Anna opposed)

LT moved, Chewie seconded, to move the November Board meeting date to November 9. LT explained that the Board retreat is shifted into early November to take advantage of off-season rates and that past practice has been to hold the retreat before the first meeting of the new Board. Delaying the meeting by one week allows this schedule.

The motion passed 10-0.

Adjourn

The meeting was adjourned at 11 pm. The next Board meeting will be held on Monday, October 5, 2009 at 7pm at the EWEB room.

The tentative agenda includes: Tariro Donation Request (Danya); Elders Helper Pass Motions (Deane); Charge \$5 for FFN; November Board meeting date (LT); Policy on recording cultural resource sites (Jon); Policy on disturbance of cultural resource sites (Jon); ED contract (Jack); Podcast the Board meetings after a review (Paxton); Direct the LUMP committee and the Site Manager to identify potential new campgrounds and neighborhoods for future growth (Paxton); Vision Action Committee appointment –Andrew Knight (Paxton); Food Committee appointment – Kathee Levine (Joseph); Endowment disbursement supplement from the Rainy Day Fund to meet the five year average giving level (Joseph)