

**Oregon Country Fair Board of Directors' Meeting
October 6, 2014
NW Youth Corps, Columbia Room**

Board members present: Diane Albino (alternate), John 'Chewie' Burgess, Casey Marks Fife, Paxton Hoag, Lucy Kingsley, Jack Makarchek (president), Indigo Ronlov (vice-president), Kirk Shultz, Jon Silvermoon, Lawrence Taylor, Sue Theolass, Bear Wilner-Nugent. **Peach Gallery present:** Staff (Charlie, norma, Tony, Andy, Robin and Shane), Officers (Hilary, Grumpy and Randy) and 42 members and guests.

Agenda review

New Business, Announcements, Reports, Member Input, Secretary's Report, Consent Calendar, Treasurer's Report, Old Business, President's Peace

New Business

Acceptance of the LPFM task force quarterly report and approval of LPFM financial report (Paxton)
Approve revenue projections (Bear)
Coordinator issue (Bear)
Approve election results (no sponsor)
Appoint officers (Bear)
Board meetings on internet (Indigo/Kirk)

Announcements

Norma: The deadline for submissions to the OCF poster contest is October 13th.
Bear: The November board meeting is the second Monday, November 10th. It will be held at the NW Youth Corps, 2621 Augusta, Eugene.
Jain: The Spirit Walk and potluck will begin at the Hub Yurt Saturday, October 11th at 6:00 pm.
Cathy: The Park Board in Veneta is celebrating its 5th year as a Tree City. An awards ceremony will begin on Saturday, October 11th at 10:00. An arborist will talk about tree trimming and pruning, as well as planting of 'reading' trees.
Lucy: The Culture Jam Reunion will occur on November 22nd at Avalon Lodge. The City of Eugene Recreation Department is providing a shuttle bus to and from Portland so Culture Jammers from that area can attend.
Sue: The latest Lane Transit District schedule has a full-page ad for the Oregon Country Fair.
Indigo: For the November board meeting, I will be in Egypt teaching workshops and empowering women and youth on how to create items from reclaimed material for economic gain. It is a long way from home and I ask for your well wishes to return happily and healthfully in December.

Staff Reports

Charlie: Thanks again for understanding my 6th annual absence from the September BOD meeting so I could ride on Cycle Oregon. It was an epic week filled with epic climbs, epic vistas and a chance to participate with another philanthropic non-profit organization that supports small communities and community building. Upon my return there was quite a bit to get moving on as we set the stage for the upcoming Fair cycle.

We had our management team retreat the following weekend and I was very happy with the amount of work we were able to accomplish together. We laid the groundwork for our team 2015 work plan and began identifying and assigning action items to various BUMs. Many thanks to the team for their continued effort, support and commitment!

I have been meeting with both the Food and Craft Committees with higher than normal frequency and that pattern will continue for the next several months. We are dealing with some of the issues of process, standards, sanctions and policy recommendations that you are already familiar with. We are also looking

ahead to the completion of Crafts Lot and the process for working with the placement of new or relocating booths of both kinds.

Which leads me to CLOG, which officially started meeting again last week. CLOG will be working with both of those committees and quite a few other affected parties, to get our work plan and timeline together and moving forward this fall. Fortunately, we made a lot of progress to the full build-out last Fair and were able to work out many of the operational issues with the opening of the Bubble. Nonetheless, there is still a huge amount of work ahead to open the larger space.

Camping crew is as well reconvening this October to continue their related work in relocating former Crafts Lot campers. I was very impressed with the amount of transition they were able to get through last year, which only serves to help them focus more on the remaining moves.

The financial portion of our annual review has been completed and I meet with our reps at Jones and Roth later this week to complete and review the extensive set of 990 questions we must file every year. Both of these documents will be in your hands for review before we actually file them in mid- November. The annual joint Long Range Financial and Budget Committee meeting took place as usual at the Springfield Creamery offices on Tuesday September 16th. It was a good meeting and discussion and our co-Treasurers will surely have the recommendations for revenue forecast to share with you soon. The idea of having at least one additional meeting of the LRFP&BC was discussed and agreed on. The idea behind this is to have some time to more deeply explore truly long range planning for the OCF and the impacts of our largest needs and projects on our future financial planning. The first such meeting is scheduled for Tuesday, November 18th. The exact start time and location are still being decided.

That, of course, means the Budget Committee is getting in the swing of things too. We had our first meeting last Wednesday at the Fair office and will be meeting weekly from now through December. We are in the second year of a two-year budget cycle and hope that will allow us time to work on some organizational and process issues as we meet this year.

A big thank you to the Community Center committee, particularly the charrette subcommittee consisting of Lynda Gingerich, Anna Scott and Jon Silvermoon, which held the rescheduled design charrette on Saturday, September 27th from 11:00AM through 4:00PM at the LCC Longhouse. This was a very good meeting and I believe it helped give the committee what it needs to advance the next steps for this project. The committee will be preparing a committee report to distribute to the BOD for the retreat in November.

I have also been dealing with an unusual back and forth with ASCAP (the American Society of Composers, Authors and Publishers) over the last couple of months. Some of you may know that we have been paying them an annual fee for many years that licenses our event for potential live performance of copyrighted material. We also pay a similar fee to BMI and SESAC. The issue with ASCAP is that they have reviewed our event and decided, after we have already paid for 2014, that we should be charged on a different basis than the one they set for us years ago. Taken at face value this would mean a seven-fold increase in their licensing fee for the Fair. Also at issue is the contract they want us to use, which is a broad and generic document that does not fit our agreement with them and does not factor in the reality of our event and its performances. I have negotiated a prorated fee and better seating license rate but am still struggling around the actual contract and having them document our agreements before we execute. Russell Poppe has been advising throughout and we both find that the Fair is in a difficult position with this relationship. It is likely that we will need to deal with all three of these organizations again if the LPFM project becomes a reality. I will report back when we draw this to a conclusion.

In closing this month I would like to thank everyone who is running for the board of directors this year, it is a big commitment and can be a very heavy load to carry. I would like to thank everyone that is currently serving in a director capacity for they know what I mean and are presently being of such service to this organization and community. I would also like to urge everyone who is registered to make sure they get out and vote, either before or at the annual election meeting on October 18th. If you are not currently registered make a point of doing so before next year.

Tony: Thanks to those attending and lending a hand at the Budget Committee and the design charette for the Community Center.

Shane: In the last month there have been a lot of crews and meetings onsite, as well as a work party. Wood-world has been rearranged, Jill's Crossing has been covered for the winter, Zen Barn was reorganized and the Caretaker's Yurt has been re-roofed. Thanks to Anita and DJ for making lunch for the last work party.

Andy: This is my first board meeting since May – where does the time go? I returned from Cycle Oregon to the re-roof of the Yurt and I'm glad we did it – no more ants and no more drips in the Caretaker's Yurt.
norma: There is a lot of elections committee activity around the office with the ballots coming in and being locked in basement. Thanks to Charlie for starting the project on the Crafts Inventory. The Budget Committee is meeting regularly.

Robin: Charlie, Linda Reymers and I have all been meeting to talk about fund raising. I will continue to propagate the fund raising database with parents of Culture Jammers over the last 13 years. Leslie Scott and I organized a gathering out of town with some key Culture Jam staffers. We had conversations around the 19 to 22 year old former Culture Jammers and how we can reach them. We are talking to the City of Eugene about a collaborative event with them in the spring.

Committee Reports

Hilary: The Community Center subcommittee members of Lynda Gingerich, Anna Scott, Jon Silvermoon and Kirk Shultz planned and pulled off the design charette at the Lane Community College Longhouse. There are materials on the <http://oregoncountryfair.net/communitycenter/> that show some of the work that was done, and the committee will be meeting October 20th, to digest the data and give a report and recommendations to the board.

Sue: From Craft committee statement: "Craft Committee recommends that the guideline limiting amplified prerecorded music be more rigorously enforced. In our opinion the stipulations of this guideline have not been effectively enforced, especially regarding the sometimes disruptive impact of amplified music on the well-being of nearby neighborhoods. Crafters work all day in their booths and need to have a reasonable amount of quiet time to relax and get enough sleep. In recent years the amount and volume of amplified music played at night has increased, with a corresponding reduction in the time available for quiet rest. In addition to this, the Fair's By-Laws identify one of the purposes of the Fair as "the promotion and preservation of the work of individual crafts persons, artists, artisans, musicians and performers[...]" Excessive playing of amplified prerecorded music detracts from the pursuit of this goal by all the talented musicians and performers present at the Fair. Fair guidelines prohibit the sale or display of factory made goods, which we believe does contribute to the promotion and preservation of traditional hand crafting. In solidarity with musicians and performers at the Fair, we feel that amplified prerecorded music should be more carefully restricted than it has been. As part of a solution, perhaps more strict criteria could be applied when granting permission for amplified sound at night. Perhaps consideration for the neighborhoods where permits are requested could be given more weight in this process. Also, we request that the Board and the general manager work to develop a more proactive and robust mediation process for timely resolution of noise complaints after hours.

Member Input

Jim: Craft committee is reviewing committee structure including the process for adding members, to the committee. I request the board to table the appointment of Vincent LaRochelle.

Christine: I have gotten negative comments on amplified pre-recorded music from people in the surrounding neighborhoods around the Fair.

Susanna: I am on the Path Planning committee and received this from a long time performer, "we are blasted from amplified music, so that we are limited in what we can do in our camp. It keeps us awake and we cannot play acoustic music and build camaraderie in camp. We have to raise our voices to have a conversation... a few people playing amped up music is an oppressive bullying force and eliminates a place where people can play acoustic music." This has been my experience in my camp over the years also.

David: One in five people has hearing loss, which could contribute to people thinking that music is not loud.

LT: This was a particular issue that was raised in regard to amplified music. It was suggested that some of us that would like to see recorded music eliminated from the Fair were actually racist. I wanted to assure all of you that I would be just as adamantly opposed to John Phillip marches or Wagner operas, as I am to hearing the Commodores or the Jackson Five.

Chewie: As one of the people that put this policy together, it gets spread around and everybody gets to deal with it. When we started this there were a few places that had amplified sound all the time. I camped

between two of those stages and it was 24 hours a day from Wednesday through Sunday. We should not be disenfranchising our youth from wanting to hear music that is different from what we like to listen to. We've decided to put this on the agenda for next month, because the new board might have different ideas. Indigo and I brought this to the board when we were first elected and there were several hundred people from all sides of the issue that were at that board meeting. We want everyone to get what they want, but it does not always have to be in your backyard. We have a huge piece of property and sometimes neighborhoods are going to be impacted. We have one of the largest parties that has been going on for 45 years and it is 24 hours a day for 3 days.

James: Who was on board in the 70s? What was it like at night?

Hilary: I'd like to respond to James. I wasn't here until the '80s, but there was only one stage with electricity. There were not amplifiers and generators at all of the other stages, so even during the day it was real acoustic. All the vaudeville was acoustic and it was different than today.

Brad: I am a backup manager and I wanted to add my voice to this. Keep in mind that amplification devices are now tiny. You can chase someone with an iPhone and a set of speakers around the path – that is happening. When you talk about pre-recorded music, keep in mind the DJs – it is a very vibrant and active community. As someone who has actually pulled the plug on parties that were up against the deadline, trust me, it is a turd sandwich. You have 300 people at their party wanting to continue and they cannot understand why it has to end. All we want is an enforceable policy, so take some time, get a lot of feedback and come to the right decision.

Joseph: There have been design ideas for using an array of low volume speakers pointed inward. Maybe it is time to implement this with a few stages.

Donations/Secretary's Report

Randy: Four items on are on the Consent calendar this month:

Center for Dialogue and Resolution \$1000 (Indigo)

Science Factory \$500 (Bear)

Girl Circus \$1500 (Jon)

Tamarack Wellness Center \$1400 (Indigo)

Six items are on the Consent calendar for November:

Lane Community College Foundation is asking for passes for their auction

Looking Glass Youth and Family Services \$500

Western Environmental Law \$500 (Diane)

Whitaker Community Dinners \$2000 (Chewie)

Start Making A Reader Today (SMART) \$1500

Building Bridges – Youth Empowerment (Housing our Veterans) \$850

We received thank you letters from:

New Approach Oregon for contribution

Catholic Community Services for JHVF grant

Shelter Care for JHVF grant

Eugene Neighbors: thanks for donation to Festival of Eugene

UR Awesome for contribution

ERA Initiative for donation

Yes on 88: Oregon Safe Roads for donation

Health Center for donation

Darcy: I've been an entertainer at the Fair since 1987. I created the Girl Circus in 2001. My husband and I open the Girl Circus to all girls that want to participate. Last year we hit critical mass and we can no longer underwrite the entire event. Due to the trainers we have to hire, the number of girls that want to participate – 30 last year – we need help with this community, creativity and mentorship program.

Sue: Several of the girls are in my sewing class.

Emily: I'm from the Science Factory Museum – you might know us as WISTEC – we are seeking a donation for our field trip scholarship fund. We receive about 5000 students per year from schools.

Chip: I'm a part of Center for Dialogue and Resolution. We promote restorative justice.

Tim: This donation is for our Peer Court program that focuses on first time offenders, ages 11 to 17, we have a 95% success rate.

Chewie: I would like to remove from the consent calendar the Girl Circus and the Tamarack Wellness Center donations. The consent calendar is for donations of up to \$1000.

Darcy: When you get the form, it only asks for the amount. It would be nice to know that the consent calendar is only for \$1000 or below.

Bear: I am perfectly happy to make another motion to give the Girl Circus the full amount you requested.

Indigo: I will do the same for Tamarack. Let's be clear, the Girl Circus and Tamarack have been taken off the consent calendar.

Consent calendar passes 10-0

Jon moved Jack seconded to donate \$1500 to Girl Circus.

Joseph: Thumbs up

LT: One of my crew babies is a long time girl circus promoter. If you have the opportunity, go see their performances, see the excitement of a child participating and you will have no hesitation donating.

Jon: My projection is that if we approve everything that is on the consent calendar tonight, and we approve all the requests that are going to be on it next meeting, we will be over budget. In principle I don't have a problem adding to the budget, but I want to be aware that we're either going over budget on this line item, or will have to cut back in the coming two months.

Hilary: There is \$5000 for reoccurring donations, for example Whitaker and the WOW Hall.

Chewie: I fully support what you do Darcy, I just wanted it off the consent calendar.

Motion passed 10-0

Indigo moved and Kirk seconded to donate \$1400 to the Tamarack Wellness Center.

Tom: I have been working at the Fair since the late '70s, served on the board in the '90s and have been on the Craft committee for a long time. The Tamarack pool was originally built for Easter Seals. For the last 4 or 5 years it's been run by people who have kept the pool alive. We emphasize programs for disabled and low income people. There is no government funding. The specific program we are asking the Fair to support is one to benefit veterans. There were a lot of veterans that took advantage of the program when we had funding. These veterans really need the support of the community to be able to continue to come to the pool.

David: The pool provides physical, emotional and spiritual exercise.

Joseph: If we as a Fair did "all right" this year in our event, then one of the first places that the money should go is to these donations. As you give, so you grow.

Brad: Tamarack is an amazing place, they reach out to a lot of people, and I take my kids there regularly. They are an asset to the community – support them.

Chewie: Another non-profit that I'm a member of gives \$1000 to Tamarack pool. We give that donation for kids that cannot afford swim lessons. What they do for the developmentally disabled is amazing.

LT: Actions to heal wounded warriors are actions taken to establish peace.

Motion passes: 10-0

Treasurers' Report and Budget Items

Hilary: At the first budget meeting, we updated our forms and are talking a lot about tracking our decisions. Tony will begin documenting our meetings. It is difficult to use the scribe tribe because they seem to come and go, and a lot of our stuff is technical and it takes some background and commitment. We are keeping a master list on how we made our calculations and decisions. We'll then use that to communicate to coordinators. Part of what we realized is that we have a lot of logic in a calculation behind what our decision is, but that does not get back to the coordinators, which makes it hard for them to implement. We talked about the coordinator expense line item and coordinator food vouchers and will be bringing this to the board retreat. We are in the second year of a two-year budget cycle, so we are not taking new budgets requests. We will be working with the crews affected by the Crafts Lot expansion, but mostly we will use the requests that we got in last year. It used to be if crews wanted radios they put it on their budget form. It has been a long time since the communications crew communicated to the Budget Committee about those requests. I think that Tony will work with Reese, so that she will send out her own

request and she will tell us how many radios she wants and we'll do a budget adjustment after the radio process. This is an operational aspect and has never been a Budget Committee decision. Eric will look at crews that had huge problems of overspending and we will be sending out a communication, possibly the budget handbook, and current year budget to those coordinators.

Steve: If you are a coordinator, and you want something that you didn't get last year, you need to communicate with the Budget Committee. Nothing will go out on coordinator budgets because we are in this second year of the budget cycle. The Budget Committee is meeting every week; if you want to attend communicate with one of us and we'll tell you when they are. Keep in mind that when the Board decides to do something – it usually costs money. You will hear next month about what Financial Planning is recommending – which are very few increases in fees. If we do more, then fees have to go up – both internal fees, like booth fees, or external fees, like ticket prices. Normally, we have between 50 to 100k in excess revenue – but it is really not excess revenue because there are a lot of capital projects covered in the January and February time frame that bring us back to zero excess revenue.

Jon: For crews who did not get radios that they requested in the past, whom did they go to advocate to make that request? Is that Tony?

Steve: Yes

Jon: Ok, just wanted to make sure I was clear on that. Second, in the Financial Planning meeting, I discovered that in my crew, we were not getting the coordinator voucher allocation that we were supposed to have. Are you going to do anything to ensure that other crews that may not be getting their allocation will?

Hilary: We are going to show the calculations that we do for the voucher allotment. We will revise the budget handbook to be more clear on numbers of vouchers. You had an effect Jon, we heard you and that is why we are going more careful on those calculations.

Jon: On the budget reports, there are a number of things in the Crafts Lot and capital projects with nothing under expenses. Do you anticipate expenses or are there indeed no expenses for those items?

Hilary: There are a lot of things in construction budget that will be added, as well as capital project items. This is all in progress.

Jon: Construction budget is over budget, and has not been allocated, right?

Hilary: Yes

Jon: When dust settles on all that allocation, I would be curious for those items that are 20 – 25% over budget and a reason why.

Hilary: It doesn't always come into us.

Steve: What Jon was talking about, if you look in budget handbook, the information is probably there, but we need to communicate better to everybody. You should ask us if you have questions

Charlie: There is a budget item adjustment for the Caretakers Yurt. They found that they had a drastic problem with ant and rot and had to add \$6448 for the repairs.

Jack moved Lucy seconded to add the \$6448 to the budget line item for Caretakers Yurt repair.

Motion passed: 10-0

Old Business

Bear moved and Chewie seconded to approve the minutes from the September 8, 2014 board meeting.

Motion passed 10-0

Lucy moved and Sue seconded to appoint Vincent LaRochelle to the Crafts Committee.

Cathy: As a member of the Crafts committee, I'm astounded at the announcement by Jim Sahr. This announcement did not come from the committee though he asked for this to be on agenda for the meeting occurring later this week during a discussion of new members. This is Jim's personal opinion, and did not come from the Crafts committee.

Vincent LaRochelle: I have been on the Crafts committee for probably 20 years and in the last two years I took a break and now wish to be a voting member on the committee again.

Brad: I don't know that it is appropriate for committees to weigh in on their membership. They serve at the pleasure of the board.

Jim: I don't choose to debate process with Cathy. The item was on the agenda to be debated in committee. I request that you table this motion.

Vincent: A month or so ago I asked Crafts committee if I could rejoin that committee. The Crafts committee told me to bring it before board, which I'm doing.

Jon: I have questions for the board liaison, does Crafts committee limit number of members on the committee?

Lucy: No

Jon: If someone writes a letter to the board, and say I would like to be appointed to the Crafts committee, would this be the same as being appointed to Path Planning or other committees?

Lucy: Yes, this is my understanding.

Jon: Anyone can ask to be on the committee and they will be considered, that is what I want to make sure. With due respect to the current members of the Crafts committee, it is good to have new blood on the committees, especially that one. I would hope those reading the minutes to this meeting that want to contribute, that they step forward.

Paxton: How many are on the Crafts committee now?

Jim: 8

Kirk: For what it's worth, on Path Planning we have an annual conversation on the size of the committee. If we are diminishing, we will ask for applications.

Indigo: I want to thank all the members on all the committees, members on task forces, and volunteers that help this organization. If we have someone that wants to help, we should support our members volunteering.

Lucy: I am befuddled. It was my understanding that at the Crafts committee meeting where Vincent proposed returning to the committee and I said that I would bring it to the board, it was my understanding that Crafts committee welcomed his return.

Motion passes: 10-0

Jon moved and Paxton seconded that it shall be OCF policy to provide adequate signed designated parking spaces for alter-abled individuals during the period Main Camp is open in as close proximity to Main Camp as feasible and practical. Such alter-abled parking shall have priority over all other parking except for emergency and service vehicles.

Tony: We have a growing need for Alter Abled parking due to an aging population and younger folks with mobility issues that need special accommodations. It is a changing landscape but we try to get Miss Piggy open as soon as possible. There needs to be a distinction between self identified and placard Alter Abled individuals. Traffic has dealt with self-identified vs placards over the years. The spirit of Jon's motion: Can we do a better job? Yes, and I propose sitting down with 4A, Traffic, operations and having a discussion about what can be prioritized up front.

Steve: I agree with Tony, and the import of what this motion says. I would ask that we not pass this policy to give us a chance to understand what you are asking for. The interpretation will be different if it's during when Main Camp is open or during Fair. Public Alter Abled gets priority during Fair, if this seeks to change that I oppose it. Traffic and Alter Abled crews need to be in on this decision before changing the policy.

Joseph: I presume that this was Main Camp specific and that's important.

Hilary: I really like the new fad of board writing up motions! I think this should refer to placarded parking. I don't know anything about where the public parks, but I think the SCOF lot is a ridiculous place to expect AA people to park.

Jennifer: I am with Alter Abled and moved into being in charge of the dragon booth 4A. We came tonight to make sure the board knew we are hoping to be part of the solution for fixing the parking issues. We hear about it all Fair and would like more interaction in making the policies.

Codi: I am from Traffic crew and we would love to have more interaction and communication. We struggle during the Fair, and constantly need help with no way to get it. We can tell you what we've tried in the past, if we can contribute to this decision.

Christine: I have a placard and was not told that I could park in Miss Piggy's, so I had to move my car to SCOF lot. Traffic really didn't know what to do. The Alter Abled lot was still empty on Friday afternoon. There is a communication problem with Traffic with people with placards.

Charlie: The motion begs for specificity. My understanding, this is about Main Camp, not during the Fair event. Is it placarded individuals or the 1 to 50 ratio we are talking about?

Jon P: There is a lot of concern and talk about parking problems at the Fair. I hope there is deliberate focus on the other problems of parking.

David: Part of the parking problem has to do with registration because there is an indication there were challenges with the passes.

Robert: Are we talking about DMV issued placard or self-identifying as AA and do they have to move after Main Camp closes. Is there room in Miss Piggy's pre-Fair and during the Fair?

Gwyneth: Is this an operations problem we solve at the crew coordinator level and then bring to the board for a policy change? 4A needs to get clear on the policy. We need to have staff for Fair family and the public Alter Abled.

Brad: I think it has to be placarded – period, the end.

Jon: I recognize our Alter Abled parking during the three-day event is insufficient; this motion is for when Main Camp is open. I did not specify placard or not because it's an operational decision and I would hope that it is flexible, so that if someone has a cast on their leg without a placard they could park closer. The word 'adequate' means adequate for the need. The first week Main Camp is open, there is not a lot of need for the space, in contrast to the week before the Fair when there is a need for more spaces. The number of spaces varies over time according to need. I know that Traffic says the first several rows are supposed to be open, but never are. I've raised the issue in the past and seen no movement on it. That is why I want a policy adopted and operations to operationalize it. I think 'adequate' could also refer to the signs. What happens to a person parked in a spot on Thursday is an operational issue to determine if they have to move their car to a proper space. The AA parking policy on the three-day event is a more difficult discussion and I intend to pursue that in the future.

Bear: I agree with a lot of what Jon just said. I think a lot of people who spoke in member input were overthinking a little bit. We don't always need to have meetings and plans before we have a board motion. I think it is perfectly legitimate to have a general broad outlined board motion as policy. Let operations 'operationalize' the details. Our job is to make public commitments for the organization, like committing resources for our Alter Abled members. A public service announcement that we should probably repeat every month because it is such a source of confusion is: Generally speaking, parking north of Indian Creek is for Fair family, parking south of Indian Creek is for our paying guests – this is a simple rule of thumb.

Motion passes 9-1 Lucy opposed

Jon moved and Diane seconded that in the spirit of the previous motion passed in September 2008, the Board of Directors shall create a Diversity Task Force and directs the General Manager to provide sufficient staff support to the committee so that

- 1. The task force is comprised of a broad cross section of all operational areas including crews, committees, food and craft booths, entertainment, spoken word, Energy Park, and Community Village,**
- 2. The task force can assess the current diversity of all aspects of the Oregon Country Fair and develop a long-range diversity plan with measurable objectives for adoption by the Board of Directors prior to the 2015 Fair.**

<Excerpt From the September 2008 board meeting minutes: Form a Goal One working group>

"Diane moved and Jack seconded that the Board create a working group consisting of Fair Family and community members who are knowledgeable and experienced in the area of cultural awareness and diversity training.

Background: "It has come to my attention that there have been some complaints and allegations about how our Fair treats people of color. In light of the Vision Quest Goal One of Diversity, it seems very timely to commence taking action now. We obviously know that we have diversity issues at the Fair or the Fair Family wouldn't have chosen diversity to be one of our goals. Our diversity goal speaks to actions we can take to increase the diversity of people participating in the Oregon Country Fair. Goal One doesn't speak enough about how we are going to treat our diverse neighbors once we get them to the Fair.

The charge of this group will be:

- to research the available data on successful diversity trainings for staff and volunteers who work in non-profit organizations, including information on training templates that have been used successfully in order to incorporate diversity and cultural awareness into all aspects of our organization, and to develop a list of trainers in this field,

- to develop a long-range plan to address the issues of racism, classism, and other forms of both real and perceived discrimination in our organization; this plan should include an educational and training program for Fair Family members, staff and volunteers.

- to develop a budget that will adequately fund the education and training program that will be developed. (One potential source of funds for this program could be the Change line item in the Board's budget; and other is possible grants)

- to include members of the OCF family who are not mainstream, in its research. (mainstream defined as white, western, middle class, heterosexual, able bodied, above the poverty level, etc.)

Suggested makeup for this group would include at a minimum 2 Board members, senior management, the Internal and External Security Coordinators, and members of the larger Fair community with knowledge and experience in all aspects of diversity."

Tony: Is this a reasonable time frame "prior to the 2015 Fair"?

Charlie: I certainly support greater diversity, but I am not a fan of this motion. Specific questions would include: What direction does the General Manager's direction to the Task Force add? Who defines what is sufficient? What should I take staff away from to get this done? If we want to have a task force, your first item is one 'comprising a broad cross section of all operational areas.' Folks have to be invested to be on the task force. This is an aggressive timeline assuming you already had a task force to assess the current diversity of all aspects of the Fair. I'd suggest we talk about this more before we cast this motion.

Christine: I have to agree with Charlie that it is awfully quick, but think it would be fun to have this task force from all parts of Fair. Meeting people from all parts of the Fair allows you to see the Fair as a whole.

Joseph: The diversity subcommittee from 2008 did some good work and we should revisit this before setting a deadline. Thanks for bringing this back up.

Susanna: I've had problems with the diversity goal. I think we should state what kind of diversity we are talking about. If we have a policy that just says 'diversity' we're going to have to embrace right leaning fundamentalist anti-gay – there's a whole other meaning to diversity.

Jon P: The impetus for greater diversity including neighbors is one of the biggest challenges of the organization.

Ben: We talk about diversity of race, gender and then discuss diversion of political thought. Having grown up at Fair – you all taught me to accept and to say you want one form of diversity over another is exactly what I've been taught is wrong.

Cathy: When we started doing the posters in Spanish I thought that was a good message to the public.

Julian: What do you mean by diversity? I've never known the Fair to be closed to anyone.

Bear: The Fair is too white of an organization and cannot fix that by having a committee. Committee's don't fix much of anything.

Indigo: I think it is important to define what diversity means. There is diversity of race, gender, age, belief of so many things – political, religious. I agree with you, Ben – I may have a bad argument with some right wing relative but I still have compassion in my heart for them. I would like nothing more for some of them to come to the Oregon Country Fair and have their minds and hearts opened. If diversity means to bring those with political thoughts different from ours – then bring it on, let's show them a good time, let's make them friends. Deluding who we are to become something else to fit other diverse populations or thoughts are not what we are about. We are the Oregon Country Fair and we need to remain true to being Oregon Country Fair. Just like I go to Egypt, I'm not asking Egypt to become me, I want to go see the culture. Let's invite people to come to our culture and participate with us.

Lucy: I don't think there is sufficient clarity or a timeline to fit with everything that we have on our plate. While I support it in general, I think it needs some work and a shift in the timing.

Jon: On sufficient staff, being a member of the Community Center committee, I have seen three to four staff consistently at Community Center committee meetings. We have seven paid staff. I think it is allocation of staff resources – that is up to you as a general manager. My preference would be for you to decide. I would see this committee having board people. We have not moved forward since 2008, I'm flexible on 2015. There maybe some critical crews that there is no one forthcoming and that is what I see staff helping with and the board finding people on those critical crews. Defining diversity, I guess it is what part of the Fair you are looking at. I'd like to remind folks we have a code of conduct, we have a set of guidelines, so if a right wing Christian fundamentalist wants to be on a crew that's fine with me – so long as they follow the guidelines and follow the code of conduct. I would hope that right wing Christian fundamentalists are part of our paying public, so that they are exposed to the very ideas that we are

doing. Defining diversity would be one of the roles of the task force. I would be willing to table this, if we can devote some of the board retreat time to discuss it. We need to have a plan and measurable objectives or we are going to end up with what the board had six years ago – having it fall to the way side.

Paxton: This is not a committee but a task force. Diversity is a hard nut to crack and we need to work on in it long-term. I'd much prefer 2016 for a due date. For the Vision Action Committee, it is goal one but we have a hard time trying to tackle it ourselves, and it needs a bigger group.

LT: I'd echo what Bennett said about broadening diversity – if Grover Norquist can get his freak on at Burning Man, he can do it at the Fair. I would agree to move it to board discussion at the retreat.

Kirk: How many groups are already working on these goals? It would seem that the Vision Action Committee was supposed to be the one to be acting on those goals. If they are not doing it, then it would seem we would want to push the VAC forward.

Diane: We need this badly and it has been a long time coming. It is probably rushed for 2015 Fair. We should ask for interested parties and identify whom we might like to include.

Jack: We went a long way to becoming more diverse and when we went to more family oriented event we were given the opportunity to influence their children. I want a diverse public to come, want them to bring their children, and see what it is like to feel good about knowing what is being repressed in a lot of children. We all have diverse friends in our circles and we need to work harder to get them to come to the Fair. I don't want to be on record to be against another task force for diversity, but it is a personal responsibility thing.

Motion tabled by Jon

Kirk moved and Casey seconded to invite applications to create a task force to research a variety of sustainability definitions and standards. This would provide the BOD with recommendations of such to consider adopting beginning April/May 2015. These targets could help guide our various sustainability efforts. They could include items such as LEED for buildings and Oregon Tilth for food or other similar standards. Member application deadline would be in time for approval at the Nov 2014 Board meeting. The task force would adopt the meeting/minutes structure set by the BFTF task force.

Tony: How does this address the other 7th Generation motion passed in the last year or so?

Joseph: Go for it. Just do it and make appointments next month or in December.

Casey: I see this as way to start adding real input to some of the board decisions. I see this task force as a forum for members and volunteers to source what we need to be compliant on.

Indigo: On January 7, 2013, a 7th Generation policy motion passed and read: "As the Oregon Country Fair approaches our 44th year in 2013 with the many generations in participation, as well as the current global state of our environmental, political, spiritual, social, and economic state of being, it is important that the OCF acknowledge, through our collective organizational actions and choices, those relatives that have not yet been born. These future ones have every right to a healthy, thriving world. They too are our family. Thus, Indigo moved, Deane seconded, that the Oregon Country Fair adopt a Seventh Generation Intention, which declares that the Oregon Country Fair, as an organization as well as a community of individuals, will conduct its business in consideration of seven generations (approx. 200 years) through our buying practices, land management, and human relations to the best of our given ability at all times." It is important in how we treat our land, our family, the public – if we need a task force to dig into this, I'll support that. I think we have a lot of task forces, a lot of committees, we have a lot of stuff going on, so if there is some way to bridge this with other areas or groups looking at long term planning, it would be good. To get to 7 Generations, I don't want to burn out our volunteers. I support everything we can do to honor our future.

Jack: To sustain in multiple contexts, the best we can do right now is to moderate the trajectory. We need to do this both at the Fair and in a wider sense. In order for the Fair to sustain itself for 200 years, we have to understand the trajectory of consumption. There is no way of knowing if our trajectory is correct. The fact we are dealing with the consumptive trajectory is important. After last year and this year of the expansion, we'll have to moderate our consumption to be able to sustain 50 years, never mind 200 years. We do this through budget, long term planning, which we are a little light on. Vision Quest has not pushed this and tonight's motions are pushing to complete that. We have to make sure we look outward more than we look inward.

Paxton: I'm not sure it is a task force's job to evaluate standards. Seems to me if Tilth is going to be a standard, used by the Food committee, it is up to them to evaluate. We don't have skill to evaluate standards.

Kirk: On how to get involved; send a letter to the board to get involved. Casey explored the GMO foods to find that it's very complex. We cannot go through standards in an open board meeting to determine merits of different kinds of standards, like the California organic standard. This is the point of the task force.

Bear: Like the last motion, we don't need more committees, task forces or groups, we need ideas. People can bring ideas to the board; it's boring but we have existing structures. We have all the structure we'll ever need. We need to have people bring their policy proposals and we will debate them and hopefully pass the good ones.

Jon: I am unsure what this task force is doing. I agree with Paxton that individual crews can look at sustainability in their own areas. I think what Jack was saying in terms of long range sustainability of the Fair is the board's purview. For instance, are we going to grow to 100,000 passes and have crafts booths out to Dead Lot? I'm not prepared to vote for this but want to know what it means and how it is implemented – perhaps a retreat topic.

Chewie: Sustainability is a beautiful idea, and when one can define it for me, I'll be in favor of it. The issue we really need to look is our capacities. Growing forever is not sustainable. Over population is a problem, so if we get Oregon Tilth and all these great things and keep growing it is not sustainable. Helix DNA works because it is really long, but it combines itself. We need to start a helix sustainability plan, rather than a line that just grows forever.

Casey: I would like to ask Kirk if he would like to table this motion?

Kirk: I'd like to vote on it.

Motion failed: 4-5, Opposed: Jack, Paxton, LT, Bear, Chewie, Abstaining: Jon

Sue moved and Paxton seconded to appoint Sara Rich to Barter Fair Task Force.

Jon P : The current task force voted unanimously to recommend this appointment.

Brad: As a team member on the management team, she's been doing a great job. It's great to have cross-pollination as BUM – we want her

Paxton: She's invaluable in the process as we move into implementation.

Motion passes 10-0

Paxton moved and Jon seconded to accept the quarterly report of the LPFM task force of their work-plan as presented to the board at the July 2014 meeting. This calls for on-the-air broadcasting by the 2015 Fair per terms of the FCC construction permit. We authorize the Oregon Country Fair staff to work with the LPFM task force to accomplish this goal.

Tabled until October BoD meeting

Motion brought off the table

Joseph: Until the issue of requirements for board members is resolved this shouldn't move forward. I suggest you talk to the attorney at the retreat. I don't think it fits the values of this organization to put itself in the position to preclude people with felonies from serving on this board.

Jon P: I've heard concern about the issues that Joseph just mentioned. There is a lot less to worry about than some think. It is important to flesh it out the provisions before voting. I encourage tabling the motion.

Steve: If this passes is the Fair obligated to spend whatever money it takes to do this?

Paxton: This is to accept the work plan, the next motion is on the funding and I'm planning on tabling the financial motion until next month.

Steve: This motion says accept it and then do it, am I wrong?

Paxton: The work plan calls for on the air broadcasting by the 2015 Fair. It's the FCC that says do it. We are trying to determine if we want to do it. The work plan developed is to bring us in to operation at that time. There are considerable unanswered questions that I don't think we are going to get answers for until November.

Steve: My concern is financial – if it does not commit us to financial things, I don't have any problem with accepting the plan. The expenses that you put out say at least \$20,000 next year. When we do get to the finances, I hope the Fair puts a limit on what the Fair's monetary resources is going to be.

Charlie: Staff is already working with some of the elements of the radio station. There are fundamental questions that need to be answered. As far as accepting the work plan, I don't know that this is necessarily a big deal. The idea for authorizing the staff to work with the task force does seem to be

relatively binding. Unless you want to take the last sentence out, I would suggest you table and we try to get those answers in time for the November meeting.

Ichabod: I serve on the board of directors of the West Lane Translator. We were the licensee of a public radio station. The members of West Lane Translator Association are made up of the major broadcasters in the area. The one thing that we determined when we built the radio station was all it takes is one person to say something on the air that you can get sued for and they go for the deep pockets. My suggestion is to organize a separate non-profit organization for the radio station, separate from the board of directors that helps insulate the board from the radio station. We appointed the radio station partners, who manage the station, operate the station, and independently raise the money to operate the radio station. The board of directors of West Lane Translator has a local management agreement with this organization. This legal marketing association could add the layer of insulation between the Oregon Country Fair and the radio station operation. I would highly suggest the LPFM task force consider organizing such a non-profit organization to help alleviate a lot of the legal issues you have to face. The OCF has seven employees. That puts the radio station in the purview of filing an Equal Opportunity report with the FCC. If there is a non-profit organization running the radio station, this goes away.

Tony: There were assurances last month that there was no financial impact if approving the work plan, but things like staffing, permitting and licensing do appear to have costs associated.

Brad: The radio station is a romantic idea that I like on a lot of levels, but have fear around compiling it as part of the main Oregon Country Fair. Ichabod's idea is brilliant and probably should have come up a year ago. The thought of our organization being held responsible for what someone says over the air to a diverse audience that may or may not have our best interest at hand. Speaking of my own 25 years of sweat equity – that sucks.

Hilary: I like the idea of micro-broadcasting which is what Burning Man radio does. It would not subject us to the same FM requirements. I like the idea of streaming that could hit everybody that wants to listen to us world-wide. I think there is so much regulation, difficulty and pressure trying to get the LPFM licensing that this is not the way to go

David: On several lists there is immense support for this. A lot of valid issues have been brought up.

Julian: I think it's a good idea, but I prefer the micro-broadcasting like Burning Man. Like Brad said, not everyone out there is our friend.

Michael: We started out as a progressive organization to inform the community. I like Jack's quote "moderate the trajectory." Thank you Ichabod; that was a great idea and we are proceeding along those lines.

Robert: I don't know if the Fair has the energy to sustain a radio station, but I think what Ichabod described is what Jim said a year ago. The reason the Fair applied for and got the radio station license is because it is a strong enough organization that has smart, competent people looking at the bottom line and keeping track of the Fair budget.

Bear: I'm reading a letter on behalf of Amy Hand: "High school broadcasting was very important for me. I started out in favor of this radio station. When the process moved forward I felt a growing concern for lack of communication between the interested parties, management and the board. The concerns about background checks and government involvement has made me rethink the position and validity of this venture about the long-term health of our organization. Having the board be the governing board for the FCC license opens up our board members to criminal background checks. I would personally prefer to see investment in web0based media, for around \$15000 we can create a mesh-networking municipal wifi network that covers a 3 to 5 mile radius. For around \$35000 we can provide a free wifi platform from one of the large-scale providers for the entire Veneta and possibly Elmira area. This would enable the creation and access to a Fair based podcast station and a web broadcasting that has not censorship or licensing is a great way to express content, music and format without having the federal government telling us what we can and cannot do. Also, providing free wifi to the Veneta area would be a most excellent way to win back the community by investing in their future and ours. I do not support the venture to create an LPFM station."

Paxton: Radio trains people to do broadcasting. LPFM is a training ground and that is where you learn to do podcasting and other things. There are a lot of rules involved and how you train people. From what I find, radio people follow it. A lot of some of this is fear. Fear of what people are going to say. They are trained; they understand what they can and can't say. I would ask how many stations have been sued by the FCC. I think it is a handful of small stuff. I personally agree with Ichabod. I like the idea of a separate organization. That is one of the things I proposed in the beginning. It doesn't allow us with this time

schedule that we have with our construction permit. I assume in the long run we will form a separate non-profit organization and spin it off. I am willing to table this motion and the financial motion as well – which to me gives authorization. The work plan is just how we are going to get there. The reason about working with staff is in there is to enable what Charlie is already starting to do, which is to be able to talk to the County.

**Acceptance of the LPFM task force quarterly report and approval of LPFM financial report.
Tabled for November meeting**

Jack: I'd like to direct the secretary to make sure both motions are on the top of the agenda.

President's Peace

Jack: From a completely different space, I have the good fortune to have a place that is within walking distance of some ancient petroglyphs on an obsidian trail in Cascadia. I went there Friday and it was good for me. It settled me on quite a few things – personally and what's coming up at Fair. I do think that we are going to sustain. We are going to make the hard choices and changes over the next 50 years in order for us to enjoy this and have our families enjoy this and new people enjoy this. This will take a lot of very creative thinking on how we are all going to fit and not trample and ruin what we have. I got it loud and clear that coming up we are going to have to make some sacrifices. I know many of us already are with choosing which family members can come to the Fair one year or the next. We are going to have to make these practical decisions and policy that makes this work for the wider community and us. Mind you, I have my personal issues with the radio station but I'm one voting member. The main thing that I want to come out of my contribution, we make sure we understand the opportunity at this time that we have to move this forward and to share it. There will be great sacrifices. We have to grow, but be very creative about it. That's what I got out of my little trip to the petroglyphs. That's my mantra right now – making sacrifices.

Draft Agenda for November 10, 2014 Board Meeting

Approve election results (no sponsor)

Appoint officers (Bear)

Approve minutes from October 6, 2014 board meeting

Acceptance of the LPFM task force quarterly report and approval of LPFM financial report (Paxton)

Tabled from October

Sound policy revisited (Chewie and Indigo) **Tabled October**

Provide an annual summary for volunteer hours (Kirk) **Tabled from October**

Select Barter Fair manager (Sue) **Tabled from October**

Creation of diversity task force (Jon) **Tabled October**

Approve revenue projections (Bear)

Coordinator issue (Bear)

Board meetings on internet (Indigo/Kirk)