

## Oregon Country Fair Board of Directors' Meeting

September 9, 2013 7:17pm Onsite

Board members present: Diane Albino (alternate), John 'Chewie' Burgess, Saman Harnsongkram, Lucy Kingsley(alternate), Jack Makarchek (president), Deane Morrow, Paxton Hoag, Indigo Ronlov (vice-president), Kirk Shultz, Sue Theolass, Bear Wilner-Nugent, Lawrence 'LT' Taylor Peach Gallery present: Staff (norma, Steve, Tony), Officers (Grumpy, Hilary, Randy), and 44 members and guests.

Agenda review:

New business, Announcements, Reports from Staff and Committees, Member Input, Donations: Secretary's report, consent calendar, Old Business, President's Peace

New business:

Kirk: Appoint new Construction Crew coordinators, Drew Ross and David Tipton

Sue: Appoint new members of the Community Center Committee: Tomas Brandt, Charlie Thompson, Mathew Macune and Lynda Gingerich

Deane: Low Power FM application

Announcements:

norma: Jerome Hobbs, long time Energy Park member, passed away last week.

Cathy: The City of Veneta is having its Harvest Festival September 14 and celebrating the opening of Senior's Center.

Paxton: I have a quick report on recording the June and August Board of Directors' meetings. The video came out good, but the audio part of both had issues. The Secretary has an audio copy of both. I gave both the Secretary and norma copies of the meetings on DVDs if someone wants to see them.

Jen-Lin: Last spring the board agreed to donate money to Youth Empowerment Symposium (YES). Registration is happening soon and the conference is going to be on Veteran's Day weekend in November. This is a multi-generational discussion and workshop on ending violence based on gender and sexual identity. It is open to all interested youth and adults.

Jain: There will be an Elders Retreat at Alice's on September 28th and 29th. We have invited all the Board of Directors candidates to attend.

Deane: I was going to try to Skype this Board of Director's meeting, but there is no internet and no cellular signals.

Indigo: In March of 2014, I'll be co-leading a tour to Egypt. If anyone has been dreaming of sailing down the Nile give me a shout, I'd love to talk to you about it.

Kirk: There is a Construction Crew retreat on October 5th and 6th.

#### Staff Reports:

Tony: There is a lot going on this year with the Crafts lot. Budget season is coming up and we can expect both extensive and expensive capital projects. Last year we approved fewer than half of the capital projects, so we can expect projects from last year to be resubmitted, along with this year's new projects. The expansion of the services and crews for the Crafts lot project will be expensive as well. There will be some offset because of additional revenue from the booths and passes, but we can expect a noticeable increase in the budget. The Budget Committee is going to be meeting with the Financial Planning committee soon. This is the challenge for the coordinators, to think about how we can adjust our operations individually as crews. We can look at how we do things and streamline our approach.

On the web projects, we've had some dedicated volunteers rebuilding our .org website. Last spring we hired a designer who is working with our volunteer developers. The designer developed an application for our future web presence. We are switching over the server hosting that includes more functionality. We are trying to pinpoint the launch date for the new .org site to give us the best marketing for our 2014 event. We are also redeveloping our inventory management application, known as the virtual sticker booth. This tool has been in development for a long time. Part of the process for redeveloping this application was to potentially separate membership management and the virtual sticker booth. This will give us an opportunity to improve on the membership model and expand on it. As soon as the election dust settles, we talk with the membership secretary about expanding our membership model and program. Jim Reed is working on this and kudos to him. The new .net site will also be part of the membership model and application we are talking about. We are looking to have all three phases of these projects come together over the next year.

The work on creating a kitchen and a meeting space for the organization has also been identified as a priority. Looking at some of the post-Fair analysis of where our vulnerabilities exist, systems that have failed or are beyond capacity necessitates finding stop gap solutions, I've started pricing out different vendors and contractors in the area. The single year cost for contracting those services would shock the group

enough that it would put the pace of the Community Center back on track quickly. As far as operating costs, I don't think we want to make adjustments in ticket sales and passes to help pay for temporary kitchen space that is excessively expensive. I want to remind the group that we cannot wait any longer. We are already going to have to implement stop gap systems with grey water and other operations for Main camp kitchen next year, which is already going to be adding to the costs. Hopefully, this will pick up momentum for the Community Center.

Saman: I support the idea of simpler membership. Perhaps we can assign a number or a card. I also support having an election during the Fair. This would yield more voting and those voting would see what's going on with the Fair. We have a big family but only a small portion is involved in elections. I am supportive of moving faster on the Community Center.

norma: Robin regrets not being here tonight but will give a full report on Culture Jam at the October board meeting. I'll read Charlie's board report as he is on his annual Cycle Oregon adventure.

Charlie's report:

This was a very busy August. We started the month early on with Culture Jam opening up on August 2 and my deep appreciation goes out to Robin, Leslie and the amazing staff that put on this life changing event. This year seemed better than ever and the gift that comes with investing in the lives of our youth cannot be underestimated. Robin continues to shine in managing this truly inspiring program work for the OCF and Tony and Andyman have become integral parts of the experience as well. Culture Jam just gets better every year and this was the best Culture Jam yet.

We went from the CJ right into the TeddyBear picnic, which was as much fun and as well attended as I can ever remember. Great bands, great food, sunshine and good times were all in abundance as were the folks who came out to participate. Thanks to everyone who came and helped out but a most special thank you to norma, who once again spent huge amounts of time, energy and love organizing the festivities. Thank you so very much my dear norma.

We rolled out of the picnic and right on into the Eugene Celebration parade on August 24th. I thought we had a wonderful and well received entry featuring the return of the Fighting Instruments of Karma Marching Band, They were joined by folks from Risk of Change, who brought many of their large puppets and accessories with them, as well as by members of the Radar Angels. Special thanks to Andyman who pretty much put the Fart II shuttle and Dodecadrum Float centerpiece together single handed. Our entry

featured 58 people in all and while we did not win the big prize we did bring home a second place ribbon for Best Dressed Entry. Thanks to everyone who helped us represent the Fair to the broader Eugene community and beyond.

Camping Crew – Is finishing its workplan for the upcoming year and completing mapping and data work from this years Fair. They expect to have that work completed shortly and are looking to schedule a worksession later this fall to engage with the remaining Crafts Lot campers who will be relocating this year. You will hear a great deal more about this at our October BOD meeting after they have finished capturing the sum of this years activity and complete the inventory of camping assets available to work with for the upcoming process. If you have any questions or just want to stay in touch with the crew you can reach out to them at [campingcrew@oregoncountryfair.org](mailto:campingcrew@oregoncountryfair.org) .

CCC – The CCC will be holding a worksession with the BOD for our regularly scheduled September meeting. We will be sharing our initial fundraising findings and reviewing some of our next steps with the BOD and anyone else who would like to attend. The meeting will be from 6:00PM to 8:00PM on Monday September 23rd at the Hilyard Community Center located at 2580 Hilyard St in south Eugene on the edge of Amazon Park.

Philanthropy and Fundraising – We are on track to purchase and install a new donor database on a dedicated computer at the Fair office later this month. This is being funded by the two-part/two-year Lovell grant we received. This is a continuation of the fundraising update that Hilary, Robin Bernardi, Linda Reymers, Leslie Scott and me have been working on. This is helping us develop a sound foundation for a new era of fundraising and philanthropy for the Fair and will help us be ready with the systems and infrastructure to manage a Capital Campaign when the time comes. In the short term we are focusing on fundraising for Culture Jam and our Youth Program, and helping continue to make it as self supporting a program as possible.

The annual meeting of the JFPBC (Joint Financial Planning & Budget Committees) is scheduled to take place at the Springfield Creamery on Tuesday September 17th at 6:00PM. The goal of this meeting is to forecast revenue projections and review pricing and fee structures and to come up with a recommendation for the 2014 cycle. This should be a very significant year for us, with so many big projects coming together, and we have been working earlier and in more depth this year to have the most comprehensive package of recommendations possible to bring to the committee for discussion. Tony and Hilary in particular have been working to capture a forecast of expected 2014 expenses to help inform the process. The way our long time annual cycle for this has evolved has always had us doing revenue projections and pricing and fee

structure recommendations before our budgeting processes occur and that has left us typically working from historical data and previous year impacts. However, this is kind of a chicken and egg scenario, especially in a year with so much change and necessary maintenance ahead of us, and it is very important to have such information to work with upfront for this critical organizational process.

The Craft Lot Working Group, which came out of Path Planning (PP) last spring with the intention of keeping the critical path elements on track and moving forward during the key time period of Fair season, met with the co – chairs of Path Planning to report back and help inform and develop the committee's 2014 workplan. This sets the stage for the Path Planning committees return to action this month. The work group met weekly throughout most of the summer months and accomplished a great deal over that time span and will be instrumental in implementing the new public space going forward. To get up to speed with where the process is at come on out to the September Path Planning meeting at Alice's on Sunday September 22nd starting at noon. This is the most exciting and significant project the Fair has taken on in over a decade and will be an amazing addition to our future health as an event and an organization.

As this board meeting finds me on my yearly (this is 5 in a row) Cycle Oregon adventure, I wanted to say thanks for understanding my absence from the September board meeting. Although I may not be there this evening, I wanted to close my report by telling you how excited I am at our upcoming year as we begin the 2014 Fair cycle, I hope you all share that excitement, great new things are on the horizon as we enter our 45th year of becoming...Yes, Yes, Yes!

With Gratitude, Love and Respect.

norma: I have a ton of picnic thanks. I'd like to thank Charlie, Tony, Andy, Jeff, Toby Alves, Hilary Anthony, Anita Sweeten, Shine Sewell, Cher Bearella and all the other potluck table staffers; Sheldon Doughty and all the barbequers; Bob Fennessy for booking the great music; AJ Hazzard for staffing the commemorative sales booth; Rebecca Gandy and all the greeters. And Dick Stewart for his help setting up and his loving support in life. You all did such a wonderful job and thank you so much. Next year the picnic will be on my 70th birthday, so come out and help me celebrate. Thanks everybody for your participation in the Eugene Celebration parade. Jain, Dick and I carried the banner for the umpteenth year and had a great time. Heidi, our membership secretary, was in the office today preparing the mailing for the annual meeting notice and the absentee ballots. Those are going out this week. Next month's board meeting

will be at Hilyard Community Center and so are the meetings for November and December.

Steve: August was a busy month, as you've heard the roster of events we've had. The picnic was very well attended and there seemed to be a slightly different mix of attendees because what we ran out of first were the veggie options: veggie burgers and veggie dogs. We'll adjust for next year. After the picnic I got in a short break and visited family in Southern Oregon. I want to thank all the participants at the picnic and the other events. Over Labor Day weekend we had the Beaver Open, which is a hacky sackers event. It was their 33rd year of gathering. I think they have done this onsite 8 years. They are a super organized group of folks. They take very good care of the areas – I think they left Crafts lot cleaner than they found it. This is a multi-generational group that really knows how to have fun. They have Pro-Am hacky sack volleyball where they partner up professionals and top players with amateurs and kids. It's a weekend long tournament along with glow in the dark hacky sack golf out in Miss Piggys with a sound system playing Dark Side of the Moon. Even with the high fire danger everything went fine. Just yesterday Sunday September 8th we had our highway pickup and we missed Randy 'Roundfoot' Nowell and the people he brings with him. We only had enough turnout to do half of what we usually do. One of the folks that has done this for a while volunteered to step forward, so we'll organize and try to get more folks. If anyone is interested in being a volunteer on the highway pickup and wants to get on the notification list email me at [sitem@oregoncountryfair.org](mailto:sitem@oregoncountryfair.org). The Crafts lot water line is one of the projects we are moving on. The archeological research work has been done, so now we need to re-lay the grid and mark the anomalies and then we'll know where our trench line goes. The weekend of September 21st and 22nd both Water Crew and Archeology Crew will be out to trench in and monitor the digging of the 2000 feet of line. It's a big project and hopefully we can get it substantially done in one weekend. There is a contractor coming tomorrow to start on the second floor warehouse roof, next up, if we get funding this evening, is the yurt roof replacement. It will be a busy season getting these projects done before the rains return. We got 7/10s of an inch of rain on Thursday, September 5th. It was nice to get here Friday and see and feel the site saturated, smelling so good and the fire danger down. It was the promise that sometime soon serious rain will return. Thank you, thank you, thank you.

#### Committee Reports:

Michael: A little over a year ago at this time the board authorized the Low Power FM project which Jim and I have been a part of. What I'm handing out are letters of support which we've received from the community. My intention is to bring you up to speed on

what's going on. I wanted to present the completed draft application that the board needs to see before Russell, the Fair attorney, submits it to the FCC, but that document is not ready. When we get the document we'll send it to the board members via certified mail. We want the board to realize this is a chance for world-wide communication with the Low Power FM. It could open up communication between Fair family and the board. We could also partner with community organizations. Jim: It's been a year since Congress authorized the FCC to make these low power FM frequencies available. A lot the process is stuck in the weeds of politics. Since I was a kid I wanted to save the world, and to save the world we need to talk to the world. This is a way to do that. About 2 years after application is filed we'll have a chance to figure out how we do this. If there are any questions, send them to me. Bill: At KRVM, they broadcast the board meetings of the 4J school district, so you can listen to them at home on your radio. Maybe what I'm hearing you guys say is with a low power FM, you would also be online with the broadcast. Is that what I'm hearing? Jim: Yes. Bill: So if you had the station running, you could come to a board meeting and broadcast it on the radio, so that anybody anywhere could listen to the board meeting? Jim: It would technically be possible. The proposal we put forward has community partners involved who would have some of the programming and the other part would be Fair things on the internet. Grumpy: Is there any possibility that the Fair will have any liability for whatever is done on the radio? I'll give an example, even though I don't know if it's a good example – what if you swear on the radio. Can the Fair get fined for this? Jim: The 7 words you cannot say are still the 7 words you cannot say on the radio. When you do say one of these 7 words you log them and no one has ever been dinged on that. Grumpy: I was just using this as an example, my real question ends up being liability. If there is anything done wrong or against some rule, can the fair be fined? Russell: I haven't received the final application but when I do the board will get a memo discussing the risks and liabilities. The deadline for the application is opened on October 15th and closes 10 days later. The game is that people all submit them at the last second, so the competition can't see your application and one up you. The board will have a fairly short window if there are any issues or things you don't like in the application to address. There is also a need for a digital license to broadcast over the internet. Michael: I want to speak to the free speech aspects of the radio. Free speech in Oregon is very well protected. Tony: Sounds like there is a lot to talk about in October, but I want the group to be clear about the differences in a low power FM and internet radio. One is a low power FM radio station that reaches Veneta and Elmira and the other can be done anywhere via the internet. These are different applications. There is nothing that precludes us from doing podcasts without having to broadcast via an antenna to Elmira and Veneta. Whether or not we apply for a low power FM, we can stream over the internet and I don't want these two mediums to get mixed up. Lucy: I have repeatedly

asked for financial info and have not received it. I am looking for a budget with revenue and income projections. Saman: Let's say we apply for the permit and get it, then we decide not to use it. What happens? Russell: I'll address that in my memo to the board. It is more than just walking away and there are other ramifications that include fines according to the FCC attorney.

norma: The Jill Heiman Vision Fund had a great year. Fair participants were incredibly generous and with food vouchers and cash donations we collected \$12,460. With the Fair matching funds of \$20,000 the total was \$32,460 to give away. Suzi Prozanski is writing an article for FFN that will detail where all the money is going. We just want to thank everyone for your generosity this year.

Jen-Lin: The elections committee has 15 candidates running for the board. All incumbents except for Saman are running again. The candidates are: Bear Wilner-Nugent, Bill Ganser, Casey Marks-Fife, Deane Morrow, Ellen Singer, James C. Manning III, Jon Pincus, Jon Silvermoon, Justin Honea, Lawrence Taylor, Lucy Kingsley, Michael Richard, Paxton Hoag, Phil TalkingRaven, Rivka McCormack. Dates to remember: September 19th deadline to register to vote. October 4th deadline to receive an absentee ballot – you cannot get ballots from the office, it must come from the elections committee and all reasonable requests will be fulfilled for absentee ballots. Write to [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org). You can sign up for Oregon Country Fair membership online on the .net site. October 19th at 6:30pm is the annual meeting at Whitaker School – 21 North Grand. Annual meeting notices have been mailed out. If you are a member and have not gotten an annual meeting notice, please contact the election committee. Absentee ballots are going to be mailed out beginning September 15. If your label says 'perm' that means we will send a ballot and you do not need to request another ballot. On the candidate forum, Get Out the Vote (GOV) is not doing a candidate forum this year. This is a vital service for the Fair and is not a part of the Elections committee – our job is to run a fair and balanced election process. Jack: We just found out that the timing to do a candidate forum correctly has passed, but I want to put it on New Business for next month to be appropriately dealt with. Robert: I only heard yesterday there was no candidate forum. As Jain pointed out, the Elders retreat has set aside Saturday afternoon the 28th for any candidates that would like to come and speak. After this meeting, I will email the Elders committee and ask how they would feel about having that filmed. While it is very short notice to get publicity out to all the candidates, I asked Rich about filming it and posting it and he says that is technically possible. We will make best effort to pull this off. Jon: Michael Miller in the discuss list today said that he would provide video taping if someone would provide

the forum. Jen-Lin: It would be good if someone took this on. (UPDATE: There will be a candidates form, September 28, 2 pm at the Fair site.)

Kirk: On the Community Center Committee, last meeting we talked about trying to do a charrette where we would all scribble our ideas down on the Community Center. The time and place has not been determined. Indigo: We were talking about doing this charrette in November, potentially November 9th.

Sue: The Barter Fair Task Force continues to meet. We are blessed to have Spirit Leatherwood and Amy Hand back as co-coordinators, Amanda is our scribe and Colleen, bless her cream cheese heart, is our facilitator. We met the day after the picnic at Alice's firepit and for all the energy that people have spoken about the Barter Fair, the task force members outnumbered the rest of the family participants. Our next meeting is Monday, September 30th at 6:00pm at the Fair office.

Steve: As an observation, it is healthy to have 15 board candidates, but we are also hearing about the task forces and committees that do a whole lot of valuable work outside of board meetings. I would encourage the candidates to get involved in a committee – this is where you learn the nuts and bolts of the Fair. It puts you in better stead to serve on the board. Get the experience and help us out.

#### Member Input

Bear: I just returned from my second year working on the ice crew at Burning Man and it's left me with a lot of thoughts about the Fair. This is always going to be my home festival. I've worked at festivals and events since I was 18 and I'm almost 40. I'd like to think that we can all improve. I wanted to share a couple of things that I observed this year that the Fair can learn from. One is the web presence. I know that Tony, the contractors and the volunteers have been working hard on the website and this is no slam on them, but I've heard this before at the Fair. I have been disappointed in the web presence for as long as I've been on the board. It's archaic, it's Web 0.9 and it's not getting better faster. I'd be disappointed if the .org site got a shiny new facelift and the antediluvian .net did not. I think for a while people were shy about taking on more than they could really do. I think we need an all out press to have a modern website. Part of that is that Burning Man has a thing called Burner profiles that is an integrated suite of applications that can access one personal profile – so each person needs to have only one identity profile on the website. I know we have a lot of techno-phobes and paranoid people at the Fair, but it would be nice to have this at the Fair so that a crew coordinator could draw the data someone input in their Fair profile, membership team could draw on the same profile, there could be social media leveraged off the same profile. Basically people create one identity that is then accessed by every application

that the Fair uses on the internet. It's not such a radical idea. I have real doubts if the people at the Fair would buy into it, but it would have tremendous application and save us a lot of labor. Burning Man does streaming media year-round. Its radio station has a broadcast station during the event – streaming 24/7 from San Francisco. They seemed to have figured that out and are not scared of it. The Fair has been unjustifiably scared of having a streaming web presence. Burning Man is not a democratic organization, the Fair is – that is one of the Fair's strengths – that is what they could learn from us. On the other hand, they are more decisive. I feel impatience. I am just finishing my 10th year on the board and I'm running for my 11th and 12th -- who knows what after that – I hope I get re-elected. I struggle with the lack of decisiveness in this organization. I enjoy working with an organization that can implement change in a 1-2 year cycle and not a 3 to infinite year cycle. People come to the Country Fair and they struggle with not knowing where to plug in. There is a lot of back scratching and good old boy-ism and invisible paths to success. Burning Man has a clear well labeled place in their camp called the 'V Spot' where you can go and sign up to volunteer. And they encourage participants in the event to volunteer. We do nothing with this – we take people's money and people feel ripped off by the exchange sometimes. We don't even use the name 'participants' for the people that come to our event. I think we should adopt the name 'participants' for the people that come to our event. We should have a clear, well labeled presence here and on the internet to encourage people to volunteer and not make it mysterious. At least have organized waiting lists, for god's sake. I like the idea that Burning Man requires every crew coordinator – they are called managers – to submit a written report after the event in a timely period about what their crew did well and what they could change. We have no accountability for our coordinators like that. And lastly, I said this last year but it was so important I am going to say it again, Burning Man is a leave no trace event – the Fair's not a leave no trace event. We are going backward in our recycling goals at the Fair. The Fair site gets trashed every year – it sucks. It is really disappointing and we need to grow up. We are an older organization and we come from a better environmental base and I am sad to come home to the Fair and see it trashed. Thanks for listening.

Kirk: I have an antidote from the 2005 Fair. That year the Fair was invited by the Oregon State Fair to come and have meetings and see their fair. After the meetings they piled us all into golf carts and showed us around. The Sunday before the Fair we had their entourage show up and we reciprocated and put them in golf carts and took them all around. A couple of hours later we are in front of Main Camp saying our goodbyes. I asked the general manager of the State Fair, "Well Dave, what did you think of our little place." I was expecting 'oh beautiful grounds' or 'lovely trees' or 'crazy buildings' but he looked me straight in the eye and said "I would die for your volunteer base." This

has been stuck in my head for a while because I think we take our volunteer base for granted. We love them, we state it all the time, we recognize how valuable they are – and we take them for granted. There are 500 more lining up ready to take your wristband and so hey if it's not working for you, that's ok. I hope we can start to discuss how we can better identify the value that our volunteers bring to us. I think we need to be reminded to not take our volunteers for granted – I'm not saying we fail, but need to keep it in mind. Talking with Colleen Bauman – this is one of the big ones that helps other groups want to donate for capital projects when they see the size and scale of your volunteer bases and how many hours that they put in. I wanted to share there are groups out there that look at us and the first and only thing they say is "I would die for your volunteer base. "

Saman: I understand both Bear and Kirk, but think what is happening to our organization is that some of us are profit oriented and some of us want to just come to have fun. Because we have been doing this so long, everyone comes in for their own personal benefit. It is not the same as Burning Man. Our organization is more endearing as a whole.

Jain: There is something different about meeting in a round room.

Bear the Elder: Volunteerism: This year was 32 for me and that is a baby compared to some of you. No one knows me, I live up on the Upper River Loop. I'm involved in this Crafts lot thing, and grew up in a contracting environment. I've watched projects happen and not happen. Why they happen and why they don't. We have a huge project with no project manager. We have to get archeology involved. We have an amazing situation here that is going to require a rallying of a lot of troops. I spend 11 years with the Gem and Mineral Society show and they looked at what we do in terms of the volunteer base that we have. There is a group of people here for themselves, or just for the money, or just for the fun – that group of people comes and goes. We get to be here for the rest of the year. I was talking to James and he said we have 6 days of hippy day care, then 3 days of the fair, then we get to live here the rest of the year.

Angie: On the volunteerism thing, I am disappointed that I did not come to the highway cleanup yesterday. I would love the opportunity to know what is going on and when I can volunteer.

Tony: We are a staff of 6.75 people with the rest being an all volunteer organization. Burning Man brings in between \$20 and 30 million per year as a for-profit entity that employs dozens and dozens of people year round, not to mention 100s of temporary staff – all paid. They are in the heart of San Francisco with all of that money. Damn

straight Burning Man can make things happen because they have the coin to do it. We do things differently here and it's done with sweat equity by the volunteers. I hope this doesn't get lost when we talk about a forum not happening one year or a website upgrade. Let's keep it in perspective that there are a handful of people that keep the lights on and work on the contracts, but we are solely a volunteer organization.

Indigo: I googled because we have technology and it says "Volunteer -- noun: a person that freely offers to take part in an enterprise or undertake a task, verb: to freely offer to do something." I like that the freely piece is in there; we are giving because we want to give, not because we want something in return.

Jen-Lin: I have been a volunteer for many years now, but what hurts, for me, is seeing distinctions between volunteers, performers, vendors – but yet we say we are family. Something that Wren said last month, because she took an Elder pass and didn't vend, it was the first year that she got to walk around and what a sweet event it was. This struck me that vendors are supposed to be in their booths during public hours, they don't get to walk around. They have a totally different view of what Fair is. And perhaps it is true for performers as well. To me it hurts when someone says, 'oh, what a great show' and I say 'it's not a show' and I feel horribly offended. Somewhere in there, to throw out a seed, if things can lighten up a modicum for vendors so they can have time to appreciate the Fair during Fair – which leads to a greater appreciation of all it takes to make it happen and it is seen as a greater event and not just a show.

Patrice: This is my first board meeting. I've camped here for 8 years and been on staff on the post Fair kitchen crew. Bear, I love what you are saying about getting our internet thing up to date. And what Angie was saying about getting notified. I attend a few phenomenal events. There are some events where I get 40 or 50 emails over the course of the year. I know everything that is happening. I don't know anything that is happening at Fair unless I get in and dig and I'm bored and I'm at my house for like 6 hours and remember there is the .net site and I have to read through and hope I have the right board meeting minutes to find the right time. Bear, I applaud what you are saying and I think there is a lot of room to enhance the volunteers experience for the Fair throughout the year. I know I could read the FFN, but it's 2013; I'd love to have an OCF email slot where I can go back through and see the events and work parties that are happening.

Jon: I recall that Paxton proposed the concept for volunteer appreciation post where we have someone dedicated to work with volunteers. Over the course of four decades I've seen the most awesome volunteers in the world that come back here year after year.

Chewie: Subject to volunteerism, this year I did 58 straight days at the Fair and on Wednesday before the Fair I blew my knee out and only made it here for 16 hours. This is the only time in 29 years that I missed the Country Fair. I left here and worked another large event and regretted that I didn't come to the Fair. The volunteerism here came up over the weekend with people that volunteered 100s of hours here before there was a VegManEc crew, no site crew. We were out here every Saturday and Sunday from 10:00 to 4:00. We did this not for a pass; we sometimes got a cool t-shirt. I appreciate what you are saying Bear, but thank god we are not Burning Man. I hope we appreciate what we have the opportunity to participate in. It is sad to think that people don't know. You can call me anytime and I will tell you anything I know about what's going on and what you can plug into and get involved. I think that this goes for pretty much everybody up here and on staff. I go back to this thing that I don't like where it came from, but "Ask not what the Country Fair can do for you, ask what you can do for the Country Fair." This is where we should get back to in our volunteerism. It's not about what we get, it's about what we give.

Paxton: Our strength is our volunteers. It is the thousands of volunteers that also keep us safe. They really deserve our respect. We do not make it easy for people to plug in. It is a legacy of our vertically integrated crew and staff. I think we could use the internet to break some of this stuff down and make us into a larger group. I think we need a volunteer facilitator; someone to help coordinate volunteers as part of a paid staff position. How many organizations have thousands of volunteers and no one to plug them in.

Cathy: Bill and I go to Path Planning meetings and I'm on the Crafts committee and we come to the BoD meetings. We volunteer hours and hours and it's from the heart. I think this is what we are talking about. On Fresh Air today there was an interview and someone said: "There is no end to the path, so choose a path with heart."

Peggy: FFN does have a list of the events that are coming. I get monthly reminders in email with a link to go to them online to read it electronically. So it is simple to get all that information.

Hilary: Paxton I hear you, and I think that there is something the volunteer coordinator can do, but part of who we are is a web. I think this is also part of our strength. There is not one person who has to handle us all. We develop a lot of relationships within our crews or within our booths or the work parties that we go to or the committees that we serve on. I think this is what makes us strong; we have a lot of connections and we have somebody that is nearby to our function who is paying attention to us. Those of us who are coordinators have a huge opportunity to help our community to be strong. And

doing things like appreciation, recognizing that someone needs a year off or giving them a special laminate or saying thank you or taking pictures of the crew or sending out emails regularly. We put a lot on our coordinators and they are a special part of this organization. I think we can always improve it with more trainings and work parties and more regular events and work face to face. I do think somebody helping coordinate would help. I'm glad we are talking about it. I think it is a key part of who we are, building this community and being together finding ways to help each other develop and helping the young people coming up. I think it is exciting and a great thing that we do. Casey: A lot of different things have been said, and I'm going to do my best to touch on them. Our volunteers are the heart, soul and strength of what we have to offer. We are right now in a space of growing pains where we don't have the capacity to serve all of these volunteers. We are completely unprepared for this. I think having some sort of volunteer coordinator is a good idea, but it is half-baked. Giving one person the job of being open to all the people that want to be involved in this organization; they would be swamped immediately. We have 65 different crews, we could appoint someone in each crew to be outgoing and try to absorb volunteers to spread the work. We need to draw up the volunteer coordinator differently. Bear, I think we do need to have somebody at the Fair where people can plug in to something. I don't think it is for a pass; it is for people that show up and freely volunteer within our organization. I do not want to belittle anyone, but I do think we are behind by not having a state of the art web page that highlights some of our artistic abilities and our savvy in the world. We certainly have the personnel, why don't we have the final product? Internet sites are up and running, all it would take is some tweaking. This piggy backs on -- we have got to find a way to make more decisions. We have to collectively push for a ton of huge projects this year. These things are going to happen this year and we need all our best people. All the people running for the board, myself included, need to involve ourselves in committees and in the organization; not necessarily a seat on the other side of the table. Saman, I would like to say that your contribution to the board the last two years have been intelligent and present and have offered us a great deal of your perspective of the Fair. The number one thing we have going for us besides our volunteers is cooperation. All of the ideas we are bouncing around all feed off each other and all are dependent on the internet. We need the internet site to be a place where the volunteers can go. We need to stop dumping money into a down land kitchen, we need to stop being set on this thing looking a certain way and realize how we can gain a place to meet, eat, clean up and get out of there.

Jen-Lin: The Evaluation meeting is on Sunday October 27th at a place to be determined. This is one of the great topics that could be discussed at an evaluation meeting. What are the next steps, what do we want to do, how can we improve. At this point the

discussion points are going to be taken from the feedback forms. And perhaps another topic could be what is the next step for volunteers. How do we improve; discussion topics are from the feedback form.

Donations:

Randy: There are no consent calendar items to be voted on this month. There are two consent calendar items for next month: Start Making A Reader Today (SMART) for \$1000. (Chewie to sponsor) The second is from BRING Recycling for \$1000. (Diane to sponsor)

Old Business

Indigo moved and Sue seconded to we confirm the August 5, 2013 minutes. Motion passed 10-0.

Treasurer's report:

Hilary: I am getting ready for the annual meeting and the financial planning meeting when I start pulling all the numbers together. In the spring I was saying that we had depleted our rainy day fund, due to paying off the load on the Mauldin property and the purchase of Dug's Green. Ordinarily, we try to keep the rainy day fund at about \$350,000. This is a literal and figurative rainy day fund. It's meant to be if we get through the Fair and we have a collapse in our admissions revenue or something goes way, way wrong on expenses, we can get to the next year. Our rainy day fund got down to \$62,000. This, plus operations that are separated into different accounts, at the end of April last year we had about \$200,000. This was as low as I've ever seen it. At the same time we had a lot of money in the bank, because we had almost a quarter of a million dollars in our designated endowment and almost \$400,000 for the Community Center project and about \$40,000 from the green ticket money in the Peach Power Fund. We were not cash poor, but our operating money was very tight. I am really happy to say that with the income that came in this year we can replenish the rainy day fund back up to \$350,000 and we have an additional \$46,000 – one dollar off each ticket that goes toward the green ticket funds and the board will decide how to dedicate that money. At this point I am projecting that we can get through to next April with \$200,000 that we can dedicate toward increasing the endowment, the Peach Power or the Community Center. The main thing we've used it for in the past is capital projects and land purchases. We know we will have big capital projects for the Crafts Lot and some catch up on the capital projects that came in last year. We'll have bigger operating expenses going forward, but I feel like we are in a strong position to go into this season. We are going to try to do the revenue projections this year on more detailed base.

Instead of big general numbers, we are trying to get down to specific tickets and admissions – but there will still be guess work. As a result, we'll have more detailed recommendations on revenue.

Grumpy: I want to remind people that the Financial Planning meeting is next Tuesday, September 17th, 6:00pm at the Springfield Creamery. Remember that volunteer help done by employees or other items that Bear said that Burning Man is able to do – I suspect costs money. So if we come back with suggestions for increases on certain things – I don't know that we are going to because we had a good year – keep in mind we are still one of the least expensive events around. If you want to compare us to Burning Man, their tickets cost \$400, they don't own the land and my guess is they have more than 4 employees. All the things we've heard today, a lot of them cost money. If we are going to do them without volunteers, the financial planning and our budget will be real important. This includes internet and someone doing the internet.

Budget items: Bear moves and Sue seconds that we allocate \$2402 out of unallocated excess revenue to the Capital Project to repair the roof of the Hub yurt.

Steve: To recap, this was a donated structure from folks that bought this yurt while they were building their house on the McKenzie River and there was a tax advantage to donate it to the Fair when they were done. It took us an investment of about \$600 in plywood and framing. The roof has been leaking. The biggest part of the problem is the solar arc that is designed to let in some daylight has degraded. We've had a tarp over it; we've patched it and when it rains I come over and put out buckets. When I presented this in our regular Capital Project cycle, I had a range of options based on what the folks from Pacific Yurt thought. We initially thought we might be able to just fold it up and take it to the factory in Cottage Grove and repair it. At Fair time I met with Allen Bair of Pacific YURT who looked it over and it is his opinion we need to do a full replacement of the roof. We don't need the solar arc, because we have lighting inside and plenty of power here. Pacific Yurt is knocking off about \$500 off their price for the roof replacement. It is \$2400, plus I would buy the additional roof insulation to do the rest of the roof. We'd also buy a stove kit for the wall, because we have onsite a stove to put in to help dry it out for winter meetings, making it nice and cozy warm in here.

Member input: thumbs up

Board input:

Saman: I have a quick question about the life of the structure. We want to replace the roof but is this expense going to be worth it?

Steve: The roof is the basic shelter element of any structure. It is new duralast fabric with at least a 15 year life span.

Deane: I think that the stove is a great idea. I've had meetings here and with the stove this will be a swell meeting room. I am 100% for this.

Chewie: The roof is great, but the walls are equally as old as the roof. I know there are some issues with the walls, because I've touched them.

Steve: We might have to do some replacement in a few years, but not right now and once we have a good roof on it's not getting wet on the inside. I think they will have a better life span.

Motion passed 8 – 0 Chewie and Saman abstained

Bear moved and LT seconded that we allocate \$5300 in unallocated excess revenue to the Capital Project to pay for needed arborist work in Crafts lot.

Steve: You are all familiar with the Crafts lot and one of the most striking features is the three big beautiful old oaks out in the middle. They are starting to have failure problems. There was a very large limb that peeled off one of them three or four years ago and it exposed some structural problems in the heart of that oak. They are all about the same age. They are in their final years but the final years of a 350 year old oak could be extended. When I told our consulting arborist we were going to be opening up Crafts lot to the public in 2014, he was very concerned and we started to look at the specific problems. What we want to do is hire Nathaniel Sperry to be the arborist of record. Between the two of them, Kevin Hillery and Nathaniel Sperry, we have very reputable arborists and our tree crew would not be exposed to the liability issues should we have a problem or an injury with those trees. They will be doing some very specific dead wooding and lightening of the tops of the trees. It will be hardly noticeable from the ground. These are recognized experts and are the guys I want to do the work.

Member Input:

Jon: These trees are the visual centerpiece of the space that we are opening up. Let's extend their life as long as possible. We had Nathaniel Sperry do the weight reduction on the big trees that are next to the WOW Hall. He did an awesome job and personally called every single cut on those trees. It's a good way to go.

Bill: When I saw Nathaniel put his hands on a tree in our property you could tell this guy loves trees. He will take care of them.

Board Input:

Chewie: As a consulting arborist myself, I trust Kevin Hillery and Nathaniel Sperry implicitly. Kevin and I had a long conversation about these trees. I seriously question the validity in trying to save one. I'd love to see what the plans are before I vote on it because when I was talking to Kevin it wasn't \$5300.

Kirk: I saw Nathaniel out there diligently looking at those trees for about 5 hours; circling, looking and measuring the tree. I know he's really put his best head into it.

LT: Steve mentioned liability and we've mentioned the value of the trees themselves, as long standing residents of our home here. Frankly the other problem with that is the protection of the people, all good reasons to take care of them.

Deane: I have a rental in Sweet Home with some nice big trees and I was worrying because one was leaning. We got a tree guy out there and for \$400 he trimmed the heck out of that tree -- \$400, this is \$5000.

Motion passed 9-1 Deane opposed

Bear: I have a question for the treasurers on a budget issue. Normally this is the meeting when we would give a contribution to the endowment or maybe for the Community Center fund. Do you have a recommendation for the board or should we just hold off and not do anything?

Hilary: I think it would be great if we had a chance to talk about it at the board retreat. We haven't done an endowment contribution in several years and with the Community Center, we've had a longer time to talk about it and consider things.

President's Peace

Jack: It's funny volunteers talking about volunteers. It makes me smile in the sense that our currency is trust. We have quite a reputation that has been gifted forward to us as we trust volunteers to run this organization. Our treasurers are volunteers. We have a democratically elected board of which I am a member, which I guess makes me a volunteer. I like to think that I've always looked to the volunteers' interest. There's got to be a reason that we are not embracing technology to the level that people want us to. It needs to be foremost, but it also can't be ignored that we are this successful and a little bit reluctant. My answer to that is the volunteers that I'm in contact with most of the year are very regular in service and very dedicated. Volunteers that I deal with at the Fair are more interested in the reputation that goes with the Fair – the specialness, the notion that we can honestly stand up and say that we give. And I don't mean only

to ourselves. This is what moves them and makes them concerned about how one becomes a volunteer at this event. I am somehow coming to the realization that this balance might be the greatest impediment to this opening. I am all for opening it up as wide as possible. When I deal with my Security crew and we talk about a replacement, it is a diligent discussion. It is a very honorable one. It is the currency of trust – who are we bringing in to benefit from all this good that we do. It is what attracted me to the Fair. When I first came here I wasn't the first person at the Fair to say, 'let's give it all away.' I might be somebody that keeps saying it, but I wasn't the first one – actually Wooten was the first person to say it. There is a power to that. When you link that with our currency of trust and we can appear to be indecisive and we can appear to have obstacles – but there is always a challenge to the gift. There is great intrigue to the mystery of becoming part of something so good. We can't lose sight of that. We can grow and become bigger and lose sight of lots of things, but we can't lose sight of the process that has taken us and gotten us to the point where we can trust it all to the volunteers to make all the decisions. People come every year by the droves to do what needs to be done, to set the stage and to give so freely to so many people that are disenfranchised or needy or have been hurt or wounded. I am going to try not to use change the world, but the fact of the matter is everything that we do here somehow translates into making a good reputation for the Oregon Country Fair. I want to thank all the volunteers because that is my personal reward for my sweat equity. There are not many places that you can hook into that this is what you get out of it. When people say I'd die to have your volunteer list, that's because they don't get it. They don't get our volunteer list. I've been around here long enough to know that there are people that don't want to be on that list. The reality of it is that we are volunteers and we are closer to doing this for the betterment of all than most organizations and I think that is what keeps us coming and it will keep us coming far far into the future. I think that we like the fact that we love being good and we love doing good. I think that is the key to success of the Oregon Country Fair. We are not easy, so thank all the volunteers because we come back every year.

Tentative Agenda for October

Confirm minutes from September 9, 2013 Board meeting  
Appoint new Construction

Crew coordinators, Drew Ross and David Tipton (Kirk)  
Appoint new members of the

Community Center Committee: Tomas Brandt, Charlie Thompson, Mathew Macune  
and Lynda Gingerich (Sue)

Low Power FM application (Deane)

Consent Calendar items:

Start Making A Reader Today \$1,000 (Chewie)

BRING Recycling \$1,000 (Diane)