

**Oregon Country Fair Board of Directors' Meeting  
June 7, 2010, 7:15pm in the EWEB Training Room**

**Board members present:** Diane Albino, John "Chewie" Burgess (time keeper), Katie Cousins, Paxton Hoag, Lara Howe, Jack Makarchek, Jon Pincus (voting alternate), Indigo Ronlov (facilitator), Anna Scott, Jon Silvermoon (alternate), Lawrence "LT" Taylor; **not present:** Deane Morrow

**Agenda Review**

Indigo- The meeting will follow the trial agenda sequence again this month: agenda review, announcements, approval of minutes, donation requests, old business, member input, reports and Q&A. The idea is to improve the efficiency of our available time and try to get the main business discussions into an earlier part of the meeting.

**Old business:** Lane Peace Center donation request, Thirteen Indigenous Grandmothers donation request, Grievance Coordinator appointment, Sound Task Force appointments, Donation Process Reform, norma's sabbatical, Barter Fair Task Force creation

**Tabled Business:** South East Works donation request (August), OCF statement of support for Lane Extension, 2010 exception to Personal Time Accrual Year carryover

**Cancelled Business:** Path Planning contingency, No donations at the July meeting

**New Business:** Comprehensive Five-year OCF Transportation Plan Task Group formation, Appoint Lyndsey Billington as Co-coordinator for Neighborhood Response Team, Candidate Forum in September, Habitat for Humanity radio loan, Green Ticket allocation

**Announcements**

The Teddy Bear Picnic is August 21 and the Evaluation Meeting is August 22 (norma)  
Board of Directors candidate statements and photos deadline is August 31, deadline for membership registration to vote is Sept 16, request for guaranteed postal delivery of an absentee ballot deadline is Sept16, the Annual Meeting and election is Oct 16 at Knights of Pythias in Eugene. (Bill)

The 2010 Executive Director evaluation form is available. The completed form submission deadline is July 19th at the Fair office. The form is available as a link on oregoncountryfair.net or members can contact the Personnel Committee at the Fair office or pc@oregoncountryfair.net to request a mailed form. Blank forms will also be available at Quartermaster during Main Camp. (Jen-Lin)

The form is not necessary for the Executive Director evaluation. Input via e-mail or postal mail can be submitted to the attention of the Personnel Committee. (Katie)

The Community Center Committee will meet on site at 6:30pm on June 28th to look at LUMP's recommended building site options. Members of affected committees (such as VegMANec's and Archaeology) are requested to attend. (Jon S)

The remaining 2009 compost was sifted very successfully with the new sifter. (Lara)

Intergenerational transfer discussions are scheduled for each Sunday in June at the Hub at 6pm. All are welcome and encouraged to attend. (Jon P)

The July Board meeting is on June 27th, 4pm at Alice's fire pit. (norma)

**Approval of minutes**

**Indigo moved to approve the minutes of the May 3rd meeting of the OCF Board of Directors.** Diane- The packet copy is incomplete. Jon S- Moved to table the motion. LT- seconded the motion to table. Jack- Suggested approving the minutes as they appear in the Fair Family News. **Indigo moved, Chewie seconded, to approve the minutes of the May 3rd meeting as they appear in the Fair Family News.** Chris Browne (elder)- The FFN minutes are complete. Joseph Newton (recycling)- Stated his comment, last month, was "right now in 2010 the genocidal practices are being carried out against people" instead of "used to be". The motion to approve the minutes, as amended, passed 7-1-2 (Lara opposed, Paxton and Jon S abstained).

**Donation Requests**

**Chewie moved, Lara seconded, to donate \$500 to the Lane Foundation on behalf of the Lane Peace Center for their good work and outreach.** Stan Taylor- The Lane Peace Center

was formed in 2007 with a \$50,000 grant from the Lane Foundation. Speakers have appeared and studies have been provided with that money and with funds from the community which included a past donation from the OCF. Collaboration, such as some type of interaction with Culture Jam, is a current topic for the Lane Peace Center. Chewie- The event has already taken place and these funds are for support. Joseph- The Lane Peace Center has never turned away people who cannot afford to attend. Stan- In addition to education, music and art are part of the programs. Jen-Lin (Community Village)- Was the recent event short of funds? Stan- Yes, by about \$1000. LT- Supports the motion and pointed out that OCF was already given credit in the event literature. The motion passed 8-2 (Anna, Katie opposed).

**Lara moved, LT seconded, to donate \$500 to the International Council of 13 Indigenous Grandmothers.** Gina Thomas and Kathy Marshall represented Stillpoint Farm which is putting on the benefit event. Gina- The upcoming festival will feature Grandmother Aggie as the key speaker. One of the main intentions is to pass on the ancestral and indigenous ways of life to young people. There is information on handbills, posters and a website about this first of a planned to be on-going annual event. The festival will be multi-faceted, including live music, art, healing and indigenous people coming together on an organic farm. The Grandmothers are from around the world and they meet to bring unity, peace and health to all people. Charlie R- Grandmother Aggie was at the Fair last year and is amazing. Jen-Lin- This could be the start of a good partnership with Stillpoint. Cathy (crafter)- The farm brings produce to the market in Veneta. Stan- Grandmother Aggie gave a moving presentation at the first Lane Peace Conference. Jon S- The event date coincides with the Eugene Celebration. There are differences between the donation log and the budget report. Hilary- The budget report shows the checks actually cut so far. Jon S- The donation budget is about 2/3rds spent at the half way point of the budget year. Paxton- It's encouraging to see this new festival in Veneta. The Fair could offer recycling help. Indigo- This is a great opportunity and message. Jon P- Publicity at the Eugene Celebration could be helpful. The motion passed 10-0.

**Donation status:** Bill- Reported the only backlog is the SE Works request (tabled to August) and a non-specific letter from the Multi-Cultural Storytelling Festival. There will be some follow up to clarify expectations.

#### **Old Business**

**Budget:** Hilary- The Green Ticket includes a buyer's choice for an area such as transportation, philanthropy or Peach Power and the money is divided according to the choices. The most has usually gone to Peach Power. The money usually gets fully utilized along with the annual budget process. The Board could decide to set aside some or all of these funds for other purposes or later uses. Indigo- This will be on old business next month. Charlie R- The durables project is a candidate for some of these funds. There could be a designation for use of some or all of the Green Ticket money as a Green Change item. Paxton- Asked for information about past allocations. Charlie R- Peach Power usually gets about half. Paxton- I can make the motion next month. Jack- The Change line has been used very effectively in the past and a Green Change line has some real possibilities.

Hilary- The 2009 financial information is being delivered to the auditor. Last year was remarkably good with a net income of over \$200,000 of which about \$150,000 went to land payments and about \$25,000 to endowments and the remainder to operating cash. Jon S- On a recent discuss list there were comments about a lack of kitchen financial resources for dietary needs. Hilary- The financing for the kitchen has been maintained and fully covered but the crew has stopped accepting special requests for dietary needs due to the workload impact. They continue to provide vegetarian, vegan, wheat free and meat meal choices. The individual dietary needs take a lot of time away from the rest of the work and is the reason for the crew's decision to move away from catering to individual needs. Charlie R- The kitchen has been asked to accommodate food allergies in the past. There can be mistakes and that is also part of the decision to stop.

**Indigo moved, Chewie seconded, to have Board Donations on the agenda of the August, September, October, November, December, March, April, and May Board of Directors meetings. (Or conversely, to remove the Donation agenda item from the January, February, June, and July Board of Directors meetings.) This is to commence July 2010.** Indigo- In January the budget is not even approved. In February, the Guideline

changes generally take a lot of time. In June and July the business at hand for the Fair takes time and there is a better sense of our budget standing after the event. **Peach Gallery:** Joseph- Expressed his support. **Board Discussion:** LT- Noted this motion does not preclude Board action for special circumstances. Jon P- The motion is fine but February should be kept available because February is an important funding month for non-profits. Jon S- Organizations often make donation requests at the beginning of the year and it would be better to not ask them to wait those two months. Jon P- Asked for a friendly amendment to drop February. Indigo- Declined due to the need for meeting time to discuss Guideline changes in February. Jack- Asked if the second and third motions stand with the first or if they stand alone. Indigo- The motions can all stand alone. Let's keep our discussion on this motion. Jack- Without the value of input? LT- Asked for a point of information to hear all the motions. Indigo- All these motions were read into the minutes last month. The motion passed 10-0.

**Indigo moved, Anna seconded, to create a Donation Consent Calendar for all Board Donations to begin at the August 2010 meeting.** Indigo- Described the process to be followed.

*Consent Calendar Guidelines: For a donation to be added to the Consent Calendar for any given month: 1) An Organization requests a donation from the OCF, and is required to fill out donation form and is encouraged to provide any additional information to help in the decision. 2) The form and any information are returned to the Admin Assistant. The Admin Assistant includes these forms in the Board Packets for review by Board Members and officers. 3) After reading the packet, Board Members interested in sponsoring a donation must inform the Recording Secretary either before or at any given meeting in order for that donation to be written into New Business, and thus be included for consideration in the Consent Calendar the following month. 4) If no one offers to sponsor a donation request, the Organization is informed that their request will not come before the Board for consideration. 5) The Recording Secretary monitors the Consent Calendar monthly and at each meeting solicits Board Members to sponsor donations not already spoken for. 6) Once a donation is on new business with a Board Sponsor, the Secretary or Board Sponsor invites the organization's representative to the following meeting with the understanding that if the item remains on the Consent Calendar they will not be asked to present their request, but should come prepared to do so if it is taken off the Calendar.*

*Configuration at the Meeting: 1) Board Members agree to come to the meeting knowledgeable of the items on the Consent Calendar, having read their Board Packets before hand. 2) During the donation portion of the agenda, the Secretary or Facilitator reads the donations on the Calendar that are up for consideration that month. 3) Member input on the whole of the Consent Calendar. 4) Any Board Member may then ask to have a Donation Request removed from the Consent Calendar. It must be removed and placed on the regular agenda for further discussion. No discussion happens at this point about removed items. 5) Immediately following the opportunity to remove items from the Consent Calendar, it is moved, seconded, and approved by vote. 6) The items removed from the Consent Calendar are then handled as donations are traditionally dealt with; motion by Board Sponsor, second, organization's representative presentation, Member Input, Board Input, Vote.*

**Peach Gallery:** norma- The process will be to forward any new e-mail requests to the Recording Secretary. Indigo affirmed. Grumpy- This will probably shorten the time. Joseph- In order to shorten discussion this motion is not needed. The most criticism about donations is how the Board gives away the Fair Family money. As it is now, the Peach Gallery has the opportunity to speak to each motion but this motion removes that ability. Donation time can be shortened by just saying thanks. Hilary- Would there be a vote on the Consent Calendar. Indigo- There would be a vote following the reading of the list and the removal of any exceptions. **Board Discussion:** Jon P- After reviewing a few of the process details with Indigo, he expressed appreciation for the improved efficiency in the process but also a concern about limiting the opportunity for members to comment. Anna- It's possible to include member input on the Consent Calendar and would accept a friendly amendment. Jon P- Asked for the friendly amendment and Indigo agreed. Diane- Would we notify past organizations of these new changes. Jon S- Could we approve certain things, like the Whiteaker Dinner, along with the budget process? It would be helpful to restrict consent calendar member comments to objections only. Jon P- Agreed. Indigo- The idea is to move through certain business quickly and only if a Board member objects would a request get pulled for discussion. There is an opportunity for member comment when the objected

request is discussed. The Consent Calendar would be a quick business item with minimal discussion. Chewie- I know we can make this complicated. Katie- The Consent Calendar is supposed to save time but it's rare for the entire Board to be in full agreement on donation requests so it may not be very useful. Indigo- Board members may decide to support the Consent Calendar even if they don't support the items. LT- As a general concept, saving time is not the objective but the productive use of time is the objective. Repetitious patting of each other on the back for giving away money is pleasant and is consistent with hippie values, but for those donations that are going to pass on a 9-1 vote, to simply be obstreperous is a questionable reason. Jack- Somehow, the time we spend on donations is being seen as not appropriate but all the subtlety of language is in the minutia and our values, in general, lie in that minutia of agreement or disagreement. The minutia of the explanation of our values is important and it helps us learn about how we agree or disagree. The Consent Calendar will prevent us from understanding how we stand as a group. Anna- This is a way to give ourselves, as a group, the time we need to deal with the matters on the ground. The hours are limited; we are heard; and we are recorded. We are in control and we can give this a chance with a leap of faith. If needed, we can act again and find another way. Jon P- Considering what Jack said, the acknowledgement that occurs about the organization's work is as important as the money. Katie- Expressed a concern that any current or future Board member who finds themselves in a minority position would feel pressured to go along with the consent process. Jon S- If there wasn't a 10pm deadline for Board meetings then this approach would not be needed. Limiting ourselves to just a few minutes for important issues at the end of the meeting because we use so much time for less important discussion at the beginning is the problem. A Consent Calendar is not needed if the meetings could continue to midnight or 1am. We need to focus our limited time to the important items. Chewie- This discussion is taking more time than most donation discussions and there are Board members who will not support this working so the motion should be withdrawn. Indigo declined. Chewie- Called the question. There was no second. LT- Spending some time now to save more time over the course of a year is worthwhile. Working late hours in the meeting can lead to poor or inadequate discussion and bad decision making and its all due to squandered and indulgent time at the beginning. Anna- Governance is not really pretty. Indigo has altered our agenda and we are trying and it seems to be good. The Consent Calendar can be tried and it can be undone if needed. The process has been improving and it remains heartfelt. Indigo- This motion could amended to be a trial for the remainder of the year. There was some objection to the trial basis. Diane- When others come to see the Board for money, they also see the process and learn about how we work. That part seems to be missing. Indigo- The organizations are still invited to the meeting. Jack- It's difficult to give up that nuance and our expression. I will support the motion. Jon P- The agenda format was changed in a gentle way, trying it for a while, and that is working out. A Board member is not being self indulgent if they are voting for what they truly believe to be correct. Paxton- Experimenting with this is good. I appreciate the Board for trying to make the meetings work better. Indigo- All Board process is experimental because any member can bring a motion and make changes. The agenda changes are intended to help keep the important business in a timely place. The motion passed 9-1 (Katie opposed).

**Indigo moved to set the maximum amount the Board can donate to any one organization in a given year to \$500. In order for the donation amount to increase, there must be a unanimous Board vote for that exception.** There was no second.

**Indigo moved, Chewie seconded, that all donations coming before the Board must fit into or address any one of our 9 Vision Quest Goals in some way. It is up to the Board Sponsor to determine how it fits, and include this in their donation motions. Peach Gallery:** Joseph- This will get the Goals some airplay. Marcus- The Vision Goals are mostly internally and operationally directed so outside organizations may not be able to show how their donation request fits. Jen-Lin- How would something like a donation for Katrina aid fit our goals. Chewie- It would improve organizational effectiveness, it would steward the land, and support healthy and dynamic cultures. It's walking our talk. Grumpy- If this passes, then Katie would be forced to vote in favor of donation requests. Some creative writing could be required. Marcus- Reading the Goals, they all start with "The Oregon Country Fair shall..." and these Goals are focused inward and they don't seem to fit the donation process. **Board Discussion:** Jack- It

seems that all the past donations fit somehow and it's mostly pretty obvious. This is a way to push our vision quest. Anna- Read the nine Goals: 1. *The Oregon Country Fair shall increase the diversity of all aspects of the Oregon Country Fair community.* 2. *The Oregon Country Fair shall maintain and improve our land and facilities.* 3. *The Oregon Country Fair shall steward our lands in accordance with ecological standards.* 4. *The Oregon Country Fair shall support artists and entertainers.* 5. *The Oregon Country Fair shall create participatory events and experiences that attract and include more youth and elders.* 6. *The Oregon Country Fair shall support a healthy and dynamic culture for participation by volunteers and members.* 7. *The Oregon Country Fair shall foster better communication and information exchange.* 8. *The Oregon Country Fair shall clarify its priorities and systems for community outreach and philanthropy.* 9. *The Oregon Country Fair shall improve its organizational effectiveness.* The Goals support the mission. The Mission Statement might be a better values statement. Jon P- The Goals are instructions to us as Marcus has described. The Mission Statement and the by-laws are broader. This motion would seem to cost us time for an additional layer of bureaucracy. Katie- Agreed with Marcus. There would be a contrived effort to force this onto the donation process. Chewie- This makes the Board able to go back to the community with good reasons for the donation decisions. We need to try to take our Goals and make them match with how we interact with the world. LT- There are two different types of goals. This is a good motion except for trying to match up to the Vision Quest Goals which aren't about our outside footprint. We have generalized our outside purposes, like create a more peaceful and just world, expand consciousness, transform culture, protect the environment. This motion can be fixed. LT asked for a friendly amendment to change "Vision Quest" to "Mission Statement." Indigo agreed. Chewie declined. LT moved, Jack seconded, to amend the motion by changing "the 9 Vision Quest Goals" to "Mission Statement." Katie- Read the Mission Statement. *The Oregon Country Fair creates events and experiences that nourish the spirit, explore living artfully and authentically on Earth and transform culture in magical, joyous and healthy ways.* Jon S- I do not support this motion. Donation requests that fit our values are obvious; this is an artificial thing and an unnecessary hoop. Jon P- The Mission Statement is still about us. The requesting organizations are 501(c)3's. Chewie- About Goal #3, "steward our lands to ecological standards" would mean conforming to general ecological standards but not to our internal standards. The Goals describe our values and are not an internal document. LT- The Mission Statement is a good descriptor of our values. Jon P- The applicants can write to conform to this motion. We need to let them present an authentic case for their request. Katie- We are walking our talk and do not need a contrived way of evaluating our donations. Paxton- Agreed it is inappropriate to force our values onto somebody else. Indigo- The money that we gain from the event, due to these Goals, should be going out to things that match those values, and we do that now. Using our Goals and Mission Statement gets those ideas out. The amendment failed 6-4 (Paxton, Lara, Katie, Chewie). Jon P- Called the question, LT seconded. The motion to call the question on the main motion passed 9-0-1 (Chewie abstained). The main motion failed 2-8 (Katie, Anna, Jon P, Lara, Paxton, LT, Diane, Jack opposed)

**Katie moved, Lara seconded, to approve a 3 month sabbatical, from Oct 1st to Dec 31st, for the administrative assistant for the purpose of informing Fair Operations on the uses and limitations of social media strategy by other similar non-profits and multi-day festivals. Peach Gallery:** Marcus- Enthusiastically supports this proposal as a way to make a difference for the Fair because we are emerging into the world of social media and we are learning as we go. Steve- Wholeheartedly supports this motion and noted there are other sabbaticals coming along for other staff members. Charlie- Fully supports the plan. Chris- Hopes norma will make a list of information to keep things running smoothly. Joseph- Hopes this will involve having some fun. **Board Discussion:** Lara- The project could be intense but relaxing is important and this looks like too much. Katie- I'm looking forward to reading the report. Jack- Looks forward to her return. Chewie- Looks forward to regular updates on Facebook. LT- Appreciates that norma will be on hand for the retreat and feels this might be too much work for a normal person, but norma is not normal. The motion passed 10-0.

**Paxton moved, Katie seconded, the appointment of Kat Kirkpatrick as Grievance Coordinator.** Paxton- Is impressed with Kat's work and process in her work on the Vision Action committee. There were four really good candidates and other three, Jennifer Arnold, Philip

Moses and Brian O'Connell, all deserve sincere thanks. All were skilled and qualified and it is hoped they will find other ways to help the Fair. **Peach Gallery:** norma- Kat helped on another committee and was really efficient and effective and showed leadership. There was a rough patch with some others and it was worked out with a lot of grace. Marcus- Fully supports this appointment. Joseph- Having worked with Kat for a couple of years, this is a good appointment because she is a real hard worker. **Board Discussion:** Chewie- Kat is a great choice and hopes the others will help her with the grievance work so it will become a better and more accomplished aspect of the Fair. Anna- Will abstain from the vote because she does not know the candidates. This job is important for the Fair and personal experience is important for a selection like this. An interview process would be helpful in similar circumstances. Paxton- Mentioned that Brian O'Connell is the son-in-law of his partner and is highly skilled in conflict resolution but still feels that Kat is the best overall choice for the position. Jon P- Appreciating Anna's comment, will also abstain for the same reason. Jack- Said he appreciates Cynthia for all her hard work. Katie- Kat's resume shows items like an MS degree in Conflict Resolution with an emphasis on Mediation, membership in the Oregon Mediation Association, other related volunteer work and this is a reminder of the incredibly high level of expertise and quality that people bring and give to the Fair. LT- Supports Kat, her work is great and she is highly qualified. The motion passed 8-0-2 (Anna, Jon P abstained).

**Chewie moved, Lara seconded, to appoint Charlie Johnson, Jim Showker and Sara Rich to the Sound Task Force and make Jon Silvermoon the Board liaison.** Chewie- We had some great and dedicated volunteers who expressed interest. **Peach Gallery:** norma- Pointed out that four of the six candidates have "Jon, or John" in their names. **Board Discussion:** Jon P- Said he agrees with these choices for the task force noting his particular interest is with sound attenuation infrastructure which is more long term. Chewie- This task force is small in order to get the project up and running for Operations this year. The project will be a work in progress. This group offers some succinct knowledge to that end and the other candidates, Jon P, Jonathan Saraphim and Paxton, would be welcomed to help out. Paxton- With this small group there should see quicker results. The motion passed 10-0.

**Jon S moved, Jon P seconded, to create a task force to address issues surrounding the Barter Fair with the goal to make preliminary recommendations by December in time for budgeting and guidelines.** Jon S- There is no consensus about what to do about the Barter Fair and information is necessary in order to make an informed decision. Information about the make-up of the Barter Fair, how important the event is to the Fair participants, and the kinds of imported goods and raw materials are sold is necessary. **Peach Gallery:** Charlie R- Is there a defined structure like the way the sound task force was defined. Jon S- Details were provided with the initial idea but a more general path was advised. Participants, crafters and operations are clear stakeholders in the process. Charlie R- The timing with respect to the upcoming event seems to be a problem. An open call for names, right now, and making appointments before the Fair seems unlikely. Jon S- Organizing some resources to simply gather information right now is possible. Steve- One meeting, at the end of June, is the only opportunity to set up the task force for this year's Fair. Grumpy- Questioned if this is the best approach because this will be a political decision by the Board with awareness of the anticipated consequences of the decision. A task force may not be much help. Kenny Howe (recycling)- Asked if the task force is going to enforce Guidelines. Joseph- The timing is too late for the task force to do anything about this year's Fair. Letter's can be reviewed and the members chosen. A summit will probably be required for all the stakeholders. Spirit Leatherwood (external security)- The Craft Committee could somehow work on getting some actual factual information from this year. Bill Wright (crafter)- Since Lara's motion last month some Board members support imports at the Barter Fair. Acknowledgement of any conflicts of interest or benefits from the Barter Fair by the Board should be made known. Imports are against the guidelines and the vision and are a direct challenge to the art and it's wrong. Jen-Lin- It's late this year to consider some resolution but this will be a great evaluation meeting topic. Marcus- A task force is not really needed to figure out what is because we need to decide what we want, according to our values. If we do or don't want imports at the Fair, there is no need to survey the statistics of the imports. Steve- Whether there is a task force or not, the Board should do their own direct research and go to the Barter Fair and see it. Chris- Agreed the Board should do some direct investigation. The Craft Committee has

gathered information but an independent and objective look would be beneficial. Charlie R- The time limit means a clear objective is needed. To simply gather data is too vague and the execution would be a challenge. A summit would go a long way toward moving the process forward. Next year is a better target. Grumpy- Regarding finances, the Barter Fair revenue last year was \$4810 but the financial resources to support the Barter Fair are harder to define. The fencing is expensive and the security and sanitary facilities take energy at the end of an exhausting Fair. Only food and paraphernalia are restricted. Hilary- The values questions do not seem clear at all. A group cannot all be condemned with one stroke. This seems more like a huge Operational issue. A big chunk of important property is dedicated to the Barter Fair that may need to be re-purposed. Robin- The Barter Fair and imports are under the same umbrella as other situations that grow and become an issue over time, like the sound issue, and need to be reworked so the Fair continues to be what we want it to be. **Board Discussion:** Jack- This issue is involved and as a political issue, the Board could go back to the Craft Committee. This is not like the sound issue, where there was no committee, but here we have a support committee to guide the Board's political work. The dialogue about right and wrong and values and the creative process of the Board using the committee is the most valid place to go, timing aside. The language, last month, did not pass, and working with the Craft Committee would be a good approach. Indigo- The Craft Committee has been looking at this for some years but the lack of information last month was one reason not to support that motion. The committee meets openly so is an appropriate venue for working on this issue. Jon P- Support for this task force or summit does not imply my support for imports or for the Barter Fair itself. Dialogue is needed to involve a lot of people. There are a lot of other interests, such as land use, resources, and the Fair's long term investment for the Barter Fair. The process needs to involve everyone. A task force, right now, to gather data, could be really helpful. The Craft Committee has already indicated their conclusions. LT- We always need to know what is in place to help figure out all those who have an interest. Steve's suggestion about checking out the Barter Fair is a good one, as well as a workshop. Regarding an implication of personal support for imports at the Fair, my position is simply to point out the current Guidelines do not prohibit imports at the Barter Fair. The Guidelines will require an amendment to prohibit imports at the Barter Fair. Diane- My family's participation in the Barter Fair ended 7 years ago. There is a need to find out who is selling at the Barter Fair and if and how they are involved with the Fair. We know the revenue projection but don't know the costs. It is separated from the three-day event and all the Family has been permitted to participate. Imports from Fair Family travelers would seem to be acceptable as opposed to more commercial efforts. Lara- More work needs to be done with this task force idea. Last month's motion was in place for discussion for two months prior to the Board meeting. Questions about after hours sales are not considered. When do our Guidelines apply? Do they apply to just the three days of public hours or do they apply all the time? Lara asked for "Guideline Clarification" to be added to new business. (Lara subsequently withdrew the request following some discussion after the meeting). Chewie- The task force is a good idea but it needs to come from some place and the timing does not work. The Guidelines are very important and need to apply all the time even they don't say that specifically. Chewie said he supports the Craft Committee and Barter Fair but not what the Barter Fair has become. Anna- Agreeing with Jack, a workshop is needed and "it looks like I'll be going to the Barter Fair." Paxton- I'll be collecting information. Barter Fair does not violate the guidelines. The original name for the Barter Fair was the Family Marketplace. Referring this to the Craft Committee is not really appropriate because they deal with the Fair crafters and they are not charged with a wider responsibility. We are grandfathered as a three-day event and the Barter Fair is for the membership and is not public. Expanding the Guidelines to the Barter Fair could jeopardize our grandfathered status. Katie- This is really an Operations matter. Without regard to jurisdictions or how it came into being, if the Barter Fair location is needed for other purposes, or if it becomes a support problem, then Operations should be able to make the changes without direction by the Board. Jon S- This task force does not preclude a work shop or summit. The reality on the ground can cause other problems, such as displacement off the property, and those issues require some investigation. Information about the costs and the resources required is needed. This is a first step to begin the information gathering and the task force is the means to do that work as a way to support a workshop or summit. In the interest of disclosure, I traded Mexican fire opals at the Barter Fair

over 20 years ago and my partner has sold vintage clothing more recently. This is a first step to help give the Board some guidance. The motion failed 3-7 (Jack, LT, Anna, Katie, Lara, Chewie, Indigo opposed)

#### **Member input**

Grumpy- Discussing a Guidelines clarification business item at the meeting on site just before the Fair is not a good idea.

Marcus- The Board makes policy and approves Guidelines. Operations interprets and enforces the Guidelines.

Jen-Lin- This is looking like a good year for apples so we need to be thinking about our apple cider party.

LT- The Guidelines apply neither to just the event nor to all year. It depends on the specific Guideline and they tell you when they apply. (see #'s 8, 41 & 13 for example).

Jon S- My recent proposal regarding a procurement policy was introduced for the following reasons: we have a new Executive Director who may need guidance, an intergenerational change in leadership would benefit from some defined financial values, and a community center building project is envisioned. The time to clarify our policies is before contracting for the building work. Any major grant applications will need to show we have a clear policy. It is important to continue with this business.

#### **Staff Reports**

**Executive Director:** Marcus- I have an orchid in my kitchen that only blossoms each two years and recently it bloomed with seven blossoms. The other day, when sweeping up, four of the blossoms were on the floor. It dawned on me, at that moment, I had gone for weeks without noticing them and now there would be two more years of waiting. We all work very hard and so, as we prepare for the Fair, everyone, please try to be sure to find time to pause and enjoy each and every experience. (Marcus' written report to the Board is appended below)

**Operations Manager:** Charlie- The bus plan is still on hold for an FTA decision. We have really pitched them a curve ball and they know a precedent will be set with this decision. At this time we have basic agreements for a split service with a private operator, First Student, providing service from Valley River Center and LTD providing service from the downtown station. The contracts are a lot more complicated and the operation part will be more complicated. By month end we will have things finalized and signed. We have sold over \$100,000 worth of tickets with a large number being 3-day tickets, are about a ninth of the way to a good year and are on track with last year. Work with Veneta and the Far Side issues is underway and there will be information in the FFN. The overflow parking will be phasing down in the future. The Fair Family needs to support Operations with these changes. Our contingencies need contingencies, this year with the wet weather, and we have some serious concerns with getting the haying done on the parking lots.

**Site Manager:** Steve- This is marvelous grass growing weather and there will be a great hay crop. Last week we got 2-1/2" of rain and the site is wet. Work is starting and pumping is underway at Ms. Piggy's and at some of the stages. Main Camp had a good opening but the "8" is closed to vehicles. There is work going on and not too much damage. Productive days are needed and we will cope. Charlie- In the first four days of June it rained 2-1-2" and that is an inch more than the average for the entire month of the June. Steve- April and May were the first months of above average rainfall since, guess when, last July!

**Administrative Assistant:** norma- The office at the site is now open.

**Office Assistant:** Robin- Expressed her appreciation for the support of co-workers and the organization as she dealt with the loss of a good friend and a sister's open heart surgery over the last few weeks. The good news is Culture Jam is wait-listed. The downside is how some incredible people who have applied for staff are being turned away. Teens need this kind of event. It's bittersweet. The project is beautiful and helpful. Also, it should be noted that Booth Registration is doing very well with the expanded use of the internet.

Charlie- One additional comment is we are having some problems with Tinkerbell. A new iteration is in progress now but the site phones are troublesome. The rest of the infrastructure is working fine. Please be patient with phone service.

#### **Committee Reports**

**Elders and Path Planning:** Chris- The committees are both very busy. The Elders will meet on the 27th. The reports follow.

*The Elders committee met in the OCF town office at 7 pm on May 27<sup>th</sup>, with twenty people attending.*

*The possibility of establishing an Elder's choir was presented to the committee. It was recommended that an inquiry be sent to all qualified Elders to determine how much interest there is in this project. The Elders have a choir director who is interested in working with them. If there is enough interest, there is time to put together a performance that could be ready for the Elders events at this year's fair. Practices would be held on site each Saturday in June to prepare.*

*Reports were given by all the sub committees about the state of their various operations to date. Camping has one more work party on the nineteenth to finalize the site preparations in the Elders Camp. The Still Living Room project was reviewed and all the existing equipment has been inventoried and examined for damages. Everything looks fine for this year. Also several new items will be ready in time for the Fair also. A new Time Line Mural and a memorabilia display case will be included this year.*

*The Elders Meet & Greet will be held on Thursday, July 8<sup>th</sup> from 8 to 10 pm at Alice's fire pit. Black & White attire. This is a social get together and there will be live music.*

*The Old Timers Picnic will be held where it was last year, near the History Booth, just across DeSpain Lane at 6 pm on Saturday, June 26<sup>th</sup>. A great social event again with live music.*

*The Elders Committee has been following the progress of the Path Planning Committee's fair expansion research. In order to avoid any false rumors that do show up in conversations from time to time, the Elders Committee is stating at this time that they are not endorsing any of the proposed expansion ideas. The committee has not entered into any discussions on site expansion to date and they have no official stand, so remain neutral.*

*The Executive Director and Elders are working on establishing Intergenerational dialog and have arranged to hold sit down meetings at Main Camp at 6 p.m. on the four Sundays in June. These ongoing storytelling times will help build a bridge of understanding, improve lines of communication, easing transitions as we pass the torch. Elders are invited to come, speak; be present.*

*The next regular Elders Committee meeting will be held in the town office on June 24<sup>th</sup>, at 7 pm to complete the final preparations for this year's fair.*

*The Path Planning committee met on May 15<sup>th</sup> in Alice's with nineteen people in attendance.*

*A Path Planning sub-committee did a review of the twenty one designs created during the Design Charettes held earlier in May and combined the similar features into three possible layout for each proposed area. The committee reviewed these layouts in detail and after much discussion and several recommendations for improved changes to some of the layouts, agreed to carry this process forward to have available at a full family forum to be scheduled in the near future.*

*No formal plans for a five booth replacement project have been developed for this year due to a mild winter season and no discernable erosion and after a detailed examination of the current fair site; there is no easily identified space to add five more booths.*

*An initial design proposal to establish an emergency exit path from East 13<sup>th</sup> to exit onto Snivel Lane near recycle camp was presented by Site Operations. After lengthy discussion about what kind of impact this proposal would have and weighing in the need for more and better emergency exits throughout the fair site, the Path Planning committee voted to support Site Operations efforts.*

*The Path Planning committee will meet again on the sixth of June at either the Hub or Alice's, weather permitting, to work on a final draft of the Design Charettes layouts of Crafters Lot and Gypsy Way for public review during the 2010 Fair.*

**Community Center Committee:** Jon S- The committee is making arrangements to visit and tour facilities at Lost Valley and other locations.

**Peach Power:** Anna- A meeting is planned for June 28th, but that is tentative and may conflict with the 6pm site tour for the Community Center locations.

**President's Peace**

Jack- I am really feeling devastated by what is happening in the gulf. I want to disperse blame - we all drive cars. I really want BP to stop the oil from coming out of the ground, to give them all the hope and love I possibly can. All I see is animals suffering down there.

### **Adjourn**

The meeting was adjourned at 10:20pm. The next regular Board meeting will be held at 4pm on Sunday, June 27th on site at Alice's fire pit. The tentative agenda includes the Green Ticket allocation (Paxton, Anna), Appointment of Lyndsey Billington as Neighborhood Response Team Co-coordinator (Chewie), OCF statement of support for Lane Extension (Deane), 2010 exception to Personal Time Accrual Year carryover (Katie), Comprehensive Five-year OCF Transportation Plan Task Group formation (Jon S), Candidate Forum in September (Chewie), and the Habitat for Humanity radio loan (Chewie).

*Chewie mentioned how he was struck, this evening, by the John Prine lyrics- "It's a big ol' goofy world".*

### **Executive Director's Report to the Board**

**Operations & Administration: Exit Poll Team:** *There will be another exit poll this year. Kat Kirkpatrick is transitioning out of her role as team coordinator and together we have selected Kathy Lavine and Joseph Newton to coordinate the team this year. Thank you Kat for your contribution to making the 2009 Exit Poll a success, and much gratitude to Kathy and Joseph for stepping forward for 2010. Kat can will lead them through all the main logistics of recruiting volunteers, scheduling volunteer trainings, assign roles to volunteers, and schedule shifts for volunteers during the event. Trainings should consist of explaining methodology and procedures for administering the survey, explaining the questions themselves, and a test-run/role playing with the laptops on-site (week of 7/5).*

*The laptops should be pretty well set up from last year. They only need to accommodate a link to Survey Monkey and have the capacity to refresh screens quickly. Survey Monkey questions will be slightly altered this year by removing one-time-only questions from last year and replacing them with a few new questions which will be permanent each year. For example, questions asking if people arrived by car, bus, bike or other. We are on the move and I am very interested to compare this year's results with last year's.*

**Youth Leadership Committee:** *A recruitment announcement for two summer Community Outreach/Research Interns was posted at both the Career Center and with the PPPM program at the University of Oregon. We received only one response from someone who had completed his studies already. Therefore, we have decided to repost the announcement for Fall and Winter Terms, as we are quickly approaching the Fair! One advantage of bringing on board a current student is that we also get a relationship with a Faculty person who is sponsoring the intern's class project. This Faculty person can be a tremendous resource for both the student and the Fair, ensuring we receive a high quality outcome.*

*We also brainstormed other places and institutions of higher education to find these two interns; e.g. through the OCF Facebook page, exploring suitable LCC programs, Pacific University, NW Christian College, PSU distance learning, etc. The Committee also successfully spent time agreeing on the structure and flow of work that interns would carry out, as well as listing the expected deliverables from their service with us. These positions are open until filled and I feel confident we will find a couple of good candidates by Fall Term to help us with our Agency Survey Phase and our Youth Outreach Phase, as described in last month's minutes.*

**5/23 Inter-generational Dialog:** *Thank you to the twenty or so individuals who showed up to share their thoughts with each other at our inter-generational dialog on transition. The overarching theme at this discussion was about the passing on of logistical/operational knowledge and social/political history of the Fair to younger generations of Fair leaders. We are well in the midst of this transition, making this dialog both timely and timeless!*

*The only decision was to continue on with a series of these dialogs each Sunday in June at Main Camp. We all agreed to recruit others we know who would participate and get them to turn out. It is important WE act together as a multi-generational group to organize these dialogs.*

*"The essence of the past is like the lingering scent of a flower, on your hand, that you just gifted away..." Just as the essence of the "What's" and "Why's" of our Elders' efforts in building*

*the Fair still linger, we should all learn about the past and recognize its lingering essence in everything we do.*

*Future Inter-generational Dialogs (Main Camp): 6:00pm, June 6th / 6:00pm, June 13th / 6:00pm, June 20th / 6:00pm, June 27th*

**Personnel: Grievance Process Status:** *Selection of new Grievance Administrator is pending.*

**Conflict Resolution Program:** *I am adding an additional component to the grievance process discussion. Currently, we have only a grievance process, which deals very narrowly with only violations of written policies.*

*I have thoughts about augmenting or partnering the Fair's current complaint-driven grievance process with a more pro-active conflict resolution program, having two parts. First, this might include a volunteer Ombudsperson who deals with legitimate concerns falling outside the definition of "grievance," but falling well short of purely personal/interpersonal disputes. I notice our Operations Manager, Charlie Ruff, spending a lot of time resolving issues that a volunteer Ombudsperson could fill the role doing. Second, I envision a very small menu of Non-Violent Communication trainings we could offer to help us all communicate better with each other. These two items might have implications for who is selected as Grievance Administrator, as we would need someone with the capacity and skill set to run the Grievance Process in tandem with a broader conflict resolution program. I look forward to future discussions on this topic with all of you.*

**Change in Paid Staff Job Descriptions:** *I have submitted a recommendation to the Personnel Committee to change two job descriptions: Administrative Assistant and Office Assistant. These job descriptions were last updated in 2006. Some of the findings made during the Capacity Review conducted with our in-town administrative staff are that both Norma, Administrative Assistant, and Robin, Office Assistant, accomplish much more work and different kinds of work than their job descriptions reflect. In order to formally recognize their level of service to the Fair I am recommending the position of Administrative Assistant be updated to Office Manager and the position of Office Assistant be updated to Program Coordinator. In examining other job descriptions from other non-profits of similar size, I know that the new job titles are an accurate reflection of the work currently being accomplished. However, I realize the final decision will be passed from the Personnel Committee to the Board.*

**Financial, Budgets, Fund Raising : 5/7 Landing Major Gifts, Shedd Institute** *At this workshop put on by the Oregon Community Foundation, we learned how to articulate a strong case for building an endowment that will have a big impact for our future success. The speaker, Janet Doolin, shared information on how to conduct donor meetings and sequence the key elements of how to identify those that might donate and how to approach them to ask. Janet Doolin, J.D. is principal of Doolin Consulting LLC and serves on the faculty of both Regis University in Denver, Colorado and The Fund Raising School of the Center on Philanthropy at Indiana University.*

**Community: 5/4 Envision Eugene** *This kick-off event by the City of Eugene, was about starting a conversation with citizens about how we will grow and change over the next 20 years. The City expects that about 35,000 or more people will move to the Eugene area and call this place their home over the coming decades. This is their website, where you can learn more about the plan and determine if you would like to take part in creating:*  
<http://www.eugeneor.gov/portal/server.ptopen=512&objID=815&PageID=0&cached=true&mode=2&userID=2>

**5/6 The long-term civic impact of youth activism: curious contrast between Freedom Summer and Teach for America** *This was a very engaging lecture from an intellectual and socio-political perspective. The comparing and contrasting of different civic engagement programs and their impact on the lives of participants throughout time was a worthy exercise for my brain cells. I attended this to gain some insight on "why" and "how" to develop and structure civic engagement and leadership programs for our youth - so that they have an impact. As you know, the Fair's Youth Committee is making progress on its goal to inspire youth programs across the Greater Eugene area, making sure we do so wisely and seize the opportunity to do it right, from the start. Although the lecture was lightly attended, the speaker was very engaging and entertaining.*

**5/11 Lane Arts/Youth Arts Council:** I received the honor of being asked by Douglas Beauchamp, Executive Director of LaneArts / YouthArts to join their 2010 Community Arts Grants Panel. This was an awesome experience getting to know other leaders in the arts and culture community, as well as an opportunity to get a sneak preview of all the exciting projects being worked on. My overall approach was to prioritize projects that focused on connecting with youth, that challenged institutions, that kept political and social history alive, that encouraged public art (rather than art in a box), and that reached the greatest number of people for the grant money being allocated.

Together we reviewed 40 grant applications and allocated \$27,000 in donations to arts and culture projects across Lane County. Others on this grants panel were Peggy Grace Chun, Artist, founder and Director of Artists Counseling Services; Kim Donahey, Actor, Arts educator, Youth trainer; Armando Morales, Musician, Host of Ahora Si! (KLCC), Teacher at Oakhill School; Conrad Williams, Artist (Glass), co-owner Studio West; Billie Moser, Community Events Manager, City of Eugene; Kate Ali, LAC Board, Artist, LCC Instructor.

**5/12 Cultural Advocacy Coalition** Norma and I went to meet with Kristina McNitt, lobbyist and Liz Fuller, Executive Director of the Cultural Advocacy Coalition who had invited a small group of people into a conversation about advocating for arts and culture on the state level. They engaged us and encouraged us to help them set the policy agenda for the Cultural Advocacy Coalition. We also learned a lot about what the CAC can do for our organization. Advocacy- what it looks like and how you can do it.

The Cultural Advocacy Coalition <http://www.oregonculture.org/> serves as a voice in Salem on behalf of Oregon's arts, heritage and humanities, and cultural organizations. It is comprised of partnerships among business, community and cultural leaders representing all regions of the state. The primary mission of the Cultural Advocacy Coalition is to increase ongoing public investment in Oregon's arts, heritage and humanities. As a 501c4 non-partisan advocacy group, they lobby in Salem to ensure that all Oregonians have the opportunity and access to benefit from arts and cultural programs in their communities.

**5/14 Understanding & Managing High Conflict Personalities** This training's curriculum was the premise that High Conflict People are not just difficult. They are the most difficult people, because they become preoccupied with a target of blame - usually someone close to them (such as a spouse, relative, neighbor, co-worker) or someone in a position of authority (boss, doctor, administrator, government official). Managing High Conflict People (HCPs) usually involves using skills which are the opposite of what one feels like doing. Learning these skills takes time and practice, but can make an amazing difference in resolving, managing, and containing disputes.

In this training we learned how to ) Identify the four most common high conflict personality styles; 2) Recognize and intervene in their high conflict cycle of negative behavior; 3) Understand how recent brain research helps explain their emotional self-sabotage; 4) Practice four key skills for handling people with these personalities in any setting; 5) Predict and manage the Negative Advocates common in these disputes; 6) Know how to avoid organizational "splitting" in managing high conflict disputes.

The trainer / presenter was Bill Eddy. Bill Eddy, is President and co-founder of the High Conflict Institute in Scottsdale, Arizona. Bill is a Certified Family Law Specialist in California and Senior Family Mediator at the National Conflict Resolution Center. He was once a Licensed Clinical Social Worker with twelve years' experience providing therapy in psychiatric hospitals and outpatient clinics.

**5/17 Open House: Eugene's Draft Community Climate and Energy Action Plan** This public event/presentation was a culmination of ideas and efforts from about 500 community members and over 70 topic experts who worked with City staff to develop recommendations for how Eugene can prepare for climate change and volatile oil prices. This open house allowed us a firsthand look at the Draft Climate and Energy Action Plan, to ask questions, and to provide final comments. Check out the draft plan at: [http://www.sustaineugene.com/eugeneclimate/wp-content/uploads/2009/08/DraftCEAP\\_May2010.pdf](http://www.sustaineugene.com/eugeneclimate/wp-content/uploads/2009/08/DraftCEAP_May2010.pdf)

**5/25 Whiteaker Community Council** I had a wonderful, neighborly meeting with Ananda Keathly, Vice-Chair and Kari Johnson, Chair, of the Whiteaker Community Council, about their Sustainability Committee and how the Fair could be a good neighbor. Whiteaker Community Council begins at the intersection of West 7th Avenue and Chambers Street, proceeds north

along the centerline of Chambers and then the centerline of River Road until the south boundary of the Capri subdivision, extended westerly.

Some of the top priorities for the Whiteaker are food sustainability, community gardening, composting, transportation and removing pesticide spraying from parks and roadsides. Our discussion was introductory and exploratory about how the Fair could participate in the Council (because we are in their district) and ways the Fair could help with the betterment of the Whiteaker Neighborhood. Their minutes and announcements are published in the Rattler: <http://therattler.org/>

Because I live in the Downtown Neighborhood Association area, I was asked if I would be willing to serve as a delegate on the Neighborhood Leaders Council Committee on Sustainability. I am seriously considering being a delegate and am taking my time to determine whether this would be the best use of my limited time in relation to all the opportunities to participate in our community.

The NLCCS helps Eugene residents explore durable and responsible ways of living. Their site provides access to resources and events focused on sustainability issues such as food production, water management, energy, safety, health, and transportation: <http://eugenesustainability.org/>.

**Marketing, Media, Community Relations: MC Stage Announcements:** Entertainment on stage at the Fair this year will take on a slightly different flavor – it will be accompanied by a touch of education, too. Education about what and who the Fair is, what we stand for, what we have accomplished and why we have this big party each year. As a component of our emerging community relations efforts, each stage MC will be asked to make special announcements about the Fair during transitional moments, such as the space before and after performances. Stage MCs will be supplied with a clip-on, banded spool of index cards, each presenting a ready-to-read statement about Fair history, philanthropy, environmental stewardship, volunteerism, youth programs, and contributions to local economic development.

While MCs will ultimately decide if they will make these brief announcements to our friends and Family, we hope that they will enthusiastically seize this opportunity to proudly share why the Fair has always been a Party With A Purpose. Many, many thanks to Loretta McNally for stepping forward as the main volunteer behind this effort.

**Media Archive Meeting.** As part of our developing community relations and public relations efforts, we have begun discussing the creation of a media archive for ALL of the Fair's audio, video, digital, and paper media materials. We realize that this is a very massive and expensive project to undertake, and so we will reach out to form partnerships that will be reciprocal in nature. One such possibility is a 3-way partnership among University of Oregon's Special Collections to provide development expertise, the Lane County Historical Association to provide the archive home and the Fair to provide the materials. Writing a grant request to the National Endowment for the Arts (for example) based on such a partnership would likely be an amazing success. Thank you, thank you to Jerry Joffe who connected us with John Fenn, Assistant Professor, Architecture and Allied Arts at the University of Oregon. Much gratitude to John, who has passionately adopted this project.

**Social Media Team:** WOW! Go Jessyca Lewis, Sara Rich and Norma Sax. You all rock! Here is this week's (5/24) summary for the Facebook Fan Page: +288 Fans this week (5,410 total Fans), 827 Wall Posts, Comments, and Likes this week (282 last week), 2,144 visits to your page this week (1,714 visits last week). Jessyca estimates that we will be over 6,000 fans by the start of the Fair. I estimate by the end of the Fair we will have over 10,000 Fans on our FaceBook page.

FaceBook is a wonderful forum for communicating what and who the Fair is, what we stand for, what we have accomplished and why we have this big party each year. It is also a very efficient means to communicate messages with the general public (guests, ticket purchasers, etc) about such things as policy changes, transportation options, last minute opportunities and announcements of interest.

**Contracts: Strickland Lease of Art Barn:** After several meetings with Andy Strickland about integrating his Art Barn facility with Fair operations, I have sent an outlined agreement to our legal counsel and am currently waiting for a first draft of a lease agreement.

**City of Veneta & Far Side:** *We are formalizing contractual agreements with the City of Veneta on future management of city property at the Far Side, on which we have been parking cars. After the City's property sustained heavy damage by vehicle traffic from the 2009 Fair, the City is now requesting that we reduce parking there by 20% each year leading up to 2015, at which time there will be no parking whatsoever. A first draft of this contract is being considered now.*