

Oregon Country Fair Board of Directors' Meeting
November 6, 2017
7 pm, NW Youth Corps, Columbia room

Board members present: Diane Albino, Laurel Blaser, George Braddock, Chewie Burgess (alternate,) Casey Marks-Fife, Paxton Hoag, Justin Honea, Lucy Kingsley, Jack Makarchek (president), Indigo Ronlov (vice president), Kenya Luvert, Jon Silvermoon, Lawrence Taylor (alternate), Sue Theolass. **Peach Gallery present:** Staff (Crystalyn, Shane, Stephanie, Shelly and Robin), Officers (Hilary, Lynda and Randy) and 47 members and guests.

New Business

Appoint Lucy Kingsley to Craft Committee (Sue)

Task the Craft Committee, Craft Inventory and Booth Registration to include the information from and/or link to the Indian Arts and Craft Act of 1990, which resides on the Department of Interior website (Indigo)

Approve Lily Harmon Gross as Camping mediation co-coordinator (Chewie)

Poetry Story Slam motion (Kenya)

Consent policy (Indigo)

LT moved and Sue seconded to approve the minutes from October Board meeting
Motion passed: 9-0-1; Chewie abstained.

LT: Regarding Article VII, Section 2, Sub-section F, "Tie votes shall be resolved by drawing straws."

Heidi: The Board members that were elected to a two-year term were Paxton Hoag, Laurel Blaser, Justin Honea and Diane Albino. For the fifth and sixth places, there was a tie between Jon Silvermoon and George Braddock. I have three genuine Scheumack (Broom Company) straws and the short straw will be the alternate Board member.

Jon: I got the short straw.

LT moved and Lucy seconded that the Board of Directors ratify the results of the 2017 Board of Director's election.

Joseph: Thanks to LT, Casey and Lucy for your service.

Sue: I want to say how much I've enjoyed working with these three people.

Chewie: These three people have been amazing. I also want to thank everyone who ran.

Diane: I thank all of you. I told Lawrence that if he had some eloquent member input, if he'd email it, I'd read it.

LT: It has been one of the great privileges of my life to serve on this Board for the last 18 years. My children can't remember a time when I wasn't on the Board. It has been

an enormous and delightful responsibility. To all of you, I love you more than words can tell.

Motion passed: 10-0.

Chewie moved and Sue seconded to elect as president of the Oregon Country Fair, Jack Makarchek; as vice president, Indigo Ronlov; as co-treasurers, Hilary Anthony and Lynda Gingerich; as recording secretary, Randy Turney; as membership secretary, Heidi Doscher.

Motion passed: 10-0.

Announcements

Laura: Spoken Word would like to host off-season story slams. They will be along the lines of Moth radio stories. Our first was October 16, 2017, and we had about 30 people show up. We will have Oregon Country Fair stories, as well as non-Fair stories. The Board member sponsoring this motion has left the Board. We want this to be approved so that we can advertise in the FFN, work with KOCF and help the Fiftieth Anniversary Task Force. We also want digital broadcast waivers for our storytellers. We'd also like to have Ambiance story booths for Spoken Word and KOCF.

Indigo: Casey tabled the motion and it will be on the December Old Business. Kenya will sponsor the motion.

Laura: We have scheduled two more story slams, both at Tsunami Books. One is on Thursday night, November 16, and the second is Thursday night, December 21.

Doors open at 6:30 pm.

Sue: At the December meeting as a fund-raiser for Culture Jam, there will be beeswax candles and catnip mice for sale. All proceeds go to support Culture Jam.

Jain: Community Alliance for Lane County (CALC) is doing a fund-raiser on November 18 at the Wesley Center. Also, the WOW Hall membership party is on December 9 at the WOW Hall.

Cia: Keith Allen, my father and a longtime local musician, passed away recently. A memorial for him was held November 12 at the Vet's Club. Thank you to all who made the 2017 Fair possible for him. He got to see some of his best and truest friends.

Staff Reports

Crystalyn: Congratulations to our new Board members and thanks to those who serve. Hilary, Lynda and I organized an intro to OCF budgets and finances training. It was offered to all current Board members and those running for the Board. If there is interest from the larger Fair family to provide such a training, reach out to me. If there is interest for trainings in other functions of the Fair, let the Management Team

know. Specific thanks to Stephanie for all her work to put on the Board retreat. Also thanks to staff, Board and officers for a productive retreat. Budget committee is in full swing. Thanks to the committee members for your efforts and time. The Community Center Committee had Pivot create a "Building Types and Costs Report." It was presented to the Board at the retreat and it is posted on the .net site: <https://www.oregoncountryfair.net/CommunityCenterBuildingCostEstimateStudy11.17.pdf>

There will be a Community Center Committee work session to discuss this report in more detail.

Our meeting with the Lane County Sheriff's Department to debrief the 2017 Fair provided the information that this year's Fair went really well. There were relatively low instances and arrests. We have an amazing partnership with the Lane County Sheriff's Department and we are grateful for that. The Fiftieth Anniversary Task Force is working on narrowing down their ideas for the 2019 Fair. Scribe tribe has our first volunteer, Jennifer Garrity, who will be taking minutes for the Path Planning Committee. We have a pilot project going for our scribe volunteers, so if there are others who are interested in being scribes for Fair committees, please reach out to the office. We had an Entertainment coordinator meeting this month. These Entertainment crews do so much to bring us world-class entertainment with limited resources. Combined efforts among those Entertainment crews show the dedication of those volunteers.

Shane: We have an SUP approval on the table with the County. I've been working with Bill Kloss, our land use attorney, and Thom Lanfear, who has worked tirelessly on the SUP. We've also submitted the documents for the road vacation process. We are likely to hear from the county on these projects in the next couple of months. I have been working with a contractor, providing property maps, so that we can get an accurate estimate on the cost for the adjustments on Arrow and Chickadee roads, as well as creation of the Far Side road. Our goal is to have Arrow and Chickadee done before the middle of May 2018. With some luck, we could possibly be done with the Far Side road by then, but it's likely to not be done until October 2018. Many thanks to the VegManECs for coming out last weekend and getting the bale dams in place. We've modified their position in hopes they will eliminate the erosion control problems we have on 13th Street at the junction to White Bird. An exciting thing: We acquired a 1990s Grumman 1,000-gallon pumper truck. It was brought to Schnitzer Steel for scrap and we were contacted. It will serve the Fair for many years. Shelly has been working with me trying to source another tractor. I've been working on replacing our tractors for a couple of years and Shelly has helped me narrow down a couple of models. We'll be looking at them and determining differences in new and used. Our big tractor is 1950s vintage. With a new tractor, we are looking at cutting, swathing and baling our own hay to reduce operating costs by up to \$5,000 per year. Crystalyn and I met with LTD last week and received historic information from them. LTD records show that they have been partnering with the Oregon Country Fair for at least 33 years. This is one of the largest and longest-standing

relationships in our community. Ridership was up this year and was the third highest to date. The contract for 2018 is ready to be signed and remains the same as last year in cost. Anyone with OCF credentials or a ticket can ride in the system free from any point to Valley River Center or the Downtown Station and get a ride out to the Fair site and back home.

I'd like to thank Rich Newman and Elizabeth Reed for helping us out with durables last year. They filled a desperate need for us last Fair. They are removing themselves from the durables project and we are looking for people for sorting, cleaning and circulating durables, also known as knives, forks and spoons. We are looking for a commercial kitchen to allow us to pay a fee to wash 160,000 pieces of cutlery. If you know of a person or a kitchen interested, please reach out to Stephanie or me at the office. I want to thank the Board for the past weekend, everyone who helped put it on, and Dick Stewart for all his help in the kitchen.

Jon: On the road construction estimates, are you getting one estimate on Chickadee based on the clarification interpretation we've asked about in terms of the turnouts?

Shane: Yes, we will be getting estimates for both 18 feet wide and 16 feet wide. My preference would be to go 18 feet wide because it benefits the organization and the event, first and foremost a better egress and ingress for emergency vehicles and the Monday exodus of the Fair. I will ask for estimates for both and I'll also ask for a price for the Far Side road.

Jon: Once you have the estimates, are you going to put out bids for the project?

Shane: We could put out bids, but having been through the process for better than a year, the contractors I've reached out to have been challenging to communicate with. Once I have a base price, I will reach out to other contractors who have been recommended.

Shelly: We've been working on winterizing the site and getting structures, vehicles and water systems prepped for the cold weather. Thank you to Alex Holden from Tree Crew for coming out last month and spending a Saturday working in the pouring rain. Thank you to VegManECs for coming to work this last weekend and helping to install water diversion systems throughout the eight. It got done in record time this year and your help is much appreciated. The new fire truck is lime green and I've already started calling it "Friday." Leaves are on the ground onsite. Come out and enjoy the fall.

Stephanie: I'd like to congratulate our new Board members. It was a pleasure to get to know you all at the retreat and deepen relationships with those of you I got to join last year. I have been doing what I can to support the projects that Crystalyn and Shane outlined.

Robin: It's been so great to have more quiet time in the office for concentrating on revamping my administrative processes for Culture Jam. Appreciation goes to Stephanie Talbott for being such great resource and sounding board as I try new software and expand on what I've got to meet a myriad of needs. Thank yous are still going out to all of the people who helped CJ happen last summer.

Committee Reports

Election Committee: Heidi presented the Board Election Report for 2017:

Board members elected to a two-year term:

Paxton Hoag
Laurel Blaser
Justin Honea
Diane Albino
George Braddock
Jon Silvermoon* alternate

*Position No. 5 and Board Alternate were decided at the November Board meeting by drawing straws.

Result of the advisory question:

Shall the guidelines be amended to allow one permitted fireworks show a year, under the guidance of management, with an emphasis on quieter fireworks?

Agree- 547, Disagree- 495

Total ballots counted- 1,230

Absentee ballots returned- 975
Voted at the meeting- 255
Absentee ballots sent- 1,547
Absentee returned- 63 percent

Returned with bad address- 6

Re-sent, first one missing- 7

Ballots returned but not counted:

Marked more than six votes- 11
No signature on return envelope- 7
Arrived after the meeting- 17

Write-ins receiving more than one vote:

Spirit Leatherwood- 3
Martha Evans- 2

Treasurers and former treasurers verifying the count- 2

Thank you, Hilary and Grumpy!

Volunteers on the Election Committee- 7

Thank you to Barb Edmonds, Cathy Coulson-Keegan, Jen-Lin Hodgden, Merrill Levine, Randy Turney, and Arn Barr for all your work overseeing the election.

Volunteers counting ballots- 33

Thank you to Peggy Fitzgerald, Alison King, Hilary Anthony, Sue Moore, Jim Walker, Jen-Lin Hodgden, Kathy O'Connor, Robin Marks-Fife, Laura Lunn, Eva Grooters, Grumpy, Candace Reed, Miles Thompson, Joanie Kleban, Mary Drew, Bonnie Stone, Phillip Guyette, Jacob Rockwell, Jain Elliott, John Flanery, Jasmine Guyette, Chela Guyette, Fran Chylek, Michael Grassmueck, Stephanie Talbott, Cher

Aker, Sue Barnhart, Michael Carrigan, Cathy Coulson-Keegan, John Roberts, norma sax, Dick Stewart, Lucas Letelier, and Charles Rogers for your help with the counting and tallying of the ballots.

Pre-election work

Forms collected by GOTV at fair time- ~2,400

Forms sent to office- ~200

New voting members added- 2,047

Voting member info updated- 350

Yes, over 2,000 new members were added to the voting list and that translated to about 200 more people voting.

More people to thank

Thank you, Michael Grossmueck, for coming down from Portland to help the Election Committee all day!

Thank you to Brett and the GOTV team for your help inputting the forms you collected and for taking on the candidate forum!

Thank you, Jain, Jen, Arn, Robin, Stephanie, Suzi Prozanski, John Flanery, and Lucy for your help with inputting forms and/or the absentee ballot mailing.

Jon: What is the total membership?

Heidi: I have been asked in the past to not publicize that number, but there are about 10,000 names in the database. For at least 2,000 of those, we no longer have their addresses.

Jon: A useful measurement is what percentage of members actually vote each year and whether the GOTV efforts over the past few years are the increasing that percentage. How effective are the mechanisms for people to become informed about the issues and the candidates?

Heidi: We have done a lot of things to help with informing the membership. There is the Candidate's Forum, the Fair Family News and email reminders.

Jon: Knowing what percentage of the membership has voted and if it has changed over the years would be a measurement for whether the things we've done are effective or not.

Heidi: In looking at the election reports over the years, I found so many variables I am not sure we can come up with an accurate number.

Stephanie: A lot of Jon's question has to do with our database. In that database are people who were on crew many, many years ago and are no longer participating in the Fair. Until we get a reasonable database that tracks all crew and vendors, we do not have an accurate accounting of membership.

Diane: Seems like we changed something in the bylaws, where if you don't vote for three years then you are not considered a voting member. This would take care those people and they will be off. Looking at the trending, we are moving steadily upward in overall participation.

Heidi: You have to vote once every three years, and while I have not taken anyone off the rolls, I want to make sure to get the word out to the Fair family.

Crystalyn: I'd like to give Heidi a huge thank you for all that she does as our Membership Secretary.

Radio Station: Dean said that on November 5 at 6 pm, 92.5 KOCF switched over to a brand-new computer and new automation system. The new systems put into play our new programming schedule. We'll be monitoring it closely but it's been burning in for the last week on Andy's dining room table. We will probably have to do some minor tweaks here and there. It's always the case with a complicated piece of software like RadioBoss (automation system). We retrieved our other new computer, built and put into operation a year ago September. It will be reprogrammed with a duplicate set of software as the new one and run as a completely redundant system. We've had a few situations where we had to switch over to our backup system to keep programming on the air while trouble-shooting the primary system. Our older backup system was a music set playing with no breaks, Id's, station promos, etc. Now we have true redundancy.

The Fern Ridge Light Parade is December 7. We have begun planning the second annual 92.5 KOCF Light Parade Contest. We place coffee cans in retail establishments around town with entry forms seeking suggestions of favorite holiday music. This year we are going to draw three winners who will not only get their songs in the light parade music show played during the parade, they will also win a prize. We are also planning our entry in the parade. It might include a buckboard with lots of lights. It could have Santa on it. Time will tell.

KOCF and the Spoken Word stages are in conversation about building a new Program on KOCF with Spoken Word performances. We are excited to work with Laura and Robert on this project. This will bring the sound and spirit of the Oregon Country Fair to the airwaves.

During the recent Fern Ridge Harvest Festival held in the downtown blocks of Veneta, I had a conversation with a woman who was unaware of the radio station. When I mentioned it was a project of the Oregon Country Fair her attitude changed. She explained she'd had dealings with "those Fair People." I asked if she'd worked with Neighborhood Response Team and explained to her what they do. I mentioned that the Fair had donated to the Veneta Pool reconstruction, and that the Fair gives money to the arts in Veneta every year. And then said the Fair has given more than a million dollars to nonprofits. She was flabbergasted and asked why they don't tell people about it. So, I'm going to be working with staff to create a series of radio spots that will continue to inform the community of all the good that Fair does year around. We hope to start them running soon.

Congratulations to all our New and returning Board members.

Elders Committee: Peggy said at their last meeting, Elders vetted and approved 19 applicants for Elder status. Three additional applicants require further verification. Jan joined this subcommittee. There is an established protocol in writing for vetting and an appeal protocol.

Discussion was held for applicants who submit the application without a physical signature and how to manage that. The process will be added to the protocol. Anne Marie Hirsch has been approved to serve as volunteer coordinator for the Elders. The December Holiday party and potluck has been approved at WOW Hall, Wednesday, December 13, from 6 pm to 9 pm. Setup starts at 5:15 pm. Eric will provide music. An email will be sent to Elders who accept email info. Budget items to be reimbursed need receipts submitted to Katie, our budget liaison. We need a contact person for each subcommittee. The Fair is interested in finding a "Late night bus coordinator" for the 2018 Fair. Contact Jerry Joffe for info. The Elder Fall Retreat was held at Heather and Mouseman's home. Fall Retreat Topics: New volunteers; Archives (Terry or Jerry); Mapping (Mambo); 50th anniversary (Jerry); Future of the Geezer; Needed camping space for 2018; Late Night Bus report Still Living Room.

Congratulations to everyone who was elected to serve on the Board of Directors! Next meeting is November 30 at 7 pm at the Grower's Market.

Feedback Report: Jen-Lin said the Feedback Report can be found online here: <https://www.oregoncountryfair.net/Pages/feedback2017.pdf> . It is not my place to censor what people write in feedback, but if they are throwing someone under the bus, I will redact the names. I would like more respect and open curiosity in our discussions as we go forward in feedback and social media.

Path Planning: Justin thanked Shelly for setting up a table and chairs and making it nice and cozy for Path Planning's meeting at the Warebarn. We are working on ongoing land-use issues. I have stepped back as co-chair, and Colleen continues as the co-chair and Dean Middleton will be the other co-chair going forward. We have Laurel Goerger as our secretary and we also have Jennifer Garrity as our scribe. We went over our work plan, set up our new system and we've got a lot to do and good people are working hard on the issues.

Food Committee: Sue said that applications for new booths and carts will be accepted from December 1, 2017 until January 12, 2017. Applications and other instructions are online at the .net site.

Diversity Task Force: Diane said the task force will meet on November 21 at 5 pm at the Fair office.

Member Input

Mambo: I'd like to add my thanks to Jen-Lin for her work in the Feedback Report. There were some extreme opinions and I want to point out that dialogue is important. For Jen-Lin to show the restraint that she does is what we as a membership need.

Donations/Secretary Report

Randy: I will not be serving as the board's secretary beyond the March 2018 Board meeting. Until that time I will be working to transition my officer role in the Oregon Country Fair to another volunteer. This volunteer works directly with the Board of Directors, staff, FFN, local nonprofits and other officers. Being an officer of the Oregon Country Fair has been one of the richest experiences I've ever had and I will miss working directly with this dedicated group of individuals who are leading our nonprofit, philanthropic organization into the 21st century. If you are interested in serving the Fair as the Board Secretary, please reach out to me or the Fair office.

Tonight we have donation requests from:

Eugene PeaceWorks for \$1,650 (Chewie)

Chewie: I'd like to move this from the consent calendar and vote on it separately.

Positive Community Kitchen for \$1,000 (Jon)

Eugene PeaceWorks: KEPW is a new community radio station just on the air in Eugene that is sponsored by 35-year-old nonprofit Eugene PeaceWorks. We are now simultaneously streaming online and broadcasting at 97.3 FM. As a low-power FM station, KEPW is a voice for those left unheard by mainstream media. We have just spent all our money creating a signal that can be heard wide and far throughout Eugene and Springfield. The money will go to the engineer who helped facilitate the move from one antennae site to another.

Sherie: I am founding board member for Positive Community Kitchen that is four years old. Positive Community Kitchen begins with teens and healthy food but it moves deep into the heart of our community by inviting people struggling with life-threatening illnesses to join us at the table. Our food is made with the support of an amazing network of local farmers and gardens, cooperation of the school system and community college, support by an amazing network of health care providers and thousands of hours of loving attention by hundreds of volunteers of all ages. We have some relationships with Robin and Culture Jam. We serve about 35 folks and their families with local and organic foods. The garden at NYC is where we grow our foods. Plant pledges gave 600 plants to individuals to grow food for Positive Community Kitchen. A greenhouse to grow food in the winter is what the money will be used for.

Motion passed: 10-0.

Chewie moved and Paxton seconded donate \$1,650 to Eugene PeaceWorks.

Chewie: What will the money be used for?

Eugene PeaceWorks: The money will be used to pay for engineer's final costs for the move to another tower.

Dean: At KOFC we've worked with the engineering staff at KEPW and they put their new antennae on the Silke tower downtown. Antennae placement is expensive.

Jon: This is the second request from KPEW; I sponsored the first request. The conditions that the Board placed on KOFC when we passed that motion was that they would not come to us for money. I find it odd that we are not giving money to the station for which we are the license holder. We said that KOFC should raise their

own money. If we are going to support low-power FM radio stations, we need to rethink our arrangement with KOCF.

Paxton: I am happy to support KPEW and agree with Jon.

Chewie: I appreciate re-examining KOCF, but Eugene PeaceWorks has a large outpouring. Peace is really important and we have a responsibility to support it. I'm also supportive of looking at the KOCF model, but I want to focus on the donation request at hand.

Motion passed: 9-0-1; Sue abstained.

December donation requests include:

 Skipping Stones \$1,000 (Diane)

 Womenspace \$1,000 (Jon)

There are no consent calendar items in the months of January or February.

Treasurers' Report/Budget Items

Hilary: We are going to wait for Old Business to provide information on the motions that are part of the budget items.

Old Business

Jon moved and Jack seconded to promote Crystalyn to Operations Manager and direct the Personnel Committee to update the Operations Manager job description so that the position has a pay range equal to the Site and Facilities Manager and that the Site and Facilities Manager and Operations Manager jobs are at the same organizational level with each position, at this time, reporting directly to the Board of Directors.

Spirit: I support this motion and the job delineation and outlining the responsibilities.

Jen-Lin: When we talk about the same organization structure, it means they have equal authority. Thus, they are the Fair's lead management team. Our coordinators and Fair family should all recognize they have this authority from the Board.

Dean: Having worked with them over the last year, I found their decision-making and leadership to be phenomenal.

Indigo: I want to extend my gratitude for all you two have been doing for Board, staff, officers, family, vendors and the public.

Justin: I want to echo what's been said. The position they have held and the lack of clarity around us is something we've noticed and are correcting to stand behind Shane and Crystalyn. I don't want to forget that they have taken more than their job description, as well has the rest of the staff.

Chewie: I thank Shane and Crystalyn and all staff for this. The clarification that Jen-Lin just gave was very deliberate. Shane and Crystalyn are the management of the Fair and should be treated with that respect. We were remiss as a Board of Directors

by not making that clear. By doing this we are legitimizing their leadership. We are addressing issues that people have brought out in feedback and direct communication. Also, Jack, as President of the Board, has taken on a lot during this time too.

Motion passed: 10-0.

Jon moved and Sue seconded to direct the Personnel Committee to update the Assistant Manager, Operations Manager, Site and Facilities Manager, and General Manager job descriptions with a particular focus on what duties and authorities should be moved from the General Manager to the Operations Manager and, or the Site and Facilities Manager and how the General Manager position should be structured and positioned in our organizational structure, and titled moving forward.

Jon: I want to recognize that a lot of people have been wondering what we are doing and talking about. It has been difficult because the discussions involve the status of current employees. A lot of confidential matters are at hand. I'd like to make sure people understand one of the issues that we are grappling with is what is the relationship of the General Manager position to the other positions. This is what we are working to parse out for the organization. I'm hopeful that in the next two to three months, we'll have something to present to the membership.

Indigo: I've witnessed this Board of Directors that has been working on this being very considerate and caring in how to move forward. We are trying to do the right thing and sometimes that has not appeared transparent.

Motion passed: 10-0.

Hilary: The motion would be to designate from unrestricted General funds:

\$100,000 for roads

\$200,000 for a new office fund

\$200,000 for a Community Center fund

\$100,000 for permitting resolutions

\$75,000 for water system upgrades

\$50,000 for IT issues

\$50,000 for power/solar issues

Indigo moved and Chewie seconded to designate from unrestricted General funds:

\$100,000 for roads

\$200,000 for a new office fund

\$200,000 for a Community Center fund

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\$75,000 for water system upgrades

\$50,000 for IT issues

\$50,000 for power/solar issues

Hilary: We have a number of ways to signal intent in our financial tools in the budget. We can say this is our plan for this year and what is permitted to be spent. When we designate funds, it is setting aside funds for a longer term. Designations do not expire after a year, and this is showing intent and putting aside the money. This is the largest designation we've ever recommended. Part of the reason that it is so large, is for several years we've not made designations. This takes some of the money out of the Green Ticket fund that has not been used in a while. On any of these designations, to spend them, you will have to get spending authorization. They were developed in conjunction with staff and the Financial Planning Committee.

Joseph: It is great to have capital spending plan and that is a big step forward.

Rick: If it is the Green ticket fund where the money is coming from, it does not sound like there is a lot toward green projects.

Jon: I want preface that I have been a member of the Community Center Committee. I've been working with committee to make the vision manifest itself. At the time the Board voted to form the Community Center Committee to move forward exploring the options for a Community Center, it was my understanding that the building of the Community Center would be funded with a capital campaign and not from money coming from the pass or booth fees or Fair money. The excess revenue we have is a result of raising fees on camping passes, vehicle passes and booth fees and the like over the last few years. It is going to be important in having a capital campaign to build a Community Center to have a unified family and not to have a segment of the Fair family that feels like the promises that were made at the outset of the project were not kept. I do not believe we should be earmarking \$200,000 of the excess revenue for the Community Center.

Jon moved and George seconded to amend the designation to remove the \$200,000 allocated for the Community Center to a fund for general infrastructure improvements for the Fair.

Hilary: Jon and I have talked about this several times. I totally disagree that there was any promise or representation that money will not come from the general fund to go for the Community Center. If we are to do fundraising, we will need to show that there is organizational support for the project. I hope we continue to show that we want to make this happen. We have already had expenses related to exploring the Community Center. We've been able to fund those out of the funds we've designated for it. I'd like you to find it in the minutes. You keep saying that and I keep disagreeing. I don't think it is there. There was never any committee or Board intent that the money not come from the general fund. I really hope that this motion does not pass.

Crystalyn: I want to second what Hilary said. If we are in a capital campaign, we will not be successful unless we have invested some of our own funds in the project.

Heather: Are all proposed amounts coming from current excess revenue?

Hilary: Correct, but there was only \$200,000 of Green Ticket money.

Diane: I too was under the impression that we were going to fund this as a capital campaign and not from revenue that partially comes from ourselves. We keep raising the money that we have to pay.

Justin: I'm not going to support this motion. We had discussions on this at the retreat and there was a strong sense that this was going to take a fund-raising campaign for this Community Center, big ticket or low ticket. We need to be able to have money to design concepts before we go forward and get to the point of fundraising. We need the money in order to have a design to go forward with a fundraising campaign. We cannot go forward with a campaign on nothing but air. We need a concept and these funds were earmarked to move us forward down that path.

Indigo: I do not recollect any decision being made on the Community Center not being funded outside of a capital campaign. We've been putting money aside for the Community Center in little bits and pieces all along. This is not a new thing that we are doing to designate funds. I will not support the motion as it is.

Chewie: I agree with Justin, Hilary and Crystalyn, we have to put money up front in order to get to the point to raise money. There is a lot of work ahead of us to get to that point. Jon, respectfully, show me where the minutes say we said it'd be a capital campaign only. I will absolutely not support this amendment.

George: I did not second it to support the caveat of where the funds came from. I seconded the motion because I think the original motion is premature. It is a complicated project. We are trying to sort out an SUP. There are a lot of deferred things on site that are significant infrastructure improvements and important to make. This project could be four or five years from now. I don't support earmarking the funds now.

Paxton: It is my understanding that it is just a designated fund and we can change it later if we need to. While I will support it, I want to move toward an upland kitchen and I think this is one more step in the sense to do it.

Jack: Paxton said my piece. We can jockey verbally about when we do that. I think that the intent is to keep motion forward on the upland kitchen. Our biggest discussion has always been about the size of the meeting space. The ability to have an upland kitchen is going to be restricted by our land use and it has to be a community center in a residential area. I don't think there is anything wrong with designating funds to use as we see fit in the future, rather than waiting for the future to designate funds. I am going to stick with the original motion.

Amendment failed: 1-8-1.

Paxton: I have similar questions on if we need to designate funds for the office. If something comes up we can fund it. I think we are low on the power, but I'm supporting this as it is.

Jon: It says as a new office fund, the task force appointed was to evaluate the current office, whether renovated or rehabilitated or relocated. The name of the fund makes it sound like that decision to relocate has already been made. Would the maker of the motion take the word "new" off that so it does not imply the decision has been made?

Hilary: The intent was not to say that we were only moving. The intent was for whatever evaluation means.

Indigo: I am fine removing "new" and just having it be office fund. I don't, however, want it to look like it can be used for anything in the office.

Sue: If we renovate our existing office, it becomes in effect a new office.

Indigo: Let's keep new office on the record and let the task force look at the needs of the office.

Motion passed: 10-0.

Lynda: The motion is to accept the revenue projections proposed by Financial Planning Committee in the document in the Board packet.

Indigo moved and Chewie seconded to accept the revenue projections proposed by Financial Planning Committee in the document in the Board packet.

Lynda: This is from Financial Planning Committee's recommendations from our work in September.

This is the first year in the two-year budget process and some of the recommendations are different in 2018 and 2019. Admission is a \$2 increase for Friday and Saturday and \$1 increase for Sunday. The cost of a vehicle sticker for crews will increase by \$5 in 2018 and another \$5 in 2019, which brings crew vehicle sticker prices in line with the vendor vehicle stickers in 2019. Also, in an effort toward consistency, the late fees for passes for vendors will increase to equal that of the late fees for crew beginning in 2018. After doing analyses of what other festivals are charging, vendor booth fees will increase across the board. Through Sue's research, the vendor booth fees will increase to a level that is consistent with other festivals. There is no change for nonprofit booth fees. The revenue projections are based on attendance formulas and are based on the proposals in the price sheet and subsequent increases.

Amy: On the increase in vehicle stickers, when crews are volunteering they are not receiving payment. People are paying to work for us.

Spirit: I don't think raising vehicles to match the price of vendors is fair justification. Raising it goes beyond the budgeted amount of vehicle stickers. I would much rather see SO passes go up, to help compensate for raising vouchers. Often time SOs do not help out and I'd rather have them pay instead of crew vehicle sticker increases.

Crystalyn: I want to remind people that although some of artisans, crafters and food vendors do make money, a large amount of people who receive booth wristbands are not necessarily receiving income from those booths. A lot of booth people pay for their wristbands, parking stickers and do not receive payment for the hours they work.

Jen-Lin: If we are looking at raising food vouchers, raising them 50 cents cost an additional \$40,000. From a personnel perspective, attracting employees of a high caliber costs money. We are also very generous to our staff with the benefits package. I don't want to shortchange our ability to do the good work the

organization is known for. It all costs money. The reason that I contribute to the Fair is that I know I am part of something bigger and my work is going toward that.

Randy: The Oregon Country Fair is a nonprofit philanthropic organization. Whether the \$5 comes out of our pockets or stays with the booths, all of the money that we give to the Fair goes to organizations like Womenspace, Lane Arts Council, pre-schools, elementary schools, Oregon Supported Living and other nonprofits in Lane County. For us to be quibbling about \$5 here or there, please rewind to the part about us being a nonprofit philanthropic organization.

Joseph: Vendors are here to make money and volunteers are here to contribute, but for years we've spent a lot of years creating volunteer opportunities to allow people to participate. There is a cost to participate and creating volunteer opportunities. We have to take a reality check on that. We need to swallow that we need to pay fees to be part of this.

Shelly: Just a reminder to everyone that we are at capacity with parking. It is at crisis level. If the increase in fees displeases people, then hopefully it will encourage people to not bring their vehicles.

Chewie: This should not be done on the vehicle stickers. If we want equity, the booth people should pay the same as the staff, not the other way around. I don't see taking this out on staff and I don't see taking it out on booth people. Maybe the price to come to this one-time event should go up. Five dollars to them, they are still going to come to the Fair.

Martha: If everyone is going to speak to the vehicle stickers, then perhaps someone should make a motion to pull that out of the budget.

Justin: It is my time to speak and that is exactly what happened last year. Before somebody makes a motion, I'd like to speak to that. This feels like a redux of last year. As the Registration coordinator, I've been here before. This is a tough one, and I stand on the side of volunteers as a coordinator on almost everything. I am also the one that stands out there in the sun, having the argument about parking and vehicle stickers in the sticker booth saying, "I'm sorry I don't have a vehicle sticker for you." We parked between 700 and 1,000 cars at Valhalla this year, and we were still at capacity on Saturday. I heard the argument last year that this is not a deterrent to parking, this is a tax on our volunteers. This is about walking the walk of fewer cars on the property. The Budget Committee tried to phase it in and came with a proposal that mitigates some of the impact. Thank you for that. As someone who also represents crafters, I hate this us and them that we get into with crafters versus volunteers. People are so willing to throw it out in discussions like this, but then in other conversations it is "we are one family." It feels bad to have this discussion again, and I get it if that is where we have to go and if this is where the Board is going to make their stand for the volunteers.

Sue: Our booth fees are low by other festival standards. At other festivals, the booth fees you pay comes with a handful of passes, like ours used to years ago. In talking with vendors about a 20 percent increase in fees in one year, they all saw the wisdom in all of us making some kind of financial sacrifice for the betterment of the

organization, the site and the staff. We are all part of one big circle. I realize there are not a lot of craft and booth artisans during Main Camp, but year-round there are crafters and food people giving their time, their thoughts for this entire family. One of the reasons that I ran for the Board in 2012 was to erase this us and them by getting us more united to make this work.

George: I take a broader view and whether we are a vendor or staff we are creating the wealth of the Fair. When the paying public comes out, they are paying for what was produced by us — artist, craftsman, entertainers, the work that has been done by the volunteers. In that process, energy to make it happen has produced wealth for the Fair. There is also a lot of risk involved in making the wealth for the Fair. It bothers me when we say great job guys, you've put a lot of money out and we're talking about spending \$6 million dollars on a community center. And our thank you is we're going to raise fees. When the land was bought, people reached in their pockets and the land got bought. I don't think it is fair and I don't think it is the right thing to do.

Diane; I've never supported volunteers having to pay to park. When it was put on as a \$10 fee, the vouchers went up 50 cents and it was a wash that year for most volunteers. The late vehicle stickers for crew is \$40 and for vendors is \$20, so I'm not sure that is equitable. I also want to address something Randy said. We have to remember our socio-economic differences. Forty percent of the people as of the last time we were surveyed were below the poverty line. Five dollars to a person that lives at the poverty level is a lot and it is the same for our vendors. I don't think it is right.

Indigo: The first place I land with all of this is with what Shelly was speaking to. We as a family talk about sustainability, generations beyond our own, we support fewer pipelines, and yet when it comes to our vehicles on site, we hold on like they were a security blanket. We need to dig deep and figure out how to come to site together with our friends and our family. It ought not be about the Fair making more money, it is about us collectively choosing to not use petrol fuels. I don't want to take this out of the budget proposal. I too am a volunteer and give hundreds of hours to the Fair. I pay a lot of money to volunteer for our organization and I don't ask for reimbursement. I do this because I believe in what we are doing. I'd rather see increasing the vehicle stickers to \$50 so that we all work harder to get us to an alternative. I encourage us as volunteers to see this not as a dig on us, but see it as an opportunity to look for alternative ways to get to site. Are the late fees for vehicle stickers for crew and staff going to be the same?

Lynda: What is on the sheet is correct. In 2019 the late vehicle stickers will be the same for crew and vendors.

Jon: The Fair budgets fairly conservatively on how many people it projects to arrive at the Fair. The revenue projections that arise out of this fairly conservative budget dictates what should be put into the operational budget. Numerous years we exceed that revenue and that excess revenue has been put into capital projects for things that do not relate to operational expense. When we talk about needing more money

for additional staff or other needs, one of the consequences of the Fair budgeting conservatively is the source of the money is not the excess revenue, but it is going back to figure out what can we raise this year to cover the additional expenses we expect this year. I appreciate some of the reasons we've been budgeting conservatively, as we've built up a nice rainy-day fund. There is a certain logic in that for a never-ending raising of fees year to year. These are all moving parts and if we drop one, we are constrained. I would love to solve the problem of all the vehicles coming to the Fair. Until we figure out the various reasons that people bring their cars to the Fair, and put money to developing an alternative to that, they will bring their vehicles to the Fair.

Jon moved and Diane seconded to amend the recommendations to leave vehicles at \$10 for crew and make no other changes to the budget recommendations.

Jain: We need to stop assuming that everyone drives a car and parks it at the Fair.

Tom: I think it is shortsighted to think that you can ignore raising vehicle stickers or try to keep the number of cars that come on site limited or lowered. The number of vehicles will increase as they have over the last 10 years.

Hilary: Not raising vehicle stickers will result in taking \$32,000 out of the 2019 budget.

Joseph: I think the vehicle sticker increase should be in the budget.

Jen-Lin: At the financial planning meeting, we agreed that this was not a deterrent to people bringing cars. It is spreading the wealth, cost and contributions so that it does not rest on one group. Granted we budget fairly conservatively, but in the last five years we've come to a more realistic gate. The excess revenue is thus less than it used to be.

Codi: From Traffic's perspective, anything you can do to reduce the number of cars is very helpful. If you want your car there, you have to pay for it.

Crystalyn: We have one class of membership and equality is across the board; it takes all of us to put on the Fair.

Lynda: The amendment is just for the vehicle stickers for crew, the raise in the late vehicle sticker for vendors would still rise, correct?

Jon: The amendment is to leave vehicle stickers for crew at the 2017 level.

Motion failed: 1-8-1.

Sue: I thought we raised the late vehicle sticker for vendors next year as well.

Indigo: I'm happy to do that.

Sue: I think that would be a fine thing because it is equitable with what the crews are paying.

Indigo: I'll accept that as a friendly amendment to raise the late vehicle stickers for vendors to \$40 beginning in 2018.

Jon: I am concerned with raising of the admission prices. The last time we raised them, we left Sunday the same. I would like to keep the Fair affordable. The Diversity Task Force gave out passes to different diverse communities in an attempt to get feedback about the Fair. One piece of feedback was the expense. If we truly

want a more diverse Fair, I'd like us to try to keep one of the days down. Sunday is the lowest.

Jon moved to not raise the admission for Sunday.

Amendment dies for lack of second.

Chewie: The equity or non-equity between vendors and crew is not OK with me. It should all be the same whether vendors or crew.

Motion passed: 8-1-1; George opposed; Chewie abstained.

Sue moved and Kenya seconded to accept the recommendation to transfer \$240,000 to Board-designated endowments, now held in CDs, to the Oregon Community Foundation.

Hilary: About half of our Board-designated endowments are already with the Oregon Community Foundation. OCF is a very large proactive community foundation that does a lot of really great work. They invest in socially responsible funds. Recently, we have been getting about \$11,000 per year off the half with them. If we put it all there, we will have \$20,000.

Jon: I want to make sure that the Board understands that once we put this money in endowment, we cannot access the principal. The way that it is structured now, we can access the principal. I believe there are other investment opportunities that do return greater investments where we could access the principal.

Sue: Oregon Community Foundation does good work. The good that we can do for the kids in this county with that money would be phenomenal.

Motion passed: 10-0.

Jon moved and Paxton seconded to direct operations with interested parties to explore locating the Barter Fair in areas not zoned for Forestry.

Spirit: I support this motion and I hope you continue to work with the people that are involved in operations.

Crystalyn: If the motion passes, please reach out to Shane and me if you are interested.

Motion passes: 9-1-0; George opposed.

President's Peace

I want to note that 200 or so more new participants in our election is exciting. The level of participation in our Annual Meeting was also extremely exciting. It harkens back to pre-mail-in ballots at the WOW Hall, except for amount of respect for each other's time, space and ability to select in a very positive manner was nothing shy of beautiful. The only thing that happened tonight that was more beautiful was we were presented with helping to feed people. All of this money and volunteer effort makes it a lot easier for me to deal with the tough discussions around money. Even though it was such a little bit for those people we helped tonight, it will resonate manyfold to all of us, from volunteers, vendors and all who participate in the event.