

Oregon Country Fair Board of Directors' Meeting
December 7, 2009; 7:15pm at EWEB

Board members present (all): Diane Albino, John "Chewie" Burgess (time keeper), Katie Cousins, Paxton Hoag, Lara Howe, Jack Makarchek, Deane Morrow, Jon Pincus (alternate), Indigo Ronlov (facilitator), Anna Scott, Jon Silvermoon (alternate), Lawrence "LT" Taylor

Agenda Review

Old business: Sweet Home Farmers Market donation request (Jack); Skipping Stones donation request (Lara); Community Center for the Performing Arts annual membership renewal (Chewie); Employee Health Insurance / Medicare (Katie); Employee Benefits (Katie); dedicate \$150,000 to the Community Center Building Fund; increase the Board Donation budget line item (LT); employee holiday bonuses (Jack); dissolve the Internet committee (Paxton); set earlier start time to allow for logo jurying at the April meeting (Deane); committee reports and procedures (Jon P).

Tabled business: City of Veneta pool project donation request; policy on recording cultural resource sites (Jon S); policy on disturbance of cultural resource sites (Jon S); podcast Board meetings (Paxton); and procurement policy (Jon S) were tabled to February.

New Business: Land Use and Management Planning Committee appointment - Joseph Newton; Youth Program Development Committee appointment- Joseph Newton; Elders Committee appointment - Dee Wirak; History Booth Coordinator appointment - Pearl Steinbrecher. website development funding; Kitchen checking account.

Donation Requests

Sweet Home Farmers Market: Due to cold weather trouble the representative was unable to come to the meeting so Jack provided some details about the request. He said this market is a 501(c)3 non-profit, operates in the Thriftway parking lot in Sweet Home and the funding request is to help it keep going. The market was founded and is used by Fair Family members so this is an outreach for them and for the organic farmers in the Sweet Home area who are struggling.

Jack moved, Deane seconded, to donate \$500 to the Sweet Home Farmers Market.

Peach Gallery: Joseph said he supports this donation and suggested they consider contacting the Peace Foundation and the Golden Temple Bakery.

Board: Jon S asked the treasurers how much money remains in the budget for donations. Grumpy said \$13750 has been spent to date and the line is over budget. Jon S questioned the wisdom of going over budget, asked if the donation was time sensitive and if it could be delayed to January's new budget. Jack said it was not time sensitive but the organization could use the help now. Jon S said he would prefer to carry this over to the new budget. Chewie asked if this was already a functioning market and Jack said it is. Deane said "let's do it now" and noted we go over the budget every year. Jon P said there are more requests and suggested we table this until LT moves to increase the budget amount.

Chewie moved, Indigo seconded, to table the motion. LT said finishing the donations first will help him make a budget change motion by knowing the amount required. The motion failed 0-10 (all opposed).

The donation motion passed 10-0.

Skipping Stones: Lara moved, LT seconded, to donate \$500 to Skipping Stones

Multicultural Magazine. Arun Toké spoke and said this the 22nd year and the publication is about children and youth, ecology and nature, energy conservation and renewable energy, community and cooperation, multi-cultural society and diversity, peace and justice issues including poverty and international understanding. The funds are used for 20 to 25 subscriptions to schools and any additional money will get even more subscriptions. This year, due to the economy, the organization did not get two grants they expected totaling about \$5000 but the work will continue. Some copies of the magazine were passed around.

Peach Gallery: Steve said Gabriella Marie Wisnovsky and Stephen Francis Wisnovsky really enjoy their subscription.

Board: Lara read a poem from one of the magazines. The motion passed 10-0.

CCPA: Chewie moved, Anna seconded, to renew our membership to the Community Center for the Performing Arts for \$1000. Bob Fennessey said we are all well acquainted with the WOW Hall and the work of the CCPA. He said he just wanted to mention the annual membership party this Saturday night at 7pm. A number of artists will perform and food will be provided by about 70 local restaurants.

Board: Lara put out the question to the Fair Family asking if everyone has renewed their membership to the WOW Hall. LT reminded about the importance of supporting all our foundation institutions like the White Bird Clinic, Growers Market, Saturday Market, KRVN, KLCC and, of course, the WOW Hall. The motion passed 10-0.

Announcements

norma announced the wonderful happy news of the birth of Alice Rose McNally on November 24th to Darren and Loretta. norma said she was privileged to be a part of the event.

norma reported the very sad news of the death of Nancy Ferguson who volunteered with Path Rove Security.

Jen-Lin said she is passing around, not sugar, but light, for this month's Culture Jam scholarship fundraiser. She said Sue Theolass (Lavender Moon) donated the beeswax votive candles for the fundraiser.

Mark Pankratz (construction) said there will be a get together of Country Fair people in Portland each month on the Sunday before the Monday Board meeting. The next two meetings will be on January 3rd and January 31st at the Muddy Waters Coffeehouse, 2908 SE Belmont, at 6pm. He mentioned Marcus (ED) plans to attend the meeting on the 3rd.

Mambo said he has news from Joe Jenkins about the Humanure concept. Currently there is an article in the on-line edition of Time Magazine about the Humanure story; it is the 11th most read story on the website and it is the most e-mailed story right now at Time.com.

Chewie said a Board work session will be held March 14th about Camping.

Lara said a Board work session will be held February 28th about Amplified Sound.

Joseph said the Lane County Commissioners have a forum under way about food security in Lane County.

Approval of minutes

Indigo moved, Lara seconded, to approve the minutes of the November 9th meeting of the Board of Directors. The motion passed 10-0.

Member input

Don Doolin (Main Camp Security) announced his resignation due to personal and work related reasons, however he said he is not comfortable with naming his replacement due to recent events with security. He said he has been with this group for 25 years and feels it is time to move on, to become an Elder, and said it's "ok" for folks to retire. He wished the board and staff well as they worked to appoint a replacement. (Don was recognized with applause)

Kay said the fourth annual wreath making party was held on Dec 5th and was a great success and a lot of fun and she said thanks to Steve, Andy and Jeff for their support and the wonderful cornucopia of greens. Jen-Lin passed around photos and echoed the thanks. Steve noted there are still materials available at the cow palace and folks can come out anytime to make a wreath or swag.

Todd Patopea (co-coordinator external security) said Don will be a tough act to follow but that he is going to try. He said he too is stepping down from his present co-coordinator position and noted these last two years were real interesting, a huge learning process and an opportunity to get to know a lot of folks. He said the changes at external security are an opportunity for the crew and for management and the family to improve the process and brighten the outlook. He expressed his thanks for the opportunity.

Spirit spoke to Todd, saying thanks and that his efforts are recognized.

Byron said the Board should note that two coordinators have just stepped down and he posed the question "why?".

Charlie expressed his thanks to both Don and Todd for their years of service and leadership and Lara seconded Charlie's sentiments.

Lara said she has had feedback from the Fair Family about her views regarding Deane's recent comments and her response about equality. She pointed out that all of us are Fair Family whether we are vendors, volunteers, paid staff or members. She pointed out that our bylaws say "there shall be one class of membership" and the guidelines say "we are an association of equals." She said she apologizes to Deane if he feels he was attacked, but she was pointing out a fact. Lara quoted the words of Bill Wooten: "Let us all stand together." Deane said he felt it was all a misunderstanding and he accepted the apology.

Staff Reports

Operations Manager: Charlie repeated his thanks to Don and Todd, saying it has been an interesting year and he appreciates all the efforts and work they performed on behalf of their crews and the Fair. He wished happy holidays to the Fair Family.

Executive Director: Marcus said this is the holiday season and he wants to give a big thank-you to the Board and Family. He said this season is a precious time to reflect, to count blessings, and to take a breather. Sometimes holidays can seem contrived and fake, a subjective creation and a misrepresentation of history. He also noted there are people who have plenty who sit in their homes and have it easy and there are others in the world who freeze and starve. Sometimes, at least one day a year, some people stop to help out, people like the Board and Fair Family. Marcus said this year he volunteered at the Whiteaker Thanksgiving Dinner and found it an amazing event, well organized and well done, with thousands of people. He said he helped with transportation and heard many stories and much appreciation for the gifts of money and time. He said he wants to pass on all those thanks, said attending this event enriched his life and he repeated his "thank you so much" for the Fair's support of the Whiteaker event.

Marcus' report to the Board:

Operations & Administration- Food Committee: Met with a Food Committee representative on November 11th where it was shared that they are considering ways of communicating more often with food booths and their representatives. This might include regular e-mails and phone calls to food booths, better informational forms, a couple educational forums / dialogs in the winter and spring, etc. They might adopt a model where food booths are divided equally among food committee members in order to build closer relationships so each food booth has a go-to person to represent them. I am in favor of all of these measures and am excited about what the Food Committee is doing.

A general goal of initiating a collective and inclusive discussion about food sustainability and quality among food booths was also discussed. This is a topic that should always be actively discussed and at the top of our minds, in my opinion.

VA Committee: On November 14th the Vision Action Committee had a planning/brainstorming retreat in Portland. We met the entire day to discuss the overall purpose of the committee, to plan our work and tasks throughout the year and to create an annual time line expressing work flow. Much discussion centered around what the annual State of the Vision report would contain and how we would formulate an annual Action Plan with recommendations. Common Ground Wellness Center donated the meeting space to us, which was greatly appreciated.

Another VA Committee meeting is scheduled for Thursday, December 3rd, at which we will revisit our brainstorming and hopefully begin committing to some operation processes.

Council of Elders: On November 15th I attended the Council of Elders meeting at Alice's to discuss the topic of generational transition. We had a great conversation which ranged from operational to philosophical. I feel we were all on the same page about reaching out to younger Fair generations and initiating an open dialog about the future of the Fair.

Website RFP: We have narrowed the search down to five companies whom are being invited to interview. In the RFP process we requested information on each specific 'team member' whom would be working on building our website. Each company has been requested to have their entire "team" present during the interview so we can get to know them better. A couple of Fair volunteers knowledgeable about web design and programming, as well as Hilary, will assist us with the interviews.

The revised time line: Completed-Evaluation of RFP Submissions; 12/7 to 12/11-Interviews of final candidates; 12/18-Announce final selection; early Jan-Work on contract expected to begin.

Youth Leadership Group: On November 4th Robin and I met with City of Eugene at Peterson Barn Community Center to discuss future partnerships in youth programming. In general, we discussed what kind of future events we could jointly partner on, what resources each of us could offer in partnership and how to invest more in our local capacity to create additional Culture Jam oriented youth leadership events. Part of this discussion about building capacity was centered around offering facilitation type trainings to key volunteers who we believe will be with us in the future.

Personnel-Grievance Process Status: The time line has once again been moved back to accommodate work load issues elsewhere. Please see the revised time line below:

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| January '10 | Recommend a series of amendments to the Grievance Process document to insulate us from legal issues and to smooth the administration of the process. |
| January '10 | 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. |
| February '10 | Appoint Grievance Administrator; provide orientation of process policy. |
| February '10 | Begin recruiting the needed volunteers to create a pool of qualified mediators and arbitrators as required by the policy document. |

Financial, Budgets, Fund Raising -IRS Form 990 Training: On November 20th Hilary, Charlie and I attended a free training by Jones & Roth (the firm that did our financial audit) who had a team of Certified Public Accountants (CPAs) present an overview of the sweeping nature of the changes to Form 990 and the effect it will have on our organization's reporting.

Budget Planning: The process of planning for next year's budget is underway. Charlie and I have begun discussing how to restructure the current budget to accommodate the new management structure and the presence of an Executive Director. We have requested input from both Hilary and Grumpy, particularly on how restructuring the budget might affect the ability of future auditing teams to compare historical financial information.

Public Relations, Media, Marketing - Exit Poll Survey: A private market research company in Eugene called Advanced Marketing Research, Inc. has been secured to help us analyze the data collected during our exit poll. This third party perspective will be invaluable to us as we take a look at the information our guests attending the Fair have offered us during the exit poll.

This company will be drafting a report which will tell us more about who comes to the Fair, how they learned about the Fair and what keeps people coming back year-after-year.

Whiteaker Thanksgiving Dinner: I am really excited to share that I was able to volunteer an entire day at this year's Whiteaker Thanksgiving Dinner. What an amazingly well organized event. Throughout the day I enjoyed transporting people without transportation to and from the dinner and got to hear many stories about people's lives. This was a very touching event for me and I hope I have the opportunity to participate next year.

Food and Agriculture Forum: On Thursday, November 5th I attended a community forum on investing in local food and agricultural systems, organized by the City of Eugene. Roughly 80 people gathered to help inform the creation of Eugene's first Community Climate and Energy Action Plan. Attendees voted on prioritizing a large list of possible actions that was generated by compiling action items from other cities across the nation.

The top actions voted were: 1) Increase home – grown and locally sourced food in the city; 2) Identify and implement City and County strategies to encourage local food production, storage, processing, and distribution; 3) Rebuild local and regional food storage, distribution and processing facilities; 4) Increase accessibility of materials necessary for residential and neighborhood-scale food production; 5) Strengthen current farmland protections at local and state levels; 6) Transition to more sustainable, diverse and ecologically sound farming methods; 7) Support and Promote educational programs about food; and 8) Support efforts to increase food crop diversity.

Administrative Assistant: norma wished a happy season to all. She said the EWEB rooms are reserved for next year, mostly in the bigger training room. Indigo said she has been hoping we could use the bigger room because the current room is a triangle, and we are a circle, so the bigger room will help us feel more oriented to the way we operate. norma also said she, Charlie, the media and the PR folks are starting to move forward, without Kevin, and it is difficult but it is started.

Site Manager: Steve said thanks to Don and Todd saying he first started working with Don in the late 80's and it has always been positive. He said thanks to Kay for organizing the wreath party and reassured everyone that the greens used were taken from invasive non-native holly, necessary Douglas Fir thinnings out of the Hub and diseased hybrid pine. He said thanks to the VegManECs who have been protecting young tree plantings from the beaver. He said the site staff is quite busy now with the cold weather - checking the water lines, pumps and systems and the work is keeping them hopping. Steve also wanted to mention that rainy weather and site canoeing opportunities may be on the way. As always, please practice safe boating and wear PFDs; tell someone of your plans and check in with site staff if possible. Steve said folks can check <<http://www.weather.gov/data/obhistory/KEUG.html>>. When a 48 hour total is 2" or more, check <<http://waterdata.usgs.gov/or/nwis/uv?14166500>> and if it's over about 10', the lots are probably lakes. "Stay tuned, Kayak Dude!"

Office assistant: Robin said the Youth Jam on Saturday came off successfully with about half of the attendees being Culture Jam grads and half brand new youth. It was a cooperative effort between the Fair/Culture Jam, City of Eugene Recreation Services and Youthbeat NW (a youth organization made up of past Culture Jam staff who are now bringing what they learned at Culture Jam to Portland youth). Teens came from many places including Lane County Mental Health, Committed Partners for Youth, the Boys and Girls Clubs of Westmoreland. This is exciting because with these kinds of partnerships it becomes clear the Fair is beginning to be able to serve and work in the community as a true youth service organization. The Culture Jammers who came were reuniting and they expressed how important Culture Jam is for them and how hooking up during the winter is like a lifeline. Culture Jam gives to them the kind of positivity that they need coming out of High School and cliquish pressures. Youth organizations she contacted about this event are excited to know what we are doing and are impressed with the work we have done with Culture Jam through the years. Robin said we are a force in the community and it is exciting to see the maturity and development of our youth programming. Robin said she hopes we can continue these year-round efforts. Deane said thanks for giving us Danya. Jen-Lin mentioned she had something to do with that.

Officer Reports

Treasurers: Grumpy said the budget process is almost over and there are two more working meetings and then a Board budget meeting at Central Pres on Jan 28 to finish up. The capital project applications are due on Jan 31 and will hopefully all arrive by Friday the 29th. He said \$75,000 is the target and that proposals should be pretty clearly described. Hilary said the crew budgets that were not turned in will get the same as last year. She said the Site Manager's operating budget is in but none of the other budgets from staff, (that is a dig!) and they are due.

President: Jack said the holiday season is here and he invited all to do everything graciously as much as possible. He said the reality still hasn't changed much and is still on the backs of our less fortunate brothers and sisters so helping where we can is something we still need to do. Happy holidays.

Recording Secretary: Bill had no report, only remarking on the love and the warmth, from the folks in the room, was notable considering the temperature outdoors.

Committee Reports

Elders and Path Planning: Peggy Day (elder) reported on the meetings of the Elders Committee and the Path Planning Committee. The elders discussed trade passes, began reviewing the list of active and inactive Elders and scheduled Dec 17 for a potluck meeting and celebration. The Path Planning committee discussed email and web access, general communications, participated in a camping co-meeting with LUMP, reviewed attendance and discussed preparations for the Board work session on camping.

The Elders Committee met on November 19th at the town office with twelve people in attendance.

The Committee has received a request from the Budget Committee to provide an outline of jobs that some Elders have done during past year's fairs to earn a pass. These job listings fall under the Trade category and not the Purchased category in the Elder's budget request. The list is being prepared and will be presented to Budget.

The Committee has begun the annual review of active/versus inactive members early this year in order to give everyone ample time to review their involvement with the Committee. This will allow any newly interested parties plenty of time to get their wishes known as well.

The next Elder's gathering will be on December 17th at the town office and will be a potluck holiday celebration, not a meeting unless really needed to be, from 7 to 9 pm. Guests are invited, bring a light snack and joyful attitude.

Path Planning: Twenty people were in attendance with the meeting being held at Alice's, due to the cold and rainy weather.

The minutes from last month were reviewed and approved as presented. There does seem to be a need to re-examine how the committee's e-mail and web access is managed. Better distribution of the information is needed than is currently available.

Members of the LUMP committee and Path Planning met to compare notes on what steps needed to be taken to gather constructive information on new camping areas as well as possible renovations on some existing camping areas. Both committees are looking to gather as much info on camping as possible to have available for the board workshop on camping set for March 14th, 2010.

To this end the Path Planning committee has scheduled their regular meeting for February, 2010 as a time and place to prepare for the board workshop.

The committee policy on member attendance was reviewed and updated to meet the needs of the committee to conduct business in the present effectively.

Just a reminder about the Path Planning minutes. Anyone can sign up to receive the Path Planning minutes and agenda at: <http://www.ocfsite.org/lists/Friends> of Path Planning. There is a lot more information available there then time and space allows here.

Poster: Patti Lomont summarized the report, saying the committee decided to cancel the annual poster contest this year due to Kevin's passing. The committee asked Cory and Catska, who made two recent posters, to make this year's poster. The poster contest will be resumed next year.

The OCF Poster Committee met on Saturday, November 21, 2009, to discuss this year's poster contest and how to move forward, sadly without Kevin. The committee members include: Patti Lomont, Indigo Ronlov, Jeanne Sharpy, and Ruby Steinbrecher. Ruby met with us via phone from Mendocino, as she is eight months pregnant!

As most of you are probably aware, we were just starting our annual contest preparations when things were put on hold with Kevin's passing. The poster committee feels that at this point we do not have enough time to complete a poster contest process. We all agree that the best course of action for this year is to have Cory and Catska Ench, the 2007 and 2008 OCF poster artists, produce another beautiful poster for the fair. This is not the first time that the poster contest has been suspended for a year, although for the saddest of reasons, and we will continue the poster contest next year, on its usual schedule.

After our meeting Ruby contacted Cory and Catska, and they are honored that we are asking them to produce another poster for the fair. They already have some designs that they have thinking about for this year's contest, and the committee gave them some additional direction and suggestions for designs. They will give us artwork to look at by mid-January, with a final poster design completed in February. This will keep us on track with advertising and commemorative sales needs.

Patti and Indigo will be at the December Board of Directors meeting to answer any questions you may have in regards to this year's OCF poster. Sincerely- Patti, Indigo, Jeanne, and Ruby

Peach Power: Anna Scott said the next Peach Power meeting will be held on Dec 28th at the office at 6pm and a conference call arrangement will be available.

Old Business

Board Motions

Deane moved, Lara seconded, to formalize the Logo Jurying process and start the April Board meeting 15 minutes early to accommodate the process.

Peach Gallery: Patti Lomont said she has been submitting things for the past ten years and it is her understanding the process kind of fell apart last year. Information is provided along with the items so the board will know how the item is made but none of that information was passed along last year. A higher number of items were not selected last year so it seems the process needs to be improved. She said this motion is a start by making more time and some people are planning to talk and come up with some process suggestions. Patti said, on a personal note, her item was not accepted last year after having been sold at Fair for the past 10 years. She said it is important the Board members get more information and understand the process and have the time to do good work. Norma said she can check with EWEB and arrange the early start time. Steve asked what the term "formalize" means. Deane said he added the word at the request of Ken Kirby, an English professor. Joseph said he has done this jurying four times and he does not remember ever getting any information but only just seeing the items laid out on the table. Last year he tried to abide by the process and limit his number of yes's. He asked to please make the process sensible and have some objective standards.

Board: Lara said Deane brought this question to the last Craft Committee meeting and they were thrilled to see it and agreed the process deserves more time. She noted some of us on the Board are crafters, some are not, and the Craft Committee does not want the duty of logo jurying and thinks it is the Board's job to make that decision. Chewie said last year was his first time and he didn't even get to look at all the items and said 15 minutes might be too short. Deane amended his motion to 30 minutes and Lara agreed, meaning the meeting would start at 6:30. Anna said this is not about time but about quality and we need to engage the Craft Committee to get re-involved in what they do best, that is finding quality crafted items, produced at the Fair, and taken home with the understanding that the items value is more than a thing but is someone's livelihood, someone's handicraft. Anna said the Board is missing the chance to do a better job of marketing and needs a remedy and some guidance on the process from the Craft Committee. This is really important and is worth our effort and it's not really about time but about the process. Jon S said even though he is not voting, he feels this is about how we allocate time and by starting the meeting early we are not really addressing the underlying issue of having enough time. Paxton said a sheet of information like a long time ago would be good, that Craft Inventory runs the jury process and a half hour might be too much but it's a good idea to formalize the process. Jon P agreed about formalizing but felt a re-development of the process is needed and all the pieces can actually happen and be taken seriously. He said he is for a time extension of an extra 15 or 30 minutes. Jack said the jurying has been rather traditional and the idea of how many pieces are accepted or not accepted is a discussion we have over and over again and it is subjective and the Board is fluid and dynamic and changing so it kind of sets its own process and it should always be that in his subjective view. Jack said he doesn't know how much time is needed or formalized, maybe just looking at them earlier; it's art. Indigo said she wonders if it is necessary to actually formalize the time or can the Board just have the table up earlier and all agree to come early to look and then just start the meeting on its regular time. She said it would be up to the Board to be here earlier, we would need the space earlier and we need to all commit to get here earlier. Deane said he would withdraw the motion if a straw poll shows the board members would get here early. He said the Craft committee already passed the items so it's only up to the Board to decide about using the logo on the item. Indigo conducted a straw poll and 8 members agreed to come 15 minutes early. Deane withdrew the motion. Lara said she would work with the Craft Committee to get the written information.

Budget items

Katie moved to amend the Personnel Policy and Procedures Manual with the following language in Compensation under sub-section E - Benefits:

1. Contract and Regular full time employees under 65 years of age are entitled to such benefits as authorized by the BOD. As of the date of these policies, those benefits are:
 - a. Personal Time (see Section G below)
 - b. Health insurance as adopted by the BOD
 - c. Employee retirement contributions (see Section H below)

2. Contract and Regular full time employees 65 or more years of age are entitled to such benefits as authorized by the BOD. As of the date of these policies, those benefits are:

a. Personal Time (see Section G below)

b. At such time as an employee becomes eligible and signs up for Medicare, the OCF will no longer include them in the employer group plan for basic health insurance, and will instead include a Medicare supplement health insurance plan (including Medicare Part D, or equivalent, if selected by employee), as a pretax health insurance benefit under the group health insurance plan. The employee will qualify for an increase in their monthly pay that will be equal to the Medicare premium, and employee taxes on that amount. Maximum dollar amount of this benefit cannot exceed pre-age 65 monthly health insurance premium. The employee will continue to qualify for any additional coverage's provided by the OCF, such as dental insurance.

c. Employee retirement contributions (see Section H below)

Peach Gallery: Hilary suggested, following Medicare Part D, changing the word "selected" to "elected" by the employee. She noted the selection involves the personnel committee and then it is up to the employee to choose. Katie agreed and removed the "s".

Board: LT suggested an editorial change to remove the comma following "Medicare premium" in order to make it clear the increase in pay should reflect the combination of the cost of the premium and the additional taxes. He suggested inserting the words "sum of" before "Medicare premium". Jon S asked for a re-read of the added clause and Katie read back "*2b. At such time as an employee becomes eligible and signs up for Medicare.*" Jon asked what happens if an employee does not sign up. Hilary explained the employee's rates go up and the regular insurance will no longer pay for the things that would have been covered by Medicare. Jon said this clarifies his concern if the employee did not sign up they might not have any insurance because it is possible an employee might choose not to use Medicare for some reason. Norma said it is customary for insurance carriers to consider employee ages when setting rates so someone moving to Medicare will help reduce the overall insurance rate paid by the Fair. Hilary said we provide a Health Savings Account for each employee and that allows us to use a lower cost high deductible plan. With Medicare, the HSA is no longer allowed. This proposal will cost about \$1000 per year by putting the employee in a slightly higher pay grade and we will continue with the dental coverage so the employee will be covered at about the same level. Chewie asked if this pay change was a form of reverse age discrimination regarding wages. Hilary said this change was reviewed by our attorney and that aspect was not noted. Chewie said this could be opening up a new problem so he is concerned. Indigo said it is not really increasing pay because this is just paying for insurance in another way by passing the payment through the employee's payroll. Marcus said this is maintaining the same level of benefits and is a "net zero". Katie said Chewie's concern is the reason for the sentence about the "maximum dollar amount of the benefit cannot exceed" and it's not like we are going to extravagantly increase Norma's salary. Indigo asked if this needs to be addressed this way each year and Hilary said it can come through the budget process in the future. The amended PPPM language:

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a. Personal Time (see Section G below)

b. Health insurance as adopted by the BOD

c. Employee retirement contributions (see Section H below)

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amount. Maximum dollar amount of this benefit cannot exceed pre-age 65 monthly health insurance premium. The employee will continue to qualify for any additional coverage's provided by the OCF, such as dental insurance.

c. Employee retirement contributions (see Section H below)

The motion passed 10-0.

Employee Benefits: Katie said the motion is about employee mileage reimbursement and asked that it be tabled until the next meeting.

Lara moved, Indigo and Chewie and Jack seconded, to dedicate \$150,000 to the Community Center Building Fund.

Peach Gallery: Grumpy said this allocation is recommended by the Financial Planning Committee. Joseph said this is a great affirmation and will strengthen future fundraising. He noted the money remains in reserve until it is actually required or spent. Marcus said a great way to plan for a rainy day is by building a community center.

Board: Jon S noted the money is just being set aside and the decision to actually spend it will come back before the Board. LT said before he is done he wants to see the Board meeting in our own hall. Anna said it seems pretty easy to set aside this amount of money to chase a huge capital project but it seems really difficult to set aside money to make sure we take care of other things such as Alice's having adequate HVAC; it seems like it would be possible for this Board to get the correct kind of operational funding to make sure the equipment and buildings we already have are maintained so they are comfortable. Anna wondered why we can't use the buildings we already have to try out this idea before we spend an awful lot of money; not saying one thing or the other but couldn't we actualize what it takes to show we can operate efficiently and effectively before we throw money at building a great big building. Lara said she seconds Josephs remarks. Chewie said taking care of our existing facilities is a really good idea but we should also put the money aside and be supportive of getting our own community center. He said he hopes to be on the board long enough for those first on-site meetings. Paxton wondered if we need to specify where the funds were coming from and said he is really looking forward to meeting in our own center where we will function better. Indigo encouraged others working on the properties to bring these needs forward because we should not be exclusive with this. Jon S said he agrees with Anna in some ways and feels there are decision points and other new things, but we need to take care of existing problems; the Board should not always wait for these needs to come forward; some of it should come from the Board in terms of setting priorities like taking care of the Human manure issue, and like making sure the Fair is a safe and sanitary experience before we build the Community Center. Anna said Peach Power has put forward proposals in the past, some not very strong, to help with the efficiency and effectiveness and will continue to do so. Jon P said he is for this set-aside and feels it should be standard operations to take care of our facilities; if there are problems there should be a list of the conditions. Jack said he is all for the lodge but is definitely not for any paving, no asphalt, no concrete. Katie said she is reminded of back in the 60's and the push to go to the moon and the controversy about serving social needs such as people starving and spending the money on that, but then we would never have gone to the moon. She said it will never get to the point where everything is "peachy keen" and taken care of before we can start on some grand new adventure. She said we should start on this grand new adventure and supports this motion. Paxton thinks this new adventure will help solve some of the other problems. Marcus said this motion is all about goal 2, pointing out the language about maintaining and improving our land and facilities. The motion passed 9-1 (Anna opposed).

LT moved, Lara seconded, to increase the Board of Directors donations line item by \$1550 to \$14750.

Peach Gallery: Joseph said this is six of one, half-dozen of the other and the budget has already served its purpose.

Board: LT said today's secret word is "formalize". The motion passed 10-0.

Board Motions

Jack moved, Indigo seconded, to give \$500 net as a bonus to all employees.

Peach Gallery: Steve said thanks and stated it is a gift to have a job in this economy and a special gift when one cares passionately about the work.

Board: Jon S asked how many years we have been giving bonuses. Jack said one year it was just a head set and a dozen roses. Jon S said this could be a line item in the budget because it is predictable and can be accurate. Hilary said the budget committee could do that. Katie objected, saying it kind of spoils the surprise. Marcus said including part-time is awesome. The motion passed 10-0.

Paxton moved, Chewie seconded, to dissolve the internet committee with thanks to the committee members for their service. The motion passed 10-0.

Jon P spoke to a proposed motion about committee reports and procedures. He wants to clarify what we did today, that is inviting those who wish to give a committee report, up to 4 minutes long, to summarize but not read verbatim. He said it's a natural thing, but we need to send a signal regarding encouragement. Jack agreed.

Indigo said the purpose was to make more time for old business and pointed out the original discussion said the committee's "can give a brief summary if necessary at the meeting". She said this is an experiment to try to be more efficient with our meeting time.

Deane said he printed out extra copies of the Elders and Path Planning minutes but no one took them. Mark said he would take a set. Indigo said the full reports get into the FFN as a part of the minutes. Chewie said change and morphing is a part of our process and clarifying is going on so this is not an absolute. He said we are just trying to streamline the meetings but still allowing anyone to speak; the month before we spent 1-1/2 hours on reading committee reports. LT said this has been the best December meeting in 10 years. Lara said thanks to the facilitator and timekeeper. Paxton said thanks for the willingness to experiment.

Indigo asked to go around the room with everyone saying one word: "peace, fun, warm socks, globalize, light, airy, open up, discretion, yield, diversity, sound of a bell, gratitude, compassion, peace, art, love, sprinkles, om, peachy and harmony" came forth.

Adjourn

The meeting was adjourned at 9:00 pm. The next Board meeting will be held on Monday, January 5, 2009 at 7pm at EWEB.

The tentative agenda for January includes: City of Veneta pool project donation request; Land Use and Management Planning Committee appointment - Joseph Newton; Youth Program Development Committee appointment- Joseph Newton; Elders Committee appointment - Dee Wirak; History Booth Coordinator appointment - Pearl Steinbrecher; website development funding; Kitchen checking account.

The tentative agenda for February includes: policy on recording cultural resource sites (Jon S); policy on disturbance of cultural resource sites (Jon S); podcast Board meetings (Paxton); and procurement policy (Jon S), consider proposed Guidelines changes.