

Oregon Country Fair Board of Directors' Meeting
June 3, 2013, 7:13pm at EWEB

Board members present: Diane Albino (alternate), John 'Chewie' Burgess, Saman Harnsongkram, Jack Makarchek (president), Deane Morrow, Indigo Ronlov (vice-president), Sue Theolass, Bear Wilner-Nugent. Board members absent: Lucy Kingsley and Kirk Shultz. Peach Gallery present: Staff (Charlie, norma, Steve, Andy, Robin, Tony), Officers (Hilary, Grumpy, Randy), and 40 members and guests.

Agenda review

Old Business: Indigo: The people that are up for appointment for the Barter Fair Task Force are Amanda Moore, Amy Hand, Catherine Clark, Jeffrey Falkenstein, Kirk Shultz, Lucy Kingsley, Paxton Hoag, Robin Pruce, Spirit Leatherwood, Jon Pincus, Sue Theolass, Jirivil Wood

New business: Deane: Changing of the booth hours for closing of the Fair from Monday at 1:00pm pushed back to 5:00pm. Deane: Allowing camping on Monday night.

Announcements

Jain: Passed out the Eugene Occupier newspaper for the benefit of anyone that is interested.

Jen-Lin: Camping crew would like to put out a call to connect with neighbourhood hosts. We'd like to get contact information so they can begin networking. Please send contact information to camping@orgeoncountryfair.org.

Charlie: The Fair has been working with the Veneta Downtown Farmer's Market which starts on June 7th. There will be a series of fourth Friday festivities throughout the summer. On these Fridays there will be entertainment that is sponsored by the Fair. Etouffee will play this month on the last Friday. There will also be crafts with outreach for Fair crafters to get involved. This is a wonderful partnership with the City of Veneta and we will bring a taste of the Fair in a longer time window than just the three days of Fair. The next one is on Friday June 28th starting at 2:00 and ending at 7:00.

Indigo: The opening ceremony this year will be focusing on the element air. I've started a project to make prayer flags. The cloth was purchased for this project and was blessed by the Dalai Lama when he was here in May. What I am asking is for Fair family to write your prayers or blessings or wishes in black permanent marker. They can be turned back into Quartermaster, registration, Lucy Kingsley, the Art Barn, or me and they will be hung around Main Stage meadow

Staff Reports

Charlie: The site has fared very well this last year. Last year it seemed we were dealing with a lot of change that was forced on us by Mother Nature; this year the change is driven by us. There is a lot change coming up this year. I think that most of the changes that we are endeavouring to do this year are really important for this family and this organization. It is going to take a lot of work to make all this happen and Camping, Security, Lot, Traffic and Bus crews have been integral in this work.

Starting this past weekend, Country Fair site is a work and construction site. If you are a crew coordinator, your crews are supposed to be out there under your supervision. If your crew has an organized work party, it is your responsibility to make sure you get the meal count in for them. If

your crew is just out there setting up their tents, take the responsibility to tell them they don't get to come to lunch if they are not working one of the shifts that you as their coordinator are supervising. Also, please keep an eye out for our youth. There are a lot of kids on bikes, but only service bikes are allowed this time of the year and riding toys of all kinds are not allowed for youth. We've come really close to having mishaps, so please keep a close eye on your kids and remember to leave the kids bikes at home until after the Fair.

A lot of the changes that are happening at the front of the Fair are driven by the amazing opportunities that we have with LTD. We are changing how we operate the Line in the Sand at Cabal Gate. There will still be soft ticket check there, but the backpack check is moving up to the Western edge of Dragon Plaza near the Pole Star. There will be a backpack check on the south side of Indian Creek and the former backpack check at Bus admissions will be moving over to the Bus stop. So, we will have backpack checks at both those places. There will be essentially a new Line in the Sand in front of Main Camp and across the Dragon Plaza. On either end of that we will have a Fair Family access point that will be staffed by External Security – all you need is your wristband and you can walk through at either end of that. Another cool thing we are doing is opening Snooze Pass to pedestrian traffic during Friday, Saturday and Sunday during public hours. Starting at 8:30 – 9:00 in the morning we'll open that gate and have pedestrian traffic coming that way which should relieve some of the mix of vehicles and pedestrians. We are working really hard to reshape Miss Piggy's lot.

You should start seeing the Fair plastered all over town with graphics on buses and at the bus stations. We are about to start telling the story that we are purchasing the entire LTD system for the 12th through the 14th of July this year. Anybody in Lane County, with or without a Fair ticket can ride the bus for free to their chosen destination. This is one of the most exciting things we've been able to do in a long time related to our bus service. This really speaks to our efforts around and belief in social equity. Of course our bus service is about the environment, as well as parking, but from the perspective of social equity, our affordable tickets (especially our Senior/AAAA discount and children under 10 programs) make our festival incredibly inviting to folks of all social strata. Throw in a ride from anywhere the LTD system runs, and back home at the end of the day and most anyone in our community can come out and experience the Fair.

We will be working with a new ice vendor this year. There has been a supply shortage the last couple of years. Dave Cahill, with Konnun Ice will be our new ice vendor – in the interest of disclosure, he is married to Louise of the Food committee. The price will stay the same as last year for ice.

We are focusing in south Miss Piggy's lot this year in making changes that are the most equitable and effective camping solutions that we can have out there. We expect that we'll be able to accommodate a lot more people with a logical approach with equity and fairness underneath the changes. If you have not heard from us on a Crafts lot move this year, it is unlikely that you will be moving until next year and you will be hearing from us on the impending move next year. We've worked with some of the large affinity groups so we can keep them intact through the move. If you have questions, send an email to campingcrew@oregoncountryfair.org.

We are having a pause on the Barter fair this year. We need folks to please respect that pause and I understand that tonight we are going to appoint a new task force to continue the work that the

previous task force began. Hopefully next year we will have a new iteration of a Monday Fair family trade circle that fits us all in just the right way. Please pass the word on this.

The Community Center Committee meeting on May 20th was a public stakeholder meeting at the Hilyard Community Center. It was well attended. Paxton took a video and is working through how to post it. This project will hit a lull as we approach our event. There will be a motion tonight about direction for some future pieces on the Community Center. If you are interested, get involved, ask questions, and share your ideas. This is a really important thing for our future. Our ticket sales are a little ahead of where they were last year. If the weather holds out we could have a bang up year!

norma: I will be moving to site tomorrow June 4th. My part of the office will be onsite until after Fair. Robin will still be in the Eugene office keeping hours there.

We have only one more meeting to have here at the EWEB facility. They are leasing the building so they are no longer going to open it up to groups for meetings. Since we meet at the site in July and September, August will be the last meeting here at EWEB. If you have suggestions for other meeting spaces, please let me know. We are researching and exploring our options. We do have some criteria around internet access for the new meeting space. Paxton will work with norma on the criteria. Unfortunately, the Hilyard Community Center does not reserve space for more than a term at a time. Some of the Stage schedules are online – Main Stage, Vaudeville and Solar stages are up. Chela Mela and Spoken Word will be up soon.

A real treat that we'll have at the Fair this year is a 100 year old man. This is his 3rd year in a row to come to the Fair. I would love to have a birthday celebration and sing happy birthday. I have arranged for him to be at Main Stage on Friday, so we'll be doing something between acts. His name is Paul Kafoury and he wants to hear some Rock and Roll.

Steve: As Charlie mentioned the last two weekends we've really been cranking out the work. I want to thank the Construction, Booth and Site, and Quartermaster Crews for their hard work, and Andy Strickland and Jeff Johnson for all they do year round, and the extra it takes now in our busiest season. The Kitchen crew has been out helping guide us on how we set up the kitchen. I especially want to thank Heather Tucker and Jan Royalty and their helpers from Construction crew who've been putting out the lunches for us on those days. I want to thank our mechanics because we've had a pretty good spring getting things up and running. I want to thank Banjo Mike, Love Shack, Nini and Nate, Buck Morris and Dick Schauer. We probably should get clever hippy names for Buck and Dick. Also thanks to Howard McCartney and Jason Barton who have been hard at work on the mowers; thanks to the dry spring we got the first cut in in March, more cycles since then and the turf is looking really good. All of our mowers are set to mulch and leave the clippings behind as fertilizer, so the repeated mowing has thickened up the grass. We are hoping for a little more rain. But by the time we get to the second weekend in July we could be scary dry, with State fire restrictions. I want to remind everyone that when it is like that, every camper is on the Fire Crew. Don't leave your fire extinguisher at home; bring it with you to the Fair site, along with a 5 gallon bucket, burlap and shovel. We'll depend on the heightened vigilance that it will take to get through a dry year. One of the benefits to camping close together is that nothing gets out of hand very quickly without a whole lot of people noticing it. It is usually the quick neighbourhood response that knocks it down and then Fire crew gets there to ask questions and soak it down. Prepare for Dry!

Robin: There are a couple of donations that came in this month for Culture Jam. Leslie, Charlie and I had a really nice lunch with Jayne and Stephen Lovell of the Lovell Foundation. Stephen is the son of David and Lura the founders of the Foundation. Stephen and Jayne really care about Culture Jam and though the Lovell Foundation is pulling out, they really wanted to continue to help. To that end they are giving \$5,000 for Culture Jam. I wrote another grant proposal for the Rex Foundation and approached them again. With the help of Carolyn Garcia (MG) and Sandy Sohcot, they gave us \$4,000. Thank you, thank you, thank you!

The Fair office hours will be from 1:00 to 5:00 during pre-Fair while norma is at the Fair site.

Andy: I want to single out Mike Scagnelli who has been working really hard on all the trucks and the tractors. The fleet is as well off as it has ever been, thanks in part to Banjo Mike's efforts.

Tony: I want to say thanks to all the coordinators. The Fair happens because of the coordinators and volunteers turn a rural flood plain into a world class event venue. I don't think most people can appreciate the sheer volume of work that this takes. The work that is going to unfold over the next 6 weeks is amazing.

I want to remind people about entering the site. There are greeters out now – and they eat a lot of dust, so go slow! Also, do not assume that the greeters remember you. Their job is to check with those entering the site to make sure they know where they are going. Check in, say hi and don't blow by them.

The gate hours are from 9:00am to 9:00pm, so schedule your work parties accordingly. Drive slow and park in the appropriate places – there is no parking at the Warebarn. Parking needs to be out in the lots. There are no bikes in the 8. This is a construction zone, so work safe. Check in with Booth registration when you come onsite. Working crews need to check in with their coordinators and coordinators need to know when you are there and if you are there, so we can feed those that are working. Utilize the services in Main camp appropriately – Archaeology, Construction, Quartermaster. It is our policy and in our guidelines that there are no unsupervised children onsite. There is a 'minor onsite' form for pre-Fair that is online, so print it, fill it out and drop it off at Quartermaster.

Committee reports

Archaeology Committee: Ben: The archaeology committee met and reviewed 2012 discoveries and violations. This material was provided to Charlie Ruff last weekend (technology difficulties prevented earlier completion). There were three violations and two discoveries.

The discoveries are:

1. Energy Park is now where the past meets the future
2. The new Kids Loop water line, where obsidian was found near Gypsy stage and the new water line hit the top of a camas oven that was about 35 inches below the surface.

Charlie will be dealing with the violations

Elders Committee: Peggy: Charlie and Hilary met with the committee to discuss how to resolve the issue of limited space. He feels the elders program has had the most significant growth and would like to make and hear suggestions for how to resolve this.

It was pointed out that Elders are not adding to the population as they have already been here for 20 plus years. Suggestions were made by Charlie and the committee to think about resolutions. He suggested raising the age requirement and/or length of service.

Staff may develop a proposal and expects to continue the dialog.

The Camp hosts have developed a numbering system for the camp sites with plaques to identify them. It will be up to the campers to turn in the site plaque to the Elder hospitality tent to receive their tent tags. Last Elder camp work party will be Saturday, June 15.

Elders have been generous in their donations and were able to cover all needed passes this year.

The 200-2009 Timeline for the Still Living room is progressing well.

The Meet-n-Greet will have a Hawaiian theme this year. It will be held Thursday, July 11 7-9 PM.

The Old-Timers Picnic is on Saturday, June 29. Set up at 4:30 and party starts at 6 PM.

Still need one shift filled for the Still Living Room host for 10AM to 1PM.

The BOD approved moving forward on the LPFM. The Veneta and Elmira superintendents will be contacted. The names of shopkeepers or others we should be talking to and letters of interest are needed now. Next Elders Committee meeting will be June 27th. It will be a potluck meeting at Kay's from 6-9PM

Craft Committee: Sue: Craft Inventory and Registration Committees got together to sort out how many of the newly returning/juried booth-less vendors could be accommodated.

Food Committee: Sue: Has been meeting almost every Monday for the past month and a half leading up to the mandatory meeting at Harris Hall next Wednesday, June 12th.

Secretary's Report: One donation request has come in during the last month. It was from the Siuslaw Outreach Services, formerly the Siuslaw Area Women's Center. They are asking for \$500 for basic operations. Bear will sponsor this donation request.

Old Business

Indigo moves to approve the May 6th Board of Directors meeting minutes, Bear seconded. Sue had clarification that Jirivil Wood was on the Barter Fair Task Force. Motion passed 10-0

Member Input

Joseph: I saw the first OCF poster on a bus a week ago and it was great to see. This program is one of the biggest impacts the Fair has ever had.

Michael: It is hard to get so many folks off the Fair site in one day. The original camping policy allowed for camping all through the summer. I'd like to see the booth closing to be at 5:00 on Monday rather than 1:00. Also, because of this vendors could stay and camp on Monday night. All other fire and safety guidelines would be in effect.

Chris: On behalf of elders there's still some confusion among the coordinators on what an elder is eligible to do. When an individual has the time and grade to apply for the privilege of becoming an Elder, they are not forced to retire from their job. Elders are a non-crew. When an individual chooses to become an Elder, with Elder status, it is their choice to either continue to work their position or get an Elder pass. They cannot be forced to get an Elder pass by a coordinator. Indigo: Having Elder

status is one thing and where you get your pass is another. Chris: In the future it would be nice to have something in the guidelines to clarify this issue.

DJ: There is nothing in guidelines about a crew coordinator being able to fire someone for just cause. That is a separate issue.

Timothy: To add detail to the Line in the Sand, for the last 17 years since the creation of the Line in the Sand, during public hours we treat public and wristbanded family the same for appearance sake and fairness. We will now have a staff entrance, so pass this on -- if you are coming through during public hours, to utilize the staff entrance. The gates will be Wingate and over by where Snivel begins by Recycling. Cabal is open for staff at all times, Snooze pass will open at 10:00 am not earlier.

Jon: The Dog Control crew will be giving laminates to folks with service dogs who are willing to take them. Whether they are crew or public service dogs, this will indicate we've already talked with them, so they don't get stopped and asked numerous times. They can get the laminates at AAAA.

Heather: I did not realize that camping disallowed on Monday night. This means that Monday is an evacuation day for the Fair and I've noticed that there is woefully insufficient Traffic control on Monday. So it sounds like it is a really good idea to let people stay Monday night.

Grumpy: On the service dog laminates, people do not have to accept a service animal laminate, but it will help everyone from asking them multiple times.

LT: I want to acknowledge how wish fulfilling being Fair community is because without being a part of this community I would never have looked into the eyes of the Dalai Lama. I hope that I can be a worthwhile part of this community for the rest of my existence.

Saskia: Having the decompression Monday is very valuable and having to get out on Monday is really hard after being onsite since pre-Fair.

Bear: People should read the guidelines and coordinators should inform their crews to read the guidelines. The guidelines have banned camping on Monday night for at least 13 years.

LT: From the guidelines: "All campers and their belongings must be packed up, packed out and offsite no later than 6:00pm on Monday." It's always been there.

Treasurer's report

Hilary: We're turning over our financial statements to get reviewed for 2012. The budgets are all set for the year and people are starting to spend money. So, spend it wisely.

Grumpy: Several people here think it a good idea to extend the Fair; just remember that any extension of the Fair will require more volunteers, more money and the budget will not really apply. The organization as a whole has to think about money, budget, and especially safety and sanitation. All of you that are coordinators try to stick to your budgets. You are only authorized to spend your budget. We have processes in place if you cannot stick to your budget, but for you to spend more, you will have to get a goldenrod. We almost always have done deficit budgeting, but we have very rarely have had deficit spending. We are all responsible for that, especially coordinators.

Indigo: Coordinators, please spend wisely as per our 7th Generation intentions.

Bear moved and Sue seconded we appoint a Barter Fair Task Force concerning the redirection of the Barter Fair with the following members: Amy Hand, Catherine Clark, Jeffrey Falkenstein, Kirk Shultz, Lucy Kingsley, Paxton Hoag, Robin Pruce, Spirit Leatherwood, Jon Pincus, Sue Theolass, Jirivil Wood

Member input: Joseph: I want to thank those that are willing to serve.

Board input: Chewie: I'd like this to not be an even number, since they do not work very well when you are trying to do votes. Also I believe this task force is board heavy – a quarter of the members are board members. Some people have dogs in this fight – they already have their minds made up. I would like the board to consider these things when you vote. I value all the people who've put the time and effort into doing this. Bear: I respectfully disagree with Chewie on a couple of points. I think it is good to have a board heavy presence, I calculate that a third of the members are board members. I think the board is the ultimate decision making body of the organization representing the membership. I believe in democratic processes and think we should have more representative members who are chosen to be spokespeople, like us on the board, on all our committees and task forces. I also disagree that we need to seek people that are neutral on the issues; everything is already partisan and there's not really any such thing as neutrality. It is better for people to have biases and be open about their biases – and still learn from each other. I think that is where real growth comes from. Lastly, although I made the motion in Lucy's absence, and I will vote for the motion I am making; I still don't like the Barter Fair and intend not to vote for its reinstatement. Sue: I am the one that left Jirivil Wood's name off the list, sorry. Also, I want to point out that over half of the people on this list served in one form or another in the original task force and I think their clear intent is to present something that is sustainable and that we can approve so the Barter Fair can be back next year. Paxton: I think it is good that there are 12 people because it will give us a real opportunity to work out solutions among the people that are involved. I think it is a good group. Jack: I want to wish them as much good as possible; it is in their hands. Motion passed 10-0

Michael: I'd like to be on the committee if I could be.

Indigo: There was a call for applications to be on that committee which closed on April 12th. To get on any committee or task force you need to send a letter of interest to the Board of Directors and you have to be voted on for that committee or task force.

Jen-Lin: You can attend the meeting, but you will not be part of the deciding body.

Indigo: Committee meetings are open to anybody.

LT moved and Chewie seconded that Ben Gerlach be appointed as the Dog Control co-coordinator.

Member input: Jon Silvermoon: Ben had to work tonight and regrets he is not able to attend. He has been on the crew for 10 years. He came to the crew as a teen. Shortly before the Fair last year, the co-coordinator resigned and Ben in essence functioned as a coordinator last year. Motion passed 10-0

Indigo moved and Bear seconded that the Oregon Country Fair Board of Directors direct the Community Center Committee to explore fundraising feasibility for the Community Center Project. The Committee will develop and present their findings including feasibility study options to the board at the September 23rd regularly scheduled meeting Community Center Committee meeting.

Member input: Jon Silvermoon: I am on the Community Center Committee and I do fundraising as an executive director of a non-profit. I can't support the motion as it is currently worded. The only proposal on the table is the \$4.4 million dollar Pivot proposal. What I object to is the feasibility study. I think it would be useful for the committee to look at what is involved with fundraising rather than focusing on a feasibility plan. This motion was developed after the last workshop by a series of emails, so the committee has not even met to discuss the input from the public at the workshop. Folding this input into the process would be better. Michael: You say you are going to study how to raise money and you have not approved any project. That seems confusing and inconsistent. Jen-Lin:

I think that it is time to go forward with exploring fundraising opportunities. We've been talking about this for three or four years. Having fundraising was a component of the plan at the very beginning. We move methodically and glacially slowly. We need to focus on what we are going to build and how are we going to pay for it; we need to move on both tracks at same time. Charlie: This is a motion to pursue on parallel tracks. We are still working on what the final project is going to look like. We have finished phase one, which allows us all to have a standard that we can talk about and develop into what the actual project is going to consist of in its final proposal. It is time for us to find out how we will raise money to build this building. We do not expect to build this building out of Fair operating funds. We will need a capital campaign.

This motion says it in the way that Jon was asking for it to be – asking for board direction and acknowledge we are at the place where we start to explore fundraising feasibility. We will come back with options of what a feasibility fundraising study would look like, what it might cost for use to engage in that process. This is an early phase of exploring fundraising. We received money from Lovell Foundation last year and again this year; \$10,000 which we've been working to develop and implement a fundraising plan and strategy is over. Most of that has revolved around Culture Jam, in the early phases, but we have a donor data base that will be coming online in September that will be funded by that Lovell money. We are working through all the procedure and documents to be able to take in money, whether it is for Culture Jam, capital campaigns, or for any one of our philanthropic programs, so that we can do that granular level of tracking and donor response. I can assure you the Lovell's were reached out to and shown gratitude. Hilary: We've been really lucky for years that we have a really great fundraising event. Organizations that solicit donations build a whole infrastructure to support that, like Jon is alluding to. This is partly in the data base, as well as a gift acceptance policy. Our board of directors has not been a fundraising board. They have not seen the infrastructure it takes to take donations. I think part of what we need to do, and I think this motion opens the door to learn the basics about how to fundraise, what it takes, what our requirements are. We need to kick it into gear and really develop this aspect. I think we need to do a part about fundraising and another about capital campaigns. I'm not concerned about paying a consultant to tell us how much money we can raise for this certain project. I'm more concerned about what a consultant would do for us around feasibility and a capital campaign. I want to talk to local non-profits who have done successful and failed capital campaigns. There's BRING, Food for Lane County, KLCC and Temple Beth Israel. I think we can learn a lot just by reaching out.

Joseph: What was presented at the Community Center Committee meetings were concepts that reflects the aspirations of a lot of the Fair family; what people have brought to the design and it's a whole lot of what I wanted to see in the Community Center. The strongest objection I've heard is the sticker shock around how do you pay for it. The motion on the floor looks at that question, 'where does the money come from?' This is the sensible next step for the project. Jon Pincus: As one that works at fundraising for facilities, you are not likely to get pertinent results unless you have some parameters of what it is you are fundraising for. I think it would make more sense if the committee was studying financing of the project in general – which would include fundraising. Studying fundraising in the abstract will not help us. Michael: As a board you have a responsibility to ask is this fitting into our non-profit status of educating people about a new way of life. Andy: Contrary to what some have said, putting the fundraising component first is not putting the cart before the horse but rather it is the horse that will pull the cart. This we have to reasonably know as a committee -- how much money we will be able to raise before we can go and design a building. It's a logical step to take; knowledge is power; and we need to find out what we can reasonably raise.

Jon Silvermoon: Is it feasible for the Country Fair to raise \$4 million? The answer is yes, I don't need a feasibility study to tell me that. Whether you are able to raise \$4 million depends on what you are raising it for and whether or not the donors will fund it. The greatest potential for donors are going to be the 16,000 people that spend the night and the 16,000 people who return yearly as paying customers. You can't assess if you can raise the money unless you can tell them what it is you are going to raise the money for. The only piece we have to tell them what it is is the Pivot study. To call it a feasibility study, I think is a mistake.

Board input: Paxton: I took a class on fundraising and it taught me you have to fundraise against a project that is already planned out. Nebulous things do not bring in money. Also, you don't look to foundations -- the real money comes from within your our own community. They suggested the board of directors were the ones to go out there and push the fundraising. I am interested in setting up a capital campaign. I don't think the committee needs the authorization. I feel this is the cart before the horse. Bear: I've been lucky enough to be in a relationship with a professional non-profit fundraiser for the last 12 years. I've learned an awful lot from her. My wife, Dedee, is willing to donate some professional services to the Fair in this capacity. I think we should move forward and vote for this motion. We should realize how far back in the process we are. Before we can do a formal feasibility study, we have to do some internal research with real data on how much wealth there is in the Fair family. People forget we don't know what we don't know. There are ways to find that out; there are ways to do this without reinventing the wheel. There are people that do this for a living. We don't have to stumble around in the dark on this anymore. LT: I attended the same workshop as Paxton and it did echo a lot of what Jon said. I share the premises of them both, but I do not necessarily draw the same conclusions. I think it is a matter of taking the nebulous and clarifying it. I support the motion. Chewie: I fundraise for a non-profit though not on this scale. I have gone to fundraising workshops and I understand what Jon is saying. I am going to support the motion because I think we are going to get a lot further down the road on understanding processes. I am a big believer that the board should be the driver. The board will need to walk our walk and talk our talk. If we can all come together and learn to raise money, it will be a part of what the project is going to be. Jack: This is a real stretch for me. We are givers and we've been giving for a long time and going out to the community and asking is hard for us. But I think it's about time. We've discussed fundraising in a general sense multiple times. We are going to continue to give and do good things, but we should be able to ask and we deserve it. Almost without exception we're a community that is willing to talk. I know timing is part of it all, but the important thing is asking for help to do good. We can do this; we have the credibility to do it -- in this community and this state. I don't know how the board fits in, because it's not what we've done; but let's go see if we can do it.

Diane: I'm glad to hear the committee is moving on both what we'll build and how we pay for it. So I might have to go to that meeting to make sure half the time is spend on what we build and half is spent on how we pay for it. I think that it is going to reflect who we are. Deane: I am all for the upland kitchen. I am going to vote for this motion because I want some forward motion. I think this year we could have moved the kitchen into the Warebarn and before winter sets in protect our equipment. Keep it simple. The \$4 million boggles the mind. We could do it with what we have and the skills we have and the buildings we have. We might have to ask for a special permit or something. We don't need all this.

Saman: I don't know much about fundraising, but I will support motion but encourage Community Center Committee, this building whatever you call it happening in the year 2014. We really need the kitchen and it is important to focus on what we need first, before what we want. Motion passed 9-1 Paxton opposed.

Indigo moves and Deane seconded that we accept the revisions as presented by Kat Kirkpatrick to the grievance policy.

Member input: Joseph: I suggest that you table the motion. The Grievance procedure is not a quick, sharp turn thing. It seems there is no reason to push it before the specific changes. I don't think you have to publish the whole minutes, but the changes should be in the minutes. Hilary: More often, rather than hearing about the procedure being a problem, I'm hearing that the initial issue that gets people wanting to use the grievance process often doesn't qualify. The grievance process is defined very narrowly for the kinds of conflicts that we had and what we need assistance on is very broad. To me that seems to be one of the issues that is not addressed here, but would be helpful if it were. Jon Pincus: I agree with what Hilary just said. What was said by Joseph earlier, I want to explore as well. I don't think the two copies of the verbiage gives much of an idea and there is not much time to think about it. I encourage you to publish it in the Fair Family News.

Board Input: Indigo: I'm fine to table this motion until next month and have the version that we'll be updating to published in the minutes. So Randy will make sure we get that verbiage. So, I am tabling the motion. Deane: To add what you said, the current version is already on the website. We don't need that one in the FFN. Paxton: Point of order, on grievance point 13, step 4, the third paragraph it says 'the decision whether to grant petition to hear the appeal is totally within the sound discretion of the Board' and I think that is 'sole discretion' of the Board. Indigo: So 'sound' to 'sole' discretion. Bear: Let's not have a line editing session. Indigo: So, let's table this. Grumpy: So I think if you really look at this, these are just verbiage changes. It is not a policy change. Policy change is not the intent of the change. Indigo: We're done. LT: Point of procedure for the purpose of the minutes. There was no motion to table, so the motion was withdrawn. The motion was withdrawn and is back in New Business for the July meeting.

Deane moved that the Oregon Country Fair does not have fireworks on site. There was no second so motion died.

Mouseman: So does that mean there is no discussion? I would like a second. Paxton: There is not one.

President's Peace

Jack: If there is someone that really really really needs to talk about this I will yield some time. Indigo: Jack is yielding the floor to anyone that really really really, he said three 'reallys' for those that need to talk about this.

Mouseman: I like fireworks: I like things that explode and make colourful fires. This is understandable. I am an Aries, the Cardinal Fire Sign. I was a gunner mate during Vietnam. I find myself confused and disturbed by the understanding that what was a Policy Violation for the great majority of the history of the Oregon Country Fair was, by some back room Papal Cannon, not only sanctified but also financed by the Fair. Would that a different Policy Violation, that shall remain un-named, receive such a beautification, I would speculate that a far greater number of Fair Family would join in that Volunteer Appreciation celebration. For years we have been told that other (un-named) Policy Violation could cause use to lose our land. I would venture to say that an errant rocket could seriously injure someone or cause a fire, either of which could be deemed negligence and cause us to lose our land. I am, in fact, amazed that our Fair Lawyers (that's the one on retainer, not you guys on Staff and Board) are not horrified at this liability exposure. One half mile from the

Fair property is a senior lady named Loretta Morrell. Loretta is in her upper 80's and lives alone. Every day Meals on Wheels delivers a meal to Loretta. The same \$4,197.00 that was spent in 2012 on the line item "fourth of July" to entertain a small percentage of the Fair Family for about an hour and a half, would keep Loretta in Meals on Wheels for 3.84 years! As a 501c3 benevolent organization, I have to ask; "what the hell are we thinking."

Jack: Is there another really really really?

Michael: I too like fireworks but I think there is a discrepancy that the Fair has always had. Two systems: the real system and the system system. Fireworks kind of went in a backdoor, side door system. Joseph: I want to note the fact from my own experience that fireworks have been used over the years on the Fair site. They do have these little bits of plastic. A lot of it is cardboard that will decompose, but the plastic either has to be picked up or it ends up in the Long Tom. Ben: Statement by Joe Newhall: "I have heard a lot of people say that the 4th of July is their favorite night of Pre-fair. This is not because of the fireworks directly, but the magic the fireworks create. When people sitting in Dahinda's Acre's or the Crafts Lot or Main Camp hear the first volley around twilight, they are drawn out to Pirate's Cove. This is the only time during all of pre-Fair when almost everyone on site is in the same place. We are all in a great big circle with everyone's energy focused on the same thing and it's magical. No band on the back of a flatbed does that to us. Neither does any firedancing in front of main camp or any dance party in the kitchen.

I think the suggestion of a laser light show is a commendable attempt to think of a viable alternative. However, a rockin' light show is not cheap, it takes a long time to set up and it would require a generator most places on site. I toured with Pretty Lights Music for 6 months and we set up 2 semi-trailors of lights, video screens and lasers every day. At the finale of that monstrous light show, the climax was a large volley of fireworks. I feel the psycho-spiritual rejuvenation experienced on the 4th of July is a necessary part of what we do every year. It gets the pre-Fair crews psyched and ready for the final push. Phil: I think the fireworks budget could be much better spent on the post fair kitchen. We cannot take on walk-ons; last year we had to send half of our walk-ons home because they could not get fed.

President's Peace II

Jack: We have the good fortune of celebration and we need to acknowledge that because there are many, many people in the world that suffer. And if they saw what we do as a whole, not breaking it down, they could smile and that is one of the most powerful things we have. Thank you very much.

Adjourn

Tentative Agenda for July

Confirm minutes from June 3rd board meeting.
 Changing booth closing hour from 1:00pm to 5:00pm on Monday (Deane)
 Allowing camping on Monday night (Deane)
 Grievance Policy Verbiage Revisions (Indigo) * proposed revisions below
 Donations Back in August

*OREGON COUNTRY FAIR GRIEVANCE PROCESS

JUNE 2013

INTRODUCTION

Over the years that the Oregon Country Fair has existed, a collective wisdom has been present in our lives as we have worked together as a Fair Family. Yet, we have also observed that in the flow of interactions in the Fair Family, disputes and disagreements

may arise from time to time that require settlement. Nobody really likes these conflicts, but they do occur anyway. We need to deal with them in the most positive and constructive way possible when they arise.

GRIEVANCE PROCEDURE

1. Steps in the Procedure . There are four steps in this Grievance procedure :

(1) **Informally working it out between the parties with the help of an OCF person of authority**; (2) **formal mediation**; and (3) arbitration (4) appeal to the Board of directors.

2. Definitions.

a. GRIEVANCE is defined as any dispute about the meaning, interpretation, or the application of any language in the Articles of Incorporation, By-Laws, Guidelines, Code of Conduct or claims arising from or connected with the Personnel Policy Manual **except as provided therein**.

b. GRIEVANT means the person or persons **who files** the Grievance.

c. RESPONDENT is the person or persons whose actions the Grievant alleges are contrary to the Oregon Country Fair Articles of Incorporation, By-laws, Guidelines or Code of conduct.

d. DAY means a calendar day **which includes** weekends and holidays, **and excludes** all calendar days from June 1 through July 31.

e. GRIEVANCE ADMINISTRATOR means the person appointed by the Board of Directors who serves at the pleasure of the Board.

f. MEDIATOR means a neutral person who attempts to help the Grievant and Respondent reach a mutually acceptable resolution of the Grievance. Mediators must have special training in mediation and will be selected from a list of approved mediators maintained by the Grievance Administrator; provided however that if all the parties to a Grievance agree, they may use a person who is not **on the list** of approved mediators.

g. ARBITRATOR means a person who listens to the Grievant and Respondent and **then decides how the grievance will be resolved**. Arbitrators will be trained in Arbitration and will be selected from a list of approved Arbitrators maintained by the Grievance Administrator.

3. Time Limits.

- a. The Grievant must **file a grievance** within 60 days of an event giving rise to the Grievance or 60 days from the grievant becoming aware of the grievable event, whichever is later.
- b. The Grievant may not request a retroactive remedy extending more than 60 days prior to the date of filing the Grievance at Step 1.
- c. If the Grievance is not resolved at Step 1, the Grievant must file a Step 2 Grievance within 30 days of completing Step 1.
- d. For purposes of determining whether a party had advanced the Grievance to the next step in a timely manner, the date of filing shall be the date of mailing (if the notice is mailed) or the date it is received (if it is personally delivered). Filings shall be sent to the Grievance Administrator C/O the Oregon Country Fair office.

4. Limitation on the Number of Grievances that an Individual Person may File Per Year.

No person may file more than two Grievances per year.

5. Duties of Grievance Administrator.

- a. The Grievance Administrator shall serve as a technical resource to the Grievant, the Respondent, the Mediators and the Arbitrators. The Grievance Administrator's role shall be to give advice and counsel regarding the procedure and to facilitate the orderly flow of paperwork associated with a grievance. **The Grievance Administrator may serve as a co-Mediator for the purposes of training or assessment of Mediators. The Grievance Administrator shall not serve as a solo Mediator or as an Arbitrator.**
- b. The Grievance Administrator shall maintain Grievance forms for the filing of Grievances. All Grievances at Steps 2, 3 or 4 must be filed using the required forms. The forms shall be available at the Fair office upon request of any person who wishes to file a Grievance. Grievance forms and any available supporting documents shall be sent (mail or email) to any person upon receipt of an oral or written request to do so.
- c. The Grievance Administrator shall maintain a list of Mediators and a list of Arbitrators approved in accordance with Appendix A and Appendix B respectively. The Grievance Administrator has the power to remove persons from the lists of Mediators and Arbitrators if they fail to comply with the requirements of this procedure or guidelines established by the Board.
- d. The Grievance Administrator shall fulfill the responsibilities placed upon him/her at each step of the Grievance Procedure and any failure to do so will extend any deadlines missed as a result of such failure.

6. Right to a Representative. Each party involved in a grievance may designate any person to act as a

representative. Such designation must be made in writing and may be submitted at any time before the mediation at Step 2. The notice must include the name, postal mailing address, email address (if they have one) and telephone number (if they have one) of the designated representative. The Grievance Administrator shall notify any Mediator or Arbitrator assigned to the Grievance of the name, address, email address, and telephone number of any representative.

7. Location of Mediation and Arbitration. All mediations and arbitrations held according to this Grievance procedure shall be held at a time and place mutually agreeable to the parties and the Mediator or Arbitrators. If no agreement can be reached, the Grievance Administrator shall set the time and the place of the mediation or arbitration. A party or a witness may participate in any mediation or arbitration by telephone (or comparable real time communication) if the Mediator or a majority of the Arbitrators assigned to the case consent to such electronic participation. Any request for electronic participation must be made at least two days prior to the date of the mediation or arbitration.

8. Duty to Cooperate . All parties must follow this Grievance Procedure and must comply with all rules and rulings made in accordance with this procedure. Failure of the Grievant to cooperate will result in finding for the respondent. Failure of the Respondent to cooperate will result in a finding for the Grievant.

9. Notices. All notices of Grievances at Step 2 or higher, and notices of meetings or hearings that are part of this procedure shall be in writing and shall be sent by Certified Mail, Return Receipt Requested or by personal delivery . For the purposes of compliance with time limits under this procedure, the date that a notice was sent shall be the date of the cancellation postmark by the U.S. Postal Service.

10. GRIEVANCE STEP 1. The Grievant shall first attempt to informally resolve the

Grievance at the lowest possible level **by talking to** the appropriate crew coordinator or other person who may have the authority or ability to grant the Grievant's requested remedy or by simply discussing the event giving rise to the Grievance with the Respondent. This step must be **started** within 60 days of the date of the event giving rise to the Grievance or within 60 days of the grievant becoming aware of the grievable event, whichever is later. If the Grievance is not resolved at this step within 30 days of its initiation, then the Grievant may proceed to Step 2.

11. GRIEVANCE STEP 2 (Mediation).

a. If the Grievance is not resolved at Step 1, the Grievant may elevate the Grievance to Step 2 by submitting it in writing to the Grievance Administrator within 30 days of **starting** step 1 but in no event more than 90 days after the event giving rise to the Grievance or 90 days after the date that Grievant became aware of the grievable event, whichever is later. The Step 2 Grievance must include the following:

- i) The name, address, phone number and email address (if there is one) of the Grievant;
- ii) The name, address, phone number and email address (if there is one) of the Respondent;
- iii) The nature of the Grievance and the relevant facts pertaining to any events or circumstances in the Grievance (including the date of the event giving rise to the grievance and, if that event is more than 90 days before the filing of step 2 of the grievance, a statement of when the Grievant first learned of the event and why they did not know of the event earlier);
- iv) The language of any Articles of Incorporation, By-Laws, Guidelines, Code of Conduct or Personnel Policy Manual to which there is any dispute over the meaning, interpretation, intent or effect;
- v) A statement of the Grievant's efforts to resolve the Grievance at Step 1 and the Respondent's actions at Step 1;
- vi) The nature of the injury or damages alleged; and
- vii) The Grievant's requested remedy to resolve the Grievance.

b. Within 7 days of receiving the written Step 2 Grievance, the Grievance Administrator shall send the respondent a copy of the written Grievance. Within the same time period, the Grievance Administrator shall send the parties a list of names of **three to five** potential Mediators which names shall have been selected from the list of approved Mediators. Each party shall pick one Mediator they prefer and shall veto one Mediator and then shall return the list of potential Mediators to the Grievance Administrator within 14 days of the date the mediation list was sent. A party not responding within that time period shall forfeit his or her right to veto a Mediator.

Upon receipt of the list of potential Mediators back from the parties, the Grievance Administrator shall **appoint two mediators**, provided that the **Mediators** appointed shall not be **those** vetoed by either party. **If** the parties agree on a person that they want to serve as Mediator and if that person is willing to so serve, then the Grievance Administrator shall appoint that person even if he/she is not on the list of approved Mediators.

The Grievance Administrator shall then notify **each** Mediator of his or her selection and then **the Mediators** shall, within 7 days of being selected, notify the parties of his or her selection. **The mediation may** take place over several days, provided however that the mediation must be completed within 30 days of the date the **Mediators were** selected unless otherwise agreed to in writing by all the parties.

If the parties are able to reach a mutually acceptable agreement through mediation, the Mediators shall report back to the Grievance Administrator that the Grievance has been resolved. If the parties cannot reach an agreement, the **Mediators** shall report back that the parties cannot reach an agreement. In that event, the Grievance **may** continue to Step 3.

12. GRIEVANCE STEP 3 (Arbitration). If the **Mediators report** that mediation has been unsuccessful, then the Grievance Administrator shall, within seven days, mail out to the parties the Arbitration Notice and the list of Arbitrators. Each party shall select one Arbitrator and shall notify the Grievance Administrator of their selection within 14 days of the date the list of Arbitrators is sent.

The parties may not contact Arbitrators **before** being contacted by the Arbitrators. Upon receiving notification of each party's preferred Arbitrator, the Grievance Administrator shall notify the persons selected by the parties as Arbitrators and shall send them the written grievance and any written arbitration position statements prepared by the parties.

The two Arbitrators so notified shall then agree on a third Arbitrator from the list of approved Arbitrators who shall serve as the presiding Arbitrator. Upon selection of the third Arbitrator, the three Arbitrators shall confer with the parties about the time, place and length of the arbitration.

The exact length of the arbitration and the number of witnesses each side will be allowed shall be determined by the arbitration **council** after consulting with the parties. Each side will be allowed an equal amount of time to present his or her position. If both parties select the same Arbitrator, then that Arbitrator shall conduct the arbitration. All arbitrations shall be held in compliance with **the Grievance process**.

After hearing the arbitration, the Arbitrators shall decide on the resolution; any resolution agreed to by two or more of the arbitrators shall be the decision of the group. The arbitration council shall **notify the Grievance Administrator** of its **draft decision** in writing within 14 days of the arbitration hearing. This notice shall include the decision about any disputed facts and a statement of the **council's** rationale for its decision.

The Grievance Administrator will confer with OCF management to allow consideration of any legal ramifications of the arbitration council's decision. The arbitration council's final decision will be sent to the parties by certified mail. The final decision of the arbitration council shall be binding on the parties unless the Board grants a request for appeal.

13. GRIEVANCE STEP 4 (Appeal to the Board of Directors). Within 30 days of the date of the Arbitration **Council's written decision**, either party may petition the Board of Directors asking that they review the decision of the arbitration **council**. The petition must be in writing and must be postmarked or hand delivered to the OCF office within 30 days of the date the Arbitration **Council's written decision was postmarked**. The appealing party shall deliver 13 copies of the petition.

Any such petition should include a statement of what the petitioner believes is the error made by the Arbitration council, a statement of why the Board should hear this appeal; a copy of the person's grievance; and a copy of the Arbitration **council's** decision. Within 7 days of receiving the petition, the Grievance Administrator shall send the petition to each member of the Board of Directors. Within 40 days of when the petition is received at the OCF office, the Board will vote on whether to grant the petition and hear the appeal. **The** decision will require a two thirds majority of all **Board members**

present and voting at a meeting at which a quorum is present.

The decision whether to grant the **petition to hear the appeal** is totally within the sound discretion of Board and shall be final. If the Board decides to grant the petition and hear the appeal, then the appeal shall be heard by the Board within 45 days of when it grants the petition. Each party to the appeal will have the right to submit a written statement of his or her position and the right to 20 minutes of oral presentation before the Board. The

Board shall decide by simple majority vote within 45 days of hearing the appeal. The decision of the Board shall be final.

Appendix A: Mediator Qualifications

Mediators are people who assist the parties in trying to reach a mutually acceptable resolution of a Grievance. They must be neutral third parties to the grievance. In order to qualify as a mediator under this grievance procedure, a person must either: (1) be certified as a mediator by a generally recognized mediation training program acceptable to the Grievance Administrator or (2) complete a mediator training program sponsored by the Oregon Country Fair.

Persons wishing to be on the mediator list should notify the Grievance Administrator of their desire in writing. That written statement of interest must include the person's address, phone number, email address and provide the Grievance Administrator proof of the person's qualifications to serve as a mediator. The decision whether a person is qualified shall be left to the sound discretion of the Grievance Administrator. The Grievance Administrator shall notify any person wishing to serve as a mediator of whether he/she has been accepted as a mediator. A mediator must notify the Grievance Administrator of any change in his/her address or phone numbers.

Appendix B: Arbitrator Qualifications

Arbitrators are people who listen to the parties and then decide what the resolution of the Grievance should be. They must be impartial third parties to the Grievance. In order to qualify as an arbitrator in this grievance procedure, a person must complete an arbitrator-training program sponsored by the Oregon Country Fair. Persons wishing to be on the arbitrator list must notify the Grievance Administrator of their desire in writing. That written statement of interest must include the person's address, phone number, and email address. Arbitrators must notify the Grievance Administrator of any change in address or phone numbers.