

Board of Directors' Meeting
March 5, 2018
7 pm, NW Youth Corps, Columbia Room

Board members present: Ann Bennett-Rogers, Chewie Burgess (alternate), George Braddock, Jack Makarchek (president), Jon Silvermoon (alternate), Justin Honea, Kenya Luvert, Laurel Blaser, Paxton Hoag and Sue Theolass. **Peach Gallery present:** Staff (Crystalyn, Shane, Shelly and Stephanie), Officers (Hilary, Lynda and Randy) and 60 members and guests.

This Board of Director's meeting is being videotaped and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings here tonight. To get links for this and all Board meetings, go to the Board section of oregoncountryfair.net and click on "Sign up to receive videos of monthly Board meetings."

New Business

Appoint Steve Wisnowski to LUMP Committee (Ann)
Probationary period for coordinator appointments (Paxton)
Approve recommended Capital Projects (Sue)
General Manager authority (Sue)

Sue moved and Paxton seconded to change Capital Projects from New to Old Business.

Motion passed: 10-0.

Sue moved and Chewie seconded to change General Manager authority from New to Old Business.

Motion passed: 8-2; George and Jon opposed.

Announcements

BobbiJo: Muhiyidin d'Baha (Moha Mohe), Black Lives Matter activist, was shot and killed while riding a bike in New Orleans recently. A memorial at the Eugene Baha'i Center, was planned for March 17 at 11 am. I heard from Senator Merkley's office, and they are aware it needs their attention. There is a fund to investigate who did this, Justice for Moya Campaign, and more information available by phone 469-458-0262 or email whokilledmoyamoye@gmail.com.

Ichabod: Magic Michael (Michael Hilton) died, who used to ride around in a scooter and take pictures of the Fair.

Paxton: Michael Hilton was a photographer at the Fair who shot booth pictures for upwards of 40 years.

Cathy: Spring is coming, the Thirty-Second Annual Egg Hunt in Veneta is March 31. There will be prizes and Fair family children are invited as part of the Fern Ridge family. A story hour starts at 10 am, egg hunt at 11 am and there will be special prizes.

Judy: The other Magic Mikl is in the hospital. (updated: Mikl died March 10, 2018.)

Dean: KOCF will be doing live broadcasting from the Easter Egg Hunt.

Chewie: The Fifteenth Annual Sasquatch Brewfest will be July 7, 2018, from noon to 8 pm at the Bier Stein in Eugene. We are calling it Baby Squatch as it will be a building up of our coffers.

Justin: We are fast approaching the annual stuffing party, which is packets for food and craft vendors, on March 24. We will announce this in the coordinator letter, which will come out soon. If you want information included in the packet, make 400 copies of a half-flyer as our packets have grown larger, and deliver to the Fair Office, 442 Lawrence St., Eugene, Oregon 97401. We are also trying to do trainings for process and sticker booth, and instructional videos about registration, how we work, and inter-connectivity of crews. Booth packets will be in the mail before the first of April.

Staff Reports

Crystalyn: In regards to the coordinator issues motion, Shane and I asked the Board to move it to the April Board of Directors meeting. We are currently in the middle of a mediation process and we feel that we can all come out of the mediation with an agreement that works for the Fair.

At the budget meeting, the Fair has decided to sponsor Late Night Trips. Jerry Joffe did it last year on his own as a pilot project and we are hoping to expand the project with shuttles running on Thursday from Valley River Center, both early in the day and later evening.

Archives has been meeting and pushing the Fiftieth Anniversary. Terry Baxter and Jerry Joffe have been talking with Stephanie and me about applying for a grant, which is exciting.

A huge thank you to the Hiring Committee and to everyone who applied for the Administrative Assistant/Bookkeeper position. There were more than 100 applications and it was a difficult process.

Tickets go on sale March 18! We are starting pre-sales early this year.

Shane: There is still no word from Lane County about the SUP. I am working with Thom Lanfear and Michael Gilardi on the legal documents for the road vacation process. Bill Kloos was not able to work on it. We've switched lawyers and are moving in the right direction to have something to the county by the middle of this month.

Justin and I met with the contractors for the road widening project on February 18, and walked Chickadee and parts of Aero. They assure us they can get the project done by the middle of May, or weather permitting by a certain time. They'll be doing Far Side road after this year's event, and I'm working with Grumpy and ODOT for a permit for entry and exit to move to a different location.

We have not closed the contract with Valhalla. The government was not able to clear the title so we have asked for an extension to March 16. We are finalizing contracts with Lane Transit District. Anyone with a Fair credential can ride the bus for free from Eugene to the Fair site.

Thank you to Richie Bellos who came out to site and assisted me with replacing the Zenn Achers well pump. It had been 25 years and we got a great price from Richie. Later this month I'm hoping to work the East Thirteenth culvert project, depending on weather, to give enough time to plant grass seed and give it time to root.

Jon: Some questions for Shane, pertaining to roads, what is arranged with Archaeology? And, Chickadee will be done before May while still under ownership of the county?

Shane: I am having discussions with DJ of Archeology. We are hoping to hear from the county before we start the project as we cannot have Culture Jam unless we take this step, but are planning on moving forward.

Jon: I wonder about the implications of working on a county owned road versus a privately owned one.

Shelly: We had a beautiful half snow day last month, right on time and only two months after Christmas! Gunner and I made a snowman complete with moss hair and its head fell off by mid-day as everything started to melt. In anticipation of soil coming into East Thirteenth and seed planting, big thanks to VegManECs, Site Crew and Bennett for coming out to help Jeff and me remove the bale dams and water diversion units. We didn't have any water to divert this winter but I'm sure, now that they're out, it will flood any day now. Yesterday felt like the first real work party of the year and I look forward to many more coming up.

Stephanie: The Guidelines for 2018 are about ready and are going to print this week. Work passes will be going to print soon and are we working with Peach Pit for entertainment and vendors for the year. Later this week, the VSB will be open for you to make crew changes and assign inventory.

Durable work parties are coming up at NW Youth Corps in the community room and kitchen on March 10, 11, 17 and 18, from 10 am to 6 pm. We are looking for new, fresh faces who are interested in joining a crew.

We have met with AT&T to get a mobile cell tower on site to improve cellular service. It will work for AT&T customers, will be no charge to the Fair, and be located on the Far Side out of camping areas. Eventually, we hope the mobile hot spots will give vendors the ability to take credit cards.

Spring Fling is coming up May 5 at 6 pm at Whirled Pies. It's a wonderful fundraiser for Culture Jam. We have booked the bands The Elena Leona Project and Eleven Eyes. We are taking donations at the Fair office for the fund-raising raffle. We hope to have raffle tickets to sell at the next meeting.

Robin: Culture Jam fliers just went in the mail this week! This means youth registration begins soon, April. We have a Culture Jam youth in the audience today who is coming to the Board for a donation. I am very proud of him, his name is Connor Gabor. He is requesting funds on behalf of a nonprofit project he is working on to make the world a better place. In addition to being a rich and creative matrix of the arts, the Culture Jam model encourages young people to engage in their communities to make positive change. The program is dedicated to reflecting back to the young people their power and value. Today as teens are in the spotlight, stepping up with such courage to tell us like it is and make critical change, I think the Fair can be super-proud of producing an empowering youth event like this!

Committee Reports

KOCF Radio: Dean said that Marshall Peter, Andy Goldfinger and myself met with Crystalyne and Shane recently. It's incredible to be working with two professional managers who are positive and insightful. We discussed how the line item will be budgeted and

handled. KOCF and the Fair have been sharing the same PayPal account for three years, which presented challenges for tracking donations. A new PayPal account will be created for KOCF, with funds still going into the OCF bank account.

We talked about the winery use permit and opportunities. Due to limitations, the only thing we might be able to do is hold a fund-raiser at the location. We discussed the annual fund-raiser and were encouraged to delay the event until fall. The KOCF Development Group also met and agreed to start planning the fall fund-raising and will provide updates as it progresses. We will be doing a Halloween Party at Whirled Pies.

Crystalyn would like us to work the Fiftieth Anniversary photo booth at this year's Fair, with the goal of gathering 50 story recordings for the fiftieth Fair. There will be a linking of the Fair site and the radio site, and also discussions about changes to the KOCF booth.

Andy did a live broadcast from the old Veneta mall a couple weeks ago and the town is all abuzz about the station. The station will do live broadcasting from the second annual Business Showcase on Saturday, April 28, at Deep Woods Events. We will set up a booth and do a drawing from business cards. Four winners will receive one month of free underwriting from the station. One of last year's winners continues to underwrite on the station today. Maybe we can work with the Fair to have a dual booth. Recently Tex (Floyd Prozanski) visited Elmira High School and was interviewed by a student on the radio. We've been running the interview for three weeks, and he was stoked to be interviewed.

KOCF is printing new bumper stickers from Font Monster Printing, who will be trading out their services for six months of underwriting.

Endowment Fund: Stephanie said the Endowment Fund awarded a total of \$14,000 to support youth-focused nonprofit organizations in the Fair's neighboring communities of Veneta, Elmira and Crow. Projects focused on arts, multi-cultural and environmental education. The recipients are Crow High School, Culture Jam, Elmira Elementary School, Fern Ridge Middle School, Lane Arts Council, Rural Arts Center and Veneta Elementary School. Additional information is available on the oregoncountryfair.org site and on page 7 of this issue of Fair Family News.

Path Planning: Paxton said the smoking path planning walkabout was cancelled due to snow and changed to Saturday, March 17, from 2 pm to 4 pm. Fire Cat Tom gave a presentation with the idea to construct a new fire station area with two facades in front of the parking lot facing Miss Piggy's. Concerns were brought up about future White Bird expansion and Honey Bucket trucks, and all agreed to have more discussion with stakeholders. The topic of memorials was briefly discussed and scheduled for the March meeting. We have several different groups proposing ideas for memorials, and meeting invitations will be given. Dust debate was discussed and reserved for the March meeting. Safe spot discussion included ways to spread information, further training, and better signage at night. An update to the former pole carving area is that the gravel has been mostly removed, with the desire to keep it for open seating and vendor-free. The next meeting will be March 18 at LCC Building Two, room 214, from noon to 3 pm.

LUMP: Jon said they discussed green zones, how to protect areas, Valhalla and DEQ regulations for composting, the road at Chasem Bridge and how to separate people walking from the flow of traffic, and limiting the size of individual camping areas. The next meeting will be Tuesday, March 13. Next month Cory Russel will talk with us about human waste disposal in the Third World and how the info could be applicable to the Fair.

Community Center: Jon said they reviewed the Pivot report at the March 3 session with about 40 people there. They discussed price scenarios of the different construction types with a question-and-answer period at the end. The next step is for the Board to decide how to move forward, if we will apply for the special use permit for the building, and the assessment of our fund-raising capacity.

Personnel Committee: Jon said the committee hoped to add approval of General Manager, Site Manager and Operations Manager job descriptions to the meeting agenda, but he does not think they will be ready and expects to put it on new business in April. The committee and management have reached out to the Nonprofit Association of Oregon for advice concerning our management structure and job descriptions the Fair should pursue in that regard, what services they can provide us, and what they recommend. We are dealing with some other personnel issues that are currently confidential. We are ready to move on the hiring of the Administrative Assistant/Bookkeeper position.

Member Input

Warren: I'm from Pre/Post with a question. Our budget was approved and we didn't ask for an increase, but two years ago we were short on coordinators and numbers. My chief of staff can address that, as I don't know where that is at in the process. Second, I sent a letter to the Board about having a new coordinator designated.

Reggie: If the Eugene Celebration has a parade again this year I would like the Fair to have an entry. We started doing that in 1983.

Michael B.: I went to the community center meeting. If the path becomes full of obstacles and you can't see a clear way to reach your goal, maybe it's time to find a better path. Find a place on our original land to create a new kitchen with funds we already have in reserve. Keep working on a community center, but build a kitchen to get people food because that is what it is all about. Think of the Moody Blues, from the ashes we can build a better day. Practice on building a good, strong kitchen for Fair. If we do that well, then we can continue the community center. We have more foodies who support a kitchen than a community center. We can do this now, motion and approve it tonight.

Spirit: Speaking for Reese as she is sick from stress, it is not ideal to table the coordinator issue motion from a working perspective and getting the job done. I agree with Crystalyn the mediation process is moving along, I trust it, and am appreciative of all involved. For me, it points to a bigger issue with process and policy that we can do better and have more clarity with the dismissal of coordinators. I feel this process is backwards, doing mediation after putting it on the agenda, rather than exhausting all efforts first. I am very curious about Paxton's new business of coordinator probationary periods, and hope the Board considers elaborating more before making a decision and getting feedback and perspective from the coordinators. Teamwork makes the dream work.

Dave S.: I am owner of Sweet Leaf Organics farm and I have been expelled from the Fair. I was placed on probation five years ago. That year I formally complained about a Security guard that mistreated and manhandled my Latino workers. It seemed weird that my probation stemmed from the same time as this event. In good faith I did everything asked of me to complete the terms of my probation. In addition, our performance the past two years received positive feedback from staff and community. We had record-breaking sales last year. After hanging on 17 years at our tiny booth space at the end of the path next

to the toilets, our booth was a sensation at our new spot. The new location was highly visible, had adequate space and well-deserved after all our time at the Fair.

I was called into the office last year by Shane and Larry from the Food Committee. He gave me a list of what felt like petty and trivial reasons to extend my probation. We had a very specific conversation about sunflowers in front of the booth and a sign saying to come back later for stir-fry. We agreed we would only sell stir-fry in 2017 after hours and not have the sign up during hours open to the public. I recently received a certified letter that I was being expelled from the Fair, and after contacting Shane he informed me it was for the stir-fry. I reminded Shane of our conversation and he said he did not remember and was going by the rule of the blue sheet.

Last week I spoke to the Food Committee, Shane and Crystalyn and read them a letter reviewing my prior conversation. The letter included the booth's history at Fair, listed the unique and positive ways we contributed to the Fair experience, how our farm has been a local institution for decades and contributes to the health and well-being of our community. After I spoke, there was awkward silence and not a word spoken. I felt like I at least deserved a due process and dialogue considering the 20 years of time, energy, money and the service the booth provides. I have written letters of these past events, but have not yet put my expulsion on blast to my farm email list or other outlets to seek support from our loyal customers and Fair family. I am hoping this matter can be resolved in a timely and simple fashion.

We've been at Fair since 1998 and I want to share some things that are in alignment with Fair mission and values. Since the beginning we have provided our own solar electric system and bicycle-powered blenders demonstrating to the public functional, alternative energy systems and use. For 17 years we were one of the only booths with durable plates and cups. I only ended this program to make our probation time smoother and less challenging. We are the only entirely organic food booth at the Fair, we contribute to many local charities, and our food is used by many other businesses. Over the years we have donated many fresh products to Fair Main Camp and Culture Jam. Many people say our booth is the only one they can eat at during Fair due to dietary needs. I hope you can understand the magnitude of the nourishment that we provide to the Fair.

We struggled for years with a small space and at times we stumbled. I feel like we have paid our dues to earn our new space and have a legitimate space on the map. Last year I spent hundreds of thousands of dollars of the farm's money for a hard wood floor and upgraded solar system. I made these decisions thinking we were finally getting past probation. I'd like to see a future where we can expand with other food booths and continue to work with Main Camp Kitchen and Garden Crew, and cultivate healthy relationships. We want fresh foods to be the norm and not the exception.

BobbyJo: I want to say something about the trend I'm seeing. Issues that should go through the grievance process are being brought up in this forum. The Board, much less the audience here, are not in a position to have the full information about the issues brought before us. We have no power to address them. If you are in a situation where you think it's going in the wrong direction, consider the grievance process.

Ed: I'm concerned with what is going on with Fair volunteers. I wish Reese could have been here and I have just read a letter she wrote. Reese has concerns about pushing this back closer to the Fair, where she ends up in a situation just like last year where she is expected to change things last minute. I would suggest if we are going to push this back that

one month is a bad idea and should be pushed until after Fair, so that there is time to get her job done.

Charlie Z: I entirely disagree. We have been trying to work on this issue for a while, and we don't generally work on these issues in a public setting. We have been working with this individual for a long time. This particular circumstance was discussed in January. We are where we are, because of a request to go through a process. We are trying very hard to go through that process in an open and cooperative manner. To say that because we were willing to engage in the process, means there should be no process, is shooting it in the foot.

Martha: This is an opportunity to say something to the Board, not for conversations to be had.

Justin: I would like to hear what he has to say.

Charlie Z.: We are in a process we all agreed to and trying in good faith, so give us a chance to finish the process. I agree at some point we need to have closure, but April is not too late.

Judy: Sweet Leaf is an exceptional booth and they do offer Silver Star and staff specials. I hope Fair will reconsider.

Smiley: Thank you for all of the good food you have donated to our crew year after year.

Michael: Over the year we have a number of issues that have come up and we need to pay special attention to process and procedure. A lot of these issues I would have not have been informed about if not brought up at a public meeting.

Donations / Secretary Report

Randy: We have \$9,000 in donation requests tonight. Any objections to the consent calendar are reviewed during the agenda review, and all have Board sponsors except one.

Jon: I would like to take the VFW off the consent calendar.

Randy: The other consent calendar donation requests will be voted on as a package.

Anya/The ToolBox Project: We serve Lane County by providing members with low-cost access to tools to transform their homes, businesses and neighborhoods. After two years we have 600 members and completed 3,500 loans. Your \$1,000 donation will help us provide secure bike parking and mobile signage to advertise our organization. The donation will allow us to purchase two custom-fabricated bike racks shaped like sound waves, and three heavy-duty outside sandwich boards with Corex insert signs. Thank you for your continued support.

Corinna and Connor/The Global Sustainability Aid Group: We work on water purity and accessibility issues within our chapter at South Eugene High School. In the Dominican Republic we distributed more than 100 water filters and constructed a water tank which benefited more than 1,000 community members. Our next effort in Belize will work with making water systems and creating more accessibility. This humanitarian organization teaches youth about international affairs. The donation request of \$1,000 will help fund the travel expenses of students participating in the efforts.

Steve/Community Alliance of Lane County: I am with Indivisible Eugene and my wife and I are neighbors of the Fair. I am a lifelong organizer and community activist. Thank you for the hard work to put on the Fair; with the degree of wonder and magic there are also degrees of stress and difficulty and I know in my own work. When you go to the Fair, you are greeted, brought in and welcomed with joy. At Indivisible Eugene we take that same

creativity and bring it out into the community in this era of repressive policies coming out of Washington. We offer 70 or more events every year like weekly rallies and monthly social meetings. We led the efforts on Women's March and Indivisible Eugene is mostly led by women. Thank you to Kenya for offering to be our sponsor.

Darren/Northwest PeaceJam: I am the regional coordinator for this international educational program led by 14 Nobel Peace Prize winners including the Dalai Lama and Desmond Tutu. I also work in Peace and Justice at Community Village. It's been around for 22 years and exists in 39 countries. PeaceJam's main goal is to educate youth in peaceful leadership and to inspire them to create their own projects that address issues facing humanity like access to free water, racism and climate change. I work with teachers and organizations to integrate peace and social justice curricula. Each year we host a two-day youth conference where we bring in a Nobel Peace Laureate, and this April the conference will be led by Dr. Shirin Ebadi from Iran. More information is available at our website peacejam.org. We give scholarships to about one-third of our participants, as we don't want cost to be a barrier for this experience. We kindly ask for your support of \$1,000.

Molly/Early College and Career Options Alternative High School: I am the Principal at Eugene Early College, the alternative high school in 4J. We serve students from tenth grade on up until age 22 and offer GED completion programs. Many of our youth are in transitional housing and have a disenfranchised feeling from their other school. Our teaching process is through a social justice lens and this year we focused on the lawsuit against the federal government for the Environmental Act. We have addressed the MeToo and Black Lives Matter movements. We have requested a \$1,000 scholarship to take some students to the White Privilege Conference this year in Grand Rapids, Iowa. Also, our Rising Voices program brings students of color together to share their experiences about oppression and social justice.

Randy: There are no representatives here from Wayne Morse Legacy Scholarship (\$1,000) or Opal Center for Art and Education (\$1,000).

Camille/Eugene Southtowne Rotary Foundation: We request \$1,000 to get books for Head Start children in the Bethel area. Every month we read to Head Start kids and do art projects. We took a giant leap this year and instead of doing 36 books a month, now we are doing 108 books per month. We have four different libraries and have made book bags so kids can borrow books, including bilingual books. We are excited for a \$1,000 donation to help us balance our budget with our new goals and buy more books! When at least one kid in our Head Start program is homeless, it creates excitement for them to be able to take a book with them.

Sue: I was sponsoring the Community Alliance of Lane County and thought it was something different. I think Indivisible Eugene should be funded from the change line, if we decide, because it sounds too politically oriented to come from our standard grant monies.

Jack moved and Chewie seconded to remove Community Alliance of Lane County and Indivisible Eugene from the consent calendar.

Motion passed: 10-0.

Board members in favor of the other consent calendar donation requests.

Motion passed: 10-0.

Board members in favor of the Indivisible Eugene donation request from the change item line.

Motion passed: 10-0.

Kim/VFW Jack Kelly Post 9448: We are working with the Veneta City Council and Park Board in building a veterans' memorial. There will be bricks families can purchase to be engraved. It will be lit all year long and we are planning to purchase solar panels that will be on the community center and can store excess power. We have a lot of community support and the city has given us property. In the last four and a half months we have raised \$5,500. Once we get technical drawings back, we can submit for grants and have about 12 local business donating supplies. We still have fund-raising needs. Some of the project plans include a built-in picture frame window to showcase the donors and also a mural with a family having a picnic. The woman in the mural will be in combat uniform to bring attention to that facet that women are subject to the draft and already in combat. The project will list POWs and MIAs still on the books. It will be a tribute to those who have given the ultimate to allow us to have what we have today. It will be in the park near the swimming pool and allow kids to learn. We appreciate any support you can give us towards this project.

Justin moved and Chewie seconded to donate \$1,000 to the VFW memorial.

Brad: I appreciate the spirit this was asked in. I mean no disrespect, but I have a hard time with us donating money to things that glorify war. I understand the distinction with veterans and this is a complex issue.

Jain: I agree with Brad.

Michael B.: I don't want war. I don't even like that we invest in some monies that go the government. Those that go are pawns and shouldn't be demeaned. Screw war, end war. The people that are part of it I support but they are victims, because we are all victims.

Cathy: I want to recognize that part of this memorial is for the Coast Guard of which I have deep roots from my father and sons who served. Most importantly they are search and rescue, environmentally involved and are about so many good things. As a mother and woman, I will put out there that if women ran things there would be no war. I am not an enthusiast or supporter of war and would like to see them end. We have people who have given their lives and that is a terrible thing. As a supporter of the Coast Guard and those who have served in other services, I am not sure this is a Country Fair thing.

Palmer: Thanks for coming so we can have this discussion. I see a huge difference between what you want to do in the local community and our organization within the community, to remember the people who died. I have an uncle who died in France and I got his jacket and having his jacket did not make me want to go to war. To me you are putting together a place where people can go to remember and appreciate what others did. I think this qualifies with Fair family values.

Mouseman: I am a Vietnam vet and I hate war. This is not about war, it's about brothers and sisters who never made it home from war. I think we should do all we can to support this effort and increase the amount. I am also on the Parks Department and we donated part of the park for this memorial. It's about veterans, it's not about war. Many people who went to war did not ask for it.

Bobby Jo: This is about our community recognizing those individuals who have taken their time to serve in the military and given their lives. I am opposed to our war machine and most of what the military has supported. But this is about recognizing citizens who have been through traumatic experiences. There is no reason we should not fully support this.

JenLin: Wasn't the original inspiration for the Spirit Tower to honor vets? (No, from audience member.)

Ichabod: Yes to what Mouseman said.

Paxton: We have a memorial in Astoria for fishermen lost at sea that is very similar in design. It's a great addition to Astoria and I think this would be a good addition to Veneta. We have a lot of vets in the Fair family and I support this. I'd like to see our money go to the alternate-energy part of the project.

Jon: It is difficult for me to decide how to vote. My father was a career Army officer and is buried in Arlington National Cemetery. He was a good man and I respect him. The Fair has part of its origins in the anti-war movement and I recognize some of us who protested that war did not recognize the men and women sent to serve who died were just as much victims as the thousands of Vietnamese who were killed. What I have seen since that time is that the militaristic propaganda machine of our country has brought us to where we are today where we engage in endless war. We say this is honoring people who serve, and respectfully I say many of them did not sacrifice so that we could have what we have now. They were victims so that certain people could have what they have.

We are engaged in war with Niger, Yemen and many other countries that many people have not heard of. I have people on my crew who have known nothing but this country being at war. If we were talking about a memorial to the victims of war, or a memorial that had put the context that I see to these people having made sacrifices, I would have no problem voting for that. I can't vote for this. I realize that there are public relations issues if the Board votes this down. I don't mean this to disrespect VFW or any veterans in this room.

Chewie: I approached the VFW about coming to the Fair and asking for this because I think this is important that we recognize. I hate war. My uncle was veteran and I have several relatives in the military. This is about memorializing the people who gave the ultimate sacrifice, whether or not they didn't come back or were traumatized. I absolutely support this. I heard what everybody said and I support this not because I want war, but because we should hand our brothers in humanity some kind of acknowledgement for what they went through.

Justin: I too have heard everybody. About three months ago I stood at a memorial in Halsey. This is not about war and the reasons they fought. It's about people who served and I have a hard time feeling people who go to memorials come away wanting more war. Memorials are a vehicle to contemplate, understand and honor. The people I saw were moved and brought to tears. Even though we are philosophically opposed to something like this, I think we can have pride and honor to those who made the ultimate sacrifice. To have a place in the community that we are vested in is an honorable and beautiful thing. I am happy to support this motion.

Ann: I look at this as a form of education because we need to educate people, especially our children, about war and that people don't come back. I grew up in the Vietnam era and remember my family's fear with my brothers what would happen if they got a low draft number. I have an ancestor who was imprisoned. You have to make people aware of the horrors of war. There were many family discussions about what could happen. I support this for the community as education, because sometimes you can't make somebody make a difference until you see something.

Sue: Brad, I hear you. My father served in WWII. In 1970 on my eighteenth birthday, my father said to me "I'm glad you are a girl" because of the draft notice. I was in

Washington D.C. days before the Vietnam Memorial opened and there were many people there. I overheard a conversation where a dad was talking to kids in their teens and said, "Remember this. This is why we have to work for no more war." I agree with Ann that this would be an educational forum.

Member: This isn't about policy, this is about people.

Reggie: There is no such thing as a good war. When Fair started, and what we are founded on, was a staging area for students and people trying to get out of the country to Canada. We had an underground railroad from the Fair to Canada. When I went to war I was proud, but when I came back it took me centuries to talk about it. If it hadn't been for this Country Fair, I don't know where I would be today. The Fair saved me and brought me home. When I got back, not even my own family welcomed me home. Many students were killed in peaceful protests, and we were ready to fight back with snipers and such but luckily that did not happen. One of the reasons I love Bill and Cindy Wooten so much was for taking us in; they will always be the father and mother of this Fair. I support this motion, not for government or anything else, but the person.

Motion passed: 8-1-1; Jack opposed; Jon abstained.

Special note, Randy Turney has provided written notice of his departure as Board Secretary:

The March Board meeting was my last as a Co-Secretary of the Oregon Country Fair. Being the Board Secretary has been both a privilege and a labor of love for the past five years.

Kimmo will be fulfilling all the Board Secretary tasks in the future. I am extremely pleased to pass this role off to one so capable as Kimmo!

First, I want to say some words that are not my own but sum up a lot of what I've seen in the last five years and are at the heart of the organization, so far as I can see.

I invite all of us to be mindful of the deeds and direction we got from Martin Luther King.

I want to give as much appreciation as I can to our staff.

For most of us who have put in a lot of work volunteering for the Fair, my hope is that we are always part of the future of the Fair.

Our young people need to be assessing and giving us as much input as they can as to what you want that property to look like in 20 years.

The whole notion of compassion and empathy is where we started. We were more sensitive at being different in the beginning. It has come full circle; we tend to think of disrespecting difference, rather than accepting difference. The only way we get by that is to be compassionate, empathetic and very respectful. I think that is the right path and where our success lies.

Those words belong to Jack and I want to thank him and all the Board of Directors for putting their faith in me for my tenure as their Secretary. Thanks to my officer colleagues who continue to amaze me with their dedication and hard work. I can say with certainty that our current staff has the Fair's best interest at heart and brings family knowledge and a fresh perspective needed to take us into the future and keep us relevant.

Thank you for allowing me to contribute to the Fair family. ~R

Treasurers' Report and Budget Items

Hilary: Once the Valhalla property closes, we'll get a better financial review and how that will affect our funds. It's possible the Oregon Community Foundation will send us \$22,000 this year which is great news.

Crystalyn: We need to add Stephanie to our banking and payroll accounts.

Jon moved and Paxton seconded to add Stephanie Talbott as a signer to the Oregon Country Fair Banner Bank and Key Bank accounts.

Motion passed: 9-0.

Jon moved and Laurel seconded to approve the February Board meeting minutes.

Paxton: In talking about the book, it says that I'd like to see the money spent on charities but I did not say that. I said I'd rather see it spent on putting on a better Fiftieth Anniversary event.

Motion passed as amended: 9-0.

Sue moved and Kenya seconded to approve the January budget meeting minutes.

Jon: I did not realize we were going to vote on this tonight and have not yet transmitted my edits to the secretary.

Randy: The Board has received a draft of the budget minutes, but the Fair Family News has not published them.

Jon moved and George seconded to table the budget meeting minutes.

Motion to table failed: 4-4-1; Ann, Sue, Kenya and Justin opposed; Chewie abstained.

Motion again to approve the budget minutes failed: 5-3-1; Ann, George and Jon opposed; Chewie abstained.

Paxton moved and Jon seconded to appoint Bear Pitts to the LUMP committee.

BobbyJo: I can't remember when he has not been there, so yes.

Chewie: I have no problem appointing Bear to the committee. I do have some concerns about an agenda Bear is pushing with the mapping of the Fair.

Motion passed: 9-0.

Jon moved, and Sue seconded to appoint Emma Raven to the Diversity Task Force.

Motion passed: 9-0.

Jon moved, and Justin seconded to approve the recommendation for the Administrative Assistant/Bookkeeper position to the top candidate.

Brad: With some Board members out of the room, you are going to get fewer votes.

Martha: We still have a quorum with seven.

Jon: Thank you to the members of the Hiring Committee for their work on this.

Motion passed: 7-0.

Capital Project Budget

Lynda: Perhaps next year the capital projects meeting should be separate from a long consent meeting. The Budget Committee received requests for 41 capital projects this year. First, we triaged each request assigning a 1, 2, 3 which is the equivalent to high, medium, low. Projects that had to do with health or safety tended to be ranked with a one. After

triaging each project, we started with the ones/highs and determined the dollar amount to be recommended. Most projects were funded as requested, although a few had adjustments if there were ways to meet needs in alternative ways or through other budgets.

We then went through all the twos or mediums and did this same process. At that point we had reached the dollar limit that we were trying to keep within although we did recommend to fund one or two low-priority as well. In your Board packet, you received the details for all the capital projects. They have been stapled together as those the committee recommends and those the committee is not recommending.

There is one addition to what you received. Due to conversations with Recycling since the packet was printed, the Budget Committee is also recommending \$2,000 for Recycling to investigate what it would take to build a code-compliant composting site on Fair property. This would be used specifically for researching land use requirements, any required permits, etc. The original request is in the Not Recommended packet with the project titled Barn for \$55,000.

I ask that the Board approve the capital projects listed on the Budget Committee "Recommended for Funding" page included in the Board packet with the addition of \$2,000 to the recommendation, making the total \$61,608.

Paxton moved, and Justin seconded to approve the Budget Committee's recommended capital project funding.

Jon: I'd like to separate certain projects for more discussion.

George: I'll disclose I am part of the Ritz Sauna hand-wash project.

Hilary: I think from the descriptions we can figure out who might personally gain from this.

Martha: Policy is only that George announce the conflict; he is still eligible to vote.

Palmer: May I request someone read the item and the amount.

Lynda: I will read who submitted, the project and the recommended amount:

Archives — digital storage — \$4,000

Chela Mela — Monkey Palace — \$400

Communications — Tinkerbell — \$4,645

Communications — batteries — \$1,500

Construction — Circus and WC — \$4,000

Construction/Main Stage — Main Stage — \$1,250

Construction/PP — smoking areas — \$2,000

Crew Services — various — \$2,775

Fire — extinguisher tanks — \$750

Main Stage — Main Stage rental — \$5,000 (proscenium until 2019 rebuild)

Management — Honey Buckets — \$12,000 (carry over from 2017)

Management — SFM computer — \$2,275

Management — parking — \$2,000 (carry over from 2017)

Management — AM computer — \$1,115

Management and others — posters — \$300

Management/Construction — Photo Booth — \$1,600

QuarterMaster — trailers — \$4,570

Recycling — barrels — \$1,500

Recycling — dock — \$750

Ritz Sauna — hand wash — \$1,500

Solar Stages — various — \$1,500

Traffic — water barrel stand — \$400

Water — various — \$2,358

Youth Stage — Youth Stage — \$1,420

Steve (Grumpy): It's important to look at totals and the total budget; when you add capital projects it puts us more in the red. Some years we have surplus. Remember that \$172,000 is what was asked for, and we narrowed it down to the recommendation of \$59,608. Hopefully that is a reasonable amount and balances out for the Fair.

Chewie: Are the batteries for the radios we own?

Ichabod: Yes.

Chewie: For Water Crew, what are various projects as I am still confused after looking at my packet.

Renee: We'd like to replace a water pump on our aqueduct line because it is broken and replace some of the blue barrels in Piggy's with larger containers.

Jon: For Main Stage rental, I could not find the description.

Crystalyn: It is what we did last year for Main Stage minus the part that has to do with decorations.

Hilary: We need to rent something to hold up the lights.

Jack: This is an interim carry-over.

Jon: There are two other items indicating carry over from 2017. Are these items that were approved but we did not spend?

Crystalyn: Yes.

Jon: Remind me what the Honey Bucket request is for.

Lynda: It is for cleaning.

Stephanie: Grumpy and I conferred, and I'd like to clarify. There was a \$50,000 place holder put in the budget for capital projects so when he is speaking to the budget being over or under it was already in the negative number already approved.

Ann: For the hand-washing station, I want to make sure there is tracer wire in the pipe. For the composting facility, before we hire a consultant, talk with DEQ because they will help us make it legal.

Jon: Looking through projects that were not recommended, is the fire truck being pursued in some other way?

Lynda: I believe the idea was we can do a rental or donation.

Shane: The Budget Committee chose to continue to rent the truck instead of purchasing a truck that is only used for a few days.

Jon: How much is the rental costing us each year?

Shane: \$1,400.

Motion passed: 10-0.

Laurel moved, and Paxton seconded to adopt the Oregon Country Fair Social Media Policy.

OREGON COUNTRY FAIR SOCIAL MEDIA POLICY

Social Media Programs and Forums: In order to provide consistency and clarity of messaging, this policy is applicable to all Oregon Country Fair (OCF) related social media posts on any social media forums such as the OCF discuss list, Facebook, Instagram, Twitter, and/or any other current or future social media programs and platforms.

Posting Protocol for the Organization: The OCF paid managers, and/or designated individuals, are authorized to post official OCF information about organization's events and

site in order to help disseminate information to appropriate groups using social media platforms. When issues arise on any official or unofficial social media pages or platforms that need an official statement from the organization, the General Manager or a designated individual* has authorization to respond with information to an issue. They are asked to include the following statement at the end of their post: "This is an official comment for the Oregon Country Fair." Other individuals, regardless of role, cannot post as official spokespersons of the organization. *The Operations Manager is the designated individual until the General Manager position is filled.

Posting Protocol for Personal Opinions on Fair Issues: Individuals in the following groups of responsibility can choose to add personal opinions, thoughts, and comments to forums and threads: Board of Directors (BoD), Officers, Employees, BackUp Managers (BUMs), Committee Members and Coordinators. However, no one individual within these groups is designated to speak for the organization as a whole. Therefore, they are asked to include the following sentence with any personal post or response on social media that contain opinions and thoughts specific to OCF operations and/or policy: "My personal comments do not officially represent the Oregon Country Fair."

Confidentiality: Confidential information is never to be shared on any social media programs or forums. This may include, but is not limited to: Personnel matters, legal issues, property acquisition, safety protocol, grievances or disputes between members that can be or are being addressed by existing processes, including mediated issues or details of restorative justice plans. Reporting parties will be informed that when requesting a response/resolution from the Management Team (paid managers and BUMs), the matter is confidential. All parties must agree to refrain from comment on social platforms until the process is complete.

Laurel: There is also supporting information such as best practices and channels of communication.

Hilary: As an FYI, Board officers and staff have been operating since November on an agreement to refrain from engaging on social media until we had a policy. That's an explanation on why there is less when asked for an answer to a conversation. I am happier with this proposal than the previous one. I would prefer the phrase "My personal comments do not officially represent the Oregon Country Fair" be once per thread or conversation and not on each post. Confidentiality issues are going to be weird; some may think an issue should be confidential and others not. As we have seen, sometimes there are lopsided conversations. Thank you for all your work on this.

Shelly: I post photos of our site on the crew page; do I need to post the statement?

Laurel: It is only about operation or policy issues.

Heather: Is there a definition of safety protocol somewhere?

Crystalyne: That has to do with our emergency protocol and security for the event and that information should not be posted.

Jessica (Cotterpin): In speaking to this policy, we are the best versions of ourselves when we are together in a room or on site where we speak to each other respectively, with love and compassion. Social media platforms don't afford us the opportunity to be together and be our best selves. This reminds us to think before we speak and be mindful. Thank you to everybody who worked on this and I fully support it.

Spirit: In the groups listed under "Posting Protocol for Personal Opinions on Fair Issues: Individuals in the following groups of responsibility can choose to add personal opinions, thoughts, and comments...", someone wanted to clarify if you were excluding

crew members because you are expressing who can. Also, in the policy about confidentiality and where it says what folks need to add the disclaimer, I don't see that it includes spouses or partners. I think it should be added because that is an issue.

Brad: I support this and think we need to up our social media game. To paraphrase what Jessica said, don't be a jerk to each other online. It's tearing this organization apart. It's hard to watch and as a BUM I don't comment on official stuff. There are a lot of processes that we cannot go out and rally support for because it's not the way we work.

Steve (Grumpy): I'm on very little social media. I have been involved in the past in the Fair Discuss List and I learned not to be on social media. While we all have the right for free speech, I hope people are careful about stating facts or fake news. Always be skeptical when you read on Facebook because it may be fake news. As we have learned from the general population, anybody can put anything online. Hopefully, when you are trying to convince somebody of something you are using facts and not falsehoods. One reason for this policy is all the falsehoods, especially on social media. A lot of us have different positions in the Fair and we want to be accurate versus hearsay.

JenLin: I appreciate this different version but still feel sad we have come to this. I feel viscerally opposed to it. There is some part of that we are legislating common sense or common decency. I'm glad I'm not a Board member having to vote. As others have said, we need to treat each other with kindness. I'm sad there is a lack of decency and common sense. There are confidential conversations and discussions. If you want to know more, you can get involved in those discussions at a committee or Board level.

Palmer: If I want to fix something I go to the source. You can go to the paid staff or a volunteer to ask for the information you want and get the facts.

BobbyJo: The policy does a good job clarifying what is or isn't a statement of the Oregon Country Fair. I think we should pass it.

Amy: It's been disheartening the last few months on social media. We all know each other, we work together, and are wonderful people together. To see how social media has played a role in our hearts I think this is a perfectly accurate time for policy. If you have a question about how possibly something could be happening, then it probably isn't. Go to the source and ask questions. Don't get sucked up in pack mentalities and witch hunts.

Katie: This place and wonder that we have created is a really, amazingly diverse group of people coming together to focus on a few like-minded things. When we are together and can communicate with each other directly, there is a bunch of work that goes into being respectful. When people are on social media, there is less work put into that. This framework that is being presented offers some subjectivity and neutrality.

Paxton: I am in favor of this, but not entirely happy with it. I post a lot on social media and it's been tough not to. I think I can live with this. I'd like to ask Jack about the second paragraph, it was brought up to me that shouldn't the president be there too?

Jack: We have the bylaws, but it might need to be expressed to someone in the future who does not understand the responsibility. I certainly feel the weight and responsibility speaking for the Oregon Country Fair and I am very guarded with it.

Paxton: I make a friendly amendment to include after "the General Manager" a comma and President or designated individual.

Laurel: Yes.

Jon: As I read this and hear you stating, putting the disclaimer in a statement of personal comment is an option.

Laurel: If it is an official statement, they are asked to include it.

Jon: If you are asked to do something you could say no. If it is required, then it should indicate that. If someone doesn't do it is it a violation of policy?

Laurel: There were some censorship concerns.

Jon: I am wondering what this policy actually ends up requiring. The two things that ought to be required are that there are only certain people to be authorized to speak as official representatives of the Fair not just on social media but for anything and confidentiality should be maintained regardless of the media. This policy doesn't do anything in my view and is not needed. Under confidentiality, what people say should be addressed in the grievance process. If you are not part of the process, does this policy prohibit you from posting on social media? Basically, this is a policy that says to be nice.

Chewie: I agree with Brad and Cotterpin. I think sticking your head up in this organization is playing wack-a-mole and I try not to comment on social media. No matter what you say, hundreds will debate you. I am OK with this and like that you put thought and re-wording into this. I am very happy with this one because all it says is you should do this. If we do speak then we should say this and say that we are Board members. It is clarity moving forward. This is a relatively new forum and is not going to get any less cumbersome.

Sue: I wish it was edited more heavily and have the same concerns as Jon with confidentiality. For me it is especially the last line. To me when something is confidential, it is confidential.

Ann: I think for confidentiality the last line should say all parties must agree to confidentiality and put a statement in the Code of Conduct of the Guidelines that apply on social media or whenever we gather. For me on social media, I have a lot respect for a lot of people. It makes it difficult to work things out, it's not where their heart is and they just didn't think. I ask for a friendly amendment to change the last sentence to: All parties shall agree to confidentiality and refrain from comment on social platforms until the process is complete."

Laurel: Yes.

Motion passed as amended: 7-3; George, Jack and Jon opposed.

Sue moved and Jack seconded to grant Crystalyn General Manager authority for the 2018 Fair.

Brad: I respectfully suggest the wording be changed to grant authority of General Manager to the Operations Manager. Keep it the positions and not the names.

Spirit: A question for the Personnel Committee, where does this put us with the hire of a paid General Manager? We don't have a job description yet for General Manager, Site Facilities Manager and Operations Manager and this feels backward to me.

Jack: There is a General Manager's job description.

BobbyJo: It was discussed a while back the Site Facilities Manager and Operations Manager share responsibilities. Does this mean the General Manager responsibilities are not shared?

Mouseman: The two people are being loaded with responsibilities and authorities beyond what they originally signed up for. I hope they get paid accordingly.

Michael B.: Is this authority or just a raise to that position?

Jack: It is temporary authority.

Brad: To clarify, the General Manager job description being worked on is a newer version and not ready. As this motion speaks, this is through the 2018 Fair.

Palmer: I believe there is no paid employee of the Fair that is not working without a job description.

Jon: If you look historically at what the Board has done, when staff has stepped up, the Board recognizes that and sometimes in a financial way. Speaking as an individual Board member, I think it is likely the Board will consider doing so again. For the 2018 Fair I would like to have a specific time period for conveying this authority and put an end date on it such as the first Board meeting in November or until such time a GM is hired, whichever comes first. I am optimistic that we might actually have someone hired this fall for that position.

Sue: I am OK with that, the first Board meeting in November.

Justin: This conversation goes right into social media and confidentiality. I know people on social media want more and more information. One of the biggest realities of being on the Board is that you cannot give out that information as you work through the process. Job description updates are being worked on and are in flux because of re-evaluation. All job descriptions have disclaimers of will do what is needed. There is a lot going on and our intent is to continue to work on this and the processes, but we can't always tell you what we are doing.

Chewie: I agree.

Jack: There is a need for this and they have a current GM job description as it stands, prior to the one being worked on. I think it is the right decision, to be focused on the General Manager.

Sue: To restate the motion: Grant the Operations Manager General Manager authority until the first Board meeting in November 2018 or until we have hired a GM, whichever comes first.

Motion passed as amended: 9-1; George opposed.

President's Peace

Jack: Out of everything going on, I want to thank the Board for their patience. I think it is a strength of ours. I don't think any of us would mistake that patience was a weakness. In this sort of organization, patience is essential and one of the things I have grown to appreciate. It takes a certain amount of patience to do this event in every aspect I have been involved in the Fair. Thank you to the Board especially, the staff and those here. We got this.

Special thanks and gratitude to Randy Turney, as this was his last meeting as recording Secretary. (Loud cheers and applaud from the members.) His genuine passion for Fair philanthropy is beyond measure. As the Muppets would sing, "Mah Na Mah Na!"

Draft Agenda for April 2, 2018, Board Meeting

Coordinator business (Sue)

Probationary period for coordinator appointments (Paxton)

Approve January Budget Meeting minutes (Sue)