

**Oregon Country Fair Board of Directors' Meeting
June 30, 2013, 4:02 at Alice's Firepit**

Board members present: Diane Albino (alternate), John 'Chewie' Burgess, Saman Harnsongkram, Jack Makarchek (president), Deane Morrow, Paxton Hoag, Indigo Ronlov (vice-president), Kirk Shultz, Sue Theolass, Bear Wilner-Nugent, Lawrence 'LT' Taylor, Board members absent: Lucy Kingsley. Peach Gallery present: Staff (Charlie, norma, Steve, Andy, Robin), Officers (Hilary, Randy), and 43 members and guests.

Agenda review

Old Business: Indigo: Confirm June 3, 2013 meeting minutes; Treasurer's report and budget items; Deane: Change booth closing hours from Monday 1:00pm to 4:00pm; Deane: Allow camping on Monday night; Indigo: Grievance policy verbiage revisions

New Business: none

Announcements

Jen-Lin: The evaluation meeting will not be held the day after the Teddy Bear picnic; it will be tentatively set for Sunday October 27th. The evaluation meeting will be less on the open space and more on the topics raised through the feedback. norma: the Teddy Bear picnic will be August 17th. We lost another Fair family member - Jim Rich, Sarah's dad. Bear: Please spread the word that we really want the meal counts accurate and to the Quartermaster at the end of the previous meal - dinner counts at lunch etcetera. Steve: The post Fair highway pickup will be on Sunday, September 8th. Meet at the Ware House at 10:00. Tony: DUG is with us onsite, relaxing up at DUG's Green. He wanted to say thank you and express his gratitude for our support.

Staff Reports

Steve: There is a lot of activity onsite with people moved in and crews working. I want to extend a thank you to Whitebird. Their response yesterday to a bee sting of a tree crew member was another life saved by Whitebird. Thanks to all the crews that are out here working hard!

norma: Thank you to everyone that is onsite working so hard.

Tony: A lot of change is unfolding at once for this year and simultaneously in preparation for next year. Operationally all is going great. It is nice to see everyone come together and make this thing happen. I want to extend my gratitude for every single volunteer that is out here - whether it is raining or whether it is 95 degrees as we turn this flood plain into one of the best places on the planet.

BUM report:

Charlie Z: Surf's up and you guys are doing a great job.

Zac: Intervention workshops are going on – there will be another one Thursday at 5:00 at Blue Moon for any crews that have missed it so far. We do a separate one for Whitebird and for Teen crew. Remember your interactive skills and how we treat each other.

Brad: I wanted to share a realization that I had last night. We know the magic is real out here. It occurred to me last night that this place and this magic will treat you appropriately based on intent and what you bring to it. I've now been in the position long enough to see that it will smack you down if not approached with reverence and a pure heart. I know this is deep and kind of woo woo, but it was an incredibly powerful realization for me to have last night. Love you – glad we're all here.

Indigo: So if we're going out with heart, we will receive heart back.

Zac: You cannot control what you get, just what you bring.

Charlie: That is a great segue – I've been feeling that a lot this pre-Fair. At this time of the year when so many of us come together on the land, there is a tendency for things to get really crunchy because there is a lot of things happening and it is easy to get overwhelmed, spread too thin, to get short with each other – so slow down and take time when you can. Take it good and easy with each other. There are so many people that come here that put the good, health and the heart of this community at the forefront of their thinking. We all openly give to this thing and we tend to run into problems with folks that are looking for what they are going to get out of the Oregon Country Fair. Fortunately, we've seen a less of that – we've seen a lot of deep giving and that's what makes us such a strong community. It's also show time and we're getting very close to the gates opening.

Board report: Tickets are on sale and they have been for awhile. They are ahead of last year by a good bit. We are about a quarter of the way from where we expect to be. My belief is, that if the weather treats us well, we will have a very good year. In the last three years we've seen a slight uptick in sales every year. The LTD sponsorship is working in large ways. Hopefully you are seeing the Fair in large ways around town with the 'get back on the bus with us' campaign with LTD. Recently I did a presentation with Rural Development Initiatives (RDI) statewide conference, called 'regards to rural' and I presented on the collaboration between the City of Veneta and the Oregon Country Fair. Joan Mariner, from the City of Veneta and I did a two hour presentation. It was really nice to hear how many people wanted to hear our story of collaboration. When I talked about what we are doing with the buses, as another way to give back and reinvest in our community, there was a lot of interest in the audience – most of whom do not get to ride the bus in those rural communities.

Another collaboration we are involved in with is the City of Veneta, the Fourth Fridays Farmer's Market. With the addition of Fair artisans and entertainers, they had almost triple their best ever attendance.

There has been a lot of work done with the Camping Crew out in South Miss Piggy's lot, which is really shaping up. It is nice to see the roadmap get filled in for next year in Crafts Lot. This does mean change for a lot of folks, not to minimize that at all. We are trying to do this as thoughtfully, gracefully, humanely and as lovingly as we can. The board motion to pull any kind of barter fair out of South Miss Piggy's lot is what is really going to make this successful. The way we've changed the geography and big operations pieces will really make a difference in having adequate solutions for those that have been long term Crafts Lot campers.

I've been asked a lot in the last weeks about what if people really want a barter fair. The board passed a couple of policies over these last few months and we are going to do our best to adhere to the spirit of that policy. I've been asked if there is a possible location for some sort of gathering - not for a barter fair, we do not have a place to do that this year and we don't have a lot of resources. We will be enforcing the policy for the barter fair and also around blanket vending. People have asked what will be the consequences, which is a contextual question. We deal with a lot of different situations and each is unique. We have a pretty standard set of tools for how we deal with different situations. In terms of consequences there is no pat answer, so long as people are working with us and being respectful, we will do the same thing.

As far as glow sticks go, Charlie here is going to pass out to board members and to our secretary a protocol statement on how our BUMs and Security crews will approach someone that is selling or otherwise distributing glow sticks. I see in certain forums out there a tendency towards inflammatory rhetoric and it doesn't serve us well and it tends to happen in the virtual world way more than when we are all standing on the ground looking at each other face to face. We are only going to be talking to people that are selling or distributing glow sticks.

The Community Center Committee created a sub-committee following the board motion around fund raising that will report back to us in September. There are others on the committee that is putting together outreach for pre-Fair and at the Fair with information on the process.

There is a Path Planning sub-committee that is working with looking at taking Craft Lot implementation to the next level. Kirk Shultz, Sallie Edmunds, Hilary Anthony, Tony Clementi and I have been bringing in guests and outside stake holders. The expectation is by around September there will be a follow up report back to the Path Planning committee.

Remember to take care of yourself and take care of each other.

Saman: People that have been camping in Miss Piggy in the past, what do they need to expect?

Charlie: They will probably expect chaos and disorder, but we have a pretty good plan in place. I think what they will have is a slightly shorter line than they've experienced in the last few years. And there will be a pretty escorted process to get them landed in their space. In many ways, I think it will be smoother than it has been in the past. Those that have camped there in the past will not be turned away. Where exactly their tent is and how big a footprint they get may change slightly. As long as folks come in with an open mind, we'll have great three chip interactions.

Saman: This year there we will have not camping in the Craft Lot and I've been talking to some food vendors about creating an area for food vendors' employees to camp together.

Charlie: We've talked about this and we will be working to create affinity groups in the new Miss Piggy's Lot. We are hoping to have space for not just food vendors, but for entertainers, craft booths, and different segments of the Fair.

Robin: I've been holding down the fort in the office. The Culture Jam is coming together, so there is lots of activity. The Culture Jam dates are August 3rd through the 10th. The staff arrive on the 2nd. We have a setup party on the 27th.

Saman: Is there a way to squeeze a kid into Culture Jam?

Robin: There is already a waiting list of 26 kids. So there is very little room for special circumstances, but see me.

Committee Reports

Sue: The food committee would really appreciate it if the guidelines around amplified music were enforced. There are a couple of spots, one that is at Gypsy Stage where there is a rave that is getting out of hand. We are getting a lot of feedback from Craft vendors that are getting their sleep interrupted by amplified music that is non-permitted. On the barter fair task force, there is a list of consistent information for questions that is being posted all over, including Crafts Inventory.

Deane: On the FM radio station, we've been offered a loan of a radio station. Sometime in the fall there is to be an antennae sighting. This project is moving slowly forward. If others have expertise in a radio station, get a hold of me or Michael Long.

Kirk: Informational kiosks on Path Planning, Community Center and barter fair are all in progress. These groups are working and the intention is to have kiosks in Main Camp so that people can check in on the progress of these three working groups, see maps, graphics and ways to provide feedback. There is a group of us with Path Planning that are taking a deeper look at Crafts Lot. With all the people here at Fair, we are getting feedback from the parties that are here and recognizing that we have a lot of details to work out before next year. There will be a report back from Path Planning in September.

Member Input

Hilary: I want to give a shout out to our current and former board secretaries. I think we have at least four of them here. I want to recognize what an amazing job they do of capturing the details of this organization's board activities, the nuance, and a lot of the feedback that the board gets. It is an amazing story shown in those minutes. It unravels slowly, but you can follow it and see so much of the decision making process of this organization that effect all of us. If any of you have friends that say 'oh my god I didn't see this coming, what a scandal that this got sneaked in on us' if you know it is in the board minutes refer them to that. Tell them here is a really good way to be a citizen of this community and participate and understand what is happening. Take advantage of this wonderful resource that volunteers put tons of time into. It's a resource that most organizations don't have.

Brad: I wanted to respond to Sue's comment about the sound permits during the Fair. They will be enforced. We enforce whatever gets reported to us. It needs to go first through Security, who then calls it into Fair Central, then we verify whether there was a sound permit. We will shut down unpermitted amplified sound. We will be here for the Fair for the weekend, but I encourage people to use ear plugs so you can sleep at night. Everyone has varying schedules and it does not have to be amplified to keep you up at night - a neighbor having a good time will keep you up just as much as a band a few hundred yards away. We try to keep the peace as much as we can, but the more that people can take that on themselves the better.

Phil: I'd like to start a dialogue on moving the designated smoking areas out of Main Camp, to address people eating, waiting in line, greeting their friends and sharing community. It's not a freedom issue it's a public safety issue. We need to respect, take care and look out for each other in Main Camp as well as anywhere else.

Chewie: When you are having people coming in and looking for places to camp, with a lot of new people being added to crews and they are feeling a lot of pressure and angst for what might change for them, the best place for people with camping issue to go is to the Camping Ambassadors, formerly the Camping Elves at Quartermaster to check in. They have a clearinghouse of lots of places to camp. Rather than coming to myself or Phillip or Michael or Charlie or Tony - go through the process. If you follow the process they will take care of it and if it needs to get passed up the chain of command. The process that Charlie described has been an amazing five weeks. People come in with anxiety and when it is all over and done with everybody is happy. We have solved so many problems by listening to what people have to say - we all need to listen to each other and acknowledge what people are saying. I've learned a lot in the last five weeks.

LT: This is only for those of us who eat at the Fair. It is timeless, so even if it doesn't get out to everybody this year, it will get out to everybody you see. All of us who eat, use the Fair toilet facilities, whether the portable ones or the ones that I help clean. While some of your experiences there may be among your more memorable, I doubt for most of you that they are among your favorite experiences at the Fair for at least

one reason, they don't generally smell that good. You can do something to mitigate that. One simple thing - three simple words - Close The Lid.

Saman: I have heard request before regarding Monday morning security. Last year we had a naked guy running and someone stole a golf cart - so I ask, are we planning on doing anything different?

Tony: We do have pre-post Security, the BackUp Managers and Fair Central is still on and will respond to all incidents and hopefully come together as one community. This is the same pre-post Security as last year. It doesn't prevent somebody from not keeping it together.

Saman: I'm not asking for more security, rather what do you want us to do?

Hilary: There is a number to call for Fair Central which is part of the pre-post Security protocol.

Jen-Lin: The deadline to submit your candidate statement for the October Board of Directors election is on August 25th. This is a prime time to start looking for others who want to serve on the Board. It is nice to see new leadership and people stepping up. Also, one month prior to the annual meeting which is October 19th is the deadline to register to become a voting member of the Oregon Country Fair.

Deane: Saturday Market does their Board of Directors a little different than we do. They have 18 month terms and they can do two terms with a mandatory 6 months off in between terms. This is something I think we should consider ourselves.

Indigo: If I passed out prayer flags to anybody, I need to get them back, so that we can get them strung up and put around Main Stage meadow where they are going. If you have them please get them back to me.

Paxton: There will be little moonlight, so this will a very dark fair. There is bioluminescence growing on the Fair site and I am collecting information on where it is onsite. Please get the information to me or leave a note at Quartermaster. We're trying to find out what it is. I'd be fun to culture it and sprinkle it on the path - organic glowsticks.

Secretary's Report

Randy: There is one new donation request from Still Point Farm's Mother Earth Festival on August 3rd and 4th. They are asking for \$500 to bring Grandmother Mona Polacca to their festival. Chewie to sponsor. This will be considered next month when we are back in the donation cycle.

Treasurer's Report

Hilary: Things are proceeding apace. I'm glad to hear Charlie's news that the sales are going well. We had a tight moment before ticket sales started because we have so many funds that are already dedicated and the land purchases caused the rainy day fund to get really thin. We had some tight cash management and it will be a relief replacing that rainy day fund. It is fast and furious now and we'll know in a couple of months when the dust settles. Communicate with us if you are coordinators and you are struggling with your budget. Make sure to talk to Charlie.

Old Business

Indigo moved that we confirm the June 3, 2013 board meeting minutes. Chewie seconded.

LT: In the first paragraph, for both Paxton and myself; we are reported as neither present nor absent and while I cannot speak for Paxton – and despite having met the Dalai Lama – I have not attained that state of equilibrium and was in fact present, as was Paxton.

Spirit: We talked about Snooze gate being open and the minutes said 8:30 to 9:00, it should be open 9:30am to 9:30pm. Motion passed: 9-0 with Kirk abstaining and amendments noted.

norma: I don't have a place for us to meet yet. I've been too busy but will work on it after Fair.

Deane moved we change the booth closing hours from 1:00pm to 5:00pm on Monday. There was no second – motion died.

Deane moved that we allow camping on Monday night. There was no second – motion died.

Michael: Having no discussion on a motion takes away a lot of the Robert's rules of balance. I thought of this because I ran the barter fair and had people be irate with me. If there isn't a place for this, you will maybe have a problem. I thought we could let the vendors stay longer to do what they want to do – trade and relax because we own the land and should be able to stay. I feel we vendors who've paid and worked are then asked to leave quickly on Monday. I did an informal survey and 95% said they would not vend later in the day and 90% said they would not want to stay on Monday night. 10% that wanted to stay said it was too dangerous and busy to leave. I would like to see the system think about that. Maybe don't have the fireworks on the 4th of July and have it on Sunday so everyone can see it. Just something that says we like vendors, we like everybody. I'll leave with a poem: "Come for unity rather than disconnected parts, listen rather than assuming, giving rather than fear, magic rather than systems, trust rather than control."

Indigo moved and Bear seconded that we accept the revisions as submitted by Kat Kirkpatrick our Grievance coordinator.

Member input:

Martha: I would like to urge you to amend it one more time and take out the whole arbitration step. Arbitration is a standard process that comes out of labor negotiations, but I don't think in the context of the Fair it really makes sense. I talked to Kat about it a little bit. Particularly with the amendment that the first step is to

informally work it out with the parties and with an OCF person of authority. So early on in the process, people who have a grievance will have gotten some sense of what the official interpretation is. The second step is mediation – it's getting the people together to talk to each other in a structured way. Isn't there something we can do about this? So they try to find a common ground together with some help. The next step is arbitration where three people that are new to the issue and new to the people would give their judgement. This step encourages people to dig in. It is a formal evidence providing and now I'm really adversarial again and not moving toward a fair common resolution. The last step is to come to the board. I think people that have strong feelings and have not been able to work it out among themselves – whatever the arbitrator says, they are going to come to the board. The arbitration step had delayed and put off – and generally we know that the quicker that things are resolved, the better. When I talked to Kat early on the arbitration step, she said it was put in there because it was a common way of doing things. I would think given who the Fair is, that with informal resolution, staff input or a person of authority input, mediation, or a face to face conversation – that arbitration is unnecessary.

Chewie: My question is to Charlie Z, did the arbitration piece get added or was it there when you rewrote this years ago?

Charlie Z: It was added. The way it worked before was if you didn't work it out at arbitration or mediation, then it went to the general manager – and the general manager just decided. So the idea was to create a mechanism to keep the general manager out of that and give the Fair family a mechanism to resolve disputes that was family driven. If you do not have an arbitration, then somebody has to decide, if they don't work it out in mediation then the board has to decide every one of these things. The way it works now is goes to arbitration and the person can bring it to the board, but the board really doesn't want to take it up. So in thinking about a change without arbitration, what are you going to do if they really can't resolve it? You have to have some method to address the dispute.

Joseph: Thanks for delaying this so that people can see the Grievance Policy. The current process is by no means random process. It was a solid year of people working through the issues. The issue of personal grievances coming up to what is policy making body of the Fair was a big deal. Our general manager at the time did not want to do this because it is not what a manager does. The arbitration process is intentionally tight and formal because there is mediation for those that are ready and open to working things out in a cooperative manner. Does everything when someone is stonewalling go to the top of the policy making body? This policy is by intention to keep a separation between governance and the individual grievances.

Charlie: By and large the process may appear to be cumbersome; it has reasonably worked for things that qualify for grievances. We've really only had one arbitration in the almost ten years that I've been on staff. That arbitration ended logically. Kat's changes are really just that, language changes. I think we should go ahead and vote on those and hopefully approve them. But I hear what Martha is saying – there's

always room to improve a process. I would urge you to not do this by an amendment to a motion, but I think there is time to look back on things we want to change.

Board input:

Deane: The grievance procedure, as I understand it now (better than I did a while back) is only about something that is written down. To me this is narrowly defined and I agree that we should not try to change that here and now. It was an eye opener for me, if you have a grievance, unless it is against some written word it doesn't count as anything in this process. I wanted to add one sentence to this, and I'm not asking for it now - but my sentence would be 'definition of a grievance... or any dispute of process or lack of process is an issue' would fit as what more what people think of as a grievance. We have this process that's so narrowly defined we had one in nearly 10 years.

Indigo: I agree that processes and policies such as this should constantly be reviewed as needed. I urge any board member that wants to take this on to take it on as a separate motion. For me this is purely an editorial thing to bring the language up to date with what Kat was asking. I don't want to change anything in this like Charlie is suggesting. There is always room for looking at this more thoroughly - and if someone wants to take this on, I urge them to work closely with Kat.

Paxton: Martha, I really appreciate your comments. It really made me think about it from a different direction. I am going to vote for it the way it is, as I do agree it is just cleaning up the language. I would like to evaluate by examples. Going through the process as we hit those steps, I hope we do some sort of evaluation and it is worth looking at.

Charlie: To clarify there has only been one that actually rose to the level of arbitration. There has been more than one grievance.

Paxton: I think watching and seeing if we actually trigger into arbitration is the key.

Chewie: I know that the crew that I used to be a coordinator of filed a grievance. It went through the mediation process and it died. It died because nobody at the time was in charge; Kat came on afterward. In my opinion, arbitration is a good way of doing it. Martha, I heard what you said, and I asked Charlie because I knew there was a lot of thought that went into it and I knew it was something about the general manager. I want to see this get worked out. I am going to vote for this because it's clarifying. I like the clarifying and revisiting. I think this should be reviewed every couple of years.

For exactly what Martha is pointing out. I don't know that I agree with changing it, but it is something that needs to be discussed.

Kirk: I am going to vote for this because it is just cleanup, but I want to speak to what Deane says. There is an aspect here because there is a difference between a grievance and a dispute. Being a red tag guy and somebody with a booth, I've dealt with lots of border disputes. At times we say let's get a BackUp Manager; I'm sure that a lot of those people think they are involved in a grievance process when in fact they are not. Maybe some point in our future we can define the difference in a grievance and a dispute and that might be healthy for the family in general. Motion passed 10-0.

President's Peace

Jack: This is not much more than a personal 'trickle.' People that are here are working really hard to make this the best experience for everybody. It might be that this year I am more sensitive to it than others, but many people have acknowledged what has been done by the people that put all the time in year round so that we can do this. A lot of the time it is focused on me very personally and I feel very fluffed about it, but I know it is not what they are talking about; what they are talking about are the people on the committees that are struggling with the very very difficult questions and the budget that has a deadline. This is a real thing. And then there is the more nebulous committee work about our future. One thing that comes across the most is that people have realized that in the last twenty or so years we have put in place an incredible amount of opportunity for us to have the discussions to continue to have the Fair and continue to be this unique family and not immediately default to cutting people out. That's a big success. When you think about the growth of the organization and how they deal with problems; our problems have huge opportunities to be incredible examples because of all the hard work that people continually put in year after year. It gets picked up by new people and new ideas come in. And to end this, our gift to the larger community is this beautiful green space that is in the middle of a small, rural town - to come from somewhat at odds to a complete and open partnership in just about everything and we are acknowledged for it. It's a thank you back, certainly to all the people present, that are working so hard on it, but a thank you backwards for the foresight to gift so much opportunity. As long as we keep that view from ten, twenty, thirty thousand feet and we look at the map and look at the land - our base, our resource - we're going to figure it out. Fair now is slower than glaciers, but that's ok. There is no reason to be impatient. When we come we have our discourse, but then we also have the fun and people smile and celebration is really what we have to offer. Thank you all past and anybody that wants to come on and take it on especially everybody on the ground right now. Because we really appreciate what it is to get here and do this. We do not want to put roadblocks up. It is a wonderful thing and this is going to be probably one of my prime years. Thank you very much.

Bell

Adjourn

Tentative Agenda for August

Confirm minutes from June 30th board meeting.

No New Business

Donations Back in August

