

Board of Directors' Meeting
April 2, 2018
7 pm, NW Youth Corps, Columbia Room

Board members present: Ann Bennett-Rogers, Chewie Burgess(alternate), Diane Albino, George Braddock, Indigo Rønlov(Vice-President), Jack Makarchek(President), Jon Silvermoon(alternate),Kenya Luvert, Paxton Hoag, Sue Theolass **Peach Gallery present:** Staff (Crystalyn, Shane, Shelly, and Stephanie), Officers (Hilary, Lynda, 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

Enter the OCF in this year's Celebrate Eugene Parade which will be July 29, 2018. (Chewie)
Approve Robin Bernardi's sabbatical request (Jon)
Approve draft for Gift Acceptance policy (Jon)

Paxton moved, and Chewie seconded to appoint Laurel Goerger to the Community Center Committee and change from New Business to Old Business.
Motion passed: 10-0

Sue moved and Paxton seconded to move Logo Jurying from New Business to Old Business.
Motion passed: 10-0

Announcements

Indigo: Dear Oregon Country Fair Board of Directors and Members,
My last six weeks in Egypt has been transformational beyond what I expected and I received a lot of clarity about my life, including a decision to undertake a Ph.D. This along with my responsibilities at Royal Blueberries and my growing opportunities in Egypt, my life has become too full of too much responsibility. As I have examined where my time and energy was going, I have come to know I need to limit my varied OCF volunteer time.

Thus, it is with a heavy, but clear heart that I inform you of my decision to step off the board of directors at the completion of this April 2018 meeting. After almost ten years, I have learned so much about our organization and have grown in so many ways. I would like to think that I have been a reasonable and wise voice on this board and hope the motions I brought forward over these years have been of benefit to the whole. Perhaps in the future when my life has settled a bit, I will submit my name into the running once again.

I will also resign from the following: Internet Meeting Team and Town Office Property Search. I will, however, continue to hold my appointed seat on the By-Laws Committee and Financial Planning Committee. With much love and big respect, Indigo Rønlov

Paxton: I am removing my motion on the coordinator probationary period. I am in favor of developing a work crew of coordinators, management, and Board members to address issues relating to coordinator appointment, relation to management and relations to the Board. I want to ask for interested coordinators, Board and management people to send a letter of interest to the Fair Office. We will probably set up a work crew for those interested in being a part of these discussions.

Spirit: Many of you know Magic M!kl was a long time Fair family member and charter member. He passed away March 10, 2018, surrounded in love and support from friends and family. He did it amazingly and consciously. Indigo, thank you for your service on the BoD and we love you very much.

Jon: Magic M!kl has a showing of his artwork at Four Winds Gallery located at 273 West Eighth Avenue down from Wow Hall. It was scheduled to end April 6, 2018 but I'm told they will extend it through May. It's an opportunity to see some of his artwork. When the show opened up he was in the hospital and had set up laptops so he could see and talk to people at his showing. He was just beaming and it's wonderful he had that opportunity.

Chewie: Thank you to Indigo for all of your support, sitting next to me for all these years, and letting me be a voting member!

Sue: By the time we have another Board meeting, another wonderful, amazing Spring Fling will be in the history books. I have raffle tickets, \$2 each or three for \$5, and all the money goes to Culture Jam Scholarship Fund. I have a booth at Saturday Market, not too far from the stage, booth 321. I doubt I will be there this coming Saturday due to weather, but after that you can come and buy tickets from me. If you have something to donate you can bring it to me or bring it to the Fair office.

Jeff: Logo items will be in the Spring Fling raffle.

Reggie: I'd like to ask permission to enter the OCF in this year's Celebrate Eugene Parade which will be July 29, 2018.

Chewie: Can we add to put the OCF in the Celebrate Eugene Parade on July 29, 2018 to New Business.

Charlie Z.: Some of you may know Jim Showker who was Marlene Monette-Showker's partner, and Justin and Jonathan's father. He was involved with the Fair for a number of years and volunteered at the sound booth. He passed away Friday, March 30, 2018.

Staff Reports

Crystalyn: As the Board voted last month, we hired Mary Callaghan and want to introduce her. We are super excited to have her on the team. It's been amazing to have her in the office and she has super great energy.

I want to thank Indigo for your service on the Board and everything, thank you.

Regarding Laurel becoming the Chair on the Community Center Committee, Thom Lanfear resigned as Chair and from the committee at the last meeting. I want to give him a huge thank you for all his work on that committee as well as everything else he does for the Fair and is still doing.

Coordinators, please reach out to the Fair office if you are interested in helping us figure out coordinator stuff.

There has been a long time cultural exchange program between Burning Man and the Fair. We are going to be changing the way people can get involved with the program. There will be an article in the Fair Family News this month. If you are interested there will be information about how to apply.

We are working on a grant application with the Oregon Cultural Trust to help us with our archives, especially in preparation for our Fiftieth. I want to give a huge thank you to Jerry Joffe, Terry Baxter and Stephanie who have put in a whole lot of work on that. It's really exciting!

There was a letter in our Board packet this month from a crafter who was feeling like they couldn't leave site in a medical emergency due to our current Craft Guidelines. I want to put the word out to please work with Craft Inventory if something happens. They are nice people and they will help you.

We have read on Facebook and in letters to the Board some allegations of physical violence at the 2011 event. We take such allegations very seriously and from looking at our records so did previous management. Although the person being accused was not on Fish Ladder team, he did respond to the Fish Ladder team's request for assistance. Fish Ladder had found a group of people who did not have wristbands after hours. I have read three statements, two of which are from Fish Ladder team members. Although we don't have any official incident reports regarding this particular incident from 2011, all of written statements that I have found about the 2011 incident were solicited and received in 2012 prior to the 2012 event. They all state that the individual who assisted Fish Ladder did not put his hands on anyone. I will directly quote one of lines from the statement made by the individual who was with the accused and members of the booth until everyone had been escorted to BUS admissions and out of the Fair (I have removed names from the quote) "At no point was BLANK NAME rude, aggressive, violent or in any way acting outside the guidelines of the Fair. BLANK NAME stayed consistent and firm as the booth rep became more agitated and tried to argue about the situation."

Once again, I want to reiterate that we do not tolerate physical violence at OCF and take any allegations of such very seriously.

I have noticed on Facebook and in other places recently that we all seem to be assuming the worst about each other. I know that given what is going on politically it is challenging to trust one another - but right now it is more important than ever to try and work together and keep our intentional community strong. I have been participating in the Fair for my entire life and I can only think of one situation where I believe that someone was intentionally doing something to hurt OCF. Now I am not saying that we will always agree, or even that we SHOULD always agree. But just because we have

different ideas about how to get there does not mean that we don't all have the same goal - to put on an incredible event that supports an amazing non-profit that has huge positive impacts on our community.

Shane: There is still no word from the county about the SUP. The hearing official is aware stated he is busy with other appeals on his plate. We expressed to him we would not like to be going through an appeal process during our event in July. We have a history of hearing back from the county in September, and if before then will be pleasantly surprised.

The LTD contract is completely signed and good to go. We are working on wrapping buses and advertisement not only in Eugene but Portland as well.

In other big news, we closed on winery about three weeks ago. Jack signed the paperwork. It's a beautiful piece of property with just under fifty-three acres. We'll be meeting with Lot and Traffic Crews to talk about this year's parking, the property and how we operationalize it for the event. At some point, the gates will be open people can go over there regularly. I have not yet had time to walk around the site but the time is drawing closer and I am excited to see it.

The road widening project will begin approximately April 20, 2018 lasting six to ten days and the project will include Aero Road and Chickadee Lane. Thom Lanfear, myself and a lawyer are still currently working on the vacation documents and most are ready to go to the county. We have couple of hiccups that we are working through and that process should be finished this week, with turning the legal documents in to the county.

We will be hydroseeding the paths this year. I have tentatively planned for the project to begin this weekend, but the weather forecast is calling for one to two inches of rain which makes it difficult to get the trucks in. We have some back up plans, and plan on getting it done in the coming weekends. If people are out walking around the Fair site, please avoid those areas where the fresh seed is down. It will only take three to ten days for the seed to turn green. Please walk carefully.

On March 24, 2018 I met with four architecture students out at the site. We did the design drawings for the booths in Xavanadu, all the buildings or structures that were over 140 square feet plus additional booths inside the Fair that did not have permits. The process went well. We are now working with those students to get all these things together to submit to an engineer. I've been calling engineers who seem to be very busy, so we are hoping to find somebody. Pivot Architecture is working with me to locate some engineers for this project. The designs will be turned in to the county in the middle of this month.

We have ordered a tractor and waiting on the delivery. It will be another two to three weeks. I want to thank Indigo for her service to the Board.

Chewie: With the hydroseeding and scraping the bark-o-mulch off, there is about thirteen inches of compacted gravel that went in there in 1991. I am wondering if you are aware of that and how it will be addressed because hydroseeding is basically the same thing as core plugging and we saw how well that worked. I am not asking for an answer but I want to make sure it is in your thought process.

Shane: I am aware and will be adding a lot of soil.

Jon: Since the winery purchase closed, I am going to assume that the purchase price and method of payment is no longer confidential, is that correct?

Shane: Yes.

Jon: The purchase price was \$750,000 and was a cash purchase.

Crystalyn: I would like to give a huge thank you to Shane. We got an amazing deal on the property and he did an outstanding job of negotiating, thank you.

Shelly: Spring has sprung and the trilliums are out and in full bloom! We've been busy onsite getting vehicles ready for season, doing repairs, and regular maintenance. Thank you Nini Henriksen for joining me Saturday in some mechanic work.

Big thanks to Garden Crew for coming out a couple weeks ago for a fun and productive work party. It's always a pleasure working with you guys, especially as it involves dirt, compost and fungus laden straw bales. The lock list for 2018 is done and ready for Quartermaster to be locking and unlocking, and locking and unlocking gates, chains and other top-secret things. I'll be sure and get that lock list posted on social media ASAP. Thank you Indigo, I love you so much.

Stephanie: We have boxes of the new Guidelines by the door, so please help yourselves and get some for your crews. There will be more at the Fair Office and QM onsite when Main Camp opens.

We have been working on a grant with the Oregon Cultural Trust to ask for funds to help us with our archives. We have Terry Baxter who is a professional archivist, works for Multnomah County, and has been donating his services to the Fair. We are truly lucky to have his guidance. We have a very small climate-controlled room that has posters collected from years past and he's been helping

to get that organized. We are committing more space to archives within our office and are professionally organizing and maintaining things. One hope is to be in a position to accept personal collections that can be properly preserved. In addition, we are working on part of our Fiftieth with Terry's and Jerry's services, to have a yearlong exhibit at the Lane County Historical Museum.

Spring Fling is going to be fun, fun, fun! It will be May 5, 2018 at Whirled Pies on Charnelton Street. Doors will open at 6:00 pm and we will be selling raffle tickets, with the drawing at 8:00 pm. Sue has raffle tickets, \$2 each or three for \$5. Entertainment will be the Elena Leona Project and Eleven Eyes. Come on down and shake your booty, it's always a great time!

We are still working on washing durables – spoons, forks and knives. It is a huge task and we've had some wonderful volunteers show up to help. When I see all the buckets, and buckets and buckets of forks I picture them as plastic. I think about all the years they get reused, and how we are making a difference. It is tedious, but it is huge when you think about landfills filling up with crap. If you'd like to help the next opportunities are April 22, 28, 29, 2018 from 10 am to 4 pm at Northwest Youth Corps, 2621 Augusta, Eugene.

Booth packets have been mailed for food and craft vendors. If you have not received yours, please contact the Fair office or Booth Registration.

As part of the Fiftieth planning, there is a Sustainability Initiative meeting right before the Spring Fling, one block away. We've done so many awesome things with our land, preserving the environment, and having initiatives around sustainability. What do we want for the next fifty years? What kind of creative ideas can we come up with that we can pursue over the next fifty years to keep us pushing forward. The meeting is at May 5, 2018 at Wow Hall from 2:00-5:00 pm. Please RSVP to the Fair Office, office@oregoncountryfair.org. After the meeting, you can wander down the block to the Spring Fling!

We have been working again with Jerry Joffe to offer Late Night Trips, an initiative he started last year to provide rides late at night if you don't want to camp at the fair. If you think that you would like to be a Late Night Tripper, please send an email to this address, ocflatetrips@gmail.com, and get on the list for Late Night Trips registration. This year, bus pass laminates will be picked up at the check-in booth when you go to get your wristbands.

Two buses will run at night and we are expanding the weekend schedule to also include Thursday, July 12th. We plan to offer buses from and to Valley River Center on Thursday so Fair Family, who have registered for Late Night Trips, can ride the bus out to the Fair, get their wristbands, spend the day at the Fair site and then take one of two buses going back to VRC in the evening.

We plan to keep the Late Night Trips cost of an adult bus pass at \$25. To encourage families to use the after-hours buses, children 10 and under can ride free and a pass for youngsters 11-17 will only cost \$10. Like last year, anyone under 18 will have to be accompanied on any LNT bus with an adult who is a signatory on his/her registration form.

Late Night Trips is also looking for a couple of fun and responsible folks, who like to stay up late and want to earn a wristband, to join the Late Night Trips team. If you are interested, please send your contact information and some convincing sentences on why you would be perfect for the job to ocflatetrips@gmail.com.

Jon: What is happening with the Office Location Taskforce?

Stephanie: We have a meeting scheduled April 5, 2018 at 5:30 pm at the Fair office.

Mary: I am the new Administrative Assistant and want to introduce myself. Everybody has been extremely helpful at the office – Robin, Stephanie, Norma and everyone who has jumped in to help me get trained. I hit the ground running and it is going very well so far. We've had about 21 Jill Heiman Vision Fund proposals to go through and it's fun to get to read them. It's very encouraging and exciting, thanks for having me, and I am very grateful to be here.

Robin: It's been great to have Mary in the office and is a perfect fit. The phones are ringing, the emails are coming in, doors are open and we've had more visitors than in past months. We just opened Culture Jam registration for kids ages 14 to 18 years.

Committee Reports

Community Center: Jon said the committee is on hiatus and is not going to meet until such time as the Board decides how to proceed with the Community Center project. The committee feels like it has done its work and the ball is in the Board's court as to whether or not to apply for a special use permit for the building, and if so, to address the questions that are still outstanding around that. I want to personally thank all the committee members for their service, it's been a long haul.

Personnel Committee: Jon said we are still waiting to hear back from the folks who we gave our Personnel Procedures and Policy manual to for their review and comments before it gets

advanced to the Board for approval. We are working on some confidential matters. We do not have a GM job description. The committee is recommending that we contract with a consultant from the Non-profit Association of Oregon. There will be a budget adjustment request and a motion at that point. The consultant will be asked to give guidance and support in redefining historical organizational roles, particularly senior staff roles including GM.

It has come to the attention of the PC that there has been some question as to the Country Fair's policy and practice concerning employees volunteering their time for the Fair. The PC previously discussed this issue with management and confirmed that first and foremost, the Fair is committed to following applicable laws and regulations, particularly the Fair Labor Standards Act, and that second, the employee's ability to fulfill their job duties takes precedence over any desire to volunteer.

Thus, and here I quote from the Code of Federal Regulations and the US Department of Labor's Opinion Letter FLSA2005-33, "[t]ime spent in work for public or charitable purposes at the employer's request, or under his direction or control, or while the employee is required to be on premises, is working time. However, time spent voluntarily in such activities outside of the employee's normal working hours is not hours worked," "so long as the volunteer activities are not the same or similar to the activities the employee is employed to perform."

Thus, the Fair permits nonexempt, hourly employees to volunteer for the Fair only when the volunteer activity is outside of their normal work schedule and their job duties. As for exempt, salaried employees, even though their "volunteering" time could be construed as paid time by their salaried status, the PC and Management determined that the employee's availability to volunteer, particularly during the weeks leading up to and including the Fair, is constrained by the need to be able to respond at any time to an issue or concern that falls within the scope of their job duties.

LUMP: Paxton said the committee met Tuesday, March 13, 2018. Kory Russel, University of Oregon Landscape Architecture and Environmental Studies Professor, gave us a huge amount of fascinating information on human waste treatment technology in the developing world, at high end festivals, here and in the U.K., and contact info for commercial applications to a Portland apartment complex and potentially for us. Gene Ehrbar of Cartography came in to discuss progress in technology in helping to map green zones. An article in the Fair Family News will be forthcoming. The next meeting is Tuesday, April 10, 2018, 7:00 pm at the Fair office.

Path Planning: Paxton said their meeting was held March 18, 2018 at NW Youth Corps to assist with polishing forks. It was fun polishing while we did our meeting. Dust debate was discussed with several guests from Fire and Water Crews. Path Planning Support was requested to have the outer roads watered. Short and long-term plans were shared in regards to truck rental, water retention, increasing mister use, and fire suppression.

Smoking sites were further discussed in the observations and recent decisions from the walk about. Progress is being made on this effort and another walk about may be held next month, but I am not sure.

Memoriam will be discussed in length and how involved Path Planning needs to be. Discussion will be made if there is one memoriam site or multiple sites. The memoriam walk about will be held in May. There were no motions or votes at our last meeting aside from the minutes and agenda approval.

Diversity Task Force: Emma said the Diversity Task Force had a learning opportunity April 7, 2018, focusing on cultural appropriation and hosted by Dr. Johnny Lake.

We want to let the Board know the Diversity Task Force is seeking input from tribal cultural representatives, in order to inform our work and possible future recommendations to the Board on issues relevant to native culture and cultural appropriation. This input will inform the task force on its core mission of developing a diversity plan for the Fair. A task force member, Aisha Elliott, plans to hold a preliminary round-table and will bring back input to the task force to discuss next steps which will include a collaborative process to relevant crews.

We have heard reported allegations that some members of an OCF Crew are closely associated with white supremacist activities in our area. The Diversity Task Force supports the Fair's statement from last summer, and the Board's ongoing efforts in opposing white supremacy, hate speech, acts of discrimination and reaffirming the OCF commitment which is for diversity and inclusion.

KOCF Radio: Dean said mark your calendars for Saturday, October 27, 2018, KOCF will host the kick off Halloween party to begin an entire year of celebrating the 50th Anniversary of the OCF. The event will be a combined fundraiser for both KOCF and the 50th celebration committee. The party will have live music, costumes will be encouraged and several raffles with amazing prizes.

Much of my time has been trying to get information on how KOCF can improve our signal into Eugene. It's all about location and elevation. We need our antenna to be at about 630' elevation and midway between Eugene and Veneta. Higher than 630' we have to lower our power which give a smaller coverage area. Lower than 630' and our signal does not propagate as well and we get small coverage area. Because of KGEL 92.5 Jasper, actually they are in Springfield, we can't encroach on their signal. So, we may have to move to another frequency. It's all a very jumble of FCC rules. But I'm working on it.

The Easter Egg Hunt in Veneta was well attended and fun was had by all. Andy gave away over two hundred of our new bumper stickers. He would have given out more but he ran out. We have lots of folks in town that are listening to the station and really appreciate our music and programs.

We recently moved Alternative Radio, it's now on Tuesday and Thursday evenings at 9 pm. Democracy Now runs Monday to Friday at 11 am and 11 pm. That's it for now.

I too want to thank Indigo for her service.

Crystalyn: We are really excited to work with KOCF on the Halloween party. The Fair anniversary is November 1, so it will be like a birthday party and kick off for the Fiftieth. It will be really fun and we are super excited!

Food Committee: Sue said she is one of the Board liaisons for the Food Committee and going to read something that had been posted on Facebook. She stated, because I am not part of Booth Registration and not part of Management, I am not going to read those parts. I want to start by saying Louise posted this in good faith that it had already been posted on the .net site. It was belatedly discovered that there was a snafu with that posting on the .net site, and for that we all apologize.

It is the ongoing goal of the food committee and booth registration to have all the booths that participate in our event to be successful, safe, and compliant with the guidelines. It is the job of each booth to understand these expectations and put forth good faith to comply. When violations occur, it is the job of the food committee, and booth registration, to make note of the issues and make recommendations to management for corrective action notices.

Typically, when issues arise to this level of concern, they are met with action on part of the booth representative and usually corrected. It is not common that multiple warnings must be issued to the same booth. Very rarely, does the food committee make recommendations for removals to be carried out.

In the situation with Sweet Leaf's booth, contrary to the narrative of the Booth Rep. (David Sullivan), it has been notified in writing 4 different times since 2008 to correct violations. In addition to written agreements, there has been numerous verbal conversations in a casual and committee setting over the course of the last 10 years.

- 2008 – Notice of Probation Letter – Leslie Scott
- 2012 – Agreement Letter – Charlie Ruff
- 2015 – Last Chance Agreement – Charlie Ruff
- 2017 – Probation Letter – Shane
- 2017 - Termination Letter – Shane

Violations Summary – in no order of events.

- Booth Sprawl
- Unauthorized removal of Vegetation
- Not opening on Time
- Various issues related to Booth Registration
- Not serving items listed.
- Having vehicles in event after opening
- Not vacating the property in a timely manner
- Violations of having un-credentialed booth workers on site after approved hours - 2008,

2011.

Food Committee – opinion for the committee – Sweet Leaf Café has been a challenge for years. It seems to be something different every year. The committee believes their warnings, were not being listened too. Over the course of the last 10 years they have continued to discuss the violations and how to address them. They recommended to Charlie Ruff for removal of Sweet Leaf Café, in 2015. Charlie decided with the committee to give the booth one more chance. Violations of opening late, and not having full menu ready at time of openings continued in 2015 and 2016. However due to the transition of Charlie to Tom, then to Shane and Crystalyn, follow up on these violations did not take place.

The Food committee in 2016, presented to Shane and Crystalyn, the history and ongoing issues with Sweet Leaf Café. It was decided to roll over the last agreement for another year. With the

intent to have a clear agreement with conversations and in person meetings to review the Blue Sheet. (Document for all food booths that outline menu that are approved and must be served.) This was done prior to 2017 fair. This document is used to add and discontinue menu items.

During the event it was noticed that Sweet Leaf Café was not serving all entrées on their menu, during public hours. Following the fair, during food committees' review of 2017 event, the violation was discussed and determined to be a clear violation of the agreement. In light of the continued violations of agreements, the Food Committee voted unanimously to recommend to management to remove Sweet Leaf Café' from the OCF. A termination letter was drafted by Management and reviewed by Food Committee, for input, prior to mailing to David Sullivan as the Booth Representative for Sweet Leaf Café'.

Currently we are in a campaign for the facts, as well as assertions of nefarious intent from Food Committee and Management to remove Sweet Leaf Café' due to conspiracy theories, mostly of Management and Security issues. In addition there are recent narratives from David and family, that the Fair Committees, and Management are out of control.

These assertions are without basis. From our perspective nothing could be further from the truth. We believe that we have collectively been very patient, and compassionate, to give Sweet Leaf Café', many chances to figure it out and get it together. Removal of a booth does not happen that often and is the last resort. Furthermore, at no time has anything beyond the actions of Sweet Leaf Café' been discussed as reasons for removal at Food Committee meetings. Food Committee was not even aware of any incident surrounding the 2011 Security issue involving Sweet Leaf, created by David having day workers on site after 7:00. FC became aware at the last committee meeting when the subject came up because of David talking about it amongst family, and it came up in discussions.

The Food Committee has moved on to filling the (former Sweet Leaf Café) booth space for the 2018 fair. The Food Committee, did a call out for new food vendors to jury to become a booth at the OCF. It has been decided by a vote of the committee, that two new food booths will fill the space formerly holding Sweet Leaf Café, as well as two new food cart vendors. We are in the process of working with the applicants chosen, with Booth Registration, Construction, and Food Committee, to get them ready to go for his years fair. The process was good, food was highly rated, and I hope that you will all come and welcome them to the fair. We will be announcing them at next month's Board meeting.

It is our hope that after receiving this information you will be able to make an informed decision as to the process and assertions made by David Sullivan. All committees and staff could use refinement of the documentation as events and conversations occur, by developing better process for situations like these. It is well within the rights of committees, crews and management to make recommendations for removal based on violations.

Other crews that have been negatively impacted, include but are not limited to, De-con, Construction, Security, and Main Camp Kitchen. Many offered statements if needed. The removal of the Sweet Leaf Café, is intended only for the business entity. David Sullivan and any of his crew are welcome to be a part of the fair in another capacity. The individuals of the booth are not having their rights to attend, or membership revoked. This even includes the opportunity to re-apply as a food booth in future open application call outs from Food Committee. I hope you understand better why the ultimate decision in this situation was made by the OCF Food Committee.

On a personal note, this brought us absolutely no joy. I want to read the agreement that David, Management, and members of the Food Committee signed on April 7, 2017:

SweetLeaf will read and understand all OCF guidelines, particularly those written for food booths. SweetLeaf will make these guidelines available in their booth and require all booth workers and participants to read and understand these guidelines. By signing this agreement SweetLeaf agrees to adhere to those guidelines. Additionally, SweetLeaf acknowledges that it will be on probation for the 2017, 2018 and 2019 events and that failure of SweetLeaf or its workers and participants to follow the guidelines and the specific terms itemized in this agreement will result in suspension or expulsion from the OCF events. Upon successful completion of the terms of this agreement following the 2019 Fair, probation will be ended.

All required paperwork will be completed and returned on or before the listed deadline. This includes, but not limited to, the Blue Sheet and Cutlery Form.

All booths will be paid in full on or before the listed deadlines. David Sullivan is the only person that will conduct business with OCF Registration.

David Sullivan will act in the capacity of booth rep and will appoint an alternate representative throughout the probationary term.

As booth rep, David Sullivan will be present at the annual mandatory food booth meeting.

As booth rep David Sullivan must be available by phone at all times during the OCF event and will be in the SweetLeaf booth for at least half the hours that the booth is open.

SweetLeaf will have its booth in full operational mode, ready to serve food and have all vehicles out of the interior of the fair by 10 am Friday of the OCF event.

SweetLeaf will be open at a minimum from 11 am to 7 pm Friday through Sunday during the OCF event and will make sure that all day workers are off-site prior to the sweep.

SweetLeaf will accurately update its menu with its 2017 -2019 Blue Sheets. SweetLeaf will be prepared to serve its full approved menu all hours fair is open to the general public. SweetLeaf is prohibited from serving items not listed on its approved Blue Sheet.

SweetLeaf will not alter the landscape beyond its front counter without proper written approval.

SweetLeaf will follow the established policy for booth tear down post Fair. All booth staff will be off site by 6 pm, Monday after the OCF event and may come back during approved hours as needed to facilitate their tear down.

SweetLeaf will cooperate with Main Camp / Quartermaster staff when requested.

Knowing that unforeseen circumstances can arise, SweetLeaf will contact management or the Food Committee ASAP if problems should arise that would hamper their ability to honor the terms of their agreement.

This agreement was signed and dated by David Sullivan, Shane Harvey and Crystalyn Autuchovich.

Member Input

Michael B.: The gist of the major violations, they were not having all the food all the time, they were having people stay over late, and those were what we were talking about? I just want to get the sense of what the main violations were and understand the core of that. Mercury is in retrograde, so I didn't get the things together like I wanted to.

I want to put out a couple things. I think the Elder rules for crafters needs to be updated because elders and crafters are different than a lot of other things and some of us are never really not going to be doing it. It's the only thing we can do, so there might be times we don't want to do it with all these rules and regulations and I don't want to get caught up in those because I'm skirting the line and I have ADHD. That's why I love the Fair, because I used to not have to deal with that stuff. We are missing that countryside, that person-to-person side. We've gotten too professional and too complex, too big and we've got to do something about it, somehow. One of the things is maybe we expand; we've got a new piece of land. How about Teen World, or turn that into Elder Country, or Energy and Energy Biosphere, or Community Village. All those, especially the last two, really promote us for 501 c for education. That would go really far to keep that locked in, think about that.

I also want to say, after what I read today again, Bill Wooten said: reason stands with those who reduce their wants and simplify their needs which lessens the demands upon the world's resources. Is it reasonable to ask crafters to pay for ghost booths? What I mean by that, if I pay my \$180, that's great I have a booth at the OCF but I can do nothing with it. I can't even be there, I couldn't get to it. I could buy it but I'd still have to do all these other passes to get in there. So, it's just a point of information that is kind of weird. Is it reasonable to spend all this money on a Community Center, the spending in general, when it's really just a three-day dream reality?

Guidelines, there are the lines that guide free people to do their best. That's the dream, that's why they said that, oh let's not call it rules let's call it guidelines. That's what we should remember with all this complication. Guidelines – lines that guide us. You are never going to get rid of the jerks, they are always going to be there. That's why we are going to do the guidelines, and we'll deal with each jerk as we need to, that was the dream. Rules, they make us all fools. Here's another poem I wrote: Fake news, it's just a ruse, to keep us confused to the lies they use while blaming the ones they abuse, in their denial they pay some heavy dues. True news informs, enlightens for freedom to choose.

Mike: I wanted to thank Sue for bringing the solution or making it more transparent about what was going on. Many times, issues such as this, create a lot of consternation. Thank you for presenting the other side. Last month we heard one side, so we need to develop a way to get more transparency out among the membership. Thank you.

Penny: I did not come to say anything, but because abuse is a very serious thing and that statement that was made about the Fish Ladder, I was also there that night. Maybe the Fish Ladder people didn't see it, because the real abuse happened from that point all the way up to the buses. This person grabbed my friend by the scruff of his neck, after saying this isn't going to go good for

you, which the situation was ok until that person came and both of them were agitated. This person picked up my friend, carried him the whole way through there as he was saying please let go of me, why are you holding on to me, I am complying with you, please let go of me with a mortified look on his face. Saturday night, right in the evening when everybody is doing their thing at Fair, and it was awful and it did happen.

If anyone wants to talk to me about it later or another time, I'd be happy to. A report was made at Fair Central that night, two BUMS were told, five vetters were put in and Dave had a meeting with the GM about it. He was told that a conflict resolution was happening. When he signed his probation thing, a conflict of resolution would happen, and that never did happen. I'm saying this in truth, I was there and if anybody really cares, there were also a lot of other witnesses and people on staff

Crystalyn: Please reach out to me.

JenLin: I appreciate what you say about transparency. I can talk from my own experience. Serving on the election committee, we decided at one point we were not going to put out the total vote counts for each candidate in part because it's not a popularity contest, you are here to serve. The other part was for the folks that had the courage to put themselves out there and then get so few votes, if it had been me I know I would feel humiliated and hurt. That desire for protection of our family was our driving motivation for not putting out the vote totals. We got a lot of pushback saying we were not being transparent, that there was secrecy and conspiracy so ever since then we list all the votes.

It's my experience, having watched Fair and committee process, often times when information is not put out it is not for a lack of desire to be transparent. It's coming out of a concern for protecting that individual. Is it our right to air their dirty laundry or what could be perceived to be? Our desire is to protect our family. It's not coming from a desire of being closed.

On all of these committees are people who are stepping up who are our peers, who serve and continue to serve. We are all trying to do what is best for the Fair. I have not witnessed, on any committee, people who say they can take the Fair down or can push a certain agenda. Most people who serve on committees are doing it with humility and a desire to serve and not for any agenda or ego. When I see on Facebook statements that tend to vilify our family, I am deeply distressed. This is not who we are. This is not the best of us, and I challenge us to put our best selves forward and look at the four agreements. We are doing this for the best reasons, and to sit and make assumptions without first asking from a point of open curiosity is harmful to us. That is the challenge; if you do not know, do not understand, then ask for information and not in an accusatory way. There is a more heartfelt way of doing this.

Gretchen: I am co-coordinator for Wristbands. At the risk of assuming good intention, I want to first thank Indigo. I too appreciate everything you have done for everyone collectively at the Fair. You are an amazing, grounded woman that has kept all of us grounded on so many occasions, so thank you for your service.

At the risk of going out on a limb and maybe not seeming so popular, I'm not going to make a judgement about what did or did not happen. But I think we'd all be remiss, no matter what rule was broken or whatever, to not thank SweetLeaf on their way out the door because they gave tons and tons of energy, time and food to all of us in this room. My kids sought refuge, that was our place to meet, the happy smiles they would always see waiting for them growing up. Thank you SweetLeaf for your contribution and am sorry to see you go in this way.

Spirit: I have a few thank yous and a few requests. In the spirit of transparency, thank you Sue for reading the report from the Food Committee. The membership appreciates having the full picture. I think often times volunteering on a committee or otherwise is a thankless job, but we thank you very much and all that serve. Crystalyn, you took time with me last night to talk about concerns regarding Paxton's coordinator motion. I appreciate the time you took to listen to our concerns and feel like we were heard. Paxton, thank you for removing the motion so we can work collaboratively and together. I think it's been a bumpy road the past few months and we are well on our way to putting this Fair on.

To the Board, I'd like to request something for your consideration. Post the full motion of the new business by the time the minutes are printed so that we can give you a less reactionary voice of ours, and more well thought out input because I think we can jump to a lot of assumptions when we don't really know what's going on. More time would be appreciated so we don't feel disenfranchised and that you actually want to hear our input.

In light of some of the things we have heard about incident reports, if anyone is involved in an incident please come up to the friendly Fair Central Crew and we will help you with the process of filling out the reports. I'd like to remind us all that abuse, assault and harassment is not limited

to being just sexual in nature. In my opinion, the consent policy should not be limited either. I don't really know what happened in Dave's situation and reports would be helpful. Unwanted contact is just not ok and doesn't matter in what context.

Thank you, Board of Directors, and also Management team for hearing us as coordinators.

Adam: I am a Craft Inventory coordinator. We just closed the 2018 craft applications and had 401 applications. Jeff, the former Craft Inventory coordinator, said it was a record for the last twenty years. We'll have a quick turnaround with the Craft Jury Sunday April 8, 2018, at the LCC Longhouse starting at 1 pm.

Charlie Z.: I want to express my concern that we are losing our way as a community. The OCF has been about two things. First, it is the creation of an event that nourishes the spirit, the celebration of life, the magic of fairies and the power of positive beliefs. That's probably something we need now more than ever. Second, it's about the people who are part of this event and the intentional community we have created.

Over the past almost fifty years, we have built a community based on mutual respect and the assumption that each and every one of us is doing our best and is trying to do good. Unfortunately, good intentions don't always translate to the conduct of good planning. Over the years we have evolved ways of dealing with each other to address these behaviors and to adapt to changing needs. We have committees and crews to make sure booths and vendors meet expectations. We have crew coordinators who make sure crew members meet expectations. We have managers who make sure coordinators meet crew expectations, and we have a Board to make sure all of these are done. We should trust in those things and in each other.

When issues come up as a group, we strive to address those issues when they arise directly with the people involved in a respectful manner. We protect the confidentiality of people, so we don't embarrass and publicly shame. While we do not always achieve three-chip interactions we strive for them whenever possible. If we err, it's generally on the side of being overly tolerant, of allowing things to go on far too long.

Recently, it seems to me, that some of us are assuming the worst. People hear that management is trying to fire someone, or that one has been denied due process, a booth has been wrongly removed from the Fair, someone has been assaulted by somebody else. They assume that the powers to be – Management, the Food Committee, Security, the Board – are all acting arbitrarily and with bad intent. I say assume because people jump in and take these positions without even contacting those involved and asking what happened. Perhaps we are doomed to do this, given what is happening in our greater society. However, I think we are better than that.

Let's remember and nurture our values. Rather than assume something outrageous you heard or read on social media is true, ask those involved. Let's assume that each one of us loves this thing that we call the Fair, shares our values and is acting in the best interest. Thank you.

Kimmo: I have more member input from David Sullivan who asked for two corrections to his statement in the March meeting minutes, to be published in the April meeting minutes. One statement said: That year I formally complained about a security guard that mistreated and manhandled my Latino workers. That will be corrected to: That year I formally complained about a security guard that mistreated my Latino workers and manhandled me. The other statement said: Last year I spent hundreds of thousands of dollars of the farm's money for a hard wood floor and upgraded solar system. That will be corrected to: Last year I spent thousands of dollars of the farm's money for a hard wood floor and upgraded solar system.

Penny: I want to talk about the minutes, there is one other part that is missing, it's in his written statement that talks about Monsanto.

Indigo: We're going to be voting to approve the minutes from last month so this seems more appropriate for that time.

Sam: We are still at member input.

Jon: I think members can speak to approving the minutes.

Jack: I want to make it clear we go out of our way to get the minutes as correctly as possible, and thank you for correcting.

Penny: I can email them.

Kimmo: I will reiterate, those were the corrections David Sullivan asked me to make.

Katie: I thought carefully about what I was possibly going to say tonight. My name is Katy Parker. I work on the Booth Registration Crew.

I found it interesting that Mr. Sullivan's pretense in his recent Facebook post is that he is "protecting" people's names rather than outing them. I found that interesting because the description is clear enough that it doesn't serve to protect anyone's identity. There is no other person than Palmer who has been in Fair Central, the PC and also has a wife on the booth registration crew. It became

rather clear, rather instantly who Mr. Sullivan was referring to, so the pretense of “not divulging names” is quite false.

Fortunately, I do not need protecting. I did indeed submit a report to my coordinator in 2011 regarding the behavior of the alternate booth rep for the Sweet Leaf booth. I calmly considered whether or not I would submit a report for a full week before doing it. If there was an “influential factor” that provoked me to submit the report it would be the conversations that I had with a member of the food committee and another coordinator.

I waited another three days after those conversations, again considering whether or not I would, before submitting my report. My report is measured in tone and filled with verifiable detail. It is my understanding that my report was shared with the Food committee and Fair management at the time, which would have been Charlie Ruff.

I wrote the report as accurately as possible, in good faith, and with a clear conscience. I have given clear permission to Justin Honea (booth registration coordinator and current board member) to share or distribute my report with the board or in any other manner that the Fair deems appropriate.

Since both Palmer and I have worked in management roles at various companies and events both together and separate (including working at multiple companies together in various roles that included sensitive and confidential information) we do not share information that is sensitive or confidential about our work, even volunteer work, with each other. We don't even ask.

The reason I mention this is to illustrate that attempting to tie the event I experienced in the Registration hut and the event Palmer responded to on the path is also false. Palmer was not made aware the same booth was involved with both of those incidents until the following year. I was also present during the path fish ladder incident and I can tell you that neither Palmer nor myself was aware that the workers involved in the security incident mentioned were Latino, until Mr. Sullivan mentioned it at the last board meeting. In truth it would not have changed the outcome if anyone had known they were Latino, because the issue at hand was the workers being on site after public hours without an overnight wristband.

The idea that Mr. Sullivan happens to know someone on Booth Registration that has a different version of the events in my report is quite interesting, given that my report is specifically about the alternate booth rep coming into the registration hut after we were closed, while I was alone. The report details my repeated statements that we were closed and repeated requests that he leave, but for quite some time, he simply refused to leave.

Since that event I have consciously and consistently made sure that I never handle the work of the Sweet Leaf packet or interact with any members of the Sweet Leaf booth without another member of the crew present, and when possible, I step aside and have other members of the crew handle it altogether. I do this not out of fear or prejudice, but because I do believe in second chances and I wanted to make sure that there was never even the opportunity for the perception that their booth was being handled with bias.

In 2012 another member of the booth, who presented themselves as part of the leadership of the booth screamed at me out at the Sticker booth, on Saturday of the event, because I was trying to follow the protocol outlined in the probation letter in the packet. Specifically, that David Sullivan had to be the one to conduct all booth business with booth registration and be on site at all times during the event weekend of the Fair. When I asked them to have Mr. Sullivan call us or come to the sticker booth to handle the transaction being requested, they eventually told me that he couldn't because he was at the Portland Saturday market and they couldn't reach him. The other volunteers present on that shift, didn't understand why I allowed this person to scream at me so long, I explained that it was important to make sure that we gave this booth every opportunity to meet the standards the Fair was expecting and to handle them with extra care and patience.

I mention this because my interactions with Mr. Sullivan himself have been reasonable. It has been other members of his booth, in the act of speaking for him that have been out of line. However, he and I have never had a conversation that went beyond current, pertinent booth business. If at any time he'd have indicated he was interested in my account of the event that occurred after hours in the registration hut in 2011, I'd have agreed to the conversation, and still would, as long as there would be others present.

Finally, to those who have heard only Mr. Sullivan's side of the story on this, I would like to point out that in the course of decade, there is one instance of the Food Committee, Fair Board and management determining that a booth should no longer be invited back. To me this illustrates that there is far more to the story than what I know or what has been publicly known. It would be inappropriate as a general practice for the Fair to start proactively publicizing a booth's “misdeeds” or mistakes, in the name of so called “transparency”.

Giving the booth and booth rep a confidential setting to have corrective feedback occur and the opportunity to improve and meet the standards that the Fair requires is the right way for such scenarios to be handled. The Fair provided a confidential course of feedback and opportunity to improve for this booth, over the span of a decade, before determining that the process was not adequately correcting the issues.

I also believe the practice engaged by the Fair, of attempting to give many “second” chances to this booth was attempted in good faith. It may seem that it was a “small thing” that the Fair listed when indicating the Booth would not be back. . . but isn't it generally a straw that breaks the camel's back? I am quite certain there is more to it than what I know of, but I would never ask to know any other background info about it, because it is not any of my business.

Just because Mr. Sullivan wants to make it public now, because doing so may generate sympathy and a public outcry to use as leverage to push the Fair into allowing the booth to continue, does not mean the Fair will respond in kind, and make every single report and issue available to the general public, nor should it. Keep in mind that Mr. Sullivan is not being banned from the Fair altogether. The booth as a business and as a booth entity is not being invited back. Mr. Sullivan, his workers, and their families would still be able to attend the Fair or work in another capacity.

Chewie: I want to echo JenLin and Charlie and re-word this. One of the things that has really bothered me the last several months, about many of the issues that have come up is we are not being kind to each other. This is an organization where we need to be kind and remember that we are all in this together. Nobody is going after anybody to be vicious. There is no secret pogrom to disenfranchise anybody.

I unfortunately stepped into this SweetLeaf thing having partial information and it pisses me off and I told Dave Sullivan this, because I stepped into it. I told Dave, it you had just told me I still would have stepped in, but I can't do anything. I'm not going to ask the Food Committee to revisit this because I now know a whole series of facts that have gone back years.

I have talked to many people in the Food Committee, some who I have known since they were small children, and I am really disappointed in the way that we are treating each other. I can't understand. We can all agree to disagree, and that's fine but we start being nasty and cruel to each other. I have people in this room vilified. I keep my head down and I don't ever comment on Facebook. One of the reasons is because it's whack-a-mole. I said it last month and I'm saying it again. I don't want to have anybody have the opportunity to hit anybody.

I know Palmer Parker well, and we agree to disagree more times than we agree on certain things. But I can tell you this, I don't believe that there was any mal reasons or mis-intentions. I also believe that Dave believes what he is saying. I've known Dave for over 20 years and I don't believe Dave is lying. I believe Dave has selective memory, as do we all. I'm guilty of it as anybody in this room.

Please, I'm asking the entire Fair family in this room, the entire Fair family on the internet, the entire Fair family that is going to read this: please, please, let's remember we are all family. Once this is all over and done with, we are all family. Nobody is out to get anybody, we are doing this in transparency. As JenLin put it, we're not doing this because we are holding a secret, we are doing it to help and protect each other and not be disingenuous. I felt I had to say it because it really bothers me, and I can tell you I'm not the only one person sitting on this side of the table who has lost sleep over many of the issues going on. We are volunteers too, and we are going to make mistakes. Everybody makes mistakes. That doesn't mean we should be vilified or crucified.

Donations / Secretary Report

Kimmo: We have \$1,500 in donation requests tonight. Any objections to the consent calendar are reviewed during the agenda review. Ann has sponsored Bethel Farm and Chewie sponsored Eugene Sunday Streets.

Kyle of Bethel Farm, \$1000: We have a farm where we are educating students, producing food for the school lunches, and giving back to the community. Bethel Farms is three acres owned by Bethel School District. I manage the farm, growing fruits and vegetables with K-12 students, primarily students in the Kalapuya Alternative High School. The vegetables grown make their way into the school lunches. All of our kitchens serve from-scratch meals. We focus on high value crops that some students may not be able to get like blueberries, which they can get free or at reduced lunch rates. Anything we don't send to school, we put in a free farmers market that is every Monday at Cascade Middle School. Thousands of families use it and is in partnership with Food for Lane County.

We are doing a lot to reach beyond our school district. We are working with Huerto de la Familia and have 24 families this summer using garden plots on our site. We have a Seed to Supper

program that teaches how to eat well on a low budget. We are partnering with Food for Lane County and EWEB to create community resiliency through a micro-grid and water distribution site in the event of a disaster. A donation would help us and most of the money would be going towards tools and irrigation to help maintain an orchard to help us into the future.

Chewie for Eugene Sunday Streets \$500: I have supported this in the past. It's a program through Eugene Parks and Rec where they have different events and will close off a street and have an event for the community. I'm sorry she's not here because I'm sure she'd be more literate of this. I'm supporting this because it's for the greater Eugene community, and it moves all over town and not in just one place. I support this because it is a community event. We should help spread the community in a positive manner and promote positive things in the community because there are so many things that don't work in this community.

Cameron: I've been part of it as well, basically they close down a section to promote people being on foot and on bicycles. It's really cool and you can meet members of the community. It sometimes annoys the people living on the street, but other than that it's a really positive thing and totally worthy.

Jon: I know this was in the consent agenda, but I heard Kyle say something different than was on the Bethel Farm application and need to take it out.

**Board members in favor of \$500 to Eugene Sunday Streets.
Motion passed: 9-0-1; George abstained.**

Indigo: Bethel Farm has been pulled off the consent calendar and now it will go to discussion.

Jon: I heard Kyle say the money was going to be used for tools. On the proposal it says funds would contribute to the construction of an outdoor kitchen, built by students, led by local masonry oven artisans. Funds will cover material costs, and hiring of non-district support staff, particularly a local cobb oven builder.

Kyle: We are still wanting to carry that project out but we have not gotten approval of our Board. I am requesting instead to support the orchard that we are working on. The oven project was intended by myself, the principal and nutrition services manager and there are a few hoops to get through to get approval to be cooking in a food safe manner outdoors. I am not ready to confirm that project at this point.

Jon: I'd like to move to approve the amended proposal.

Chewie: I want to clarify this is Ann's motion.

Jon: Ann, will you accept a friendly amendment to approve the proposal as amended?

Ann: Yes.

Ann moved and Jon seconded to approve the amended Bethel Farm proposal.

Motion passed: 10-0

Treasurers' Report and Budget Items

Hilary: The Board now has a version of the Gift Acceptance policy draft that we'll talk about next month. Jon was right that the Fair paid \$750,000 for the winery and it was sixty percent of the original asking price. Part of how we got the reduced price, in addition to having ace negotiators, was that we offered cash. It changes our cash position really substantially. Sometimes we've been close to three million in cash and between putting some funds over and the rest of our endowment with the Oregon Community Foundation, we are at a low point in the year right before the Fair. We haven't gotten a lot of registration and ticket money in yet. So with the spending we have 1.2 million in the bank, which is great but it's all pretty much dedicated. We have some dedicated funds to get us going until this year's money comes in. And we had all those dedications we had worked on in the fall, for the community center, for the roads committed to building, solar projects, and office relocation.

Everything that we have in the bank has some kind of dedication to it. We also spent down the rainy-day fund. If we have an emergency, some of those other restrictive funds will take those dedications off and that will be our rainy-day fund. Hopefully we'll have a good smooth year where we can decide how to rebuild the fund, or the funds we took out dedication for this purchase maybe we can get back.

I hope we can set aside some spending for the special Fiftieth. If you are a coordinator we ask you to identify projects you may be interested in your crew doing for the Fiftieth. We need to know what the ideas are and what they will cost. Originally the Budget Committee asked for that in the budget deadline, but now we are working with the Fiftieth Committee and have extended the date to

May 1, 2018. This will give us an idea of what crews and the committee will do and give us a year to shape the projects.

Diane moved and Paxton seconded to approve the Diversity Task Force request of \$2,500 from the Board's change line item for the learning opportunity.

Motion passed: 10-0

Crystalyn: During the capital project budget process there was a request to expand Fair Central into downstairs in the area that used to be occupied by White Bird which has since moved. We fully support the request to expand with possibly battery exchanges and other things. We thought the cost could come out of construction, supplies and services but we have been informed otherwise. The actual capital project request was for significantly more than this but construction has asked for \$650 for a capital project for the Fair Central expansion.

Peaches: Where is the space to be expanded?

Crystalyn: At White Bird Odessa where there used to be a White Bird outpost. There is still going to be some locked storage for White Bird, but there is nobody stationed there anymore.

Jeff: I'd like to note that Craft Inventory also uses that space. As those changes are made, please keep that in mind.

Indigo moved and Paxton seconded to approve the Construction request for \$650 for the Fair Central expansion from capital projects.

Motion passed: 10-0

Crystalyn: I'd like to ask for a budget adjustment for the consultant for the Non-profit Association of Oregon that Jon talked about during the PC report. We did receive an estimate, a range of \$18,500 to \$27,750. When Shane and I were putting together the payroll budget this year scheduled last fall, we budgeted for a GM starting in June. I would like the Board to re-designate some of the money allocated to the GM salary, to the top end of the consultant range of \$27,750 in to an account for GM contractors.

Indigo moved and Jon seconded to approve the request for \$27,750 to be re-designated from this year's GM salary fund into a GM consultant contractor fund.

Hilary: I think this is a great idea. We've been spending a lot of time trying to sort out all the staffing changes and organization changes that go along with that. If you think about it, five years ago we didn't even have job descriptions for Assistant Manager and Operations Manager, and we have adopted those into our structure. We are having issues with trying to figure out all the job responsibilities and I really think this will help us sort it out. I hear all the people on Facebook say why is there no GM, and I say it's been a moving target trying to figure out where all responsibilities should lay and what that position should look like. To hire a professional who can help shape it in a thoughtful way is important. I also want to thank Indigo.

JenLin: I am also speaking from the PC. We created our structure and it has evolved over 50 years. As we move forward, does our current structure suit us and how can we best position ourselves for the next fifty. I think that's the reason we are going in this direction.

Jessica: I have the privilege to work with other non-profits in Oregon and have for the last 17 years. I put all of my support behind this process. We have grown so much and are such an amazing family. This will give us some perspective from the outside that is difficult for us to have and I think it couldn't possibly be any more worth it.

Brad: I am a BUM and also on the Personnel Committee. In talking with Charlie when he left the position, he brought this idea up to me. It wasn't an idea that took root at the time. I am grateful that it has turned around and dynamics have changed enough that the Board is interested and think it will serve us in the long run. We need to take a critical look at our top roles. I was able to sit with the group and the consultant and am excited by the prospect and her experience.

Jon P.: I think it can be valuable, but the figure seems kind of extraordinary especially at a time when we've just heard our cash position is low. If there were some preliminary steps that could be less expensive to start with that might be considered. The City of Eugene uses consultants a lot and, in the end, it usually comes down to divided politics and what the community wants to get hashed out. Consultants can help with the process, but it seems like a lot of money at this time.

Michael B.: If you are going to go for a consultant, go for multiple consultants and have five. Get a few wacky consultants, and hippy dippy ones, and the professional stuff so that you guys can make your decision and get all kinds of information. The OCF is a unique one of a kind thing, so we

should be far reaching. Get the diversity and then we'll figure out we can do it ourselves anyway, which is the way it started back in the day.

Crystalyn: I know there is some sticker shock with this. I think we are getting an incredible consultant rate in general. The consultant is estimating to spend 100 to 150 hours over the next several months and will meet with key stakeholders and come out to the Fair. She will be working with the Board and the Personnel Committee, and this is a huge project. I think it will be beneficial to get the perspective from somebody who isn't so deep in it. We are just moving money that we had already planned on spending.

Smiley: I am really excited about this! I have worked with the non-profit association before and they really wrote the handbook on this stuff. This is the best investment for this organization. All the checks and balances with membership and the Board, they know how to set that up and get things rolling. This is probably one of the most exciting things I've heard in the last couple years with our organizational direction. Big thumbs up!

Jon: I want to emphasize she is not coming with any preconceived solutions. The process we have outlined for her will be an inclusive process where she will be meeting with a variety of stakeholders, the PC and Board. If anybody considers themselves a stakeholder, let the Board know and we'll see about folding it into the process. This is not intended to exclude anybody. She won't be able to talk to everybody who comes to the Fair, but I think this will help get us to where we need to go. This is an important piece. I wish we could have gotten to this point earlier, but we are here now, and this is how we want to move forward. It would be hopeful that we would have something for the Fair before the next Board takes office to the direction being suggested.

Paxton: I have taken some non-profit association classes over the years and they were very valuable to me. I look forward to this and think it will help us to iron out our GM issues and a successful hire down the road.

George: I couldn't be more supportive of this direction, with all the changes that have occurred in the organization over the past few years. The maturity of this organization and seeing the effects of different policies and the way it was run over time organically, to have someone come in and take a holistic look at it and advise us to the governance, kinds of roles and various players will go a long way towards reducing the infighting and some misunderstanding that takes place. I couldn't possibly be more supportive of this idea.

Chewie: I totally support this, and the thing I am liking most is we're bringing them in to help us clarify a GM, but we are also at the structures as they exist right now. I'm going to bring this up again, that is primarily what they are going to do to get us to an end result. We are looking at structures which are really the important thing and we are going to get to a place where we can come to a GM. I am applauding this and supporting it and we are really being proactive. The next person who says what about a GM, I'm jumping.

Indigo: It occurs to me with the sharing of all this that people are asking about transparency, where things are at and why they are not being told what is going on. I witnessed the Board, the Staff, and the PC work very diligently and hard to try and figure out what this looks like for our family. It may not seem like things are happening, but we have been thinking neatly and long about how to make it so that these people who work so hard for all of us have everything that they need. I would like us to recognize that we have a fuller staff right now than we have had in many years. Now we are looking at that final position. I don't know that we have had all those positions filled at once. We're doing really great and by bringing in this person will help us look at what we really want. And whatever that final position looks like, we are going to have a kick ass team and it's just going to get better. This is a great direction for us to get there.

Diane: I want to thank the PC and management and everybody who worked on this and brought to this point.

Indigo moved, and Jon seconded to approve the request for \$27,750 to be re-designated from this year's GM salary fund into a GM consultant contractor fund.
Motion passed: 10-0

Jon: The recent purchase of a tractor from the deferred maintenance fund, while I can see the need for a tractor I have two questions. When we created that deferred maintenance fund I was not anticipating a capital expense coming out of that. Two, that's a capital expense that ought to have been in the capital budget and I don't know where that fits. I want to express I am not opposed to buying the tractor but was surprised in retrospect that the tractor was purchased.

Hilary: I asked that the person that submits that budget give a list of what he was going to do first. I got the Board to see it and you were actually one of the people who said it was ok and replacing the equipment was part of what was mentioned in the proposal.

Crystalyn: There have been several capital expense sized things that have come out of that and this is the largest.

Hilary: There were other large things listed.

Jon: We were supposed to get an annual report about the status of that fund and I don't think I have seen a report. I'd appreciate, at least for the next Board meeting, generate a report about how that fund has been used.

Hilary: I think it would be good to have a conversation with Shane. We should revisit the motion on the proposal to see what the requirements were.

Shelly: The tractor was originally budgeted in the spring of 2015, and we didn't buy it at the time and those funds were allocated towards something else so it's a little behind the original approval. We took our time and researched what we needed and wanted to purchase something that we could grow into. Now with the additional acreage, all the more reason. We can be more efficient in setting up and taking down.

Old Business

Indigo moved, and Jack seconded to approve the 2018 January Budget meeting minutes.

Motion passed: 8-0-1; Chewie abstained.

Jon moved, and Paxton seconded to approve the 2018 March Board meeting minutes as amended.

Joanna: Penny passed on to me the information as to the changes in the meeting minutes for SweetLeaf. There was a paragraph omitted from the written minutes which is on the recorded tape. The paragraph reads: We are the only 100% organic, fresh, mostly local option available at the Fair. Aside from the obvious reasons for having us there like fresh, nutrient rich options available for people to enjoy and help enhance their fair experience, there is a much bigger picture here. We have taken a stand against the likes of Monsanto, Novartis Dupont, Cargill and other agribusiness giants that dominate our world's food supply. Since our beginning, we have not given a single dollar to the corporate machine.

Chewie: When Paxton moved and Jon seconded to appoint Bear Pitts to the LUMP Committee, my comment was I have no problem appointing Bear to the committee. I do have some concerns about an agenda that Bear is pushing with the MOST, not with mapping at the Fair. MOST is a thing that LUMP is doing, it's Bear's booth, it's a whole bunch of issues and that was what I said, not with mapping at the Fair. It was about the MOST, which is mapping, but it's a different thing than mapping at the Fair.

Diane: I was far away during the last meeting, and I am curious about the Honeybuckets \$12,000 for a capital project for cleaning.

Jon moved and Paxton seconded to approve the 2018 March Board meeting minutes as amended.

Motion passed: 8-0-2; Diane and Indigo abstained.

Paxton moved and Sue seconded to appoint Laurel Goerger to the Community Center Committee.

George: I thought the Community Center Committee was put into stasis.

Jon: By having someone as the chair, she would be the one to call the committee back into meeting should that become necessary. She volunteered to be the Chair so we thought she ought to be on the committee.

Crystalyn: She has been coming to the Community Center meetings for quite some time.

Palmer: Do it before she comes to her senses.

Sue: We are lucky to have her.

Paxton: She's been coming to the meeting for well over a year or two. I have appreciated her coming and working with us and she knows the committee quite well.

Paxton moved and Sue seconded to appoint Laurel George to the Community Center Committee.

Motion passed: 10-0

Ann moved and Chewie seconded to appoint Steve Wisnovsky to the LUMP Committee.

Paxton: Steve's a long-term member of LUMP Committee and was officially part of it when he was Site Manager. He started coming back to meetings and has the background history that we really appreciate.

Chewie: I'm surprised that Steve is not already on the crew of the committee. I thought he was before he was ever hired as the Site Manager. I think this is iteration rather than reappointment and I am totally in support of Steve being on it.

Motion passed: 10-0

Sue moved and Indigo seconded to accept logo jury items with exceptions of #1, 2, 25, 27, and 28.

Jeff: I'd like to explain with #25, that's the henna design on the handmade skateboard. Someone else made the skateboard and that's #24, a couple of the skateboards with just the peach on them. So, with #25 that's the henna design to go with #27 and #28 also. All three of those are henna work.

Hilary: What's the little coin, is that based on another handmade craft already juried in?

Jeff: Yes, all of them have to be previously juried in crafters with that particular craft. It has already been through Craft Inventory Jury process. So, the Board is not necessarily voting on the quality but if you want the peach going out in this forum. The coin was submitted last year and approved with a feather on it and this year he wants to put a camas flower on it. It will have the same thing on one side and then the other side will change each year.

Sue: The reason why I asked to pull those five is I have real concerns about the depictions of the logo on those items.

Motion passed: 10-0

Jon moved and Paxton seconded to amend the logo jury motion to include #1 and 2.

Jeff: The t-shirts are #1 and the bags are #2. I think the peach is pretty much the same on the all.

Bennett: I like the t-shirts and think they are cute. They are better than the upside-down peach with the stick.

Jessica: The Board is voting on logo approval and I would submit that is not our logo. Brand management is an important part of what we do so I agree with the motion.

Palmer: I would like to second what Jessica said. The farther away you go from what it really is the less you are staying associated with who we are.

Hilary: So, would we give permission to use that?

Crystalyn: I agree that it's close enough to our logo that they should need permission, but I would not give the permission because it does not look like our logo for the Fair.

Adam: If you judge that this is not your logo, and that is the reason for not approving it then it cannot be used without approval.

Spirit: Because it looks like the logo but not like the logo, I would be concerned about it looking like a staff shirt. I want to point that out from a security point of view.

Sam: I am hearing people concerned that this is a derivative of the logo.

Michael B.: I think you want it to represent the Fair in a way and you have to look at the t-shirts. If you have a t-shirt that looks like other t-shirts, you decide if changes should be made.

JenLin: We are not changing the Fair t-shirts. I agree it could be misconstrued too much like a Fair staff shirt especially if it's got the circle and general orbs around it. It would be confusing to me as a Fair staff shirt. I'm not sure what conversations Craft Inventory will be having with this vendor.

Jeff: Spirit and JenLin are both concerned that the t-shirt that looks just like a staff t-shirt might be a problem. Here's another submission that no one has suggested is a problem and the Board has approved this one in four previous years.

Jon: I would like to withdraw my motion and in so doing I look forward to hearing Craft Inventory's deliberations on derivative logo use.

Indigo: All I'll say is stay tuned for this year's staff shirt.

President's Peace

Jack: I have never lost the perspective that this is not about me. This is about the OCF and the good that the OCF does. The challenges, or our strengths, they come out and we speak to them, we listen to them and we come to a conclusion. It's April and now it's the time we are really going to be coming to the conclusion and that is where we should focus. We should focus on putting on an

event, have love in our heart and know that there is good that is going to come from this. Thank you all.

Draft Agenda for May 7, 2018 Board Meeting

Enter the OCF in this year's Celebrate Eugene Parade which will be July 29, 2018. (Chewie)

Approve Robin Bernardi's sabbatical request (Jon)

Approve draft for Gift Acceptance policy (Jon)