

**Oregon Country Fair Board of Directors' Meeting
December 7, 2015, 7:00, NW Youth Corps, Columbia room**

Board members present: Diane Albino, John 'Chewie' Burgess (Alternate), Casey Marks Fife, Justin Honea, Jack Makarchek (president), Indigo Ronlov (vice-president), Jon Silvermoon, Sue Theolass, Bear Wilner-Nugent. **Peach Gallery present:** Staff (Tom, norma, Andy, Robin and Shane), Officers (Hilary, Grumpy and Randy), and 44 members and guests.

New Business

Dissolve Poster Committee and give poster selection authority to General Manager. (Bear)
Appoint Amy Hand to the Path Planning Committee(Bear)
Appoint Spirit Leatherwood to Path Planning committee (Sue)
Board of Directors Conflict of Interest form (Jon)
Approve recommendations from the Diversity Task Force. (Jon)
Revisit Revenue Projection and accept the price increase for volunteer vehicle stickers (Sue)

**Indigo moved and Bear seconded to make a donation of \$1,000 to the Egan Warming Center and move from New business to Old business
Motion passed 9-0**

Announcements

Jeff Harrison: On the Egan Warming Center, we can give money, but they have closed some nights because they did not have enough volunteers, so what they really need is volunteers. Also, John Trudell has died. Friends have been at his side to say goodbye.

Gwyneth: Peg Morton has started a fast to begin the process of passing. Please give your prayers and thoughts to Peg.

Sue: There is a selection of beeswax candles and catnip mice for sale at this board meeting with all proceeds going to Culture Jam scholarship fund. The Kareng Fund, an independent 501c3, established for Saturday Market members is having a raffle. The tickets are five dollars, see me if you want to buy a raffle ticket.

Chewie: Having known John Trudell for twenty-five years, we were blessed to have him on this planet and will be blessed having him in the next world.

Jack: Lucy Kingsley has been taking care of her ailing Mom for the last two months. Her Mom passed, so she is not at this board meeting, nor will she be here in January. She is over the threshold of absences for a board member, but we should give her leave to allow her to take care of business without making issue of it as the Bylaws state.

Jain: If you want to volunteer without the Egan Warming Center training, you can if you have had Zak's training.

Indigo: My uncle dahinda meda, who has been an advocate for sustainable agriculture and fair trade since 1971, has cancer and is working on his peaceful transition. He has a Caring Bridge site: www.caringbridge.org/visit/dahindameda.org where you can leave him a message. Also, I want to thank my colleagues on this Board who took care of business while I was in Egypt having a most amazing adventure. What I learned by being a part of this family helps me do the work I do in other parts of the world.

Reports Staff

Tom: November was yet another challenging but rewarding month for me. We have been working hard on several personnel fronts, including the hiring of a new Assistant Manager (thank the gods), a new administrative assistant, and scoping for a new IT position as well. We have also been discussing issues around employee benefits and those discussions have been very informative for me as it is all uncharted territory. While the entire Personnel and Hiring Committees have been wonderful, I would especially like to call out the work of Jen Lin Hodgden and Sarah Garcia who have really allowed us to take our processes to a new level. The BOD has our ranked, top three candidates for the AM position and I am confident that any of them would be a great fit.

This is my first go-round with our budget process and it has been a real eye-opener. Our Budget Committee is doing a great job wrangling the budgets. The amount of discussion we put into each and every submitted budget shows the kind of dedication our volunteers have to keeping the OCF such a vibrant and verdant institution. It's had the side effect of giving me far more insights into the functions of our crews than I had previously. We have all the budgets in and most coordinators were great about submitting things in timely and appropriate ways though some could use a bit of assistance or, perhaps, better reminders. (Justin!)

Our next hire will be for the Administrative Assistant position and that is well underway.

I've been working on both big picture and granular details regarding next year's Fair – everything from long range planning down to the placement of smoking areas, signage, camping space, the Monday move out and so on. If anyone has any ideas regarding this coming Fair please email me!

Our taxes are paid, property as well as income. Everything was in order and on time.

I had the sincere pleasure of touring the site with our own Archeology Crew this past Friday and it was wonderful. It was a most rewarding and informative experience. It would be difficult to overstate the importance of archeology to the wellbeing of the Oregon Country Fair and the work our Crew has done is laudable. It was a real treat seeing how the site has played such an important role for centuries. To see the connections that can occur between peoples reinforced in me the commonality and interconnectedness of the human experience. I strongly recommend that everyone visit our Archeology Booth during the fair. That is all for this month's report and thanks for listening.

Shane: I've been busy with various meetings on the budget, archeology, and the New Area Group. In my downtime I've been playing with Andy and Jeff making headway in Wood World. We've lived through our first freeze of the year – thanks to Andy and Jeff for their work to keep pipes from freezing. We're now heading into our second significant weather of the year, a flood. The Long Tom River is at ten feet and by tomorrow we may be flooded in the Eight. We are planting trees in January and doing cone and seed collection to propagate trees onsite.

Andy: I'd like to take this chance to thank the board past for the tremendous opportunity that I've had to be the Caretaker of the Oregon Country Fair for what amounts to the latter half of my adult life. I'd like Fair Family to know that I love them all as brothers and sisters. And I'd like to wish everyone a prosperous and safe new year.

norma: I also want to wish everyone a happy holiday season. We've been doing a lot of work on the Budget committee. Thank you to all the coordinators who provided your budgets. We'll let you know what is recommended. The Budget Potluck is January 16. The budget will be voted on at the Board Budget Meeting on January 25. The office will be open by appointment only the last two weeks of December.

Robin: Culture Jam youth and staff are getting excited about the reunion on December 12. I want to thank the volunteers in advance. Culture Jam has been receiving grants and donations since its inception almost fifteen years ago. There is a group including Charlie Ruff, Leslie Scott, Suzi Prozanski and Linda Reymers who are putting together a fund raising database. We are advancing the Oregon Country Fair as a philanthropic entity that both gives and receives donations. There is now a link on the website: <http://www.oregoncountryfair.org/about-ocf/philanthropy/>

Reports Committees

Hilary: The New Area Group (NAG) has a lot of projects going on and lots of contributors. Our meeting on Sunday included work on infrastructure, planning for next year, and sussing out electricity. The support and incredible talent that we have is really amazing.

Justin: This is phase two for the New Area and it was a lot of fun to re-envision all the things that went well and all the opportunities for our second year in this new space.

Peggy: The Elder's Committee meeting was held at the Grower's Market November 19. Michael James Long created a thank you form for the Gratitude committee. Committee members met with an Elder camper over a campsite misunderstanding on no camping in elders with teens or children due to limited space. He said he understands the policy and is not mad at Elders but won't be coming to the Fair again. Other camp hosts said that those who met with the camper were compassionate and listened and apologized and offered camping alternatives. After a discussion with the tent neighbors, the camper was allowed to camp in Elders with child and teen babysitter this one time and the situation was dealt with in best possible way. We were told that Camping committee is having a discussion about where new camping area for elders will be. Elder committee members observed there seemed to be a more positive attitude toward elders at the Board of Directors, Path Planning and LUMP meetings. We are happy for this change from 2 years ago. It was suggested that this would be a good time to bring the idea of an Elder Craft Booth back to Capitol Projects. We had submitted this a few years ago and the information should be resurrected. It is noted that all crafts

must be specified as made by elders. A committee was formed for working on this: Katie, Kay & Peggy. The next Elder's Committee meeting will be at Grower's Market, January 28 at 7:00pm. Elder's Holiday Party/Pot luck will be at WOW hall, December 15 at 6:00pm.

Mary: In accordance with the directive in the December 2014 motion creating the Diversity Task Force "To advise the Board of Directors on diversity issues as the long-range plan is being developed," the Diversity Task Force, in collaboration with the Archaeology Committee, offers the following for the Board's consideration concerning the proposed installation of the Sauna "Story Pole."

While it is great that George and the Sauna are inspired by Haida designs, the proposed "Story Pole" placement could very well be inappropriate due to cultural appropriation issues and its location within 100 feet of a known cultural site of the Kalapuya peoples. Prior to any final approval for installation of the "Story Pole" the Diversity Task Force and the Archaeology Committee recommend the following: The Board of Directors initiate formal consultation with each of the six federally recognized tribes (list attached) currently representing the Kalapuya of Lane County in order to ascertain and be able to consider any concerns they may have concerning installation of the "Story Pole" on Kalapuya ancestral land and within an archaeologically sensitive area.

All ground disturbing activity associated with the planned "Story Pole" installation cease until such consultation has taken place and the Board can consider the views presented by the Tribes.

After it was stated at the October 18, 2015 Path Planning meeting that the Sauna did not intend to consult with any local indigenous groups regarding the "Story Pole" installation, some Diversity Task Force members contacted two respected leaders of the local Kalapuya community, Esther Stutzman and David Lewis. After viewing the "Story Pole" videos that came to us through Path Planning, these individuals indicated that they are not in support of the installation of the "Story Pole" on ancestral Kalapuya lands.

We have practical as well as philosophical reasons for developing positive working relationships with the indigenous communities on whose ancestral land we live, work, and play. The Fair is planning to build a community center on land that has been identified as potentially archaeologically sensitive. Should cultural resources be found in that area, local recognized tribes, in co-stewardship with the State Historic Preservation Office, have the right to be consulted about and approve any plan to protect or preserve those resources or to mitigate any damage to those resources. In a worst case scenario one or both of those parties could bring legal action against the Fair if we engage in practices that in their estimation do damage to the land's archaeological or cultural integrity.

We have the opportunity now to demonstrate how we stand as a community, and how we wish to be represented to the wider world. The Fair promotes itself as an example to the unFair world of a better way: peace, love, respect, getting along, and, increasingly, a longing for diversity not yet brought to fruition. If we really want to be a diverse organization, we need to let down our guard, be willing to be vulnerable, and listen to others.

We are the descendants or beneficiaries of colonial land grabbers and genocidal murderers. We are not guilty ourselves of those indignities. But as long as we exercise our dominant culture privilege by appropriating the art, beliefs, and culture of oppressed peoples without considering whether this practice feels to those peoples like more of the same old colonial oppression, then we continue in the same "taking without asking" vein as the colonial oppressors, albeit with a new, hypocritical face.

At this point we are not asking that the "Story Pole" be stopped nor are we making a determination that the "Story Pole" is cultural appropriation, although we suspect it might be viewed as such. We are asking that the Fair solicit and consider the viewpoints of the people on whose ancestral land the "Story Pole" is to be placed. If indeed we celebrate and respect the more than 10,500 years of cultural history found on the grounds of the Oregon Country Fair, it is the least we can do to show respect and be good stewards of the land.

We respectfully request that the Board take a stand and demonstrate that the Fair intends to truly be "fair," by recognizing the changing times and showing respect to the people who lived on our land before us.

If the Board adopts our recommendations, the Diversity Task Force and the Archaeology Committee stand ready to assist in implementing them. We can provide sample letters to send to tribes, provide names and addresses of tribal entities, advise the Board on protocol, and help in any other way needed. Thank you for your consideration.

Jon: I'd like to add to New Business for next month's meeting: Approve recommendations from the Diversity Task Force and Archeology Committee.

Jon moved and Casey seconded to move the "Approve recommendations from the Diversity Task Force and Archeology Committee motion" from New to Old Business tonight.

Steve: This is an awful big thing to throw at the Board. The report is substantive and no one has had a chance to look over it. We put things on the agenda so the whole Fair family can have input.

Joseph: I echo support for the recommendation, but the reality is there are a lot of stakeholders. There is a reason we move things from New Business to Old Business month to month.

Indigo: Has the Sauna stopped their activities? Has archeology worked on the site?

Tom: The last actual digging was a month and a half ago. I told George no further action could be taken towards installing the Story Pole until we have a permit.

Casey: I want the Fair Family to read this and be aware of what is going on. This motion is to consult the groups and we shouldn't break ground until we've done this. Moving this forward shows our good faith for the people of this land.

Justin: I'm not in support of the motion or the recommendations at this time. There has been a lot of discussion in Path Planning. The original site for the Story Pole was moved because of archeological concerns. A lot of thought and collaboration has been made and to come in and say cease and desist is not good for the process.

Martha: The discussion is only to move the motion from New to Old Business.

Jon: I believe the sooner we consult the better. I'm afraid we will be pushing into the season of installation and still have the consultation process to do.

Chewie: We are asking for the Board to have a discussion, which is not a bad thing. I want to move this process of consultation and inclusiveness to the Seventh Generation tradition.

Jack: If I had put as much heart and thought into this, I'd want the Fair family to read it. To just move it forward without the language presented to the family is difficult to understand.

Diane: If we wait a month, we can get some of the people we want in the decision to come talk to us.

Motion failed: 4-4-1 Opposed Indigo, Justin, Bear, Diane, Jack. Abstaining Chewie.

Indigo: Is it possible to ask the Sauna to not do any further work until this discussion happens in January?

Tom: We are not even close to getting a permit yet. Until there is permit, there should not be any work done at all.

Dean: KOCF Report to the Oregon Country Fair Board of Directors. We completed a pledge drive in November but did not get the numbers I wanted. Twelve new supporters sent us donations, about a quarter of what I was hoping for. Some of my more grounded volunteers said that we shouldn't expect too much because many folks in the Fern Ridge area don't know about us yet. So we are working on our public relations. We have a new poster that is being placed around town, thanks to Annie Seay. It is really beautiful. We will have a float in the Veneta Light Parade December 10. If you haven't done so check us out on our Facebook page. KOCF 92.5 Fern Ridge Community Radio; please like us!

We are also working on a silent auction fundraiser. It will be on March 5 at the Domaine Meriwether Winery. If you know any artists and/or crafters that would like to donate an item to help support the radio station please contact: Jen Sennett, jensennett@ymail.com or call her at 541-870-6866.

We are finalizing our rights licenses with ASCP, BMI, and SESAC. This should clear the way for us to begin streaming our signal. It's my hope that in January I'll be able to announce that you can listen to our stream.

We are working with Stu Burgess, Elmira High School instructor to start broadcasting radio programming winter term. The radio club will take control of the station three hours a day. Currently it looks like they will be broadcasting early afternoons four or five days a week. The broadcast will come from a studio classroom at EHS. We will connect them to our transmitter via the internet. Stu became a DJ when he was a student and trained by volunteering for KRVM so he's very excited to pass on, what has so enriched his life, to the students at EHS.

The station has been seeking donations to help it become self-supporting for about a year. It is very apparent that of the two communities associated with KOCF, the Fern Ridge Community and the Oregon Country Fair family, the Family is by far much more generous. Ninety percent of our funding has come from you. And for that we offer a great big thank you!

It's never too late to donate! If you need to give a few more dollars for that last minute tax write off please consider giving to KOCF-LP 92.5 FM. Because we are the Oregon Country Fair's radio station we are a 501c3 non-profit organization. Your donations can be either a write off or a deduction if you give matching monies to the Oregon Community Foundation.

Justin: Path Planning Meeting report from November 15, 2015. This was one of the most substantive Path Planning meetings in recent history. Lots of dialog and work accomplished. We heard public concerns from the Youth Stage coordinator about the odors emanating from the pit toilets directly behind the stage and added this to our work plan. We addressed the issue of booths that leave garbage behind and/or don't close up properly. Several folks have made comments to Path Planning about how dirty the site looked after the event this year. We heard from NAG and some of the areas they are addressing for the next Fair. We finalized our work plan for the year.

Our three main pieces of business were, Story Pole, The Story Pole Carving Area Restoration and adding new members for Path Planning.

The committee had a lively but for the most part civil discussion with representatives of the Sauna staff. Much of the focus was on a Memorandum of Understanding (MOU) between the Fair and the Sauna. Apparently this document allows the Sauna to do some things that are outside the "norms" of the Fair. Path Planning and Construction/RedTag crews would like to have a reading of this document so we can know what safety issues we can address. We'd like to begin to create a separate set of standards for the Sauna. We also discussed the new structure the Sauna is building around the Story Pole. Below is a motion passed about this discussion.

A re-reading of the motion *"Kirk would like to move to accept the triangle support concept as shown by sauna drawings presented today, with continued discussion with staff about finished floor configuration."* Motion passed 5-0-4 (4 abstentions)

Next we took on the issue of when and what will happen to the Carving Area of the story pole. We agreed to create a collaborative sub-committee with the stakeholders and Path Planning to vision the restoration. See motion below:

Question restated Justin made~ *a motion to form a collaborative subcommittee with Sauna and Path Planning and other stake holders to establish goals and time-lines for restoration of the pole carving area.* Motion passed 9-0

We discussed the need to add some new members to Path Planning. This motion may require the board to act on it.

Motion~Colleen moved *that we recommend the board appoint Spirit and Amy (they should be sending the BoD letters of interest) to be on the PP committee and we are requesting to be able to do a call out for one additional position and that interested parties send letters to the PP who would then vet the letters and make recommendations to the Bod.*

Motion passed 9-0

We gave feed back to the Food Committee who announced at the meeting that they had planned to post openings for up to two new food booths and two new carts. The Path Planning committee would like to offer any new spot in the new area to existing booths that have been identified as being in pinch points on the path. We spent four years working on creating the new area so we could make room for path repair.

We'd like to invite interested Board members to attend the upcoming sub-committee round up, December 13 from 10:00 to 3:00pm at Alice's. The active sub-committees for Path Planning to be discussed at this meeting are pocket parks, path repair and heritage trees, night lighting, naming conventions, front of Fair, Upper River Loop, Sauna Story Pole, Community Village proposed new entrance, aesthetics, sound and dust abatement.

Jon: We need a new business item on the agenda.

Jon moved and Bear seconded to move employee health insurance from New Business to Old Business tonight.

Bear: We have to move this to Old Business because of statutory deadlines we can't change.

Motion passed: 9-0

Jon moved and Bear seconded to put on New Business making seventeen and a half hours the eligibility criteria for employee health insurance. And move this to Old Business.

Hilary: Please don't. We have done no work on this and it is really premature.

Jon: If we don't move this to Old Business tonight the plan we negotiate will not have it in and we'll be waiting until 2017 health insurance for this change.

Steve: The board will be considering the motion on the health insurance and the General Manager and the Treasurers' will examine it. This could be part of that rather than the board deciding the criteria will be 17 1/2 hours today. This should be decided after thought and consideration.

Jon: I am making this recommendation on behalf of Personnel Committee.

Motion failed: 5-3-1 Opposed: Chewie, Diane, Jack; Abstaining: Casey

Member Input

Jen-Lin: I was disheartened that the board voted last month to not raise volunteer vehicle stickers to \$20.00 as the Financial Planning Committee had proposed. I don't see how the \$62,000 you took out of the financial planning projections can be raised to fund the expenses like personnel, health benefits for staff and increasing food vouchers. If you could reconsider this motion, it would be good for the organization.

Dean: The Path Planning secretary's duties include taking the minutes and preparing the board report, which you just heard. I am recommending the board create a line item in their budget to pay

for committee scribes. Path Planning lost its scribe a year ago. Our minutes are styled after the minutes that are taken by your board secretary, Randy. They capture the tone of the conversation, some of the back and forth dialogue, as well as the business that transpires during the meeting. This level of transparency is one of the key elements to the success of this organization, and of the Path Planning Committee. This month was a very busy agenda and it caused the meeting to run long. I record the meetings so I can make sure I capture the necessary elements of the dialog. I spent well in excess of seven hours preparing these minutes. I'm sure there are others who can do it faster but if you ask Randy, he will confirm they do take quite a bit of time.

One of the items at this year's Board retreat is the importance and evolving nature of the OCF committee structure and how the Board can better utilize the communications between itself and its committees. I submit to you that one of the keys to good communications is having accurate minutes as well as summary reports.

In this budget season I would urge the members of the Board who are on the sub-committee looking at this issue, to place a stipend in the Board budget to pay for scribes. I have been asking for scribes to help with the Path Planning minutes for this last year but the request seems to have fallen into a void. Perhaps if a stipend or some form of reimbursement were offered, the scribe ranks could be strengthened and the board could request, no require, minutes from all your committees.

Kayla: I am representing the Om Dome, a mobile somatic movement sanctuary. We are submitting our application for the New Area for the second year. The Om Dome crew works with various movement practices and yoga styles. This year we'd like to work with some of the movement practitioners that the Fair already works with.

Ann: I want to thank the board for considering the recommendations from the Diversity Task Force and Archeology committee.

Chewie: I brought the notion of a scribe tribe up two years ago and it was defeated soundly, nevertheless I think it is a good idea. I am reluctant to compensate one set of volunteers over another set of volunteers. My intention in voting against raising the price of vehicle stickers for volunteers was not about making it less expensive than for booth people, rather to stand up for the volunteers. I don't like the idea that we are charging people to work – it happens in the booth world and it happens on crews.

Gwyneth: 4A utilizes our crew as personal assistance services. They are compensated with a camping pass or a day pass, like you are talking about with the scribes.

JonP: We have many volunteer needs and we need to broaden our definition of inclusion.

Joseph: Over the years we have found ways to make participation possible.

Jack: I can only speak to this as member. I am going to spend a little bit of time to talk about institutionalized racism in Oregon, in Eugene and at the Oregon Country Fair. For the Oregon Country Fair, this is not a piecemeal commitment. We have tendencies given to us by our culture that are institutionally racist. I see it in these meetings and I see it in our general population at the Fair. I think it is very important that we take the time to address this. As a member, I think we are way late addressing this. No matter the vehicle, or however we approach this, we have to look at this as it is, not piecemeal. We have to make the adjustments. It was part of our Vision Quest done many years ago to deal with diversity. I'd hope that this leads to a broader discussion about what we need to do to change the numbers, at least marginally, at least equal to the state's general population. If we are going to start using this kind of language, we need to address it full on.

Donations/Secretary Report

Randy: We do not do donations in January and February, so I've reached out to the two latest requestors, Upstart Crow Studios and Moisture Festival, letting them know that it will be March before their donation requests will be considered. WOW Hall Membership is on the Consent Calendar, but it is really a \$1,000 (membership) line item already funded.

Consent Calendar motion tonight holds four donation requests:

Kari: SMART's \$1,500 would sponsor five children in the Fern Ridge School District for the 2015/16 school year. SMART recruits, trains and manages approximately 50 volunteers in the Veneta area to read one-on-one with K-3 children from October to May. We incur various expenses through these activities, including the cost of volunteer recruitment, training and management; new books for participating students; background checks on all prospective volunteers; and other program expenses. The total cost for SMART to serve the 64 children in Veneta and Elmira this year is approximately \$19,200 or \$300 per student.

Andrea: West African Cultural Arts Institute's \$300 will be used for Emma, an email marketing system that has built-in tools that utilize templates, automatic contact updates, and scheduled delivery to save our organization time and resources. Having a professional email interface will command more attention to the scope of our work and instill more confidence in potential donors, board members, and volunteers. Lastly, the use of Emma's segmented lists will enable WACAI to better address our specific audiences, for example, reaching teachers and principals regarding our school programs, professors and college students regarding our lecture demonstrations, travelers regarding our study abroad, parents regarding our kids' programs and, community members regarding our drum and dance classes and performances.

Gwyenth: Peace Choir's \$1,000 is in support of EPC's general operating expenses for the upcoming 2015-16 performance season. These expenses include director fees, space rent for Monday night rehearsals and the scholarships that allow persons of every income level full participation. Skipping Stones \$1,000 No one present.

Motion passed 9-0

Treasurers' Report/Budget Items

Hilary: The Budget Committee has wrapped up after a lot of meetings lately. The crew and staff budgets are done. Keep in mind when you hear Grumpy's report, that we do not yet have payroll numbers. The plan we've outlined with the Personnel committee increases this template over \$100,000. Payroll will cost more in 2016 than in 2015. This is not incorporating any family insurance coverage and it makes assumptions that may be higher still. It is really time the board, the Personnel committee and the Budget committee talked really seriously about our overall Personnel plan. This is part of why I object to extending health coverage for someone working part time fewer than twenty hours a week, when there are a lot ramifications with the Affordable Care Act to pro-rate health insurance. In general, our budget has expanded dramatically. I am a little concerned about the beginning of January and the choices that are made with personnel. Personnel, Budget and the Board need to be coordinated as we approach the new year.

Steve: Financially, we already are about where we usually are at end of January after the board has passed the budget. We are (projecting) from \$40,000 to \$60,000 in the red. Coordinators spending less and having a better Saturday than we budgeted for is how we make this up. This year we made more realistic admission numbers, thus it's likely there will be less revenue.

Hilary: We had really great attendance rate this year, but our budget is more risky than in the past because we have more realistic admission numbers.

Steve: By adding more employees, it can cost from \$100,000 to \$200,000 per employee. Discussion about the Fair family paying for certain things – this is not something new; it has been going on for years. When you don't match revenue with expenses, you cannot go on forever. You as a board must consider what is fair to everybody and you have to consider the bottom line. We are in the ball park now, hopefully we will be in the ball park when we bring you the budget in the late part of January.

Jon: The points you raise are why I think we should have long range financial planning.

Hilary: Jon, this is not long range financial planning. This is two committees of the board, Personnel and Budget committees talking to each other about what is going on. I agree we need long range planning, but the Budget committee, the PC and the board need to be talking about an overall plan of where we are going to land.

Jon: To me that is long range -- what are the consequences for adding positions A, B and C. We need a financial planning process that is one that looks at more than the next year. Are all the crew budgets done and no more receipts coming in?

norma: There are some small receipts coming in.

Jon: Are we still looking at about \$200,000 in excess of expenses?

Steve: I try to figure this calculation out by January 1st of each year.

Old Business

Bear moved and Casey seconded to approve the November 9, 2015 Board Directors meeting minutes.

Jon: I had one minor correction – I was the first one to thank Lois for her service.

Minutes were amended to indicate Jon's thanks.

Motion passed: 9-0-1 Indigo abstained

Jon moved and Bear seconded to authorize the General Manager to make an offer of employment in accordance with the Assistant Manager hiring committee recommendations.

JonP: Do we get to know what those recommendations are?

Bear: You will be very happy. We have an amazing Personnel committee and Hiring committee that have done a great job.

Indigo: I want to thank the Personnel and Hiring Committee for all their tireless work. I am not in support of the hire. I believe there is another candidate that would better suit us, so I will not vote in favor of this motion.

Jon: I want to publicly thank all that applied. It was interesting seeing the depth and breadth of the folks we have in the Fair family and what kinds of things they have to offer.

Indigo: All three candidates are amazing and all three of them serve the family amazingly.

Motion passed: 8-1 Indigo opposed

Jack moved and Indigo seconded that \$500 net each go to Charlie, Tom, norma, Andy, Shane, Robin and Jeff in our tradition of holiday giving.

Motion passed 9-0

Sue moved and Casey moved to appoint Adam Budd as Craft Inventory Crew Coordinator.

Jeff: It's been two and a half years since I last resigned, so I figured it was time for me to do it again.

We are shifting the structure of crew leadership back to one coordinator. Ken Kirby, David Richey and I will remain to help Adam. He is totally qualified and has been on the crew for several years.

norma: I'm not sure everyone knows how amazing Jeff Harrison is. He is a man of integrity and devotion to the Fair and we're incredibly fortunate to have him.

Jon: I'd like to thank you for your service.

Sue: I can't say enough about Adam. He comes to as many committee meetings as I do. Jeff, I agree, Adam can do this!

Chewie: I want to thank Jeff for the service you have given to the Fair.

Justin: I too want to give thanks to Jeff for all he's done. Looking at Ken and David and the desire to help Adam through the transition is an amazing workload and it has been an honor to work with you.

And thanks to Adam for stepping up!

Jack: Not to make light of this, Jeff, does this mean you are not going to do the juried logo?

Jeff: The way we've divided things out, I will probably still be doing the juried part – I'll be here with all the items. Some things never change!

Motion passed: 9-0

Bear moved and Sue seconded to replace Article V Section 2 of the Bylaws with the new text that was written into the record at the November Board of Directors meeting.

JonP: Everyone is for this version, but I have problems tying membership to the wristbands. I prefer membership criteria that are a service contribution. As Dean said earlier, we have people that do things that are not necessarily tied to the operation of the event. We should reconsider. We need volunteers year round.

Steve: I agree with Jon; this opens it up to anyone with a wristband or worker day pass to be a member. The old criteria were fine. This will expand membership, but will probably not expand the voting membership. This Bylaw change is expanding the potential membership for those that truly don't care. We have a problem like in the United States with those that can vote but do not.

Jain: What I heard was that this would remove membership from those that do not vote.

Jen-Lin: What Jain said!

Joseph: I don't want to see automatic membership, but if you have to take the initiative to fill out an application, this is good. Those voting feel strongly about the Fair and have a stake in the organization.

Gwyneth: Perhaps we need a public service announcement on how to become a voting member. I have been a part of the Fair since 1987 and only became a voting member about three years ago.

Charlie: I'm concerned about the voting criteria. So much of family does not know what is going on during meetings. What if I don't vote because I thought the candidates sucked that year? With this, I can't vote because I didn't vote for three years. We are penalizing people for not voting.

Bear: The Bylaws committee has considered this motion for months. The reason we're doing this is people with Trade passes and Significant Other (SO) passes are ineligible for membership. This amendment has the effect of making Trade and SO passes eligible for membership. This allows the board to create an online registration system because we are a technologically backward organization

and this is a tiny step toward changing that. The Bylaws committee in meetings over the last year added the idea of requiring members to vote once every three years, which you can do by turning in a blank ballot. The voting ballot is separated from the actual signature of the member in the anonymous part of the elections process. All we need to know is that someone cared enough to return a ballot every three years. If someone can't care enough to return a ballot every three years, I certainly don't want them as a member of the Oregon Country Fair.

Hilary: Most of the Trade passes go to entertainers, Community Village and Energy Park.

Bear: Trade passes associated with working crews are not allowed to sign up to vote. To answer some of the questions: Yes, you do have to submit a registration form during this process. Once you have signed up, so long as you keep the Fair apprised of your current address, and vote at least once every three years, you can be a member forever.

Jon: This helps facilitate the membership secretary to verify membership to make sure they are still eligible to be members. Currently, if someone is signed up to be a member, it is difficult to verify that in years ahead they still meet the criteria for membership. By tying it to a pass, a piece of information we collect, it facilitates the verification process, which is a legal requirement as an organization. It expands the pool of people that can be members. One of the critical things in this motion is that it allows the paring of the membership rolls that is a financial burden in sending out ballots that never get returned. A blank ballot is an option that was exercised in the last election. The blank ballot sends a strong message on the state of the board.

Chewie: I'm supporting this because it allows SOs and booth workers the right to vote. There are working SOs that spend money to work at the Fair and don't get to vote.

Indigo: Has the Election committee been consulted about the paring of the membership rolls? Is the Election committee willing to do the work on the backend of the election to do this?

Randy: Yes

Indigo: Coordinators and booth reps should be the ones telling the Fair family who is eligible to vote. This is a call out to all the coordinators and booth reps to spread the word. You are the point of dissemination, so please don't break this link. What I see missing is the notion of other people that volunteer. We have an entire group of people who volunteer through Culture Jam. Do they too have the right to participate and vote? For instance, a youth goes through Culture Jam and becomes a mentor and a teacher, but they don't have the option to lead because they are not a member of the Oregon Country Fair. I would like to add under paragraph (a) (1) "has either received a wristband, other Fair camping pass, or verified worker day pass, or verifiable year-around OCF volunteer in one of the two previous years." Because if they are verifiable they have a person they are working under and we can track it. I would like to add this as a friendly amendment if the maker will accept it.

Bear: I will not.

Jack: However this discussion turns, we will end up here. The way the membership is structured, anybody looking from the outside will see it has been rather exclusive. Opening up our membership is our future. By expanding our membership and our role in the community, we will see a change in the makeup of the organization. This is the most important part of this change. We are opening up our membership to a different class of participants. What Indigo is saying is correct. But at this particular time, what we are talking about – our SOPs – is the fluidness that is an important dynamic to inclusiveness, openness, and putting us out there in the larger picture. A more open, defined, trackable membership will only help us moving forward where change will really happen. I don't think I'm understating this step to allow a volunteer to have a family and to be part of this event. The participation is more ephemeral and esoteric, but we need to be moving in that direction. If not, we will stay small and exclusive.

Justin: I agree with Jack. As a new board member, I'm excited at the opportunity to continue to open up. I disagree with the premise that expanding membership allows those that don't understand what is going on to get to vote. What is important to us is outreach and providing a way for people to understand what is going on, as much as an individual that is running a campaign. A lot of technological things can be done, for instance, reaching out around sound as Amy did to survey our family on what they believe in. We find ourselves making decisions with a very small amount of our family. If you look at the overall voting, the lack of participation is amazing. In talking to the Elections committee and their desires, I have come around to allowing the worker day passes, which to date were not trackable. This will drive the ability to track them. I've seen it from the booth side. There is a lot of Fair family that have not quite decided to become Elders and continue to work full time. This is an either/or juxtaposition they are in – either take action on their Elder side or continue to be a vendor. In a lot of these situations, these individuals choose not to be at the Fair. This is a fair number of the Crafters as they get up in age. If they had the option for a worker day pass, they would be eligible to vote. I will vote for this motion.

Indigo: I would like to try again for a friendly amendment. I'd like to add, "or Culture Jam volunteer." Will you accept that as a friendly amendment.

Bear: I will not.

Indigo moved and Chewie seconded to pass the motion with the addition of "or Culture Jam volunteer."

Joseph: I liked the original "verifiable year-round OCF volunteer" language. There should be something to include those that make major contributions to the Fair.

Gwyneth: I like the original wording as well. Everyone in our crew, be they SOs or crew, function as crew. Some work pre-Fair and post-Fair and do not work during the Fair due to the amount of help we give Elders moving in and out.

Steve: My only concern is the age of the Culture Jam volunteer. Some might be under the age of 18.

Hilary: I'm fine with using Culture Jam volunteers and paid staff – both easy criteria to identify. It is not an easy criteria to include year-round volunteers. You have no idea how many hours or who they are reporting to. This would need to be defined before it goes into the Bylaws.

Jen-Lin: Culture Jam volunteers are not part of the same current database. What we are addressing here is to get everyone in one database that can be verified. There is no age basis in the Bylaws for being a member. My understanding was that teen crew members can be volunteers and be members.

Sandra: I support Indigo's motion as well. I don't see anything wrong with those that take part in the Fair in any way be a part of the voting members.

Dean: I support the current motion, but prefer the original motion that Indigo made. If the scribe tribe became the scribe crew, then they could become members.

Bennett: In our code of conduct it says we do not discriminate, one of them being age. If someone has put in a lot of hours as a seven year old, it would be nice if they could have a say. In terms of numbers Culture Jam will not change the 4.6% voting membership that much.

Steve: The current membership in the Bylaws includes everyone that we're talking about.

Jon: Our attorney should address the age of members. Having a member that cannot be on the board says we have two classes of membership. The amendment on the floor is a sea change on how membership has been defined at the Fair. Membership has always been defined around the three-day event. This is not the first time the question, "can someone be a member and not be part of the three-day event" has come up. Every time that this has come up in the past, the answer has been no. This is a philosophical shift that I'm not prepared to vote for tonight.

Jack: In deference to the Bylaws committee, I don't think it was anyone's intention to amend the recommendation from the Bylaws committee. This has been under discussion and in the Bylaws committee for up to eight months. I think we do harm to long-term organization if we have the Bylaws committee do the change and then amend it. It is important to include the Bylaws committee if there are further changes. I disagree with Steve that the Bylaws qualify the language on what the definition of a working member is. I think structurally, we might be going down a bad road. I'm not going to vote for the amendment.

Diane: We have a Bylaws committee and our lawyer is on it and I don't want to make changes without it going back to them.

Chewie: There has been some discussion with Russell on membership and it having to do with the event. I would like to vet this with the Bylaws committee and thus am withdrawing my second.

Indigo: I would also like to withdraw this, but I want to put in New Business to ask the Bylaws committee to look at language to be more inclusive to other volunteers outside of the three-day event.

There is no amendment on the table.

Original Motion: Bear moved and Sue seconded we replace Article V Section 2 of the Bylaws with the new text that was written into the record at the November Board of Directors meeting.

Motion passed: 9-0

Jon moved and Sue seconded that the Board of Directors request the Bylaws committee to review provisions pertaining to the submittal of advisory petitions and the scheduling of advisory votes with the intent of ensuring that there is optimal time between the submittal of the petition and the date of the vote for the membership to engage in discourse and deliberation as to the merits of an advisory question.

Jon: There were four advisory petitions submitted. Those that submitted the advisory petitions sent letters to the Fair Family News and no one else knew what advisory petitions were submitted, so the only letters printed in the FFN were letters from people supporting the advisory petitions. There was no time for anyone to submit a letter of an opposing view, as there was no time to do so. I want to make sure that both the pros and the cons of the advisory petitions get to participate in the discussion. As the Bylaws are structured, we don't have that option.

Hilary: This makes a lot of sense. I suggest that you figure out the schedule and recommend it to the Bylaws committee.

Steve: I think Jon explained it well, but I think that your intent is the opposite. It would prevent people from doing what they did, which was to submit the advisory petitions. You do not need to have a motion to ask the Bylaws committee to act on the advisory petitions.

Jack: Jon, I ask, what does an advisory vote have to do with the By Laws?

Jon: There are provisions in the Bylaws that say when votes have to be scheduled. The issue I see is a combination of what is in the Bylaws and the procedures that the Election committee sets.

Jack: The board sets that standard when we set the date of the annual membership meeting. When we have to have our ballots in is when the schedule is for the advisory petitions to be in for the ballot. This is already known.

Jon: Not necessarily. An advisory petition can be submitted at any time.

Motion failed: 4-5 Opposed: Casey, Bear, Justin, Indigo, Chewie

Indigo moved and Chewie seconded to donate \$1,000 to the Egan Warming Center

Jon: We currently have overspent the line item for the Board of Directors donations other. We have under spent the reoccurring donation. Overall for the year we have under spent donations by \$2,300. I'd like to make a friendly amendment to move the donation amount to \$2,300 to the Egan Warming Center.

Indigo: I accept that friendly amendment. I think this is really important in a time that our world is in chaos. There are a lot of people out there that are cold, and those of us in here that are warm do not really know what that is like. If we need to make this gesture without solicitation, it shows we care about everybody.

Chewie: The Egan Warming Centers were set up because of Tom Egan, a veteran with PTSD that froze to death. I am glad that our family can recognize that there is turmoil we can change in our community.

Bear: I will support the motion because I think the Warming Center is a good cause. I remain very uncomfortable ever giving a dime of Fair money to a religious organization. St. Vincent de Paul is a Catholic organization.

Final Motion: Indigo moved and Chewie seconded to donate \$2,300 to the Egan Warming Center

Motion passed: 9-0

Jon moved Bear seconded that the board authorize the General Manager, in collaboration with the Personnel committee and the Treasurers, to select and execute an employee health insurance agreement that includes family coverage.

Jen-Lin: This will help attract and retain good staff.

Gwyneth: It is ethically and morally a good thing.

Kehn: What is the financial impact?

Steve: It could be extremely expensive but with the number of healthcare plans and options available we will determine what fits.

Dean: It is important we support our employees. The Fair will do what's right.

Jain: I support this as a stopgap but only a single payer health insurance is really fair.

Jen-Lin: This is a dance between being financially responsible and taking care of our employees. It also reinforces my comment earlier of why I was disheartened when we took \$62,000 out of the budget projections last month.

Hilary: I support this. The employees have had a say in the selection of their health care. It could be that the Fair doesn't cover the entire cost but to offer it as a plan that is available.

Bear: Health care is human right. It is a crime that we don't have single payer in this country. At least the Fair can show some moral leadership.

Motion passed: 9-0

Bob: The WOW hall is celebrating its fortieth anniversary. I'm organizing a party to thank all the people for support the WOW hall. There will be seventy-eight restaurants at this party on Saturday night.

President's Peace

Jack: We won't see each other again until the New Year. As a reminder we have a very precious path with our patrons, our volunteers, and our participants that pay for this. What they are paying for is not

necessarily a good time at a party – not that it's not a factor. What they are paying for is what we stand for, what we give, what we provide, and the love that is in our hearts. We need to continue to think of it along these lines. It is an extremely precious thing that we have been given to move forward with and we can only do this by our good acts and including everyone that we possibly can. To do that with love moving forward, our patrons and volunteers want us to perform in what would be a celebratory manner as opposed to what the world surrounding us is doing and what it is giving us right now. The people that are suffering the most understand what true celebration means and when it comes from our heart nobody would begrudge us that celebration, as long as it revolves around peace, justice, equality – all that was brought to the Civil Rights movement and the movement that we evolved from there. With that I hope everybody has as good a year as the Fair has next year and I hope we continue to have that very important connection with our local community patrons and ourselves.

Draft Agenda for January

Personnel Policies and Procedures Manual update ()
Bylaws expansion of membership (Jon)
Conflict of Interest form for Board (Jon)
Approve recommendations of Diversity Task Force and Archeology Committee (Jon)
Approve 17.5 hours for employee benefit eligibility (Jon)
Financial disclosure for coordinators and others with purchasing authority (Jon)
Ask the Bylaws committee to look at language to be more inclusive to other volunteers outside of the three day event. (Indigo)