

**Oregon Country Fair Board of Directors' Meeting  
January 4, 2010, 7:20pm at Central Presbyterian Church**

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

**Not:** Lawrence "LT" Taylor

**Agenda Review**

**Old 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

**Tabled business:** City of Veneta pool project donation request; website development funding; Kitchen checking account; 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)

**New Business:** External Security (Deane); proposed Guidelines changes; Project Homeless Connect donation request (Chewie); PPPM changes (Diane); Executive Director contract (Jack); grievance process

**Announcements**

Jack reminded the meeting participants about getting the first part of the meeting finished in the first hour. Deane offered to hand out written copies of the Elders and Path Planning committee reports.

Kehn "Mambo" Gibson (security) said the Department of Environmental Quality will be holding the first of a series of Oregon meetings on January 19th in Eugene. The meetings are about restricting glutes in the waterways, the materials include perfumes, pharmaceuticals and so forth, and the topic relates to the humanure issue.

Joseph Newton (recycling) reminded attendees to vote on the upcoming ballot measures.

Jon P announced a public forum sponsored by the Citizen's for Public Accountability is scheduled for January 19th at 7pm at the WOW Hall. The subject is Police Use of Force.

norma announced the Board budget meeting will be held on January 25th at Central Presbyterian Church, 15th and Ferry.

Chewie indicated the 3-minute time limit will be used during the meeting and Indigo noted that first-time speakers on a given subject will have precedence over repeat speakers.

Indigo updated the status of the Emerald Valley Time Exchange saying it is a year old now, was just featured in a front page Register-Guard article, has about 60 members with about 20 pending applications and is exchanging hundreds of hours of time each month. The website is [emeraldvalleytimeexchange.org](http://emeraldvalleytimeexchange.org).

Mark Pankratz (construction) said the Portland area Fair Family met up at Muddy Waters coffee house for their first regular meeting and he thanked Marcus for attending. He said the group was small but they agreed to try to expand. The meeting is held the day before each regular Board meeting to talk about Country Fair affairs.

norma announced there will be a Board work session on Sound at the Fair at 1pm on Feb 28th, a Sunday, at the Eugene Garden Club at 16th and High.

**Approval of minutes**

**Indigo moved, Chewie seconded, to approve the minutes of the December 7th meeting of the Board of Directors.** Hilary pointed out a meeting date error in the minutes - the Board budget meeting will be on January 25th, Monday night, and not the 28th. The motion, approving the minutes as amended, passed 10-0.

**Member input**

Ong-Kar Walen (security) announced his resignation as a co-coordinator of External Security, said he would like to be involved with the process for selecting the new coordinators and he received a general round of applause as thanks for his past service.

Spirit Leatherwood (security) extended a thank-you to Ong-Kar on behalf of the External Security crews.

Charlie Z (BUM) acknowledged the cooperative resignations tendered by Ong-Kar, Amy Erenberger (security) and Todd Patopea (security) and he thanked them all for their hard work

and service to the Fair, especially during the recent difficulties. Lara seconded Charlie Z's words of thanks and she added her own wholehearted thanks.

Anna announced her resignation from the Personnel Committee and was recognized with expressions of thanks and applause.

### **Staff Reports**

**Executive Director:** Marcus said the results of the 2009 Fair exit poll have been compiled, published in a report and were reviewed with Leslie Scott. He plans to present the results at the next meeting. Marcus then noted this is the first meeting of a new year and he has been involved in his role as Executive Director for about a year now. He shared the story about when he arrived to start his new job he was graciously given refuge at Alice's Wonderland for his first few weeks in the area as he looked for a place to stay. As a result of that gesture and the welcoming, Marcus said he wants to express his appreciation to the Fair for the friendship that has been extended and his gratitude for this last year's wondrous journey. He presented the Board with a gift which was passed over to Jack to open. It was a 1957 4-volume vinyl LP recording of Alice's Adventure in Wonderland, the Lewis Carroll classic, narrated by Cyril Ritchard with music by Alec Wilder. (Anybody got a record player?) Some "oohs" and "aahs" could be heard.

#### **Marcus' report to the Board: JANUARY 3RD , 2010**

*Operations & Administration-- Website RFP: With the beginning of the New Year we are also continuing our work to identify the best vendor to help us with building our new website and data management system.*

*From this point, I see two different and distinct processes moving forward: 1) we identify a best-case partner to help us with building a website and information infrastructure, and 2) we then structure the work plan, confirm and cost-out the job (remembering we have many "fixed bids") and then presenting it to the Board for consideration.*

*In my opinion, the process thus far has been extraordinarily thorough, well planned and well implemented. Here is a summary of what has happened thus far:*

- 1. The development of a very clear and well structured RFP; reviewed by 4 very qualified Fair Family IT and web volunteers, and comments from the Board*
- 2. The collection of 40 responses from a great diversity of applicants*
- 3. A thorough review & ranking of applicants by a very qualified third party consultant, called Nested Services, who also designed the RFP,*
- 4. A second review & verification of ranking by Charlie and myself. Charlie has a lot of technical expertise in this area and I ran this exact RFP process as Executive Director for my former employer.*
- 5. Selecting a top (5) five to be interviewed by choosing the top 3 ranked candidates AND an additional 2 from the bottom tier. All Fair volunteers on the Interview Team received and read through the entire proposals of the top five.*
- 6. Shared interview questions with volunteers for feedback, prior to interview.*
- 7. Interviews were conducted by a Charlie, myself, two Fair Family web and IT volunteers and Hilary.*

*I intend to personally speak with each Board Member to collect questions and concerns about this selection process and also about the project itself. In addition, after we make a vendor selection and begin creating the work plan we will start wrapping in input from key stakeholders, crews, committees, etc to make certain we get everything right from the start. This will be a colossal-sized project for us all, but I know we will move through this in spectacular Fair-fashion!!*

*Youth Leadership Group: Another Youth Leadership Group meeting will be called for mid January to kick off and build energy moving into 2010 – Yahoo! I am very excited and hopeful for what we can accomplish together in the New Year.*

*Two important items on the agenda will be 1) a plan to complete our survey work to update The Mayor's Task Force; Comprehensive After-School Activities for Youth "A New Beginning, and 2) discussing the concept of a financially self-supporting series of Culture Jam-oriented youth leadership events. The idea would be a highly marketed event for families one day that has entrance cost, which would fund the free youth leadership event the next day. If you would like to take part in this discussion, please e-mail Robin and get on the e-mail list as we settle on a date for the next meeting.*

Our December 5th Youth Jam represented an amazing success for OCF youth programming efforts and we need to keep that momentum moving.

Think 101 discussions – We have been sponsoring a small group of youth organizers, who've grown out of the Fair's youth leadership efforts. They decided last Fall that they wanted to do their own thing and asked for the Fair's help in marketing, copying, and reserving a meeting room at Amazon Community Center. They are calling their meetings - Think 101. Recently, they have given me an update/summary of what they have been up to!

Here is the latest update I received from the main organizer, Gavin Cordell: "We've been getting around 7 or 8 people regularly. We've actually found that when there are more than that, it gets hard to keep the discussion focused. We've had some real interesting conversations so far, although we have had a lack of dissenting opinions because of the similarity of views at South. I think groups like these would work better if there were a wider variety of opinions."

Personnel-- Grievance Process Status: Last April I interviewed Cynthia Fraser, the former Grievance Administrator, to acquire some historical perspectives about the status of the Grievance Process. Over the previous 9 months since that time, I have been collecting and reading input about our grievance process from interested members. This input is kept on record in my files at the office, which you may request any time. As fresh eyes to this matter, I have spent much time considering the policy, previous records, and input from others.

I believe the written policy, as a whole, is very sound. So far, all I have done is reformat the document for greater ease of reading it.

However, I am recommending a few amendments to the policy for the purposes of clarity, addressing some legal issues, and increasing accessibility to the program. Here is a summary of the Grievance process status:

**COMPLETED**

Step #1 Drafted cover page explaining the process. (In Board Packet)

Step #2 Reformatted the policy document, providing greater reading ease. (In Board Packet)

Step #3 Reformatted Grievance Form (In Board Packet)

**IN PROCESS:**

Step #4 Suggested amendments to the policy document. (In Board Packet)

Step #5 Receive applications for Grievance Administrator. (Suggest ad/article in FFN)

**NEXT SEVERAL MONTHS:**

Step #6 Orientation for new Grievance Administrator.

a. screening submissions (discuss hypothetical scenarios and apply criteria)

b. clarifying process (create written internal instructions)

c. maintaining program (agree upon goals)

d. expected outcomes (agree upon outcomes)

Step #7 Recruit Volunteer Mediators, and Arbitrators.

a. recommend Trade Passes in exchange for service

b. recommend against Crew status.

Step #8 Budget Trade Passes for incentive.

Staff Evaluations: Will be presenting written summaries of staff evaluation to the Personnel Committee at their next meeting. I have received and taken to heart much advice about how I structured the staff evaluations and will open the process wider next time to include volunteers. Those volunteers who work specifically and most closely and most often with a particular staff person will be asked to complete a questionnaire.

Financial, Budgets, Fund Raising-- Dividing Operations and ED Budget: Charlie and I, with the advice of Grumpy, Hilary, and Jack, have more or less completed the division of the Operations budget and the Executive Director budget. This will be presented to the Budget Committee shortly for review and will eventually be in the general budget, and presented to the Board for review and approval.

Public Relations, Media, Marketing-- Exit Poll Survey: A private marketing research company in Eugene called Advanced Marketing Research, Inc. should have completed its analysis of our Exit Poll data just prior to the January board meeting. I will be sitting down with company representatives and discuss the results and the content of a report they will be drafting for us, to ensure we get the information we need to inform our marketing, public relations, and fund raising

efforts. Results will be shared at the February board meeting along with the entire report critiquing our survey process, data results, and suggestions for improvements and changes next year.

*Paradise Media:* The results of Kevin's departure will be felt for a while as we continue recuperating and reorganizing responsibilities related to media and marketing. At least as a temporary solution for marketing, we have retained the services of Paradise Media to do our media purchasing for this year's Fair. Media purchasers are able to get the same advertisements at substantial discounts that are not offered to individual purchasers, such as the Fair. Instead, we will be spending less on advertising and paying some of the difference to Paradise Media for their labor and expertise. Paradise Media's choices will be guided by my decisions and that of our Media Team and by the findings of the 2009 Exit Poll Survey results that Advanced Marketing Research will produce under my supervision.

*Marketing Budget:* At least on a temporary basis, I will be rolling the Media and Marketing budget into the Executive Director budget. This will allow a period of stability as we re-organize and delegate all the responsibilities that Kevin used to accomplish for us. As crisis often does, it is now affording us the opportunity to re-examine our marketing and media operations.

**Operations Manager:** Charlie expressed his thanks for the volunteer service of Ong-Kar, Amy and Todd and his deep gratitude for their help and assistance while working through the transition for External Security and he noted the transition is engaging the large body of External Security in the selection of the new leadership. Charlie said the mayor and city administrator for the City of Veneta have both said they plan to attend our next meeting to represent Veneta for the donation request for the pool project. He said they are eager for the opportunity to meet with the Fair Board and members in order to express their regard and extend our relationship. Charlie said the business for the Fair is starting up again with the LTD contract - the service need was posted publically so private operators will have an opportunity to express an interest and the space at Valley River Center is already reserved. He said LTD is financially challenged this year and there may be some impacts to plans like their summer workforce reduction scheduled for July. He wished a Happy New Year to everyone

**Administrative Assistant:** norma said the office was closed for much of the holidays and she plans to be off again next week. She said she is working on a 2010 grant application and noted that slides have been phased out in favor of digital images to go along with 21st century technology. She said Happy New Year.

**Site Manager:** Steve extended Hippie New Year wishes to everyone and his appreciation to Ong-Kar, Amy, Todd and all of External Security for their volunteer service. Steve pointed out last time we gathered there was a deep freeze underway, the morning after the meeting the temperature at the site was 9 degrees and that was the first of four successive single digit readings. That weather kept him, along with Andy and Jeff, hopping with freeze prevention work on things that had never frozen before, even finding there was trouble with drains freezing. He said everything is back together now and then last week, with the way the weather swings, from Tuesday to Saturday there was 3-1/3" of rain and the site experienced a minor flood - so named because it flooded the parking lots and filled the river but did not rise into the "eight". He mentioned the opportunity for a canoe tour of the site comes suddenly with the rain and he mentioned the web address (<http://waterdata.usgs.gov/or/nwis/uv?14166500>) saying a reading over 10 feet on the river gage is enough to float your boat in Lake Wooten (aka- the parking lots). Steve reported the site staff continues plugging away at restorations and repairs. The VegManECs crew hangout (known as "Since", the old handcrafted house truck) has been slowly deteriorating over the past years and it was jacked, re-leveled and plans are going forward to set up a truss roof shelter over the top. The work party is scheduled for VegManEC Sunday, February 7th, and volunteers with carpentry skills are most welcome. The history of the vehicle includes its photo on the cover of a Rolling Homes book since it was a classic in its time. Chewie added that it was donated to the Fair in 1982, was the original caretaker's residence, has been moved 4 or 5 times and has served most recently for meetings and for storage for the VegManEC's.

## Officer Reports

**Treasurers:** Hilary said there are two more budget meetings before the Board budget meeting on the 25th. The Coordinator's Potluck is scheduled for January 16th where the budgets will be discussed and coordinators can meet with their budget liaisons. The Board will consider all the crew, operations, staff, and Culture Jam budgets at the 25th meeting. Capital Projects are due by January 31st and are usually submitted by a coordinator for the affected crew. They need to be delivered to the Fair office for proper distribution. Jon S had a question about the budget report detail and asked why wristband supplies was over by \$12,000 (due to the use of the new counterfeit resistant materials - Hilary), and if the supplier reimbursed us for the flawed parts (yes, about \$1,000 - Charlie). Jon S also had questions about the balance sheet and asked what the large fixed assets item, \$323,000, identified as "equipment other" is for (inventory property for the site and office - Hilary) and the meaning of "PM" under Long Term Liabilities Note Payable (that is for the recent Mauldin property purchase - Hilary).

**President:** Jack noted we are into another year, a new year, and said he is really looking forward to this year's Fair. He said there is a lot of work being done by staff and the Board and others so he really wants to especially thank the volunteers who put in time for the Fair on a year round basis, and not to discount those who work only at the event, but to remember and honor the dedication and service of the year-around folks who put all the pieces of the puzzle in the box. He wished all a really Happy New Year.

**Recording Secretary:** Bill said there are two donation requests on the agenda for next month and asked if a Board member wished to take the City of Veneta item. Lara immediately offered to do that.

#### **Committee Reports**

**Elders and Path Planning:** Chris Browne (elder) said there was no Elders meeting in December but they decided to have a party instead and it was fun. He said Path Planning met and basically worked on getting information ready for the upcoming Board work session on camping in March. He took a moment to thank Peggy for taking notes for Path Planning and Dee for taking notes for the Elders on a regular and reliable basis.

**The Elders Committee:** *The Elders Committee decided not to hold a regular meeting this month and have a celebration instead. Seventeen people met at the town office on December 17<sup>th</sup>. Everyone brought a holiday goodie to share and enjoyed each others company, reminiscing on the good things that occurred in the 2009 season. The Committee hopes everyone had wonderful holiday and wishes one and all good health and prosperity in the coming year. The next regular Elders meeting will be held at the town office on January 28<sup>th</sup>, 2010 at 7 PM.*

**Path Planning:** *Fifteen people were in attendance with the meeting being held at Alice's, due to more inclement weather. A review of the fair site conditions was presented with emphasis on the potential danger from the log jam currently located along side Strawberry Lane. Under the current laws there are very limited options available. The committee along with the site manager will look into what options are available to minimize the danger. The Committee is reviewing the Path Planning web page access. Fair operations are in the process of rebuilding the entire Fair web access system at this time. Committee protocol is of the most concern to the members. The Committee is working on gathering information on possible new areas for Fair expansion in the future and plans to have this material available for the Fair wide workshops planned for 2010. The Committee is also working on new ideas for the coming year's Fair, such as bicycle enterprises, decorations and shelter ideas along the entrance paths and continuing to pursue better services along the current pathways. The Committee members hope everyone had a wonderful holiday and wish them a healthy and prosper New Year. The next regular meeting will be held on January 17<sup>th</sup> 2010 at Alice's.*

#### **Old Business**

##### **Board Motions**

**Deane moved, Katie seconded, to appoint Joseph Newton to the Land Use and Management Planning committee.**

**Peach Gallery:** Steve said Joseph has been attending the meetings regularly for a number of years and has contributed many good ideas and conversation.

**Board:** Chewie said he fully supports Joseph and appreciates his dedication and "on-the-ground" insight on the multitude of issues. Anna agreed and said once he is official she wouldn't have any hesitation to assign him things. Katie and Deane both said "Thank you, Joseph."

The motion passed 10-0.

**Deane moved, Paxton seconded, to appoint Joseph Newton to the Youth Program Development committee.**

**Board:** Paxton said Joseph is really active in the committee already and is a really valuable contributor. Katie and Deane both said "Thank you, Joseph" again.

The motion passed 10-0.

**Deane moved, Katie seconded, to appoint Dee Wirak to the Elders committee.**

**Peach Gallery:** Michael James-Long (Elder) said he fully supports her appointment, noted she has probably attended more meetings than most members, does an excellent job and doesn't ever lose her temper or interrupt unlike most everybody else including myself. Chris Browne said he is pleased to see her come on the committee because she makes everyone's work easier.

**Board:** Deane said he always reads and appreciates the meeting reports that she writes. Katie said "Thank you, Dee." Paxton said he appreciates her work.

The motion passed 10-0.

**Chewie moved, Jon P seconded, to appoint Pearl Steinbrecher, his fellow birthday sharer of Dec 5th, as History Booth co-coordinator for the Oregon Country Fair.**

**Peach Gallery:** norma said the current coordinator, Randy, supports this appointment.

**Board:** Jon S asked if the crew was involved in this recommendation. Chewie said he checked in with Pearl and with the other crew members and with Dee and the feedback was fully supportive. Indigo added that Pearl was part of the previous crew before History and Commemorative Sales were separated so she has experience with the History part.

The motion passed 10-0.

### **Open Discussion**

Jack indicated that since we were finishing up the old business early we could ramble on for a bit. He noted that "we will pay for this soon" but we could use the extra time right now for some open discussion.

Mark Pankratz explained the idea for the Portland meetings is for Portland area members to get together on a regular basis before each Board meeting. A few folks showed up at the first meeting and the agenda was kind of open. Mark explained the idea and purpose is to stay in touch with what is going on with Board actions and to get feedback to the Board since he always tries to get down to the meeting in Eugene each month. He said it is also a good social activity and folks gathered up for a post meeting gathering and some less structured discussion. Mark thanked Marcus for attending the first meeting and wondered if Charlie or others might be interested in getting to one of the upcoming meetings. Katie asked about the schedule and Mark said they will meet the Sunday evening before each Board meeting. Katie thanked Mark for getting it going saying it is a great idea. Mark said about six or eight showed up and they agreed to all try to bring a friend next time. Paxton encouraged the effort and said he would try to get there some time too. Deane suggested the podcast idea might fit in with this meeting and they might be a good group to listen to the podcast. Mark said this is experimental so far and we can see where it goes. norma asked for information she could put into the Fair Family News.

Charlie Z opened up a discussion about the External Security coordinator resignations and selection process by asking the Board how they want to have this vacancy filled. He said there is a proposal for a process as lined out in his recent e-mail. He said the Board could act in an advisory role tonight because meeting the time line for March means work needs to start now. Jack said we should rely on the ex-coordinators to some degree. Michael James-Long said the audience, coordinators, crew leaders and other interested parties should give feedback to the Board about the process and then the Board could network or appoint a committee to interview candidates.

Deane said he put this item on the agenda while only knowing of a small group that was interested and before he later heard that others are interested. He wants it on as new business for February and hopes something gets done between now and the next Board meeting. He said it is not clear at this point who is recommended or if it will be one person or a team of more than one person.

Chewie said he appreciates all four of the people sending letters of interest and trying to get this done but the process needs to come up from the team and be vetted by operations before the Board makes the decision. It needs to be more than just an e-mail and while the timeline is a

concern it needs to be done right. The selection needs to have some kind of process to make sure it comes out right and avoid the same outcome that we are trying to fix and he said he supports the process worked out by Charlie Z and Sara. Jon P said he appreciates those who are coming forth to help and said he feels it is important for the rank and file crew to have a say in the process. He said he agrees with Chewie and likes Charlie Z's proposal and he said it is a good opportunity for the Fair to tune up its process. He said it's not just about these coordinators but about how the Fair selects its coordinators. Paxton said he hopes whoever is recommended comes up from the crew and the more who are involved the better. He said he is not worried about the time and feels that a good process from within the crew is worth the time. Paxton said one thing causing him some concern is the letters showing up asking for the position; that wanting the job and recruiting for it is about asking for the power and that makes him worry they probably shouldn't get it. Paxton said he always feels the need to question the reasons for wanting power.

**Jack moved, Anna seconded, to adjourn.**

**Peach Gallery:** Mambo said "whoa". He said "we are burning some good time here and having a good discussion."

**Board:** Indigo said there are a few more who want to speak on this. Jack said he would yield.

Lara said she objects to putting this agenda item up for new business without having names attached. She also said she agrees with Paxton about the importance of the crew having input to their leadership. Mambo said new business items are identified so the membership has a chance to dialogue and discuss before a Board decision is made. Indigo agreed that the names are needed in order for good membership discussion so this item could be pulled until the candidates are identified. Indigo also said a process should not be established that tries to fit all the diverse kinds of crews and crew functions we already have in place and she gave the example of how the History Booth and Community Village are very different than a security crew in make-up and in the way they operate.

Todd Patopea said coordination of 329 crew members, starting in March or April, is a problem because having job descriptions, duties and responsibilities understood early is necessary for getting the job done. He said there is a process for folks to submit letters of intention to the Board that exists and it should be utilized because leadership by February is needed. He pointed out while a fresh start, with all new coordinators, is coming, along with that a change of the BUM team would really fully complete the new start and would remove all the old baggage, and that should be considered, without any hard feelings.

Spirit said the four letters of interest that were submitted has helped bring the conversation to the Board at an appropriate time for an open discussion and this helps the process to be more inclusive for the people in External Security. She said none of those expressing interest want to move forward or accept an appointment without the clear support of the crew members in External Security. She said the process Charlie Z has proposed is a great idea, but feels there some concern about the lack of inclusiveness, the discussion about a process within External Security to choose their own leadership was had between half a dozen people - give or take - and crew members didn't hear of many of the details until Charlie Z outlined them which showed there was definite conversation behind the scenes. In regard to what Paxton said, Spirit said the role of coordinator is a lot of hard work and requires support and teamwork and these letters are just a way to let the Board know that some of the crew are willing to do the work. She said "I know I can speak for the four us, and probably even Jennifer, that none of us would ever accept an appointment without having clear support from our peers in External Security. We were not expecting to be appointed tonight, nor would we have accepted it. We certainly hope our letters of interest are not negated because we did not adhere to a timeline we did not even know existed. We can support a process within a process." She said the crew feels strongly that leadership needs to be established by March and waiting until April or May is not setting the next team up for success but is actually creating the same type of challenges the last team was faced with and that doesn't sound like much fun to anybody.

Jon S said he feels it is commendable that people are stepping forth in this situation and it's not a negative or power question, the Board knew this was coming for a while and it's a failure of Board leadership now that we are facing the problem of lack of process. Jon S he has great

discomfort with management putting forward a process and then saying let's see what comes back on e-mail. He said it should be a Board decision to make and change the process; if a change is in order, the Board should move this item to old business now and make the change; if we stay with the existing process, of letters of interest, the applicants should understand the Board will be asking about crew support and BUM support and those questions should be anticipated and addressed in a meaningful way; if a group of multiple parties are involved, they should discuss and try to come up with a consensus. Jon S continued by saying April or May is too late and even February seems late especially with respect to the budgets and he pointed out the Board has not changed anything and he asked "what is the process?" Jack responded by saying a letter comes from the departing coordinator to the Board and the crew's input is an internal matter and that's the traditional process.

Chewie said the coordinator selection process has been discussed for a long time. He said he knows all five who have submitted letters and all have strong skill sets. He said he wants this to succeed and feels what happened last time put all three of the co-coordinators in a tough a position and they did not deserve it. "We need to fix the process." Chewie said this particular process is already bought into and to change now is bad; it's agreed and the old way failed because it did not work; every crew should have input for their crew leader; the people involved are all good and should not be removed; and personal opinions are not relevant but process is relevant. He said the new business item needs to be up there so people know it is under discussion and we need to get the process moving forward by getting it out in front of the membership for discussion. Chewie feels February is too soon, March will work and April is too late.

Indigo pointed out we are in session without an agenda at this point. Joseph Newton said there are good reasons to have this done by March and suggested the names could be determined and put in place in the next few days before the minutes are published. Charlie R said the problem with the various crews is understood and one size does not fit all. He said Charlie Z's process allows the crew to have a voice in the selection, to help heal the rift, as well as other coordinators and leaders and other stakeholders. He thinks we do have time for the process and to move with haste now does not honor all the participants and inclusion is vital. He thinks this is not top down; a solution and healing is needed and he suggested a look at Charlie Z's e-mail again. Katie pointed out, according to the bylaws, the job of the Board is to appoint coordinators and the process is an open one and traditionally the recommendations come from retiring coordinators. She said instituting a new process should be treated separately and noted that a motion requires a Board member to sponsor the motion and for a new business item, a name must be attached so the membership can respond. She said Deane's agenda item is too vague and is inappropriate and, in response to Charlie Z, "you can expect the Board to be especially cautious this time with the names attached to a motion." Jack said to the resigning coordinators he feels like this is all a little disrespectful, and that said, we know the time for consideration is short and this motion is akin to blood in the water. He said we need to attach names to the agenda item or otherwise it is not valid and is not transparent. He said the coordinators-that-were deserve respect and deserve a voice and we are choosing this process and External Security needs to step up, period, and step up in time, by February so we can get it done by March. Deane said it sounds like we are all on the same page, that he doesn't hear any dissent, and the only thing he does hear is "Deane screwed up again." and that's ok because the purpose is to have a discussion in open forum and the necessary people are here. Deane said the result, from this discussion, is good and appropriate and that he is optimistic.

Kyle said "I'm one of the rank and file that keeps getting mentioned in this discussion and don't have a dog in the fight, I'm just a crew leader." He suggested the Board announce the positions are open and accept letters of application. Charlie Z spoke up once more to make it clear that the process in his e-mail came from a bunch of folks in External Security, respected veterans, and is a process they think will allow good selection that will include management and other coordinator leaders in order to get to a good recommendation. Charlie said "it's not my process, it came from the crew." Indigo said it sounds like we will have a list of candidates by the February meeting.

**Adjourn**

The meeting was adjourned at 8:45 pm. The next regular Board meeting will be held at 7pm on February 1, 2010 at EWEB. The Board budget approval meeting will be held at 7pm on January 25th at Central Presbyterian Church.

The tentative agenda for February includes: City of Veneta pool project donation request (Lara); Project Homeless Connect donation request (Chewie); Budget Items: Kitchen checking account; policy on recording cultural resource sites (Jon S); policy on disturbance of cultural resource sites (Jon S); podcast Board meetings (Paxton); procurement policy (Jon S); website development funding; External Security Coordinator(s) appointment process. *The Board will hear recommendations at the February meeting. Five people have expressed interest: Spirit Leatherwood (9:30am-3:30pm Cabal Gate crew leader); James Person (12am-6am supervisor); Jennifer James-Long (12pm-6pm supervisor); Timothy Cline (12pm-6pm supervisor); Harper Greene (6pm-12am supervisor). The External Security BUM team and former External Security coordinators can provide guidance for any others who are interested.*

*Letters of interest, addressed to the Board from the interested person, are being accepted before the February meeting (Deane); PPPM changes (Diane); Executive Director Contract (Jack); grievance process; and four proposed Guidelines changes*

1. Guideline 10, delete the final word "midnight," and substitute "10 pm."

2. Guideline 40, add a sentence to the end of the first paragraph: "All paths will be closed to vehicle access on July 31st to facilitate post-Fair path rehabilitation. Call the Site Office for access if needed."

3. Guideline 45, add a sentence after the third sentence of the first paragraph: "Crew Coordinators and Booth Representatives are the designated responsible camp hosts for all the wristbands they issue."

4. Guideline 45, in the Sound Amplification section delete "Think before you crank it up; please be sensitive to the surrounding impacts on live acoustic musicians, exhausted kids and parents trying to sleep, and Fair volunteers with early morning shifts. Camp hosts, coordinators, booth reps and campers are encouraged to develop and negotiate neighborhood agreements before the Fair regarding sound levels and noise curfews. If neighborhood agreements have failed and conflicts develop, the Management Team will intervene if requested. Conflict resolution decisions made by the Management Team at that time must be honored by all parties involved, and will be reviewed post-Fair." and delete "midnight on Thursday and Sunday nights and 2am on Friday and Saturday nights,"

This paragraph is rewritten as follows: " SOUND AMPLIFICATION. Because we camp so close together, amplified sound, whether live or recorded, projected beyond the intended audience creates problems for other Fair members. A few people playing amped up music create a dominating sound that impacts areas far beyond where people are enjoying it. Acoustic musicians are unable to play, conversations in camps must be shouted to be heard, people are unable to sleep, and multitudes of fair family are forced to hear what they have not chosen. Therefore, all sound amplification, live or recorded, must end at ten pm Wednesday through Sunday nights, with the exception of Main Stage on Saturday night. If you are planning an event involving amplified sound at any other time of year on the Fair site, you must obtain a permit for the Site Manager or the Operations Manager for your event."