

**Oregon Country Fair Board of Directors' Meeting  
December 3, 2012, 7:04pm at EWEB**

**Board members present:** Diane Albino (alternate), John 'Chewie' Burgess, Saman Harnsongkram, Paxton Hoag, Lucy Kingsley (alternate), Jack Makarchek (president), Deane Morrow, Indigo Ronlov (vice-president), Kirk Shultz, Lawrence 'LT' Taylor, Sue Theolass, Bear Wilner-Nugent. **Peach Gallery present:** Staff (Charlie, norma, Steve, Andy, Tony, Robin), 3 officers (Hilary, Grumpy, Bill) and 26 members and guests.

**Agenda review**

**Old business:** Secretary's report on donation consent calendar; Treasurer's report and budget business; Confirm November Board meeting minutes; CCPA Membership (Bear); Operations Manager job description (Diane); Operations Manager promotion (Diane); Appoint Camping crew co-coordinator John Kassebaum (Chewie); Appoint Neighborhood Response Team co-coordinator Dan Erdman (Paxton); Appoint Community Center Committee member Anna E. Scott (Deane); Appoint Personnel Committee member Robert Jacobs (Diane); Revise the donation consent calendar process (Indigo); bonuses (Jack). **New business:** Ambience Crew split (Lucy); Dedicate 2012 Green Ticket funds to Community Center green features (Paxton); Declaration to the Seventh Generation (Indigo).

**Announcements**

Guideline amendment proposals will be put on new business and published in the minutes of the January meeting. The proposals need to be submitted to norma by the end of the year. (Bear)

Another Fair Family member was honored recently in the "Happening People" feature of the Eugene Weekly. (Diane)

The OCF will participate in the Veneta Light Parade on Thursday, December 6. (Charlie)

A petition to save the Amazon Creek Headwaters was circulated; this is a project of the Be Noble Foundation. (Chewie)

Beeswax candles and catnip toys are for sale tonight to raise money for a Culture Jam scholarship. (Sue)

**Board Donations**

**Recording Secretary's report:** The Scribe Tribe is looking for some more volunteers and an announcement will be in this month's Fair Family News. **Three requests on tonight's donation consent calendar (the last donations for 2012) are Next Step Recycling (\$500), Our Forests (\$1000) and Peace Village (\$1000).** Chewie asked to move Next Step Recycling off the calendar. Two new requests, Reach Out Ministries (\$500) and Fern Ridge Library Foundation (\$500, Chewie will sponsor) have been received. The 2013 Consent Calendar will begin at the March 4, 2013 meeting.

**Peach Gallery:** Darren Reiley spoke on behalf of Peace Village. He has worked with the organization for about 9 years and they teach non-violence. They are supporting the Peace Jam! project which will be involved with a gathering of several hundred Northwest regional student youth in May when the Dali Lama visits the University of Oregon. The funds will be used for tee shirts and food for the program participants. Grumpy asked if they are organizing this gathering, if they are a

recognized non-profit, and if they work with other peace organizations. (Yes on all three questions.) Robin and Joseph both spoke in favor.

Roy Keene spoke on behalf of Our Forests. About 9200 out of 21,000 acres will be released by the BLM for logging work in the Long Tom watershed. Our Forests will be taking steps in opposition because the area is a riparian zone, affects the health of the Long Tom, and the work is skirting regulatory protections. Maps will be prepared to educate the public on the situation. A map prepared from the last OCF donation of \$500 was displayed; the map can be seen on "conversationsontheforest.org". **The Consent Calendar passed 10-0.**

**Bear moved, Deane seconded, to donate \$500 to Next Step Recycling for staff education. After discussion the motion passed 9-0-1 (Chewie abstained).** Bear said the request information was in the Board packet and we should make this donation even though their representative is not here. Palmer said Next Step Recycling does important work for the environment. Joseph said they recycle the items that are hard to recycle; they put Eugene on the map for this kind of work. Chewie said he took this request off the Consent Calendar because the representative did not come to the meeting. Kirk indicated we should not wait but should do this now. Paxton said that education is important in their work and we should support this request. Bill said their representative, Jennifer McAuley, was invited and told it was not a requirement; she replied and indicated she could not be at our meeting tonight.

#### **Confirm Minutes**

**Indigo moved, Chewie seconded, to confirm the minutes from the November 5, 2012 Board meeting. The minutes were confirmed 10-0.**

#### **Old Business**

**Treasurer's Report:** Hilary said the budget process is coming along; the crew budgets are about finished and the staff budgets are next. The Budget Committee did a close review with Water Crew and the exchange of information was worthwhile for both sides. The Board will meet on the 28th to review and approve the 2013 budgets. Capital project requests are due by the end of January.

Grumpy said the "checks and balances" for the Fair budget are balanced between the crews and the committee when they review how the money is used. While we are all equal, there are differences in needs and approaches; a lock-step process doesn't work and is not appropriate. Achieving a good balance is the intention and getting there can be a challenge at times. Regarding Board donations, we should note that we went over the budget for 2012; the budget was \$19,300 and we gave \$21,800. Splitting up Ambience Crew is needed in order to address the two separate functions they perform and the names for each new crew should be determined. Indigo asked if this split will increase our crew expense. Hilary said it might because each crew is permitted to have two coordinators but the Budget Committee supports the separation.

**Bear moved, LT seconded, to renew the OCF membership in the CCPA for \$1000. After discussion the motion passed 10-0.** Bob Fennessy, representing the WOW Hall, said the annual membership party is on Saturday, December 15. Joseph said this is a great fine tradition.

**Diane moved, Chewie seconded, the Board adopt the Operations Manager job description as revised and submitted by the Personnel Committee. After discussion, the motion passed 10-0.** Steve pointed out this new job description is hierarchical, in the past site management and operations management were treated as co-equal.

**Diane moved, Sue seconded, the Board promote Tony Clementi to the position of Operations Manager of the Oregon Country Fair, at step 4.6 until the end of 2013, and give him \$3000 in retroactive pay for doing the job last year. After discussion, the motion passed 10-0.** Joseph said we have been waiting for this move; this promotion is appropriate for a person who is already in the organization and knows the job. Palmer said the Personnel Committee seems to be unanimous in their support on this promotion. Sara said she fully appreciates the work and skills that Tony brings and she supports this promotion. Charlie said he has given this a lot of thought; it is a critical investment in the future; Tony has his full support. Deane said thanks to Tony.

**Chewie moved, Deane seconded, to appoint John Kassebaum as co-coordinator for the Camping Crew joining John 'Chewie' Burgess, Phillip Guyette and Michael Connelly. After discussion the motion passed 10-0.** Charlie said he heartily endorsed this appointment because this crew has a lot of work ahead and needs the help. Brad and Steve both expressed their support and appreciation of John's efforts, done well. Chewie said the camping crew has a lot of work ahead and John brings expertise for the camping in the lot part. Bear said he was sorry that John would be leaving the Main Camp crew. LT expressed his support. Grumpy talked about John's history with Traffic, as Mark Goldby's assistant, and with Craft's Lot, and with the Wednesday morning land rush at Miss Piggy's. Kirk said his past dealings with John were all good and successful; this is part of the shift of Craft Lot Crew into the Camping Crew. Paxton said he has been impressed with the way John K has handled the land rush and now eliminated it, so he needs more work!

**Paxton moved, Bear seconded, to appoint Dan Erdman as co-coordinator for the Neighborhood Response Team. After discussion, the motion passed 10-0.** Crewmembers spoke on Dan's behalf because he is away; they expressed their support for his appointment. Dean Middleton said with this appointment he retires from the position; he said he will continue to volunteer in other capacities. Anna said rotation of leaders is healthy and progressive. Joseph said 'thanks Dean' and 'welcome Dan'. Chewie said thanks to Dean and that he appreciates the crew decision. Deane asked Dean if he had Elder status (yes). Lucy said thanks to Dean for the help he provided one dark stormy Saturday night. Kirk asked if Dean would remain on the Path Planning committee (absolutely).

**Deane moved, LT seconded, to appoint Anna E. Scott to the Community Center Committee. The motion passed 10-0.**

**Diane moved, Chewie seconded, to appoint Robert Jacobs to the Personnel Committee. After discussion the motion passed 10-0.** Joseph said this is a critical committee; Robert is balanced, respectful, is not aligned with any faction, and always brings common sense. Tony said he supports Robert's appointment, "he was on my hiring committee". Chewie said thanks to Jon Silvermoon, Anna Scott and Robert Jacobs who all submitted letters of interest for the vacancy; Robert brings an outside view and is well qualified. Deane said thanks to all three applicants, they are all good, caring people. Bear agreed with the sentiments. LT said Robert is an exceptionally sharp individual with a humble demeanor that masks his skills.

**Indigo moved, Bear seconded, to change the Board Consent Calendar donation process to limit the maximum donation amount to \$1000 and to make editorial corrections. After discussion, the motion passed 9-0-1 (Deane abstained).** Indigo said the only significant revision was to set the maximum amount for the Consent Calendar at \$1000; any requests for an amount greater than that should be directed to another funding program or would require a Board motion. Robin asked for some clarification

about how to handle a larger donation request. Indigo said a Board member could always make a motion for open discussion. Joseph asked to table this motion until others could see the changes. Diane said the request limit is good but to expect exceptions because of the variety of requests that arrive. Chewie said this is only about the Consent Calendar. Jack said the budget line can be used outside the Consent Calendar and this will permit the Board to have some consultation with the Treasurers on large requests; some items could be discussed immediately as budgetary business. Chewie said we give to some things each year without fail so they should just be in the budget so we do not have to vote each year. Deane said he would support tabling this item. Bear said this is a Board function and probably doesn't even need a motion. LT agreed this is a procedural item. Paxton said it would be good to publicize the change; the donation requests will probably all go to the maximum. Indigo pointed out the Consent Calendar was implemented with a motion so this revision should also take that step. (the full text, as revised, is at the end)

**Jack moved, Kirk seconded, to give each staff member a \$500 net bonus. After numerous statements of thanks, the motion passed 10-0.** LT expressed appreciation to the membership and the paying public; he pointed out that the Board is simply representing them in this gesture to the staff.

### Staff Reports

**General Manager (Charlie):** I hope you all had a lovely and meaningful Thanksgiving holiday!

I am very happy to announce that we have set up a new PayPal account that will allow us to take donations, for Culture Jam and the Fair's Philanthropy programs, online. You can donate year round but we were eager to put this together before the end of the year, to facilitate year-end, deductible donations. This has come out of the work that Robin Bernardi, Hilary Anthony, Linda Reymers, Leslie Scott and I have been doing to update our philanthropy systems, as well as develop a fundraising plan and structure for the OCF. One of the great things about the system we put in place at the beginning of the month is that your OCF donation qualifies for the Oregon Cultural Trust's match donation tax credit. The cultural tax credit is generous: up to \$500 for individuals, \$1,000 for couples filing jointly. When you add up the deductions and credit, at the federal and state levels, the tax savings for cultural giving are impressive. This is a great way to stretch your donation dollars and support the Fair and other participating cultural non-profits in Oregon. Please check out the Philanthropy page at the [www.oregoncountryfair.org](http://www.oregoncountryfair.org) website for more information. Special thanks to Tony for putting together the account and the newly updated webpages for this!

The Community Center committee had two work group meetings last month. The first was a kitchen program meeting with representatives from our different kitchen crews, staff, committee members and the folks from Pivot & Solarc. The second was the Green Forum, where we had an initial conversation about sustainability and green features relating to the project. To keep pace and on our schedule we will be having at least one if not two meetings in December, the first focused on a site planning exercise and the second our regular committee meeting on Monday the 17<sup>th</sup>. For more info you can reach out to the committee via e-mail at [ccc@oregoncountryfair.org](mailto:ccc@oregoncountryfair.org).

I, along with Thom Lanfear, met with the Barter Fair task force on November 14<sup>th</sup> to help give them a better and more detailed understanding of the land use and operational issues that may affect the conversations they have been convening. I greatly appreciate the folks who are taking the time and effort to investigate options

and ask the important questions about what the Barter Fair should be going forward. Such as, what relationship does it have to and what meaning and impact should it have on our larger event and organization? The need to relocate any future Barter Fair has led to these and many other essential questions. Most importantly in my mind is what does the OCF intentionally want the Barter Fair to be and how will that serve our greater good? I hope that this process will lead us to a clear picture of a sustainable future Monday marketplace.

Additionally, we in the office have spent a good deal of time lately, working to prepare for year end, closing out the 2012 books and getting ready for a new calendar year. We are putting the finishing touches on our budgets, reviewing and renewing benefit plans and tending to other yearly things like our property taxes, permits and policies.

The work we did with the City of Veneta to present the community and it's collaborations to the Grantmakers of Oregon & Southern Washington annual funders conference has evolved into a new project between the City, the Fair and another Veneta based nonprofit, the Fern Ridge Community Action Network (FRCAN). We were encouraged to submit a proposal to be presenters at the 2013 Regards to Rural conference that will take place in Salem in June. Joan Mariner and yours truly, who both are founding board members of FRCAN, will present on behalf of Veneta, FRCAN & the Fair. The folks from RDI, who present the conference, made it very clear that the Fair was a central part of their desire to see a presentation from the Veneta community. This is another example of how our relationships within the community continue to blossom and bear fruit for both our organization, our community and the many other partners we have come to work with over time.

In closing, I hope that everyone has a fantastic and fulfilling holiday season and a joyous start to the New Year!

**Site Manager (Steve):** This is not the mild uneventful winter we had hoped for; we are flooded now (December 3rd), were flooded on November 20th and expect to be flooded next week. Floods in November are rare. Due to safety and liability concerns, we have decided to rethink our canoe policy and will no longer loan out the OCF's big aluminum canoe in case we need it for an emergency or a rescue. Folks are still welcome to bring their own canoes or kayaks to the site and explore the paths when the site is flooded. Life jackets are mandatory for all, caution is advised, the Fair site is full of hidden dangers when flooded. The USGS has a website page (<http://waterdata.usgs.gov/or/nwis/uv?14166500>) that shows the river levels and flows; readings at Noti of 10' or 1000 cfs indicate we are bank full; higher numbers indicate flooding. OCF Path Planners should pay particular attention to that river gauge. Our annual wreath-making materials are on hand now and you are welcome to come out to the Cow Palace and make some decorations for your festivities. Thanks again to Kay Kinsley for starting this holiday tradition. Thanks to the VegManECs who slogged in last weekend to do some more fencing to keep the beavers away from trees. I will be gone for an operation, rotator cuff, for the last two weeks of December, and will be back in early January. The psycho-spiritual rejuvenation that the site offers is available year round; come out and visit. Thanks and best wishes to all and Happy Holidays!

**Administrative Assistant (norma):** Performer applications are available now, they are on-line, and the deadline is February 15th. The endowment guidelines are available and the deadline to apply is January 25th. Guideline changes are coming in January so now is time to consider what might be appropriate. Our use of the EWEB meeting

space in 2013 will include the January 28th Budget meeting and might also include the September meeting that has been held on site in the past. The office is closed from Dec 17 to Jan 2. Happy Holidays! Have a wonderful season!

**Caretaker (Andy):** Happy Holidays everybody!

**Operations Manager (Tony):** OK, I will channel Andy's report: "I've been working hard on the Light Parade Float and getting ready for the Veneta Parade of Lights; we'll have the Mayan Calendar all lighted; it will be awesome!"

Don't forget, in front of me are beeswax candles and catnip toys to raise funds for the Culture Jam scholarship. We have a PayPal link on the website for individuals to give donations to our giving programs and it works. We are getting an onslaught of interest in helping with the website design; inquiries are coming from around the world as well as locally; we are keeping it open for a while longer. I want to give a shout out to the IT team. These folks handle a wide range of our IT needs. This covert squad of unsung heroes programs our inventory management and information applications as well as providing the site with wireless internet, network support, business support and so much more. Thanks to John Steinhart, Clif Cox, Jim Reed, John Chambers, Ian Baber, Lauren Russell, Len, and the new guys Rob and Johnathan.

**Office Assistant (Robin):** It's time for thanks and we are sending out notes and cards of appreciation to all the people who help with Culture Jam. I'm pleased to have been able to help get the fundraising call-out onto the philanthropy page.

### Committee Reports

**Path Planning (Chris):** The Path Planning Committee met at the Amazon Community Center on November 18th at noon for a workshop session to review and discuss development plans for the Craft's Lot. Committee members and guests in attendance were thirty plus in number with very good representation from various crews and groups that are directly involved with Craft's Lot.

A review of the fair's history of the development of Left Bank and Chela Mela Meadow was presented showing the needs to expand into Craft's Lot. How best to proceed with this development was the main purpose for today's workshop. An update of how the fair site is zoned and what steps are being taken to improve the usage of the overall site was given. This up dated zoning will provide more options concerning what we can do and where we can do it. Representatives from many of the groups and crews that will be directly involved and affected spoke to their views, both pro and con. Water, Fire, White Bird, Traffic, Security and Recycling were some who spoke their piece.

There was a lot of very useful information presented at this meeting. The idea of developing Craft's Lot appears to be acceptable to everyone involved at this point. Now the work is commencing on what goes where and how to accomplish that.

Detailed minutes will be available on the OCF web site under the Path Planning link. The next regular Path Planning meeting will be held on January 20th, 2013, probably at Alice's on site. The next Path Planning workshop is scheduled for March 17th, 2013, the location to be announced when determined.

**Elders (Chris):** The Committee met in the town office at 7 pm on November 28<sup>th</sup> with sixteen people in attendance. Minutes from the October meeting were reviewed and approved as presented and are available on the OCF web site under the Elder's link,

The Committee reviewed the policy and procedure concerning Elder's obtaining passes thru the Elder's as there were several questions about this policy. No changes

are needed to the current policy. It Works!! The Committee reviewed and approved eight new applications and sent seven more back pending further review. The total approved active Elders now stands at 706.

A report was presented on the progress on the LPFM proposal. It has been slow going obtaining reliable information but a detailed report will be presented to the fair board sometime in the spring of 2013.

A report was presented on the progress of the elders establishing a crafts type booth for retired elders to display and possibly sell all their formally juried wares. There is still a lot of research to be done on this and the elder's subcommittee doing this is working with the crafters committee and operations.

The Elder's Committee is working on a newsletter to be sent out in the latter part of January and is requesting that any and all articles to be included in this newsletter be sent into the subcommittee before January 15<sup>th</sup>, 2013, with attention to Sandra Bauer, letter editor at sanbauer@aol.com.

The Elder's December meeting will be a Christmas party held at the WOW Hall on December 12<sup>th</sup> from 6 pm to 9 pm. This will be a pot luck style party. Come and enjoy the festivities!!

### **Member Input**

It is wonderful that we have our philanthropy outreach working and a full staff in place; now we can begin thinking about what we can do beyond the 3-day event each year. (Joseph)

Technology to display information and materials is something the Board supports; Peach Power will work on setting up technology to display images at our meetings, like agenda items, so we can all see the documents under discussion; it will be like an electronic Board packet for use at the meetings. (Anna)

There should be extra copies of the documents available at the meetings. (Jon P)

I had an opportunity, with other Fair Family friends, to see our good friend DUG recently, and it was powerful to see him; a fund has been created to help offset his medical expenses because he is seeking alternative choices and is seeking to live happily and joyfully. You can go to PayPal, find their "give money to a friend" link, and you can donate to him using the name of "greenman@asis.com". (Brad)

We were interacting with DUG last week and one of the elements that came up was beeswax; now tonight I see all these beeswax candles here for Culture Jam and it is a nice reminder. (Indigo)

2012 has been a tough year and it has been unique, and when I heard about DUG I called him right away; we are connected through our common Vermont background and through our sometimes adversarial, mostly friendly, and hard working times together. I have had some recent health issues. Another good friend, John, in North Carolina is going through unexpected health issues too. We are the best family we have. With the health issues we are experiencing this year I am reminded we need to relish all of us and care deeply; I am privileged to be a part of this; happy non-denominational holiday of your choice! (Chewie)

By the time we get together again the days will be getting longer. (LT)

On Oregon Art Beat a program featured the wanderlust crew and they credited the Fair for the performance art we support and help keep alive, it was a surprise to hear it and very pleasing. (Paxton)

Chewie has reminded me of the difference between blood family and our intentional family and I continue to be impressed by our energy and participation and our desire to do good in the world; life is a team game. (Casey)

### President's Peace

The idea, the essence, was fascinating and irresistible and apparent the first time I came to the Fair and now, in this moment, I am not the least bit surprised at what we are doing now. This incredibly inclusive process of ideas maturing, and seeing this in my span here on the left end of this table, ideas like a staff of seven, like building a meeting place. We finished the Left Bank, we are more, and now we are looking at Crafts Lot next; it takes time and when the Fair turns 50 we know what those ideas look like. It is absolutely amazing to be turned on by an idea and going forward. We are now facing health problems and facing our friends and selves "going home" but that will not stop the churning of this giving, accepting experience. I'm not surprised at all, it is as real as it gets. We can call ourselves family - being on the same site with our grandchildren and how wonderful that is. I'm happy, and not surprised as all. Thanks, good holidays.

### Adjourn

The meeting was adjourned at 8:44pm. The next regular meeting is January 7th, 7pm at EWEB.

### Tentative Agenda for December

Confirm minutes from the November 6th Board meeting  
 Donation requests (Next Step - Bear; Our Forests - Chewie)  
 Treasurer's report and Budget items  
 Ambience Crew split (Lucy);

Dedicate 2012 Green Ticket funds to Community Center green features (Paxton);

Declaration to the Seventh Generation (Indigo) - As the Oregon Country Fair approaches our 44<sup>th</sup> year in 2013 with the many generations in participation, as well as the current global state of our environmental, political, spiritual, social, and economic state of being, it is important that the OCF acknowledge, through our collective organizational actions and choices, those relatives that have not yet been born. These future ones have every right to a healthy, thriving world. They too are our family. **Thus, I move that the Oregon Country Fair adopt a Seventh Generation Policy, which declares that the Oregon Country Fair, as an organization as well as a community of individuals, will conduct its business in consideration of seven generations (approx. 200 years) through our buying practices, land management, and human relations to the best of our given ability at all times.**

This policy is inspired in part by a section of the Great Law of the Iroquois, which states, *"In all of your deliberations in the Confederate Council, in your efforts at law making, in all your official acts, self-interest shall be cast into oblivion. Cast not over your shoulder behind you the warnings of the nephews and nieces should they chide you for any error or wrong you may do, but return to the way of the Great Law which is just and right. Look and listen for the welfare of the whole people and have always in view not only the present but also the coming generations, even those whose faces are yet beneath the surface of the ground – the unborn of the future Nation."*

A more common, but unsubstantiated, statement attributed to the Iroquois, is *"In every deliberation, we must consider the impact of the seventh generation... even if it requires having skin as thick as the bark of a pine."*

*New Consent Calendar Guidelines:*

*For a donation to be added to the Consent Calendar for any given month:*

- *Consent Calendar donations are generally \$500 or less. The maximum awarded is \$1000. For organizations seeking donation requests in amounts over \$1000, they are encouraged to apply to the OCF's other donating bodies such as the Endowment or the Vision Funds.*
- *The soliciting organization receives an application from the office or by download from <http://www.oregoncountryfair.org/philanthropy.php>.*
- *The application and any included information is returned to the Admin Assistant. The Admin Assistant includes these forms and any additional information in the Board Packets for review by Board Members and Officers.*
- *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 is thus included for consideration in the Consent Calendar the following month.*
- *If no one offers to sponsor a donation request, the Organization is informed that their request will not come before the Board for consideration and the secretary or delegated individual will inform them there is no sponsor.*
- *The Recording Secretary monitors the Consent Calendar monthly and at each meeting solicits Board Members to sponsor donations not already spoken for.*
- *Once a donation has a Board Sponsor and is on new business, 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 may 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:*

- *Board Members to come to the meeting knowledgeable of the items on the Consent Calendar, having read their Board packets.*
- *During the donation portion of the agenda, the Secretary or Facilitator reads the donations on the Calendar that are up for consideration that month.*
- *Any Board Member can remove a donation request from the Consent Calendar. It will be added to the regular agenda. No discussion happens at this point about removed items.*
- *Soliciting organizations are offered the opportunity to talk briefly about their organization.*
- *Members are offered input on the whole of the Consent Calendar.*
- *The Consent Calendar is moved, seconded, and approved by vote.*
- *Any donations removed from the Consent Calendar are then handled as regular business - motion by Board Sponsor, second, organization's representative presentation, Member input, Board input, vote.*