

**Oregon Country Fair Board of Directors' Meeting
November 9, 2015, 7:00, NW Youth Corps, Columbia Room**

Board members present: Diane Albino, John 'Chewie' Burgess (Alternate), Casey Marks Fife, Paxton Hoag, Justin Honea, Jack Makarchek (president), Kirk Shultz, Jon Silvermoon, Lawrence Taylor (Alternate), Sue Theolass, Bear Wilner-Nugent. **Peach Gallery present:** Staff (Tom, Norma, Robin, Andy and Shane), Officers (Hilary, Grumpy and Randy), and 47 members and guests.

New Business

Assistant Manager Hire
Personnel Policies and Procedures Manual update
Employee appreciation (Jack)
Appoint Adam Budd to Craft Inventory Crew (Sue)
By Laws amendment regarding membership (LT)
By Laws committee to review scheduling of advisory votes (Jon)

Announcements

Chewie: I get a lot of people wondering if I am still on the Board of Directors – just to put it out there I am on the Board of the Oregon Country Fair.

Sue: Next month there will be catnip mice and bee's wax candles for sale and all proceeds go to Culture Jam. Bring your wallets!

Hilary: The second in the Fusion dance series that the Oregon Country Fair is co-sponsoring is this weekend.

Mr. Moo will be the headlining DJ and it will be at the Ford Alumni Center on the University of Oregon campus.

Norma; May 7, 2016 is the date for Spring Fling at the WOW Hall.

David: KOCF broadcast an Elmira High School football game live.

Cathy: A women's football team game was also aired on KOCF. The Veneta fire captain said that he's thrilled to have KOCF to reach the community in case of emergency.

Chewie: I was in Ray's Food Place the other day and they were playing the KOCF broadcast of the high school football game. I talked with the manager and he said they listen to KOCF in the office all the time.

Paxton: KOCF is at 92.5 FM.

Andy: There is a Forge Night every Wednesday at the Art Barn from 7:00 to 10:00 pm. Everybody is welcome to come and get their frustrations out on hot steel.

Reports Staff

Tom: As this is my first Retreat and my first Retreat Staff Report I hope you will forgive me if I am breaking any conventions.

My ride over the past 5 months has been wonderful and thank you to everyone who has helped me get my head around all the things that make up the Oregon Country Fair. It has been a challenge but a rewarding experience and I look forward to the upcoming preparations for next year's Fair with great anticipation. I would like to lay out an outline of some of the areas I will be addressing during the next several months. This not meant to be an exhaustive listing of Management's complete work-plan but rather a high level briefing of those issues I and some of our committees think the BOD would be most interested in. If I miss anything or if you need further information, please let me know.

Personnel Committee

We will be meeting with a large part of the PC this afternoon so I do not need to get into too much detail here, but in a nutshell we would be asking the Board to consider policy changes to our sabbatical benefit, the idea of including employee dependents as part of our health care benefits package beginning in January of this coming year, the addition of two new paid staff positions including an IT person, the makeup of the AA hiring committee and where we are at in that process as well as the AM hiring process, and other outstanding employee issues as needed or as we have time for.

SUP

I believe the BOD is as up to date as can be on this though you should know that we will be amending the TIA analysis to address some comments from Lane County and ODOT. Some of these comments have to do with Aero Rd. and Chickadee Ln. I would like to begin exploring the vacation process for these two public roads. We now own all the land that was accessed via these roads and the County seems eager to have us apply for the vacation. Without a vacation they are quite adamant about keeping both roads open and ungated for public use except during those times when we are allowed via permit to close them.

The administrative decision regarding our application is still pending and we are looking at December as being a reasonable expectation.

Story Pole

I'm still getting up to speed on the Story Pole issues myself, frankly, but can let you know where we stand right now regarding location at least. The Story Pole will be placed very close to where the mushroom currently is and lower into the flood area than previously planned. This means it is further out from a more archeologically sensitive area. I have informed Michelle Blackman of the Ritz crew that management needs to know all engineering, calculations and permitting is in place before any work commences. Once the permitting is in place I would advocate for developing a time line for the project.

IT

Database Development

This is, at least in part, tied to our upcoming membership definition coming from the Bylaws committee as well as the status of a new IT staff position. Ultimately, it is a very useful tool for us to track our membership, crews, vendors and entertainers and provide them with the kind of service and information they need to continue to contribute to the Fair in wonderful ways.

App Development

Also something that would benefit from the hiring of an IT staff person. An OCF App could help Fair Family but would be especially useful to our Fair guests.

WiFi

We need to develop some sort of a plan to begin exploring what we can do to increase bandwidth across the Fair for internet access and this is especially true for our vendors. Vendors are missing sales because of an inability to take credit or debit cards. As many as half of our guests are new every year and they all expect to be able to use their debit and credit cards. I'm inclined to help them do so.

Shane: On October 14, 2015 we had the Elmira Cross Country Classic. We had over 900 runners participating. We parked over 450 cars – and I want to thank Codi, Cheryl and the Traffic folk for showing up and showing me what it is really like to park cars. It is great public outreach and brings people in from all over the state that are first time visitors at the Oregon Country Fair property. We are almost done winterizing the site. I wanted to give a shout out to Doug of the VegManECs for coming out this weekend and putting the bale dams in.

Andy: The site is looking the best I've ever seen it. Animal had the bales and the rebar all ready for the bale dams.

norma: Our usual Board retreat spot is set for the first weekend in November of 2016. The change in the check signing privileges is about complete with Tom on as our GM. Thanks to all the coordinators for sending in your budgets. There will be a new coordinator contact sheet out this week. I'd like to thank Paxton Hoag for all his service!

Robin: The Third Annual Culture Jam reunion will be on Dec 12, 2015. Leslie Scott had a great idea this year to have the graduates of Culture Jam lead the reunion instead of the adult staffers.

Reports Committees

Heidi: Election Committee Report Annual Membership Meeting October 17, 2015

Respectfully submitted by Heidi Doscher, membership secretary

Board members elected:

Lucy Kingsley
Lawrence Taylor - alternate
Justin Honea
Jon Silvermoon
Casey Marks Fife
Bear Wilner-Nugent

Total ballots counted – 1059 (New record!)

Voters at meeting – 145

Absentee voters – 914 (Some came to the meeting.)

Absentee ballots mailed – 2036 (~45% returned, less than last year.)

Ballots not counted – 50

10 void because they were lost in the mail or replaced by request.

5 void because more than six names were marked without numbers.

1 returned with envelope unsigned and unsealed.

1 returned blank.

33 absentee ballots arrived in the mail after the Saturday meeting.

Write-ins getting more than one vote:

Spirit Leatherwood - 264

Phil Talkingraven – 6

Auntie Em Etienne Smith – 5

James Manning III - 4

Ellen Singer- 4

Michele Rose, Rivka - 3 each

Paxton Hoag, Norma Sax, Lily Hammond, Santos, Charlie Ruff, Doug Richards, Chewie Burgess – 2 each

Results of the advisory ballot questions – (Readers, please note that these are advisory. The results give the board a snapshot of whether members agree or disagree with the proposed change. The board may or may not choose to make these changes.)

Change the board of directors vote structure from a super majority to a simple majority – agree 807, disagree 396

Fair Board of Directors election will be held on Sunday of the Fair in July – agree 224, disagree 735

Add two more 'at-large' Director positions – agree 315, disagree 611

Volunteer crew coordinators at Oregon Country Fair report to the General Manager rather than the Board of Directors – agree 599, disagree 326

Thanks and appreciation to the stupendous counting volunteers: William Wright, John Roberts, Becky LaMarche, Bonnie Clarke, Arn Barr, Fran Chylek, Erik BeBout, Tim Sims, Joanie Kleban, Mary Drew, Susan Moore, Rebecca Gandy, Andrea Nickel, John Flanery, Kim Pepe, Anita Sweeten, Jared Abbott, Jain Elliott, norma sax, Robin Marks-Fife, Andyman Strickland, Anna Scott, Brenna Barr, Thom Barr, Saskia Dresler, Betsy McCluer, Niki Harris, Hollis Ries.

Thanks and appreciation also goes to the election committee members: Merrill Levine, Cathy Coulson-Keegan, Barb Edmonds, Bill Ganser, Jen-Lin Hodgden, and Randy Turney.

Thank you, election committee, Arn Barr, Fran Chylek, John Flanery, and Suzie Prozanski, for helping with the absentee ballot mailing!

Thank you, Hilary Anthony, treasurer, for staying and helping verify the election count.

Thank you, Nutmeg, for bringing your little one and being the door greeter!

There were over a thousand member forms turned in between January and August 2015. This added about 860 new voting members and the rest updated member information. Thank you to the coordinators and crews who encouraged folks to sign up and to vote. Thank you to the election committee, Arn Barr, Brett Rowlett, Brennan Besancon, Katie Taylor, and Kate Newhall for helping me input all the July forms into the database.

The election committee welcomes feedback, suggestions, and new members! You may contact us by email at: elections@oregoncountryfair.org.

Sue: The Food committee is looking for one or two new food booths and one or two new food carts. The application goes on the oregoncountryfair.net site on December 1, 2015 with the deadline on January 15, 2016.

Peggy: The Elders Committee minutes are lodged here:

<http://oregoncountryfair.net/Pages/Committees/ELDERS/eldersminutesoctober2015.pdf>

Highlights of that meeting were: The annual Spirit Walk was held on Saturday night, October 24.

Applegate Regional Theatre is taking donations of costumes, wigs, jewelry or other items useful for their drama/presentations. They also loan prom formals and wedding dresses. Their office is at Central School across from the Grange; contact Peggy for more info. A fundraiser for KOCF held in Ray's parking lot by Kettle Corn garnered \$419. Make sure you remember to renew your WOW Hall membership. Forms are available at the WOW Hall office. Nine new applicants for elder status have been vetted and approved, one denied and an additional 8 are pending further review. Michael attended the Craft Committee meeting (open meetings are usually held the second Tuesday of the month at the fair office) to learn more on behalf of the Council of Elders investigation.

A suggestion was made to include funding for our Geezer driver's first aid training and supplies (first aid kit, defibrillator and fire extinguisher) in our budget request. There would be time to amend our submitted request to include the items and certification training reimbursement. Not all drivers live locally; reimbursement would allow drivers to come to the Fair already certified. Motion was made and seconded; Chris and Katie should consult, amend our 2016 budget request to include first aid resources and training for Geezer drivers. All approved. Next Meeting: November 19, 2015 at 7:00pm. This is one week early due to Thanksgiving. Elders Committee meeting will be held upstairs at Grower's Market, 454 Willamette Street.

Paxton: The Community Center committee discussed the need for a formal survey done. We will need a site plan with elevations. We also talked about water, wastewater and the septic system location that will be part of the permit. We looked at a preliminary request for architectural and engineering services. My other report is from Path Planning. The meeting on October 18, 2015 had Michelle Blackwell substituting for George Braddock representing the sauna. At the meeting Tom Gannon talked about creating Fair DMV to deal with the unlicensed motorized vehicles. Tom also mentioned that there is talk about part-time IT staff and a part-time accounts receivable and account payable staff. The naming sub-committee is near consensus on developing a process for naming the new area. The bulk of the meeting was about changes to the location of the Story pole. The committee passed a motion recommending that the sauna will present the Path Planning with a set of drawings to explain the new location and associated façade at the November meeting.

Diane: The Diversity Task Force met and talked about the Story pole and the other steps to reach our goal including a bi-lingual poster. We will meet again at the OCF office on Saturday December 5, 2015 at 12:00pm.

norma: The Endowment committee met and is accepting proposals for this year. If you are a school or a non-profit in the Fern Ridge area go to the website for more information. The deadline is the last Friday in January.

Member Input

Statement read for JonP: I am not able to be at the meeting, but I wanted to express my deep gratitude to Paxton Hoag for the service he has given us all as a member of the board of directors. I served alongside Paxton, on the board, in committees and onsite. He has brought civility, compassion, fairness and inclusion to our process in times that such values have been hard to find. Paxton has been the one to take heat to assure that all concerns of all components of our Fair family were on the table during discussions and votes that chart our course for the future. He has backed up his views with an incredible bank of knowledge and skills, which have been invaluable in turning goals and policies into on the ground reality. Your presence on the board will be missed.

David: I came to this meeting to say thank you to Paxton! Everything else about tonight's meeting is irrelevant except for Paxton!

Jon: I'd like to offer thanks to Lois as well.

Paxton: I just want to thank everyone and thank the Fair. It's been a wonderful trip. I've been here forty-six years through all of it. This is the most wonderful family and I look forward to seeing the legacy continue for a hundred years. We have the skills, the land and the dream that we can do it.

Lisa: I wanted to ask about the new law on service animals that is dogs only. A lot of people have emotional support animals. We have a service bird that we brought to the Fair for eight years. Is there a change that can be made?

Old Business

**Jon moved and Casey seconded to approve October 5, 2015 board meeting minutes.
Motion passed 9 – 1 Chewie abstained**

Paxton moved and Sue seconded to ratify the results of the 2015 Oregon Country Fair election. Elected were Justin Honea, Bear Wilner-Nugent, Lucy Kingsley, Jon Silvermoon, Casey Marks-Fife, and Lawrence Taylor as the alternate.

Jon: Is this motion to acknowledge the results of initiatives?

Bear: We do not have to have a motion. The results speak for themselves and are advisory.

Jon: I would like to say that I will take under advice the advisory initiatives and will try to address them in my discussion with fellow board members and management.

Justin: I'd like to personally thank Paxton. I've served with you on many a committee. Over the last five or ten years, I've grown to truly appreciate your input, your consideration and your time. I feel like to a certain extent I am replacing a legend. The board, staff, officers and membership have been so welcoming and engaging and I wanted to publicly thank you all.

LT: I'd also like to express my thanks to Paxton and Lois as a colleague on the board, a close personal friend and a mentor in the art of being a decent human being. If you think I'm bad now, I'd have been that much worse if I hadn't been so close to Paxton.

Chewie: I too would like to thank Paxton. We've known each other for a long time and butted heads, but I've found him to be a thoughtful individual. I've always appreciated that in him.

Kirk: Thank you Paxton and Lois. One of the fun things about us out of towners is spending nights at Alice's with great conversations with Paxton and Lois. His diligence is an example for us all.

Sue: Back in the '90s, my job was sitting at Community Village Info on Wednesdays and Thursdays and Paxton would come over eagerly awaiting the Tinker Bell connection. And while we waited for that connection, he taught me a lot about Fair. So, he has a good bit to do about my being here. As luck would have it the booth I'm currently in has some special significance – so to Paxton and Lois we will take very good care of that booth and you are always welcome. Thank you both!

Motion passed 10-0

Bear moved and LT seconded that the Board of Directors appoint Jack Makarchek as President of the Oregon Country Fair.

Motion passed: 10-0

Bear moved and Chewie seconded that the Board of Directors appoint Indigo Ronlov as the Vice-president of the Oregon Country Fair.

Motion passed: 10-0

Bear moved and Kirk seconded that the Board of Directors appoint Randy Turney as the recording secretary of the Oregon Country Fair.

Motion passed: 10-0

Bear moved and Sue seconded that the Board of Directors appoint Heidi Doscher as the membership secretary of the Oregon Country Fair.

Motion passed: 10-0

Bear moved and Casey seconded that the Board of Directors appoint Hilary Anthony as the Co-Treasurer of the Oregon Country Fair.

Motion passed: 10-0

Bear moved and Diane seconded that the Board of Directors appoint Steve Gorham as the Co-Treasurer of the Oregon Country Fair.

Jon: While I thank Steve for his service as treasurer, once again I will vote against this motion as a matter of principal. I believe organizationally there should be separation of duties between the top financial positions and top management positions. Given that he is a Back Up Manager and treasurer, I do not think it is appropriate, regardless of the individual, to have the same person in both positions.

Bear: I voice my disagreement to Jon's position on this motion, as I do most years. This is a purely symbolic protest and I appreciate it as such. There has never been an iota of a hint of any impropriety on Steve's part in his many years filling this position. It has special poignancy for me to make this motion now because Steve has announced this will be his last term as treasurer. In fact, after the budget cycle and Capital Projects budget is completed, Steve has told us he will be stepping down as treasurer. The Budget committee will be recommending a new co-treasurer to work with Hilary starting next spring.

Motion passed: 9-1 Jon opposed.

Donations/Secretary Report

Randy: Because I have the distinct pleasure of minding the consent calendar that gives away thousands of Oregon Country Fair funds to schools, shelters, community education and conservation non-profits in our area, I believe outlining the process for requesting a donation from the Oregon Country Fair is in order. The document from which the below information comes is here: <http://oregoncountryfair.net/Pages/BoDDonationAppJan2010.pdf> on oregoncountryfair.org

The Oregon Country Fair Board of Directors sets aside funds each year that are made available, at the discretion of the Board, to help with special or unique needs of non-profit organizations. Certain eligibility limitations have been established either by regulation or by OCF policy:

The applicant should be registered as a 501(c)3 non-profit.

The applicant may be eligible if aligned with a registered non-profit.

The purpose of the request should support OCF values and goals.

Donations are generally limited to \$500 or less.

A donation is generally limited to once per year and to three consecutive years.

The OCF restricts all political donations as provided by law. The steps in the process:

- 1) Send your application to the Oregon Country Fair, addressed to the Board of Directors. It will be distributed to the Board members and officers.
- 2) Wait to hear from the Board Secretary who will inform you if a Board member has agreed to bring your request forward. This may take one or two months. If there is no support by a Board member, the Board Secretary will let you know.
- 3) If a Board member agrees to support your request, the Board Secretary will invite you, or your representative, to appear at a regular Board meeting to briefly outline your request and take questions. The OCF Board of Directors meets the first Monday of most months except for holidays. June and July are often too busy for donation business.
- 4) If your request is approved by the Board, your check will usually be sent from the Oregon Country Fair office within a week of your presentation.

Peaches: I am here representing the Jeremy Wilson Foundation is a 501(c)3 nonprofit musicians' service organization providing emergency financial assistance in times of medical crisis and improving the overall well-being of individual musicians and their families. We are getting ready to do our fund-raising event, The Next Waltz, two days after Thanksgiving at the Alberta Rose Theatre in Portland.

David: I am director of the Western Environmental Law Center, a 501(c)3 non-profit environmental group headquartered here in Eugene. Thank you for the funding last year; we greatly appreciate it. We have two projects that your donation would help with. One of our attorneys, Pete Frost, is our fish expert and this funding will support our work for safe downstream fish passage at Cougar Dam on the McKenzie River. This is part of larger lawsuit concerning the Corp of Engineer and the Oregon Department of Fish and Wildlife where the goal is to reduce the number of hatchery fish in the McKenzie River to allow wild fish to thrive. There is a new law in Oregon SB838, which is a temporary moratorium on suction dredge or motorized mining on rivers and streams in Oregon. These are essentially machines that suck up the river bed looking for gold, then dump the sediment back into the river upsetting habitat for steelhead, salmon and other aquatic species. We have fought for a long time to see this come to fruition and the law was passed. Now the mining industry is suing to try to overturn the law. We are intervening on behalf of the State of Oregon to keep this law. We are especially concerned about three rivers the Umpqua, the Rogue and the Illinois.

Motion passed: 10-0

Consent calendar items for December include:

WOW Hall Membership \$1,000

Start Making A Reader Today (SMART) \$1,500 (Chewie)

West African Cultural Arts Institute (WACAI) \$300 (Jon)

Skipping Stones \$1,000 (Diane)

Peace Choir \$1,000 (Jon)

Treasurers' Report/Budget Items

Hilary: We are in the middle of the budget cycle. The budget potluck is January 16, 2016. January 25, 2016 is the Board Budget meeting. Capital Projects are due on January 31, 2016 and the recommendations for those will be presented on March 7, 2016 at the board meeting.

Steve: The coordinator budget deadline has passed, so if you are a coordinator and you don't want the same budget as last year, you should get your new budget in immediately.

Bear moved and Casey seconded that we allocate \$19,958.81 of unused Green Ticket funds to the Despain Lane culvert project.

Shane: This was a thirteen-day project with approximately eight hundred person-hours. It was a lot of hard work for all the volunteers. We put sixty hours on a rental excavator and thirty hours on "jumping jacks" that are fill compactors. There were forty meals prepared for the volunteers. When I put in the initial Capital Project for this culvert replacement, I did not have engineering drawings and very little on the ground knowledge. When project specifications were received, the project had changed and it was not close to the initial Capital Project request. The project would have cost \$45,000 if done by a professional contractor.

Michael: What are the Green Ticket funds?

Hilary: About six years ago the Board put a policy in place where every ticket sold added one dollar to Green – sustainable, environmental projects that were selected by the board. One year it all went to Peach Power fund, two years of it went to green elements of the Community Center, and for the last three years it has remained undesignated. There is about \$145,000 in that undesignated state. As Shane describes this project it is an environmental upgrade. Tom, Shane and I thought this certainly qualified for Green ticket designation.

Paxton: This is money well spent. Shane gathered a very skilled group of volunteers that did a superb job.

Jon: While we need to fund what was done, I am not in favor of this being a Green ticket project. It doesn't meet what I would envision as a Green ticket project. If we were talking about restoring native vegetation I would be in favor. What we have is a project that was not being addressed and I would rather use some of our extra revenue from this year.

Chewie: Environmental sustainability is not really Green ticket item, I understand that Jon. I think this is a really good use of these funds that have sat dormant. I can't think of a better use for our green, sustainable, Seventh-generation purpose than to enhance Indian Creek. I hope we put more Green ticket money into this to do bank stabilization on Indian Creek as well.

Bear: Jon, if you read Shane's letter this is an environmental project. I can't think of a better use of Green ticket funds.

Justin: I agree with the purpose of this project as stream restoration. As someone that observed the project, it was amazing. I think we should do more infrastructure projects like this one that exceed the standards.

Diane: I support it as Green ticket item, because fish passage culverts are a big part of watershed restoration.

Kirk: We got twenty-five years out of the original culvert and this one will last a lot longer. There is a lot of "green" to this project.

Sue: I saw the progress when they were at the point of "dances with rocks." Hats are off to those that did this project. Shane, you continue to impress me with your attention to detail and the needs of the Fair site!

LT: This is definitely a Green ticket project. I also viewed the project and level of leadership, vision and action at the site management level right now is something that we all ought to feel extremely good about.

Jon: If this was sustainable, Green ticket project, then I question why the initial funding for the project, that went through the Capital project was not coming out of the Green ticket funds. I think this is a cost overrun and you are looking for where to draw the funds for that cost overrun. If this is a Green ticket funded project, I'd like it to not be a retroactive Green ticket funded project.

Chewie: Jon, respectfully, disagreement with you is one of my favorite things now that Paxton is not here. I appreciate what you are saying; it probably should have been Green ticket from the beginning. We are doing the right thing with the Green ticket money on this project and to Jon's point set out a criteria for the Green ticket money in the future.

Jack: As we continue to talk about a good thing, it seems like we are a little dissatisfied. The good fortune is that we have the resources to do this. This is a small piece in the bigger picture for Indian Creek. In our consent calendar tonight we are talking about saving fish. This project is good work. Thank you Shane and thank you all for allowing us to be a successful event and our public that is willing to give a dollar for us to do these small things that are important to the bigger picture.

Motion passed: 9-1 Jon abstained

Jon moved and Bear seconded that "The Board of Directors designates Jack Makarchek and Thomas Gannon to be signers on the Oregon Country Fair's account with Oregon Community Credit Union. Charles Ruff is removed as a signer on this account."

Motion passed 10-0

Chewie moved and Kirk seconded to appoint Pat Dickason co-coordinator of VegManECs.

Jon: We need provide our new coordinators with a handbook for processes and responsibilities to answer questions as to whom they are accountable and how they are evaluated. The reverse side of this is I am in a position that I must trust the recommendations that come out. I do not know if this is he or a she.

Pat: I'm a female.

Jon: Thank you. This is the reverse side of the ballot initiative – I don't have the personal information for the people that I am voting for.

Chewie: Pat has been a member of this crew for 12 years. I trust her implicitly, she has the credentials and she will make an excellent coordinator.

Bear: Since this is the first coordinator appointment since the election, I generally disagree with all of the advisory proposals from last election; I strongly agreed the board should not be in business of appointing and removing coordinators. I think the board should pass a by-law amendment to give that power to the General Manager, but I will make an exception for crews that consistently elect their own coordinators.

Kirk: I have great respect for the VegManEC crew and for their election process.

Motion passed: 10-0

Jon moved and Casey seconded that the board appoint an Administrative Assistant hiring committee to be comprised of Personnel committee members available to serve, the General Manager, Robin Bernardi, Mary Drew and norma Sax.

Motion passed: 10-0

Jon moved and Kirk seconded to appoint Dante Douglas, Sophia Mackee, and Sam Rutledge to the Diversity Task Force.

Motion 9-1 Chewie abstained

Bear moved and Sue seconded to approve the Revenue Projection of \$2,263,000 as presented by the Financial Planning and Budget committees incorporating those committees' assumptions about prices and recommendations to raise daily attendance cap to 21,000 people per day.

Steve: Financial planning and the Budget Committee met a couple of months ago and now we are presenting the recommendations to board. As an organization we try to get our revenue projections as close as we can to reality. When there are failures, they are the result of the Fair family doing better than what we expected. Historically, bigger Saturdays have been the difference. The increase in fees are to make sure we are not deficit spending, that we have a rainy day fund and have the resources for back filling and hiring additional staff.

Hilary: The changes in some of the revenue projections are in part the fees that Grumpy will describe, and in part a continuing effort to make our revenue projections more accurate. For the attendance, we used to use 13,000 for Friday, 15,000 for Saturday and 13,000 for Sunday. This revenue projection is based on 15,000 for Friday, 17,000 for Saturday and 13,000 for Sunday. Half of the revenue increase is due to the price increases and half is due to projecting our attendance more accurately.

Steve: We do not increase any one thing, but do a balanced approach across the price increases for the public, staff, and booths. (We recommend) Admissions go up by \$1 to \$3, youth wristbands go up from \$10 to \$20, crew vehicle stickers go up from \$10 to \$20, and oversized vehicles \$30 to \$50. Booth passes are all priced at \$80.

Hilary: On booth registration, Justin worked with us last year and we tried to encourage people to buy early with a graduated fee structure. This became very confusing and difficult to administer. So, this year all Booth passes, before the late date, are all priced at \$80.

Steve: This equalizes what staff and booth people are charged for passes.

Bear: For perspective, last year we did not do any price increases. This year booth passes are the same as SO passes. For the 2016 Fair if we approve this motion, advance sale tickets will cost \$25 for Friday, \$28 for Saturday and \$23 for Sunday. Day of ticket sales will be \$29 for Friday, \$32 for Saturday, and \$26 for Sunday. A three-day ticket will cost \$65, not counting fees.

Jen-Lin: Did teen passes go up?

Steve: Teen passes are the same, youth passes will go up from \$10 to \$20.

Chewie: We discussed this and crew vehicle stickers were not to go up. Volunteers put in hundreds of hours and booth people tend to make money at the Fair. I have a hard time with raising crew vehicle stickers. This is a family event and I don't see charging youth more when the Elders are staying static.

Diane: I objected the first time when we charged \$10 for volunteers' vehicles. The same is true for Youth passes going from \$10 to \$20. The last survey we did of our Fair family indicated that 40% were below the poverty level. It is not fair to raise fees on volunteers.

Jon moved and Kirk seconded to keep Youth passes at \$10 for 11 and 12 year olds.

Hilary: I really object to changing the ages – it's going to be hell for coordinators. Ages 11-12 have been the ages for Youth passes for a long time and it is easy to remember because they are not teenagers. When they are teenagers they pay the teen price. Administratively, this is going to be a huge problem.

Steve: I suggest not changing projection numbers. Every person, young or old, at the Fair costs the Fair money to be there. These are reasonable cost increases.

Wren: The fee for youth is a token way to ban the "tween" when they are about to get in to resolve some of the age differences. It has turned into a funding stream.

LT: I have concern about making it costly to volunteer at the Fair. Some of us are not world travelers. We do not have a lot of money and it hurts us to afford to volunteer at the Fair. We get a lot of emotional payoff for giving money away.

Kirk: I struggle with the cost of being a volunteer. Hilary makes a good point about Youth passes being for the 11 and 12 year olds. In general, nickel and diming our volunteers – I can't raise those numbers.

Bear: Volunteering at the Fair is not some sort of life entitlement. It is an act of service. Volunteering means giving up something; it is not getting paid for work. I reject this approach. Most events have a one size fits all ticket price for every age. We have been charging one-eighth of an SO pass for 11 to 12 year olds, and I'll tell you that 11 and 12 year olds do not consume one-eighth of the resources as an adult. Doubling it to \$20 is not an insurmountable burden.

Casey: For the amendment, the age of the Youth pass should remain the same for our volunteer coordinators. I would like to support the revenue projection but not one for a raise in youth fees.

Jon: I am willing to split this motion, one is to keep the Youth pass at \$10 and in a separate motion to increase the age to 13. All ages put a burden on our infrastructure costs. Volunteers should be able to bring their families to the Fair. We have a lot of volunteers that are low income. How many youth passes were issued last fair?

Hilary: I am pretty sure that there are about 1200 Youth passes sold.

Jon: So, \$12,000 out of a budget of \$2.26 million.

Motion passed: 8-2 Sue and Bear opposed

Jon: I will withdraw my motion to extend it to 13 years old.

Kirk: On main motion, I am unable to support crew vehicle increase. I understand that it is making it equal to booths, but I have a problem with that because booths have an opportunity to make money at the Fair and staff does not. Pre-Fair crews work up to eighty hours. I am more interested in equitable not equal fee structures.

Kirk moved and Chewie seconded to keep crew vehicle stickers at \$10.

Amy: Five weekends and a week of work at the Fair costs \$1,600 out of my pocket. I support keeping it equitable, not equal, to show our volunteers we are supporting them.

Steve: How do we incentivize less cars on site? One of the reasons to increase the fees is we're going to run out of room. We filled up the lot that was bigger than the public lot. I understand the argument for the booth people but we need the revenue.

Hilary: Although we have allocation patterns for the vehicle stickers, \$10 is not making people bring less cars. It is a serious issue. Nothing is being solved by keeping the vehicle stickers overly easy to afford.

Peggy's: It makes me cringe to hear that that volunteers are more important than the booth people. Everyone is important.

Jennifer: In the last twenty years volunteer parking issue has gotten worse. We come early and from out of town and there is no way to commute to Pre-Fair. I come early and I cannot come without my vehicle.

Bear: We are a low-grade environmental festival when it comes to cars. If you count this board of twelve people, you have ten volunteers, one Community Village, and one booth person.

Diane: I would be happy to unload my car and park somewhere else, but the idea of packing my car and having to put it on LTD makes no sense. I'd be in favor of the first car is \$10 and the second is \$50 and the third is \$100.

Chewie: We have filled our cul de sac in Veneta with friends' cars. People have to show up the weekend before. I'm not sure how we dis-incentivize bringing cars. We've not addressed this but it should not be on the back of the volunteers.

LT: The question of parking is larger topic. I have crewmembers from Bellingham to Arcata; LTD does not help them. Getting weeded out on the basis of economics shocks the conscience.

Jon: I think that a discussion on vehicles is very good topic for a work session. All solutions must provide people a way to get their things to the Fair. We need to reduce cars and not put an undue burden on those that cannot afford the vehicle sticker price. If we are raising the vehicle pass price as an incentive to not bring vehicles \$10 is not going to do it.

Kirk: This motion is not trying to drive revenue. Equity versus equal looks different in all situations. I did not mean to say that crews are more important than booth people; they just don't make money at the Fair.

Jack: We are a gathering and the restriction that we have on volunteer parking is fifty percent. By anybody's standards that is restrictive. If we talk about having an economic incentive for something that is already restrictive, this is a double barrier. As much as I understand the logic about revenue, at some point, we have to look at it for what it is. I'm assuming that the vehicle passes that go up for sale are part of the passes that aren't sold. We need to understand that increasing the fee by \$10 is just that, it may have nothing to do with fewer cars.

Casey: We are doing something to incentivize people to not bring their cars – we are paying something north of \$70,000 to LTD to buy buses for the whole weekend. So, maybe we increase public parking costs.

Jon: Can I ask the treasurers how much this motion will reduce the revenue projections by?

Hilary: About \$50,000

Amendment: Kirk moved and Chewie seconded to keep crew vehicle stickers at \$10.

Motion passed: 8-2 Bear and Sue opposed.

Martha: The revenue projection does not include the increase in Youth passes or the crew vehicle stickers.

Bear: My motion included all the projections from the Financial Planning and Budget committees. So, there is still a late fee. I understand the will of the majority of the board, but I wish that more people would come to the meetings when we are doing the work to build these assumptions. Every year people act shocked by cost increases and every year with the exception of 2014 we have increased some of the costs. We start this process in September of every year, these are public meetings announced in the FFN, the minutes and on the .net site. The rest of this board just kicked \$62,000 out of our revenue projection. The board cannot waive a magic wand and reduce the price of our insurance, which goes up every year. The Fair cannot reduce the price of our medical contract or our LTD contract or our toilet contract or other large expensive contracts that are set by outside vendors. All of these prices keep going up. The board always finds ways to nickel and dime the revenue forecast.

Chewie: If crew vehicle stickers increase from \$10 to \$20 – and it is not happening. Late purchases are also increased by \$10; that makes late purchases \$20.

Bear: To make this clear, the late purchase differential is still going up by \$10. There is a \$30 penalty for late purchases rather than a \$20 penalty.

Chewie: I am absolutely opposed to that.

Chewie moved to only raise the late purchase penalty by \$10

Motion fails due to lack of second.

Jon: I do have concern about raising the cap to 21,000. I don't want the new space to get filled up. I am pleased that the Sunday admission price stays the same.

Motion passed: 9-1 Chewie opposed

LT: Pursuant to the Article XI of the Bylaws on amendments, I am hereby providing notice of the intent to amend the Bylaws at the next meeting. Specifically Article V Section 2 on Eligibility and Admission.

I will read the current provisions of Article V Section 2 and the amended provisions of Article V Section 2, and summarize what the changes will be.

Current:

Eligibility and Admission: Any individual who subscribes to the purposes and basic policies of the Fair, who is registered with the Fair and who has participated in one of the two previous years as a recognized and verified volunteer, worker, performer, booth participant, or elder may be deemed a member provided that they abide by the terms and conditions of these Bylaws, the Articles of Incorporation and any amendments thereto, and act in accordance with the decisions made by the Board of Directors.

(a) There is no membership fee required for general members

(b) It is the responsibility of each member to register with the Fair and to promptly notify the Secretary of any changes of address. The member's right to receive notices pursuant to these bylaws or the Articles of Incorporation shall be deemed to be waived if the address on record with the Secretary is not the member's current address.

Proposed Amendment:

Eligibility and Admission:

(a) Any individual who subscribes to the purposes and basic policies of the Fair, abides by the terms and conditions of these Bylaws, the Articles of Incorporation and any amendments thereto, and acts in accordance with the decisions made by the Board of Directors, is eligible for membership if the

individual is registered with the Fair and (1) has either received a wristband, other Fair camping pass or verifiable worker day pass in one of the two previous years, or (2) is a verified elder. To remain a member, an individual must vote in at least one annual membership vote every three years.

- (b) There is no membership fee required for general members
- (c) It is the responsibility of each member to file an initial registration form with the Fair and to promptly notify the Secretary of any changes of address. The member's right to receive notices pursuant to these bylaws or Article of Incorporation shall be deemed to be waived if the address on record with the Secretary is not the member's current address
- (d) Registration forms may be submitted online if the Board of Directors so provides.

To summarize the changes, first and most importantly, this expands membership to anyone with a camping pass including significant others. This expands membership to anyone that gets a camping pass. It does not change the status of worker day passes who are currently eligible to be members. In addition, the amendment removes the requirement that an elder participate in the last two years. It maintains the requirement for everyone else, but a person who is a verified elder remains eligible irrespective of any other participation. It adds a requirement a person vote at least every three years to maintain membership. This permits a gleaning of the rolls for persons that are no longer eligible. It changes in the subsection now called (c) it changes the word "register" to "file an initial registration form." It adds a final subsection on "registration forms may be submitted online if the Board of Directors so provides." And finally, it cleans up the outlining of the sections.

President's Peace

Jack: I'd like to thank Lois and Paxton for all your service.

Draft Agenda for December 7, 2015 Board Meeting

Approve November 9, 2015 Board of Directors' meeting minutes
Assistant Manager Hire
Personnel Policies and Procedures Manual update
Redefine Cartography and appoint coordinator (Kirk)
Financial disclosure for coordinators and other with purchasing authority (Jon)
Employee appreciation (Jack)
Appoint Adam Budd to Craft Inventory Crew (Sue)
By Laws amendment regarding membership (LT)
By Laws committee to review scheduling of advisory votes (Jon)