

**Oregon Country Fair Board of Directors' Meeting
October 5, 2009; 7pm at EWEB**

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), Anna Scott, Lawrence "LT" Taylor

Not: Jon Silvermoon (alternate)

Agenda Review

Old Business: Food Committee appointment is dropped; \$5 Fair Family News subscription dropped; Policy on recording cultural resource sites (Jon) tabled; Policy on disturbance of cultural resource sites (Jon) tabled.

New Business: Grrrlz Rock donation request (Chewie); Procurement policy (Jon); Employee Benefits (Hilary); Ratify the Board election; Election of Officers; Employee Health Insurance - Medicare (Hilary)

Announcements

Individual comments will be limited to 3 minutes per person. Chewie will be the timekeeper. (Indigo)

A Celebration of Life for Wally Slocum will be held on October 11th, starting at 5pm at the WOW Hall. It will be a potluck so bring a dish to share. There will be eulogies, stories, Radar Angels and Wheatfields. (norma)

HIV Alliance is having a fundraising breakfast on October 30 and has asked if the Country Fair would sponsor a table. There is no cost but volunteers would be needed for the table. Contact norma if interested. (norma)

The next Board meeting is on November 9, 7pm at Central Presbyterian Church, 15th & Ferry, Eugene. (norma)

The Elmira/Oregon Country Fair Classic cross country run is October 21st and starts in the afternoon around 3 pm. The start/finish is in Miss Piggy's. (Steve)

The next meeting of the LUMP Committee is Oct 13 at 7pm at the town office. (Steve)

Approval of minutes

Indigo moved, Joseph seconded, to approve the minutes of the August 3rd meeting of the Board of Directors. The motion passed 10-0.

Indigo moved, LT seconded, to approve the minutes of the September 14th meeting of the Board of Directors. Diane asked for a correction in her statement under Board discussion of the Elder Helper's motion to delete "is an official Elder" and to insert "gets an official Elder's pass". The motion to approve the minutes as corrected passed 10-0.

Member input

Mark Pankratz (construction) said the next Path Planning Committee meeting is October 18th.

Cindy Ingram said thanks for the Fair's past support of SASS and said that there is a pending request asking for Board donation support for the "Grrrlz Rock" month long festival during November in Eugene. Because of the timing, the event will already be underway in November when the Board considers this request. She said they'll still be hoping for our support of women in Rock and Roll.

Lara said her remarks are directed to Deane who made a comment last meeting about membership and employees that didn't sit well with her. She said she felt shocked and disappointed with how he implied staff is not a part of Fair Family and how the comment felt like something that might be heard in the "un-Fair" world. Lara said if Deane is re-elected to the Board she hopes he will think about her words and will change his attitude.

Jen-Lin said she is raising funds for a Culture Jam scholarship tonight by passing around baked snacks and an envelope for donations. The snacks are called "apple clouds", are made with Alice's Wonderland apples, are non-fat and are yummy.

Diane read a motion from the June 30, 2002 Board meeting. "Any Fair participant who has served the Fair as staff, booth member, and/or entertainer for at least 20 years and who is over the age of 55 is eligible for Elder status. Elder status confers the eligibility to earn or purchase a camping pass to the Oregon Country Fair every year. Elder status does not exempt anyone from following the Guidelines and the Code of Conduct of the Oregon Country Fair. The Board of Directors requests the Elder Committee return to the Board with further proposals for implementing policy. This policy will go into effect as of the 2003 Fair."

Deane said he does try to get along with the staff but that is not his first priority. He said he feels strongly that he works for the Fair Family since he is elected by the Fair Family and serving the Fair Family is his first priority. He said he was surprised by the reaction to his comments and had no intention of hurting anyone's feelings.

Staff Reports

Executive Director: Marcus shared information about the exit poll survey from this year's Fair. Nearly 1700 surveys were collected from ticket holders exiting the Fair who were asked why they were coming to the event, what they were doing there and how they heard about the event. Using an e-mail follow-up with SurveyMonkey an additional 700 surveys were collected. Marcus said some of the results were very interesting. To the question of how they heard of the event, 64% said from friends or family and 34.7% simply answered they attend every year. To the question of the main reason they attend the Fair, the top answer, 51%, was "people watching" and ambiance; the second highest was 16% who said social connections; and other responses were Main stage 5.3%, other stages 8.5%, roving performances 3.9%, educational offerings 1.5%, playing in the meadow 3.2%, food 2.6%, and crafts 7.1%. There were questions about who comes to the Fair in terms of lifestyle. To the question about how active they are in their community, 42% said occasionally, 34% said moderately and 13% said very active. Marcus indicated this information will help us figure out who comes and why and who is not coming and why so we can increase our attendance and expand our culture and philosophy.

Marcus' report to the Board:

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

Exit Poll Survey: *We are having great success with our on-line exit poll survey. As of 12:15pm Monday, September 18th we had a total of 1,079 completed surveys. Of these, 696 were collected at the fair, and 383 have been collected via the e-mail blast. So far roughly 3,700 of the 4,700 e-mails have been sent, which puts our response rate at 10%. Considering we waited so long after the fair to send this e-mail blast, a 10% response rate is not too bad!*

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.

It is my intention to have a summary of findings prepared for you by the November board meeting.

GMO Free Fair: *I have contacted the Food Committee about the GMO issue and requested their assistance in drafting language for a Board motion to transition away from GMO foods. It is my hope that we can craft some language together (a motion) to bring to the Board that directs us to transition away from GMO's.*

What I am looking for is the Food Committee's opinion on the issue, if the committee is willing to work with me toward this goal and, if so, what kind of language and process should we use? Also, I think we already know that we have many in the community who will serve as resources for us during this transition.

Future of Fair Family Food (4-F) Initiatives - *No more updates at this time.*

Website RFP: *The RFP was opened on time and is proceeding well. I have sent out over 40 direct solicitations, posted the announcement on Eugene's Craigslist, placed an article in the FFN, Deane Morrow posted the announcement the Discuss List, and it remains on our website.*

So far we have received 10 inquires for applications and have received one (1) completed RFP Application back. The time line remains as it is stated below: 9/14–10/9 Collect Completed RFP's (deadline 10/9); 10/9–10/16 Evaluation of RFP Submissions; 10/19 –10/23 Interviews of final candidates; 10/30 Final selection likely; 11/02 Work on contract expected to begin.

Youth Leadership Group: We are beginning the process of 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. Using the most recent version of this report sent to us by The City of Eugene, we have compiled a list of agencies participating in this study: 44 in all.

At our last meeting on Tuesday, September 15th, we discussed the outreach materials we will be using to update the study: survey instrument to collect information, the cover letter accompanying the survey, a phone script to contact agencies, etc. Many present volunteered to contact agencies they had connections with, which represents well over ½ of all agencies needing to be contacted. Through this process we will be adjusting our approach and outreach materials as we find successes and challenges. We intend to continue expanding our core group bringing aboard new volunteers who are committed to this cause.

Photography PR Shoot List: By this time, most people who were offered .jpg's in return for their participation in the photo shoots have received links to an on-line gallery. Participants have been instructed to view the photos of themselves and select the photo/s that they want. At that point, they will be directly sent the .jpg's of their choice.

Similarly, I sent out a sample gallery of photographs to the Board, BUMS, all staff, as well as officers with a request that everyone review the images and give specific feedback concerning style and content. I have not received any feedback on the photos yet.

GOTV Fair Family (written by Heidi Doscher): All the following numbers are rough, give or take a few. I kept tallies but know I forgot sometimes. Members added to the roster - 1566 (765 that I put in, 801 from data entry parties). Forms that were already members with new address - 43 (I think these are included in # above?) Forms that were already members with bad address - 36 (We had no address, now we have a new one.)

The Excel files that we made at the data entry parties actually had about 869 names, but not all of them had all the info to make them eligible to vote. Importing the Excel files to the Fair database was not clean and simple, about 20% of them had to be done manually because the person was already in the db for one reason or another.

Forms mailed back for a signature - 16. Forms mailed back needing more info - 11 (not sure how many of these were returned...). Forms still sitting on my desk: SO's - 26; Need more info about Fair affiliation - 46; Gave email only, no street address - 31; (These are the ones with no response to a phone or email message, if I got a response they were moved to another pile, usually member or SO.); Wanted the mail list only - 5; Absolute BS - 3. I checked and wrote down the # of eligible voting members a few times during this process. 8-19-09 there were 3154. Earlier in the summer, I had noticed that there were folks that I knew were members, who were not on the list (like Norma and myself). Jim was working on getting them back for me, approx. 1700 names had fallen off during the last database transition, probably due to corrupted data from the previous database incarnation. 8-23-09 there were 4878. 8-29-09 there were 5642 (1122 had no address*). I found a bunch in the database with 'funky date records', they were put in as members but should not have been, my fault, I wasn't clear in my communication with Jim. 9-4-09 there were 5575 (1008 had no address*). 9-24-09 there are 5633 (1005 with no address*) (*Addresses are an issue, without one we can't send them an annual meeting notice and the by-laws clearly state that it is the member's responsibility to keep their address current with the Fair.) Let me (Heidi) know if you have any questions.

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

Mileage Reimbursement: I am still recommending 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: Still on the time line listed below in addressing Grievance Process: 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: Final draft of the Financial Statements has been approved and Jones and Roth will be sending a "Management Letter" very shortly which will be a review and recommendation of our internal financial controls.

Planned Giving Campaign: No further motion on this yet. I will soon 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, Marketing: Cascade Raptor Center: As you know, the Cascade Raptor Center is one of our newest community partnerships for the Fair. They will be assisting us with animal rescue needs during the Fair. I requested to tour their rehabilitation center and did so on September 17th and found it to be a very impressive facility!

Committed Partners for Youth: I attended an Open House celebration on September 15th for CPY's new offices in downtown Eugene. The Mayor spoke and did a ribbon cutting and many other folks from youth and social services were there.

Green Lane & City of Eugene: This event was a City of Eugene led discussion on issues of food and energy security. The Mayor spoke and then people self-selected into smaller groups depending on the topic of their choice. I choose to attend two smaller group discussions on composting and food security.

McKenzie River Trust: At a prior Oregon Community Foundation event I met Joe Moll, Executive Director of MRT. On September 16th he gave me a tour of their offices, shared much about their various programs and talked about prior conversations between the Fair and MRT concerning Conservation Easements.

Cascadia Wildlands: On September 19th I attended a joint fundraiser for Cascadia Wildlands and the Camas Educational Network. They both presented their current campaigns and projects to a small and cozy group of attendees.

Endowment Giving Workshop (Eugene): On September 10th Hilary and I attended a workshop on Endowment Giving, sponsored by the Oregon Community Foundation.

Social Media Training: On September 22nd Norma and I attended a training organized by Travel Lane County on how to maximize the uses of social media.

Endowment Giving by OCF (Portland): On September 23rd I attended an additional training on Endowment Giving.

Socially Responsible Investing: On September 24th I attended an informational session organized by the Oregon Community Foundation concerning where and how our (the Fair's) money is invested through them in socially responsible funds. The Asset management company hired by OCF to manage these funds (Boston Commons) was present to discuss its programs. Their President, Geeta Aiyer, and another top officer were present to answer our questions. I was impressed with their openness and willingness to share information about their operations as well as by their thoughtful application of screening principles and integrating investment strategy.

Contracts: Lease Agreement, Andy Strickland: A new contract has been signed, which will come up for renewal on January 31st, 2010. My intention in changing the contract period is to synchronize this contract with our budgeting process. This will ensure our budgeting process drives the cost of the lease, instead of the lease driving the budget process.

Andy agreed to this change and has also accepted the current level of compensation from the Fair for leasing the Compost Barn and Storage Shed. We will renegotiate a new annual contract through the budgeting process and will sign a new annual contract in January.

Operations Manager: Charlie said we are at the beginning of budget season and we are still finishing the last budget; crew budgets are due the end of this month; staff and operational budgets are due a month later; and we are back to a two-year budget cycle. Charlie reported the Long Tom Watershed Council just gave us an award for sustainable support for our years of contribution and support and he thanked Anna Scott for her work with the Council and for going to pick up the award on our behalf. He said he and Lucy counted, one by one, the broken wristbands collected this Fair and there is work going on with the wristband company; they intend

to make right for a problem they acknowledge was due to some faulty batches of product. Charlie said the management team met for hours on Sunday doing event debriefing and talking about upcoming issues and he will have a full report for the Board at the retreat.

Site Manager: Steve said the West Lane News ran an article about the Elmira High School cross country program, saying, "success or not, the highlight of the season will be the Elmira / Oregon Country Fair Classic which will be hosted on October 21st. The team was able to receive permission to run the event *on the grounds of the fabled Oregon Country Fair, a place draped in beauty and blessed with ancient history-*"remember, he said, this is on the sports page of a small town weekly! He said 25 schools are scheduled to participate but the eight is in recovery so the running loops will be outside the eight. Steve reported the path restoration work inside the eight is done and some project work remains for South Park Road and for the Far-Side path from the bridge to the Ball Field. Steve acknowledged and thanked our groundskeeper, Jeff Johnson, for his work to make the grounds look very good. Steve also thanked the VegManECs, Andy Strickland and Jeff for their work on Sunday when they planted about 55 trees on the new property, aka the OutaSite Lot, to help establish a shelter band of trees along the highway boundary. He reminded us the site will be open on the weekend of the Annual Meeting for camping and for work parties on Saturday and Sunday to finish the last of the cleanup. "Folks are invited to camp, vote, participate, lend a hand and to come out and take a walk but keep to the edges."

Administrative Assistant: norma said she took off the \$5 FFN subscription agenda item and said it will probably be handled as a budget item. She said ballots are coming in and the Elections Committee is working hard to keep up with last minute absentee ballot requests. norma and Marcus went to a workshop on social media, about Face Book and Twitter, and how to use those for organizational marketing and communications. She said she is already involved in Face Book and looks forward to using it to a fuller advantage for the Fair. The 2010 budget forms were sent out to coordinators last week and the 2011 forms will go out next week by e-mail. norma thanked the FFN staff for last month's 16 page paper noting it was unusually large for September. Joseph thanked norma for her efforts with the FFN.

Office assistant: Robin regrets missing the meeting last month but wants to give a Culture Jam report now saying this was the 8th year and the most successful ever; there were 52 youth; and the energy levels and the ever improving skills really changed some lives. Robin thanked Lucy for her help this year and asked Lucy for her reaction to Culture Jam. Lucy said it was spectacular, just fabulous, being able to be a mentor to teenagers and she wants to continue. Robin said thanks to everyone for their support because it is spiraling outward. One example is a Portland program called Youth Beat NW which uses the knowledge and methods of Culture Jam. Robin finished by thanking Danya for his help as a liaison between the event, the office and site crew.

Officer Reports

Treasurers: Grumpy said the Budget Committee and the Financial Planning Committee met to work on the revenue forecast and a follow-up meeting is planned for October 28 to finish up the agenda. He said the Budget Committee will be meeting at the Fair office at 6pm every Wednesday in November and December, except Thanksgiving to do the budget process. Budget packets are out and he asked people to adhere to the deadlines. Hilary thanked all the committee members who showed up for the meeting and thanked norma for her help in tracking down all the various documents that provide Fair financial policy guidance. The policy information will be consolidated by Leslie McCann (inventory crew, and CPA). Grumpy said one item to highlight is discussions about potential ways seed some money for the Community Center. Hilary said coordinators should make every effort to get their packets back even if there is no change by getting the packet back with a note to that effect. Grumpy said this Fair did pretty well, thanks to the advance sales for Sunday and full report will be ready for the Annual Meeting.

President: Jack reminded us that this is our election time and it is a beautiful thing that we do and more people should vote and this year's registration effort should help the process. Jack said he wanted to thank all the candidates saying he has a real appreciation for what that takes - a combination of courage, strength, and numbness. He said the real beauty of what we do is ending up with something that is not open-ended, not predictable, but is the outcome of what our

members do; the membership expresses and the Board listens; the more that vote, the more open-minded the outcome.

Recording Secretary: Bill said the Board donation request log has five outstanding requests and two will be discussed tonight. The newest three are from the Tamarack Wellness Center, the Grrriz Rock Festival, and the Multi-Cultural Storytelling Festival.

Committee Reports

Path Planning Committee- Chris Browne reported:

The Committee met on September 20th at the Yurt. There were twenty three people in attendance including the Executive Director, Operations Manager and Site Manager. The minutes from the May 17th meeting were reviewed and approved. It was announced that the Path Planning agenda and minutes will now be posted on the OCF web site.

The Committee again re appointed the two co-chair persons and recording secretary for another year as they have been doing a great job and are willing to continue to do so.

Members of the two sub committees that were to do an on-site study of the two areas that were initially posted for consideration gave their reports. As long as there is a good information channel available to keep everyone informed about what is taking place, most of the people spoken with were willing to consider changes. Their biggest concern was adequate camping to replace their present locations, should this occur in the future.

There was a written survey document posted during the fair and there have been several responses from fair family members sent to the Committee. These responses have been posted along with the minutes on the web site. The Committee decided to place the survey document in the Fair Family News so that more members can see it and send in their responses.

The Committee plans to do a detailed study of alternate camping locations that can be developed to aid in any future site relocations. This will be the main topic at the October meeting.

The next regular Path Planning meeting will be held on October 18th, at noon in the Hub Yurt.

Elders Committee- Chris Browne reported:

On September 23rd, the Elder's sub-committee for Elder's passes, met again with members of Budget and Management to continue working on ways to reach agreement on Elder's pass issues. A proposal was worked out and will be presented to the full Elders Committee. The regular Committee met at the OCF town office on September 24th, with sixteen people in attendance.

Eleven applications for Elders Status were reviewed with ten of them being approved. One app needs further verification. This makes the number of approved Elders at this time four hundred and thirty two.

Final details for the elder's retreat were worked out. Doing a review of the Elder's fair projects for this year plus discussing ideas for what direction to take for the next fair are on the agenda. Possibility of establishing an Elder's news letter is also on the agenda. Current board candidates were also invited to attend and express their views. The usual great meals and entertainment are part of the program.

The Committee reviewed the proposal that was presented by the pass sub-committee and although there is definitely progress being made there does not appear to be a balanced and equitable solution to the pass problems yet. The Committee believes that the original approved Elder's motion is a sound and strong motion and does not need to be reworded or replaced. Honoring and respecting that motion will resolve half of the Elder's pass problem. The Committee wants to continue to work toward obtaining a quota for Elder's Companion passes and thereby resolve the other half of the current pass problem. The proposal as presented by the sub-committee will be presented for review at the Elder's retreat.

The next regular Elder's Committee meeting will be held on October 22nd, at 7 PM at the OCF town office.

Elections Committee- Jen-Lin reported the October 17th Annual Meeting time in the pamphlet is 6:30pm and the FFN calendar says 6pm. She said the correct time is 6:30, but early arrivals can help set up; that 850 absentee ballots were sent out as of last Wednesday; and out of 1566 new members registered, about 800 were logged in and the rest required further information or had some other problem so some mailings have been late. She said the overall membership

count as of September 24 is 5633 members eligible to vote and 1005 of the members do not have an address on file.

Community Center Committee- Indigo reported the committee met on September 28. She said Deane has resigned and John Lassen has resigned but will step into the process as needed when the kitchen work gets underway. The committee decided to change their quorum requirement to half plus 1 which is six at the present membership level of eleven. She said a survey is being put out to the Fair Family to gather thoughts about wants and visions. The online survey is at "http://www.surveymonkey.com/s.aspx?sm=jZwrlUpWmCfYjk0WRydT6Q_3d_3d" and will run from October 7 to December 1. Feedback is welcomed from the operational perspective, what the center would be used for within the Fair and about the needs of local community groups or businesses that could use and rent the facility. Lara broke in and said Indigo has worked hard and made a very friendly and useful survey.

Old Business

Budget items

Jack moved, Diane seconded, to add \$800 to the refreshments line item.

Background: Grumpy said an addition of about \$800 would be sufficient to cover the costs of meals served at Board executive sessions which have been held more frequently this last year to review and discuss personnel and other confidential business.

Board: Danya asked if this was moving funds from some other line. Grumpy said "no" as there are other line items that are under budget.

The motion passed 10-0.

Hilary took some time to introduce the Board to the Medicare information in the Board packet saying it is a pretty significant item that will be worked on this month. One employee will turn 65 and that changes the Health Care situation with medical insurance which will change to a Medicare supplement. Right now there is a high deductible and HSA but the HSA won't work with Medicare. The option presented is cost effective, provides good coverage, but means changes to the PPPM. The existing package is shown along with Medicare and supplements. Its proposed the Fair provide the supplement. Right now the employees get insurance as a pre-tax item which is very cost effective. The Medicare supplement means the employee has access to services and prescriptions but the employee will have to pay out of pocket unless the Fair reimburses for the cost of the Medicare. This payment cannot be made from pre-tax money so the cost includes the tax burden. This goes outside the step plan by about \$1600 a year, will save thousands of dollars in total insurance costs, will give the employee about the same coverage without the HSA and without a high deductible but will mean changes to the PPPM. Chewie asked if we now have the possibility of providing care for a part-time employee. Hilary said some research was done that shows we are not permitted by state regulation to provide the benefit for a reduced hours employee.

Paxton moved, Anna seconded, to accept the Revenue Projections generated by the long range financial planning for 2010.

Background: Grumpy passed out a handout for the revenue projection and said the information goes back three years for comparison; the event brings in 95% of the revenue; the rest is from contributions but the contributions are not budgeted; and the revenue for Culture Jam is only a small part. He said there was general discussion is about event fees and about changes. Parking for oversize vehicles was discussed but a change was postponed until some operational issues can be worked out such as a camping crew to handle the work. Increased pass fees were discussed (SOP's and others are \$60, or \$80 if late) and it was decided not to change them at this time even though this fee is quite low considering the services provided. Booth Fees were discussed and in light of the adversity that affected the Booths on Sunday and it was felt that this was not the right time to raise that fee since the Booths pay a booth fee plus fees for their passes. The OCF is a relatively low cost event for the vendors and this fee will probably be increased in the future.

Grumpy said the daily ticket price will be increased by \$2, and the three day ticket will stay the same but the Green ticket is part of that change. With this change, all tickets will be Green tickets and will contribute \$1 to the green effort with the other \$1 going to revenue.

He said Barter Fair fees will increase from \$10, \$50 and \$75 to \$20, \$75 and \$100 which is still considered to be a nominal cost for the expenses covered by the Fair to support this activity.

Grumpy said commemorative sales increased by about twice this year and the reason is thought to be due to the products and the crew's efforts so the budget was changed to reflect this year's results.

Hilary said the Green ticket is about 4 years old and includes choices about where to apply the money but the drawback is the complexity of the reporting and keeping track. With the change, the Fair's commitment remains, the Board can decide how to dedicate the funds and the process will be easier.

Peach Gallery: Etienne (Auntie Em) M. Smith said, as a crafter, the Barter Fair was not profitable for her this year. Lara Howe (Recycling Crew) suggested a Board vote is premature because this plan has not been before the membership yet and normally the information is available a month ahead of the decision.

Board: Joseph agreed with Lara about waiting until November to vote on the revenue projections so the membership could be informed of the changes before the Board acted and he asked for clarification about the Elders pass cost since it was not mentioned. Grumpy said the Elders pass is not a revenue item and the \$50 cost last year was probably a mistake since the motion says the cost is to be the same as other passes which are \$60. Deane said the cost was \$50 and now it is \$60 so that is an increase. Katie said she thinks this budget should include contributions because a budget is built from actual experience and the contribution information is known and could be projected. Hilary said there are two lines for the Jill Heiman Vision Fund- one for food voucher and cash contributions and one for the Fair match. Grumpy said our past practice is to exclude these and Katie said that seems misleading because it is income and predictable so it should be reflected on the budget. LT said he doesn't see the point because these are donations which in turn are matched and then given away and they are not part of our operating budget. Anna said thanks for this information and the ticket restructuring is what she has had in mind for Peach Power. She also said she appreciates this discussion about donations as the Board prepares to discuss a new donation process. Paxton recalled the last revenue projection was presented earlier in the year and was passed by the Board in October so he agrees that waiting a month before voting on it is a good idea. He also likes the green ticket change so the funding for our projects will be greater and more stable. Diane said the pass costs for Energy Park and Community Village are \$30 and pointed out our costs for being there have not been calculated and the volunteers don't pay at all for their services. Jack said this should have been expressed earlier as revenue projections on budget issues and it's just an omission and won't prevent his support for the motion.

The motion passed 9-1. (Deane opposed)

Danya moved, LT seconded, to donate \$1000 to Tariro

Background: Marilyn Moore spoke on behalf of Tariro as one of their volunteers, as a Fair Family member since 1985 and as a musician performing with Kudana since 1991. A teenager she worked with (Jennifer Piper) founded Tariro as a support organization for girls in Zimbabwe to sponsor their education and help teach original arts and original dance. The proposal has two parts with \$1000 total. Half would be used for school fees for the girls. The other half would support the major fundraiser that is held each year.

Peach Gallery: Jen-Lin Hodgden (Community Village) offered support for this motion and suggested this be an annual regular donation due to the many connections with the Fair and due to its arts and education purpose. Grumpy asked if the organization is registered as a non-profit and the answer was "yes". He asked if the Fair connection isn't somewhat tangential, said this is not a local group and noted there are a lot of worthy causes. Kehn "mambo" Gibson (Security) asked about past donations to this organization. Jon Pincus (elder) said this is a good tradition; is educational so it fits with our criteria; is connected to Fair Family; and thinks the Zimbabwe cultural experience for our community has come about through the work of Shumba and Kudana. Chris Browne asked about the difference between private education and government education

saying he was concerned about how a government education program might influence the education system. Marilyn said the government education is simply a public education and is less costly than a private school but may still not be in complete operation. Etienne asked if this is a program just for girls. Marilyn said that some boys are now involved.

Board: Joseph said our statement of purpose is about the exploration of alternative lifestyles and connecting with people throughout the world so this donation is within our purpose. Danya said this donation fits with art, education and diversity and the fact that it is not local just means it is not local. Deane asked the presenters opinion about getting on our regular annual giving list. Jack said the mental image of young girls hauling water smacks of indentured servitude so because we can, therefore, we should help. LT said we can look at this as an investment in our children's future; we live in one world and around the world the role of women is critical to culture so we need to take responsibility and we have some to spare. Diane said that Shumba, at the Fair as long as she can remember, and Zimfest, from a few years ago, are connections. Anything we can do to help empower girls in that part of the world will help with some serious cultural revolution. In Africa, even the women who have jobs have to haul water and then build a fire. Chewie asked if the money goes directly to the girls or if it is distributed. Marilyn said the money goes directly to the schools.

The motion passed 10-0.

Diane moved, Chewie seconded, to donate \$1000 to the Whiteaker Community Dinners (Thanksgiving).

Background: Beverly Farfan spoke on behalf of the organization. This is the 21st dinner and about 2500 or more people are expected. They are hoping to have over 300 blankets and 300 sleeping bags to give away to people who don't have money.

Peach Gallery: mambo expressed his support. Grumpy said this is local and this is where we should be putting our money and he suggested increasing the amount to \$2000 saying this program is our history and matches what we stand for. Jack asked for a friendly amendment to increase the amount to \$2000 which Diane and Chewie accepted. Steve said this past year has been particularly difficult, unpleasant and deadly for some of the homeless and our organization stepping forward this way directly counteracts the evil that is out there.

Board: Danya said the word "socks" is floating around in the back of his head. Beverly said socks are still a part of the program. Deane asked if being on an annual list for giving would work for them, considering the amount might not have changed. Steve said that we also provide radios and volunteer energy for this event.

The amended motion is **to donate \$2000 to the Whiteaker Community Dinners (Thanksgiving).**

The motion passed 10-0.

Board Motions

Paxton moved, Joseph seconded, to appoint Andrew Knight (post Fair Kitchen crew) to the Vision Action Committee.

Peach Gallery: Charlie said he can't say enough good things about him - he is just awesome.

The motion passed 10-0.

Jack moved, Joseph seconded, the current contract of the Executive Director be amended to extend the terms of the contract, while maintaining probationary status for a period of 120 days, upon acceptance of the ED. The Board President and designated Board appointees are authorized to negotiate, but not execute without Board approval, a new contract. During the 120 day probationary extension the ED will meet with the Board in Executive Session monthly and the ED will remain at at will employee.

The motion passed 10-0.

Deane moved, Katie seconded, that the number of Elder Companion Passes is set at 3/4 the number of Elder Pass Holders.

Peach Gallery: Grumpy passed a set of handouts to the Board and then explained these were the three proposed motions and language that came out of the last meeting between representatives of management, Elders and Budget. He then relayed his recollection of the process indicating the consensus of the most recent meeting was not accepted by the Elders Committee and that this motion from Deane is different. The meeting was attended by Chris, Robert, Alan, Patricia, Michael, Lucy, Charlie and Grumpy. Based on the Elders Committee position, Grumpy feels some further meeting and collaboration is needed and this motion of Deane's should be either amended or not passed. He pointed out the Deane's motion does not explicitly remove the term "helper" from the existing motion even though it does use the term "companion". Grumpy said these three motions reflect the original intent; that a schism is coming between the older and younger populations; and entitlement can be a problem. These three motions really define the companion pass, the transition pass, and remove the entitlement aspect. He said we are all equal and Deane's motion makes an inequality based on age and should be avoided. In the issues of the Fair, who is entitled to a pass is what it is all about. Creating inequality in pass access is avoided with these three motions and they are what the Board really needs to do in this situation for the Fair and not for just one group of the Fair. Grumpy said even though at some point he will apply for Elder status, he wants the Board to do what is right for the Fair.

Wren Davidson (crafter) said she has been with the Fair for over 30 years. She said the Elders idea was to recognize those who had given 20 years to the Fair; the party crowd was in the way of new crafters; she discovered as an Elder she can no longer keep her crafter status; and that was not clear at the time she applied. She thought it was an honoring thing. Regarding equality, she said we don't need to have the same situation for the new traffic volunteer as for the 20 year Elder.

Lucy Kingsley (inventory) said she has worked every Fair except one when she paid for entry and has been working on the committee to help resolve this issue. Companion passes at the 50% level would avoid the mess of last year over the Helper issue. She said specifics are needed and necessary in order to distribute the inventory properly because problems come when applicants interpret things differently that the crew and a good definition is important to avoid trouble. She said she does not support Deane's motion because 50% is adequate.

Mark Pankratz (construction) said he is all for the Elders but this motion is short and is not specific and will perpetuate the confusion so please go back and try again.

Chris said these motions were taken from the work sessions back to the committee and to the Elders retreat and the Elders feel that the original motion, as Diane read it earlier tonight, is fine and specifies the status of Elders and it stands even though there is some confusion about that. He said the Board approved "helpers" but there was never a quota attached and Budget had to make the decision and that ran the Elders into a ringer and caused all the frustration. Chris said the language of "helper" and "companion" helps alleviate the problem and this should be resolved, at some level, tonight, to avoid the problems we had this year.

Robert Jacobs (Elder) said he has been at the Fair a long time and has been at most of the meetings on this subject. Deane's motion says companion pass at 75% and Grumpy's says 50% and that seems to be the only question to resolve. The original motion says every Elder can purchase or earn a pass. The transition question is not an immediate problem. The use of "companion" rather than "helper" is more correct and it clarifies the purpose of the motion. The issues are pretty well understood now with all this discussion.

Charlie said, having been in the middle of this at last Fair, the aspects of helper passes were never clearly defined and the three motions from the collaborative group reaffirm the original Elder motion. The concept of Elders being able to earn or purchase a pass is pretty well agreed upon but none of the rest of the obligations or privileges are well defined and the recent meetings are an attempt to create a way to manage this situation. The per-cents are one issue, and transition passes are another and clarity is needed. Charlie said Deane's motion is very simple but shoots for the moon and only gives one perspective while the collaborative motion's are more in the middle and give us a great point for going forward. He feels there has been a big shift in one direction to add all these passes and other elements and at each step it becomes muddier and while we need to respect the Elders we also need operational tools to make it work.

Etienne, coming to the Fair since '72, on the Board from 99 to 2001, helped the Elders become an ad hoc committee. Now, eleven years later, waking up and listening, she says the things said now are the same as what was said on the ad hoc committee. At the Elder's retreat, the Elders are worked on all of this and they support Deane's simple motion.

Alan, on the committee with Charlie, Steve, Chris and Patricia, said there was movement and clarification and give and take and hearing and respect in a family sort of way. There are still some areas to iron out but this motion has nothing to do with transition or compassion passes. Helpers can be handled by AAAA so that won't be a future issue and Elder helpers can be eliminated. Some of the other material that Steve (Grumpy) passed out will need to be dealt with at a future time.

Hilary said she has been volunteering with the Fair for 28 years and it will be at 32 years when she becomes eligible for Elder status. She said she has attended every Board meeting for about 15 years and has a very different memory about the purpose for Elders. She said people who couldn't do their roles any more needed a way to stay involved with the Fair and the first motion went down because it allowed those getting Elder status to stay in their volunteer role. All along, the philosophy and the operation of the idea has been very difficult to understand and put together. The existing motion that Diane read is not that clear and the meeting between Elders and management are vital to work this out but it seems to be bad faith when Elders try to go around the process. The work of the joint body needs to be supported and there needs to be partnership and the Elders need to be a good example for the rest of the Fair.

Jen-Lin said, to muck it up a bit more, she heard that "Elder Helper's" should also get a vehicle sticker? What are the limits to getting the pass and where will all this new population physically fit.

Jon P said there has been good faith and diligence on this question, at meetings, councils, retreats and debates. The Elders recognize there is more to these issues and more discussion is needed and that is why these subjects are not a part of Deane's motion. He said the real issue is what is an "Elder's Helper" when talking about equality. Most of the volunteers on crews have a 75% allocation and for late purchases, a late fee applies and that should be used for Elders also. The imbalance has been initiated primarily by the Budget Committee and we need to focus on this one motion and it should be passed because it represents equality and focus.

Wren agreed with what Hilary said about making space for new volunteers for the Fair and said the retirement aspect was just not clear at the time.

mambo said he agrees with Jon's ideas about equality but what causes him some pain is Grumpy's phrase, referring to Deane's motion as a scheme, which indicates a nefarious motive but without any proof and it just confuses the discussion. This choice of phrases, and the allusion to a circumvention of process didn't help but this is the second Board meeting where the dialogue is helping.

Marcus said it seems the Elders Committee is doing two things by allowing Deane to bring this motion while also authorizing their members to participate in the collaborative meetings that are trying to find some clarity for the operational needs. The clarity does not exist in this motion and that is a contradiction. He said working in one direction will be more effective and will help us move forward.

Steve said he agrees with Marcus' observation and recalled at the September meeting we agreed that we do have plenty of time before the next Fair to find resolution. He said he is concerned about actions that tend to expand the event and stewardship of the site shows there are limited carrying capacities; we don't need to talk about limiting the number of people on site but we are drowning in vehicles and are running out of room so the question of vehicle stickers is important. Steve said we are four generations into this grand experiment in social activism and organization but we need to be mindful and consider seven generations; we can't pass on growth and capacity problems.

Lara asked if there is any plan to hold Board work sessions on this subject. She suggested that crew SOP's could be reduced a small percentage to help with the growth and population questions.

Robert said he wanted to speak to the allusion about an age defined schism and how that seems wrong because we are family and the older generation is helping the younger ones become involved in the Fair. Speaking to Charlie and Marcus regarding the need to make

operational decisions, there needs to be ongoing work to clarify but that should not prevent a decision on this motion.

Jon said the subcommittee for the Elders was not authorized to make decisions on behalf of the Elders but was there to explore the possibilities and regarding the space issue, nature will solve that for us.

Lucy wanted to clarify the difference between Elder status and actually buying a pass as an Elder which really means retiring from the volunteer job.

Etienne said the Elders have been here a long time so are not increasing the population; Deane's motion is trying to solve some of the operational issues by making equality; and we need to pass this or have work sessions to get it done.

Chris said if all Elders are qualified to buy a pass, and if that is so, then we need to find out if companion passes are allowed, and if so, how many. All the other details around those issues are operational and don't need to be before the Board. The Elders can work with operations and budget to work out and agree on the details. He asked if the Elders can have a companion type pass that does not come out of the Elder quota and if so, how many.

Board: Jack said all this talk about transition, helper, and whatever future notions will be at rest when we address the companion issue. He said he doesn't like the leverage about "if I'm respectful or not" and said he respects you guys (Elders) and if we can have this discussion with that aspect then it would be a numbers question and if it is about equity, then it is about what you need and then we make a decision. If you don't need 75% then don't come and ask for it and then put the Board in a position of disrespect. In five years, if the need changes, then that is another day. This should be truthful and honest and if 50% gets us through our needs now and for the next one or two Fairs, then why are we asking for more. Why is there a discussion about transitions and helpers along with companions because once this is done then this is a direction taken. The numbers don't bear out the need for the discussion. The SOP motions went to 45% for SOP's and then to 50% and then to 75% but it was done when it was needed; honesty about this is important and the Elders should ask for just what is needed.

Diane said Marcus might not be clear that it was a sub-committee of the Elders committee that met with a sub-committee of the Budget committee and the sub-committee's role was to report back to the Elders committee. So far two things have come out of the meetings that have not flown with the larger group. While the Elders Committee would like to see things get worked out, it seems it is muddier than before the process started. She said she said she still can't get her head around the notion that the Elders are a part of the growing population and that is more understandable in terms of babies. She said she supports this motion for companion passes. She said she is ready to offer her support for bringing a transition pass motion to the Board when it is time.

Paxton said, to answer Marcus, the collaborative group came up with something the Elders did not intend and what he, as a Board member, did not intend; it was way off base and was rejected by the Elders. A "helper" was originally something that an Elder would decide and a "companion" is a better word for that and Companion Pass is good language for the intent. Paxton said it really is a matter of respect because the Elders helped build this Fair and to say they can't bring their companion is disrespectful. This "Companion Pass" is simple respect for the Elder.

Anna said she would not vote for this motion tonight because there is more work to be done.

LT said his simple inclination is to say that Elders should get SO's just like the regular staff. About equity, because on one hand we shouldn't have a different system for the first year traffic person than we have for the 20 year veteran but we do because the first year traffic person, just like the veteran, can become an Elder but first, they just have to live and volunteer for that 20 years. He said in some sense it creates a great advantage for the younger folk. He said deadlines and administrative issues are another matter and should be reasonable so they can work. LT explained the way Elders affect population is when you extend life expectancy, you increase population and if people don't die off then the population grows. Maybe we should propose Country Fair Death Panels? (not serious, all laughter). He said his concern, as a consistent supporter of Elders programs and access is if he doesn't support this motion, then some Elder will start screaming about it and he'll lose his membership support at the next Board

election. LT remembered that Wayne Morse used to say, "...just because you support me doesn't mean you own me."

Chewie said he is forced to say the equity we're dealing with here, the 75% is fine and we just need to go forward. Once this is passed, then as Chris pointed out, it is up to management and everyone else to figure out. Since the Elders are not officially a crew, there is some issue about the 75% and the semantics of what we are calling each other. Chewie said he is not happy we are doing this a second month in a row.

Indigo said almost everybody has been saying "to me, the Elders pass...." which indicates a lot of ambiguity since it is "what I interpret it to be" and not what it is. A motion like this, very simplified and without anything new is going to continue the ambiguity. On population growth, she said retirement and replacement on crews is growth, and with the new volunteer's SOP and adding an Elder's companion there is even more addition to the population. She feels we need to go with the numbers and if 50% is needed, then use that number and not an expectation. She said she cannot support the motion as it stands but she does support Elders, absolutely.

Katie asked some questions of Lucy. Did less than 50% of the Elders pass request Helper passes? Yes. For crews entitled to 75% for SOP, does the budget show 75%? Yes. Do crews not use all 75%? Yes. Katie said this means the per-cent is a non issue. When Elder's assumed they had 100%, they only used just what they needed and they are obviously trustworthy and will only ask for what they need. Katie asked for a friendly amendment to incorporate the name change so it is clear the "Helper Pass" is going away and is now a "Companion Pass" and Deane agreed. Katie asked for a friendly amendment stating the price of the Companion Pass is equivalent to a Significant Other Pass. Katie said a lot of people who are thinking about Elder status become concerned when they learn about what they have to give up in order to get Elder status and then they change their mind. Katie concluded by saying if you support limiting growth and limiting opportunity for younger volunteers to move into positions of responsibility, then vote against this motion and keep saying "no" to the Elders.

Danya said that after 20 years of supporting and building this Fair, Elders are a Significant Other - to the Fair. Danya says he sees their place more as an SOP than a volunteer. Volunteers get an SOP for their companion because they are volunteering and contributing and while a lot of Elders still are volunteering, a lot of them aren't. After 20 years, the Elder is significant to the Fair and the Fair wants them there. Regarding the Companion Pass, if it is at the same per-cent and is the same cost as an SOP, then just call it what it is, an SOP. Danya said he would not like to see this motion go through because it is too short and simple and allows too much ambiguity. When the question is asked if Companions get vehicle passes and the immediate answer is "no", that is just an assumption. Danya said he would like to see all these Elder motions come to the Board as one, truly fleshed out. There is six months available to figure it out and we are giving up on collaboration because of the desire to have it done now.

Indigo asked about the friendly amendments and Joseph asked to speak. Joseph said he is disturbed because we already have one critical program about accommodations but it does not come under the law, and it is just for people who need help. The "Companion" is about social continuity for people who have been participating. He thinks we should keep the "Helper" also, but by adding certain requirements and specifics. The Companion pass just honors those who have been at the Fair together so they can continue together.

Deane said his motion is not that different than the one handed out. The Elders Committee is eager to work out the issues and details and the motion just deals with the one subject. He said his motion is for 75% and that right now the actual "but don't quote me" is about 30%. He said he feels that some of the Elders are holding back because it was called "Helper". With the name change he thinks we'll probably need the 75%. Deane noted that any one crafter can buy two passes and one vehicle sticker and that is 100%. They are all booth passes and that's how it is set up. He said hours were spent on this about this word and that word and there is concern about what to do to help the young.

Katie asked if her two friendly amendments were acceptable. Deane agreed that Elder's Helper Pass should go away and change to Elder's Companion Pass and the price would be equivalent to the cost of an SOP. Katie said this is necessary to clean up the old motion that did not have these specifications.

A short discussion ensued about the motion language and Jack wanted to be sure the Companion Pass per-cent was not linked to the SOP per-cent, but only linked to the SOP cost. That was affirmed and Deane read the amended motion: **the previous Elder Helper Pass policy is updated and amended to state that the name is amended to be an Elder Companion Pass. Only an Elder Pass Holder may apply for an Elder Companion Pass. The number of Elder's Companion Passes is to be 75% of the number of Elders Pass Holders. The cost of the Elders Companion Pass will be the same as Significant Other Passes.**

The motion passed 7-3. (Anna, Danya, Indigo opposed)

Indigo asked Paxton and Joseph if the final three old business items could be tabled for the next meeting. Joseph agreed. Paxton agreed, asking if the items could be addressed earlier in the agenda of the next meeting.

mambo expressed his appreciation for the way Indigo and Chewie handled the use of a time limit in order to keep the meeting moving.

Adjourn

The meeting was adjourned at 10:10 pm. The next Board meeting will be held on Monday, November 9, 2009 at 7pm at Central Presbyterian Church (15th and Ferry).

The tentative agenda includes: Ratify the Board election; Election of Officers; Budget Issues: Employee Health Insurance / Medicare (Hilary) and Employee Benefits (Hilary); Tamarack donation request; Grrrlz Rock donation request (Chewie); Multi-cultural Storytelling donation request; Policy on recording cultural resource sites (Jon); Policy on disturbance of cultural resource sites (Jon); Podcast Board meetings (Paxton); Identify potential new campgrounds and neighborhoods (Paxton); Endowment disbursement supplement from the Rainy Day Fund (Joseph) Procurement policy (Jon).