

**Board of Directors' Meeting**  
**September 10, 2018**  
**7 pm, OCF Site, Hub Yurt**

**Board members present:** Ann Bennett-Rogers, Chewie Burgess, Diane Albino, George Braddock, Jack Makarchek (President), Jon Silvermoon (alternate), Justin Honea, Kenya Luvert, Laurel Blaser, Paxton Hoag, and Sue Theolass. **Peach Gallery present:** Staff (Crystalyn Autuchovich, Mary Callaghan, Shane Harvey, Stephanie Talbott), Officers (Hilary Anthony, Kimmo Howard, Lynda Gingerich) and 60 members and guests. Sam Lutredge facilitated the meeting.

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. 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." Please note, Board meetings held at the OCF site are not live streamed due to intermittent access to the internet.

**New Business**

Bylaw change (Jon)

That Article VII, number 5, third paragraph (Committees and Coordinators) of the current OCF Bylaws last amended November 7, 2016, be changed to: The Board shall appoint an employee or employees who shall be the lead professional(s)\* of the Oregon Country Fair and who will be responsible for all operations of the year-round organization. The Board will hire, evaluate, decide on salary increases and, if necessary, terminate the contract with such professional(s).

Codify coordinator appointments and dismissals (Jon)

Jon said he would have a draft ready prior to the next Board meeting.

Approve Executive Director job description and form search committee (Jon)

Rename and repurpose the Personnel Committee (Jon)

Secure services of Human Resources consultant (Jon)

B.U.M.S. (Jon)

Appoint sanitation coordinator (Jack)

**Announcements**

Chewie: When the deadline for the candidates' statements were due, I was working an event and sent it to the wrong email address. I am running for Board as a write-in candidate and have a video up and my candidate statement in several places. If you want to contact me with questions or to get a copy, my phone number is 541-221-6408 and my email is [chewieburgess@yahoo.com](mailto:chewieburgess@yahoo.com). I am running for the Board and would appreciate anybody who thinks of it to write me in. I will be participating in the Candidate Forum and will be re-posting my candidate statement. Thank you very much for your support.

Ann: I have some very sad news. Louise Jackson passed away August 26, 2018. She was a crafter and beader. She is wife of Jeff Harrison of Craft Inventory and will be deeply missed. The celebration of her life will be September 29 from 8:30 am to 4 pm at the LCC Longhouse. All are invited to share our love for Louise.

Auntie Em: Robert DeSpain's potluck memorial will be on September 22, 2018, at Noon at the OCF Main Stage.

Ann: Virgil Courtright's memorial was held September 15, 2018.

### Staff Reports

**Crystalyn:** My report will be brief as I just got back from vacation. Culture Jam was a really big success. The Teddy Bears' Picnic was awesome. Thank you to everybody who came and volunteered. A special huge thank you to Mary Callaghan and Stephanie Talbott. They did a really awesome job, thank you!

I met with the City of Veneta recently to discuss some of the neighbor complaints we had this year, specifically around sound, traffic and cell phone usage. We are working to get a Verizon portable cell tower for the 2019 event. I feel confident we will be able to get AT&T and T-Mobile again next year. The City of Veneta is helping us to make connections there as well as text. We will have more meetings about ways we can help with some of the traffic issues and noise mitigation. I just got back from vacation, so apologize I did not have time to write a more thorough report.

**Shane:** I missed the last Board meeting because I was at Culture Jam. I'd like to thank the volunteers for putting on a wonderful event this year. It's been a pleasure to work with all of you. Especially, I'd like to thank Jenny Getty and the Geranium Eradication Team. They filled over 100 thirty-pound bags since they started working in April. They spent a lot of weekends onsite and focused on Alice's Wonderland. It's still a big problem and we will be starting a training program in the spring for folks who want to come out and help on their own time or with the team. Information will be sent out through the LUMP Committee and oregoncountryfair.net site.

Culture Jam was an amazing success. Robin knocked it out of the park again this year! The young-adult participants had an awesome time. It was great to see them enjoying themselves, their smiles and energy. I need to thank Eli and Elliott who spearheaded the kitchen this year. It was our first year using a rented kitchen trailer. It was a challenge and remarkably smaller space, only 24 feet long. They were able to make 130 meals three times a day for the event. There were challenges with electricity and how to capture grey water, but we figured it out and it was wonderful to do.

The Beaver Open just finished and I want to thank Sarah George and Paul Vorvick for their patience and working with me through the SUP Guidelines set up by the county back in September 2017. On that note, we have still have not heard from the county about the SUP reconsideration.

We do have movement on the road vacation issue. It's been discovered the title company made a mistake and that OCF actually owns Aero Road and Chickadee Lane. Western Aero Corporation (WAC) made changes to the property in the late 1970s and early 1980s to carve out several small parcels along these roads. As they did this, they excluded the roads from the adjacent parcels and granted the county an easement over the roads. It appears WAC had forgotten about ownership of the roads and/or that folks had wrongly assumed the county owned the roads. Michael Gelardi engaged Cascade Title to confirm if WAC had ever sold the roads.

We went to lengths to try and track down Gordon Wilkinson, the former President of WAC, and tried to reach an agreement to convey the roads to OCF. Gordon was cooperative at first, but as we got into the details of the deal he became concerned about the potential

risks to him of transferring roads from the WAC Trust. He engaged a lawyer and wanted OCF to pay his legal fees, which slowed down the negotiations, until Michael Gelardi went through and revisited the property records. It was discovered in the 1982 deed from WAC includes the roads. The deed was strangely worded so was hard to know what was covered without understanding the full history of what WAC had done to reconfigure the property lines. This is because of the legal description in the deed that begins with a larger property WAC historically owned and then excludes the various parcels they carved out and sold before 1982. The good news is that we do not have to acquire roads from WAC and can proceed with the county and vacate. Also, Michael Gelardi and Herschel Hunter are not charging us the time for the mistake of Cascade Title and what has been recently known.

The fire danger is still high and it's very dry. When onsite and smoking or dealing with matches, please be conscious of what is going on around you. It doesn't take much to start a fire. We are seeing the ramifications throughout Oregon and Northern California. Please be conscientious.

We are gearing up to help with the Virgil Courtright and Robert DeSpain memorials. I'll be working with Tom Lanfear to see how to get the Cross-Country event done here in a different manner.

**Stephanie:** I just got back from a week off and visiting my husband's 95-year-old grandma. It's always a joy to meet people with that much experience in life. She made a point of pulling me aside, and said things that seemed important like deadlines, day to day stuff and little interpersonal things really aren't important. What is important is friends and family and those things will stick with you. I wanted to share that tidbit of wisdom, that we should all put things in perspective.

Thanks to Terry Baxter and Jerry Joffe for helping the Oregon Country Fair receive a grant for \$12,101 from the Oregon Cultural Trust. This will fund our archives project and is really exciting. It's been a small room in the office basement, not accessible, inventoried or properly stored. This will allow us to take steps to storing our history appropriately. As part of our 50th Anniversary, the Archives Team is working on a one-year exhibit at the Lane County History Museum and two-month exhibit at the Central Library in Portland. Thanks to Terry, Jerry and the wonderful Archives Team!

The Board previously approved an Office Taskforce to look at ways to improve the office environment for employees, the numerous meetings held there, and to be able to accommodate those properly in addition to the archives. The taskforce will be submitting their report soon.

The Get Out the Vote team hosted the Candidate Forum on September 16 at Whirled Pies in Eugene.

As both Shane and Crystalyn said, Culture Jam was a huge success. While Robin can't be here, she did ask me to share how wonderful it was. She looks forward to getting back to us to share the wonderful things that happened.

**Mary:** Thank you to all the volunteers at the Teddy Bears' Picnic! It was a really fun day with great weather, food, music, and company. I want to thank the Board for the budget increase for Fooble the Dragon as I thought it was fun to have some entertainment for the kids, and adults too.

This year the Jill Heiman Vision Fund received \$20,722.15 in donations with a Board contribution of \$25,000. We were able to award five agencies a total of \$9,145 each: Bags of Love, HIV Alliance, MidLane Cares, Occupy Medical and Sheltercare.

Norma's last day was August 31, 2018. Please send your reimbursements to [office@oregoncountryfair.org](mailto:office@oregoncountryfair.org) and be advised a one-week turnaround time for checks to be issued. The deadline for submitting reimburse requests is September 30, 2018.

### Committee Reports

**Poster Committee:** Patti read the following report:

Greetings from the OCF Poster Committee, which includes current members: Patti Lomont, Jeanne Sharpy, James Bateman, Ruby Steinbrecher, Crystalyn Autuchovich, Laurel Blaser, Kenya Luvert, Sierra Thompson, and Kyla Thompson. Patti and Jeanne have been on the committee since its inception in the early 1980's; James is the OCF Advertising Coordinator; Ruby, Sierra & Kyla coordinate OCF Commemorative Sales; Crystalyn is the OCF Operations Manager; and Laurel and Kenya are OCF Board members. We feel it is important to have all of these areas of the fair well represented on our committee, especially with Advertising and Commemorative Sales, as they will be using elements of the poster to represent the fair to the public and our community.

With the 50th Anniversary needs in mind, and discussions with the 50th Anniversary task force and Fair management, we wanted to have the 2019 posters created early, so that advertising could begin shortly after the 2018 fair. We approached and commissioned three posters to be produced, and did not use our regular poster process. The artists are: Shanna Trumbly, Tara Kemp, and Cory & Catska Ench.

Seeing the advantage of having the poster art being completed at an earlier date, Fair management and the committee decided to start our poster process for 2020 a year earlier than we've done in the past. At our last committee meeting on August 16, we revamped our poster process timeline. We will be updating our website at: [oregoncountryfairposter.com](http://oregoncountryfairposter.com), which will outline the submission process and dates. We will be accepting artist submissions for the 2020 fair with a deadline of November 1, 2018. The final artwork from the poster artist will be due by March 1, 2019.

For clarification, we do not ask artists to submit actual OCF poster designs for us; we are asking them for examples of their artwork and portfolio. From the submissions we receive, we pick three to four finalists and ask them to submit sketches of poster ideas. Each finalist is then compensated \$100 for their sketches. We then pick our poster artist from the finalist pool. We have been able to increase the compensation for poster artists over the years, and it is now \$3,500.

At our last meeting we brainstormed ways we can reach out to artists to increase the number of submissions we receive. (The number has ranged from 10 to 50+ per year.) We will use our OCF social media platforms on Facebook and Instagram, distribute postcards to galleries and art departments at UO and LCC, reach out to the Portland art community and poster artist groups, etc. If anyone knows a talented artist who would be interested in submitting, please direct them to our website for information ([oregoncountryfairposter.com](http://oregoncountryfairposter.com)).

In addition, James has made high resolution digital archive versions of all of the past OCF posters we were able to get our hands on. Jeanne was a big help in sorting through old posters, tracking down some of the harder ones to find. This is part of a larger project involving the History Booth and Archives.

**Vision Action Committee:** Paxton said they had a small but successful Fair Evaluation meeting in August with about 22 people in attendance. It was a good discussion group and we'll work on getting a report out for the annual meeting.

**KOCF Radio:** Dean read the following report:

It's that time of year again, Elmira Falcon Football is on the air. We are doing full coverage of the season this year. We have a new play-by-play person, Jerry Huls, new to our community from Texas. Sounds like he's lived in the Pacific Northwest because he covered football games for KPUG-AM out of Bellingham, Washington.

We may be adding a high school student to be his color person courtesy of KRVM and Wally Bowen. Stu Burgess is supporting the technical side of the broadcast. Home games air Friday nights at 7 pm and repeat Sundays at 4 pm. Away games run Sundays at 4 pm only. We are actively selling an underwriting package. So far, we have a couple of good maybes. If you want to get your toes into the KOCF underwriting waters, this is a great way to get started. Reach out to me either after the meeting or call me.

Andy Goldfinger and I recently upgraded our primary computer's hard drive. We installed a 1TB SSD drive to double our music storage capacity. The upgrade went as smooth as silk. We are still trying to find a new location for our transmitter. We have been in negotiations to get onto a tower on Richardson Butte. The tower is owned by a couple who are very concerned about their privacy and are hesitant to add a second client to their tower. Time will tell.

Finding another frequency is a key part of the new tower location project. KGEL 92.5FM, a Christian radio in Springfield, is clobbering our signal. The FCC doesn't have too many rules about low-power station encroachment. So, I think our best bet is to try to get another frequency. Our brother station (can't use sister, it has legal ramifications) KEPW has applied for a construction permit to change to 96.5FM. They have 18 months to make the change and then another 18-month extension. After they applied for the new frequency, they decided they are better off staying where they are.

During their recent board meeting I requested they relinquish that frequency for KOCF to acquire. Their board has recommended a final vote to hand over the frequency to us in January. Our 100-watt signal without cancellation from KGEL will likely make it into west Eugene. Also, we should get parts of Junction City, Alvador, Cheshire and parts of Coburg. This increases our audience nearly five-fold. I will ask for a Board representative to accompany me to their December Board meeting to help impress how important this is for the station and the Fair.

Planning for the 50th Anniversary kickoff event, the KOCF Halloween Party, October 27 at the WOW Hall is still underway. Sol Seed will be our headliner with Steel Wool opening. In between bands, acoustic singer-songwriter Henry Holden will perform. A poster to promote the event will be available soon.

**Elections:** Jen-Lin reported we have 15 candidates and three petitions for the upcoming OCF Elections. Candidate statements and petition information is available at [oregoncountryfair.net](http://oregoncountryfair.net) under Latest News and Events. Candidates include:

Aaron Kenton, Ann Bennett Rogers, Cynthia Peachy, Darcy Rose, Ellen Singer, Etienne Smith, Jack Makarchek, Jon Steinhart, Komo F.D. Gustafson, Lily Harmon-Gross, Lisa Parker, Lucy Kingsley, Shelly Devine, Spirit Leatherwood, and Sue Theolass.

The deadline to register to vote as a member is September 20, 2018. As Stephanie stated, the Get Out the Vote team hosted the Candidate Forum on September 16.

The Annual Meeting is Saturday, October 20, at the Whitaker Elementary / Headstart building, 21 N. Grand Street, Eugene. The entrance is on Clark Street. Absentee ballots are not available by walking into the offices. Please email our Membership Secretary at [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org) to request an absentee ballot. We will need ballot counters at the annual meeting, if you would like to join the endeavour. It will be an interesting year.

**Diversity Task Force:** Diane reported goals of the Fair stating “The Oregon Country Fair shall increase the diversity of all aspects of the Oregon Country Fair community,” and to outreach to under-represented populations. We distributed 200 day passes for access to the event to several groups with diverse people from different ethnic, racial, and socioeconomic backgrounds. Their feedback was mostly positive except for the dust and prices of food. The next Diversity Taskforce meeting was set for September 24 at 6 pm at the Fair Office.

**Personnel Committee:** Jon reported the PC is working with supervisors to evaluate employees. We are working on evaluations of the Operations Manager (OM) and information will be going out to those who interact with the OM. Anything you would like to submit to be considered for their evaluation can be emailed to [ocfpcevaluations@gmail.com](mailto:ocfpcevaluations@gmail.com). This information will be posted on the oregoncountryfair.net site.

### Member Input

Martha: I'd like to thank the Board, all the committee members, all the coordinators and all the Fair volunteers. Everybody in this room works from their heart for the Fair. It looks different because we have different hearts and it comes out differently. But, I'd like to thank all of you.

Michael B.: I know about letting the world alone, not interfering. I do not know about running things. Letting this alone: so that one will not blow their nature out of shape! Not interfering, so that people will not be changed into something they are not! When people do not get twisted and maimed beyond recognition, when they are allowed to live — the purpose of government is achieved. The wise person, then, when they must govern, knows how to do nothing. Letting things alone, one rests in one's original nature. One who will govern, will respect the governed no more than one respects them self. If one loves one own person enough to let it rest in its original truth, one will govern others without hurting them.

Let one keep the deep drives in one's own guts from going into action. Let one keep still not looking, not hearing, let one sit like a corpse, with the DRAGON power alive all around them. In complete silence, their voice will be like thunder. One's movements will be invisible, like those of a spirit or teddy, but the powers will be the invisible, of heaven or magic will go with them. Unconcerned, doing nothing, one will see all things grow ripe around us. Where will we find time to govern?

Heaven does nothing: its non-doing is its serenity. Earth does nothing: its non-doing is its rest. From the union of these two non-doings all actions proceed, all things are made. How vast, how invisible this coming-to-be! All things come from nowhere! How vast, how invisible — no way to explain! All beings in their perfection are born of non-doing. Hence it is said: “Heaven and Earth do nothing yet there is nothing they do not do.” Where is the one who can attain to this non-doing? I ask that we all do our doings tonight with the balancing of love.

Spirit: A crew leader on External Security held a crew party in Portland to assist Fair family to register to vote. He opened it to anyone who wanted to attend and candidates were welcome. This event was held September 14 at the Lucky Labrador in Portland.

Summerfield: For the Candidates Forum (held September 16, at Whirled Pies in Eugene) we booked the band Taste, a great soul and r&b three-piece, so it will be really awesome. Questions for the candidates were emailed to [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org).

### **Donations / Secretary Report**

Kimmo: Our donation request tonight is \$1,500 for the Friends of the Florence Events Center and does not have a Board sponsor.

To address Jon's concerns from the past Board meeting, I will be sending the Board the approved donation budget information for the past three years to see how they compare.

Dean: Will the donation budget information be reported to this group or just to the Board?

Kimmo: I will submit the information to the Office Staff so it can be put on the.net site.

Chewie: I feel uncomfortable that we are not giving some money to the Florence Events Center. I would like to sponsor that for \$500. They are asking for funds to cover the costs of a kid's cultural event workshop for kids to learn art stuff. I feel like since we are part of the Lane County community, and since we seldom do things for far west Lane County and Florence, I feel it is something we should do.

The funds would cover the cost of providing a kid's concert as part of their annual Winter Music Festival in January. Florence, Mapleton and Reedsport elementary and intermediate schools participate. I'm feeling like we should reach out to the greater community, rather than what we always do, and this is something new and I really thought somebody else would pick it up. I don't feel comfortable giving \$1,500 as the norm is \$500. Jon I am noticing you, and acknowledging you about the amount. I'm willing to sponsor this for \$500.

Heather: Having been to the Florence Events Center, it is really clear they do lots of good things. I was there for someone's birthday party and thought wow this is an amazing place.

Laurel: My mom went to Mapleton Elementary School. Go Sailors!

**Chewie moved and Diane seconded to approve \$500 for the Friends of the Florence Events Center.**

**Motion passed: 10-0.**

### **Treasurers' Report and Budget Items**

Lynda: The budget cycle is about ready to kick off! Hilary planned a Financial Orientation Session for a review of how the financial process works. The sessions were held September 16 and 1.

Hilary: We did the session last year and it seemed to be well received. It's a more level playing field for those running for the Board to have a background of the reporting of the finances.

Lynda: The Financial Planning (FP) Committee plan to meet September 20. We'll have a report out afterward. The Budget Committee is meeting October 3, 2018. In the next couple of weeks, we will have details for coordinators and a budget handbook that will also be posted online.

Hilary: We will have the annual financial reports at the Annual Meeting (Saturday, October 20, at the Whitaker Elementary / Headstart building, 21 N. Grand Street, Eugene). We will have the restricted funds reconciled and a good picture of the results from 2018.

Jon: Thanks for the balance sheets with last year's numbers to see a comparison. I have a question about number 1196 under current assets (OCCU Rainy Day), how can we have a negative number (-88,459.02)?

Hilary: It is because we have designated work. For years we tried to show all the designations on the balance sheet. On every account, we adjusted and had sub-accounts for designated funds, but it got unrealistic to do it that way. Now we are keeping track of all the designated funds on a spreadsheet where earnings, spending and income are tracked, but it has to be manually reconciled. It's taking information from the financial system and putting it into a spreadsheet. That's a residue from when we were showing restricted funds. Money has been transferred out of that account and used for operations since we set up that designation.

Jon: So, looking at the balance sheet I cannot tell which designated funds we have. Would it be possible to get a supplemental report next time?

Hilary: They will be reconciled and ready by the Annual Meeting.

Jon: My question is when we get the weekly balance sheet, moving forward once you get that reconciled, will we also get a copy with designated funds?

Hilary: If we get some staff to help, we can probably expect it more quickly.

Jon: Is the \$717,010.21 drop in our total current assets, is that reflective of converting the current asset into a fixed asset by the purchase of the winery?

Hilary: Yes.

Sue: On the last page, line item 3903, what is Temp Rest Net Assets?

Hilary: Temporary Restricted Assets.

## Old Business

Fiftieth Anniversary Budget Proposal (Chewie)

Chewie: I am trying to understand the recommended amounts and why some are missing or different amounts. I will recommend the OCF adopt the 50th Budget recommendations as requested by the Budget Committee.

**Chewie moved and Sue seconded to approve the 50th Budget recommendations as requested by the Budget Committee.**

Lynda: I'll give an explanation, and wanted to have more copies of this but I dropped the ball and my full apologies. This was a joint effort by the Budget Committee and 50th Anniversary Taskforce. We had several meetings to review the requests from crews and the taskforce. The amount showing as requested was the amount they provided in their requests, and then our recommended amounts. There are supplemental notes to explain some of the recommendations.

We went with a tiered approach to Entertainment, with a breakdown of those on the second page, with Main Stage getting a larger amount. If there is no amount in the recommended column, we did not recommend it to be funded.



Hilary: The total proposal is about \$140,000. Of that, \$58,500 is for Entertainment Crews whom we met with and they will decide on a project and how to spend it, rather than a committee recommending a particular project. The remaining total amount came from the committee and other crews and entertainment for things like parties, enhanced Spring Fling, and an event at Lane County Historical Museum.

The total proposal amount is a big chunk. The way our finances are now, we have about two-million dollars in the bank and about half of it is temporary restricted funds, for things like money set aside for the office, money set aside for deferred maintenance and the roads. There is about one-million dollars that is not deferred funds. Of that, \$400,000 will be used for this year's expenses such as the toilet bill which was about \$100,000 so we have \$300,000 to operate the rest of the year. Then to get to May 1, 2019 it is about another \$350,000 to get start up funds and that is when we have a good solid amount coming in.

If we end up with personnel changes such as \$50,000 more in personnel costs next year, that leaves us with \$300,000 to possibly fund some or all of these projects, have money for capital projects, and potentially rebuild the rainy-day fund. If next year is similar to this year and prior, we can have the increased personnel cost and begin to rebuild the rainy-day fund in a more serious way. It is within a doable range to say that we have money in the bank, and if we do approve anything on the list we call it temporarily designated this year and track that to put into the operating budget next year.

Lynda: We have heard of a few other projects where we have not received the request yet. There may be additional items.

Michael James Long: I really appreciate Hilary's extended explanation. We are a membership driven organization and this is the first I have heard of the 2019 budget. I haven't seen anything posted. Being a member of the Elders Committee I know we have discussed it and thought about different projects and I don't know if anything formal was turned in. It would be good for the membership who don't attend the committee meetings to have a way to get this information that concerns our organization. Tens of thousands of dollars we have allotted on a motion that most of us have not seen or know about. I am speaking to process. Thank you.

Lawrence: Does this anticipate some of the ideas that Tom Noddy was publishing?

Hilary: It does not include his proposal yet.

Jon Pincus: I support the 50th Anniversary efforts but agree with Michael James Long. It would be great to see these budgets ahead of time and shouldn't be too hard to post them on the .net site.

Michael B.: The community at large would have a better effect if you give them some kind of reduction in fees, make it a big hippy fest and somehow go the other way with less stuff and make it simpler. We could have a donation jar and when you give us the money we just keep doing it that way. Be innovative.

Auntie-Em: I am hearing there are crews wanting to do something special for the 50th. Is there a piece of that budget available to these bright ideas within our Fair that might need financial support?

Hilary: I am not on the 50th Taskforce, but I know they worked hard to get the word out to get proposals to them for review. From the Budget Committee standpoint, it is not urgent that it happens this month or next. But, we did feel we wanted to get a sense of what was going on from the financial side. We wanted to get an idea of how big it is and we would prefer to not get proposals coming in all next year and keep adding and adding. We asked crews in the budget process and asked questions to people for over a year about their

proposals. There is a small amount of funds available for will call and we really hope people find lots of cash efficient ways to celebrate. For example, a lot of the Entertainment Crews can refocus the funds they already have to put an emphasis on the 50th. We don't need fresh, additional funds to do that.

Jen-Lin: It was announced in 2017 at Board meetings and the FFN to submit proposals. As for the voting on this motion, I don't see how it is different than our January budget meetings where we have a proposal that is not published ahead of time. This is how we do this process.

Spirit: Some recommendations from the Path Planning Committee for the front of the Fair, I don't see them listed.

Crystalyn: There is some stuff through Ambiance, and we did do some front of Fair work this year. I would imagine if there is more it wouldn't necessarily be part of the 50th budget because it would be permanent and ongoing. I don't see next steps in that costing a lot of money.

Lynda: The proposals we are recommending are as follows:

Banners and Signs \$3,000  
Community Village \$1,000  
Elders \$450  
History Crew \$5,000  
JH Vision Fund \$6,500  
Xavanadu \$5,000  
Management \$5,000  
Photo Team \$2,000  
50th Taskforce \$49,500  
Entertainment \$58,500  
2018 already approved \$5,000  
total = \$140,950

Chewie: These proposals have been in the works for a long time. This budget was not presented to us until about five days ago. We've known this has been coming and I apologize to anyone who did not know, but this was done with a lot of transparency. This process was more transparent than a lot of others. It's not a hidden thing and I did not put the number out there because I was under the impression this information was out there online. I apologize on behalf of myself, but I do think this process was open. I don't think anybody was trying to hide anything and if it was taken that way, I apologize.

Jon: I have comments on a number of these and the overall approach we are taking for the 50th. I would much prefer to have us act on this after the Financial Planning (FP) meeting scheduled for this month. I appreciate what you said Hilary and your viewpoint of what we should be doing, but the decision for what we do with our money is for the FP Committee to review and recommend to the Board.

I believe we need to build our cash reserves quicker instead of waiting until next year. If we commit this amount of money now, that will put a constraint on a decision that I think should be made by the FP committee. Therefore, I would like to move we table this until the next meeting.

**Jon moved and George seconded to table the 50th Budget recommendations as requested by the Budget Committee.**

Hilary: I want to clarify, I am not advocating or trying to push this.

Justin: You spoke that some of these people need access to these funds. I'm not opposed to running this through the FP Committee but I want to address the impact of those getting what they need to move forward with their planning.

Crystalyn: There are some items it would be nice to move forward with. For example, with the art installation we want time for people to come up with something amazing. They will need to submit an application with their ideas, be evaluated and have time to work on it. We could delay it for a month, but if not, we would like to start working on it as soon as possible.

Chewie: The rabbit kicked the bucket, and the bucket kicked the rabbit and we've been kicking this around for a long time. I am fine with this being thought out and if we wait until after the FP meeting on the 20th, I'd rather see us give the money contingent on it being run through the long-term financial planning rather than kicking it down the road that essentially amounts to two months for the release of the funds. My only input is to vote on it now understanding that if it doesn't go through the long-range financial planning then we revisit it in October.

Crystalyn: I think we need to know whether Spring Fling is a no or yes as soon as possible so we can start planning it. The plan is a Spring Fling the entire community is invited to so we have a substantially larger budget.

Sue: I would rather not have us flat out table this. I think it would be timelier to limit what we approve to two or three items. Line 14 Zavanadu Art installation at \$5,000 and line 30 Spring Fling at \$8,000. I'm proposing we approve \$13,000 in expenditures with a friendly amendment to the motion to table.

Jon: If that is necessary in getting the votes to pass the motion then I'll accept that.

George: Also agreed to the friendly amendment.

**Jon moved and George seconded to table the 50th Budget recommendations as requested by the Budget Committee, except for Line 14 Zavanadu Art installation at \$5,000 and line 30 Spring Fling at \$8,000.**

**Motion passed: 9-0-1, Chewie abstained.**

Jon: I have some questions about the items that were tabled. I'd like to direct those to somebody between now and next meeting.

Crystalyn: Yes, between the Budget Committee and the 50th Taskforce we can address them.

George: I would like to hear included in this thinking and conversation how our primary focus within this organization is to do public good. As we think about how we spend our money, do we have a formula for percentages of things for putting on the 50th celebration? How does that impact our giving? That should be part of the conversation as we move forward in making these decisions. For example, tonight we heard how the JH Vision funds were distributed and we donate thousands from the budget. I wonder if that comes into the decision making and how much are we over-endowing ourselves and not fulfilling our true obligation as a non-profit organization?

Justin: The overall thought process and the work the Budget Committee does, seeing what was requested and what was allocated, I appreciate all the work they have done. George, your conversation is not lost on me. I think it is a balance between celebrating us, making sure we have an event the public is excited about, and carrying on our conversations about our philanthropic efforts. It's an honest conversation about our consent calendar and what we do on a monthly basis. I support that conversation and I know there is a lot of

energy and excitement from our crews. I look at the thought put into these proposals and am excited for us to celebrate us. The 50th only comes around once and I hope we make it to the 100th. I know we are in a more financially tight position, but I think this will drive our overall gate sales, revenue, and hopefully celebrating us.

Jack: The donation line, the JH Vision Fund, and our philanthropic giving is established at the budget level, at least the donation line and we determine that in January. Historically that increase is on the Board budget and is discussed at that time. Quite frankly, it is a little bit arbitrary. I make the budget with the Treasurers and the Board and that line item gets increased. We have always voted to increase it when an increase was asked for by the Board. This year when the budget comes around we will evaluate the donation line and our consent calendar, that is when it comes up.

Chewie: In answer to your question George about the philanthropic greater good, we inspire joy by creating a 50th anniversary celebration that reaches out to the community and inspires and creates joy and allows people, who are not particularly internal Fair family, to come and celebrate with us our experience. We are reaching out through that for advocacy to the greater general public and inspiring joy. I am channeling a very good friend of mine who can't be here tonight. I think it's important we remember that the joy we inspire and create, it is ours to share. That is how we are reaching out to the public and doing our mission statement, by creating the joy.

Crystalyn: For the Spring Fling at the McDonald Theater, we are opening it to the public to use the attention for the 50th. A lot of the attention we get for the 50th is going to be used to let people know we are a non-profit and highlight the sides of our philanthropic organization. A lot of the community and Fair family don't know that. We will be working with KOCF, Culture Jam, JH Vision Fund and the Bill Wooten Endowment because the attention we are getting will make people more aware. That is a primary driver of us doing the Spring Fling at the McDonald and opening it up to the community.

George: I was not lobbying to short-sheet the 50th Anniversary. The nature of my comment was I would like to see more emphasis and concentration on our mission of doing the public good and understand how there is a balance in those things. I look at this and think, is it proportionate or out of balance some way. I don't have objections to any of these line items, I just want to move the conversation to a higher level in terms of thinking about our philanthropy. It raises concerns.

Jack: Dealing with this and the budget is a really solid thing to do. I think it's the best for our membership and community, that this comes to a level when we do the budget with that kind of scrutiny given, because it is a very important part of what we do. Helping people in need, inspiring diversity, and helping the suffering is a very important thing and the budget process is right for that. I'm all for it, for putting some kind of system to that process.

Jon: I generally agree with what George has said. However, to move forward with what I thought we were going to do, I will make a motion to approve the Zavanadu art installation for \$5,000. I have mixed feelings about the Spring Fling as it is an event for ourselves. I think an event for the public should be separate from the Spring Fling and do not want to turn it into something that is focusing on the public. I have real mixed feelings about doing that. I think there is value in having as an activity for Fair community getting together and would hate to lose that. I have no problem with an event showcasing ourselves, I just don't think we should make the Spring Fling into that. If I had a vote, I would not vote

to fund the Spring Fling as an outreach to the larger community. I'd rather have that separate.

Justin: On this one I'm glad you don't have a vote. We've talked about this many times before, for the 50th it is a placeholder to reach out to the community for all the reasons we just said. I understand the want and desire to protect us and our party. I also see the opportunity to expand beyond just us and outreach to our community. I have to defend this plan from the standpoint for the opportunity to advertise us. I think putting the money in and potentially allowing people a little different glimpse into who we are, what we express and what our values are is an amazing opportunity. I would hate to short-change that, to either cheapen it or take the opportunity and parcel it. I say seize the opportunity for the 50th and see how something like this can work as an outreach. If it works, we make it a regular thing beyond our borders and hopefully fund raise and teach people.

Sue: Ditto what he said.

Jon: Is there a reason why it is at the McDonald Theater and were other locations considered?

Crystalyn: The McDonald Theater space would be free, compliments of the Kesey family, and we would need to pay for the cleaning staff and some other things.

Jon: Is that in addition to the proposed Spring Fling budget?

Stephanie: I will have to get back to you on the figures. This is something that was considered by a Board-appointed committee, and for the Board to at this point in time to be getting into the details of an event the committee has put forward seems a little off.

Diane: I am curious what are we getting for the additional monies requested (we usually get \$1,600) and if we are still going to do a raffle and raise money for Culture Jam?

Jack: The \$1,600 that is normally on the Board budget would be decided in January. As I read this, I am taking this as a request that would be above what the Board approves on that line item.

Sue: I will cede time to Jerry, a member of the 50th Taskforce.

Jerry: I did not come prepared to talk tonight. I came to answer questions as I thought this was going to pass because our 50th Taskforce has worked on this for over a year talking to all sorts of people to try and come up with a realistic budget. To celebrate 50 years is a really big deal. It seems what happens here is we keep putting it off. There is a lot of work to be done. I just don't understand it. People have put a lot of energy and effort into coming up with these numbers. It's not like you are going to write us blank checks. There are reasons things are budgeted and based on turning in receipts anyway. So, it's not some wild crazy thing. I think for 50 years the Fair ought to be really, really special. It will certainly drive ticket sales.

Chewie: I am in absolute agreement with him. I just don't understand Jon. You tabled it and then said two things could be removed from it. We are sitting here picking it apart. I said this is a contingency and we can come back to it. I am totally in agreement with his frustration. This is silly.

The following motion was restated:

**Jon moved and George seconded to table the 50th Budget recommendations as requested by the Budget Committee, except for Line 14 Zavanadu Art installation at \$5,000 and line 30 Spring Fling at \$8,000.**

**Motion passed again: 10-0.**

**Sue moved and Ann second to approve the August 6, 2018 Board meeting minutes.**

**Motion passed: 10-0.**

Justin: I am tabling the Non-Profit Association of Oregon (NAO) recommendations.

Jon: Can we have a discussion to see where we are at as I suspect some people came for that?

Mary: I am hoping to have the final report within a week, but did not know what the plan was in terms of moving forward. It's quite a lot of work to pull off and a lot of pieces to get together.

Jon: I am assuming the report given to the Board will be posted for people to look at prior to the next meeting where we will be acting on some or all of the recommendations?

Sam: When the final report is shared with the Board, it will be shared on the oregoncountryfair.net site and various channels available to do so. Items on the report can be discussed at next month's meeting.

Jon: My plan is for the motion items I placed on the agenda, I will have versions of the specific draft language for them but want the final report first.

Aaron: Jon, were you basing your new business on a different version of the first draft that came out? I'm curious if you have seen something we haven't.

Jon: I have drafted wording for all those motions and may change them based on the final report. I thought it would be premature to give the draft language tonight without it.

Heather: Is this final report the final of part one or the final of the entire report?

Mary: It is the final for part one.

Martha: Has the Board discussed the recommendations already?

Jack: Yes, we have talked amongst ourselves. We don't know what it is going to look like, the same as you are. Any information we have and have worked off is from the draft. I suspect we will call another open session for the final report of part one and we will discuss it at that time. Then we will have the meeting in October when we will vote.

Dean: Based on the new motions Jon has moved for the next meeting, it seems a number of those items are dependent on part two recommendations and I don't recall when that will be provided. It seems there was a lot of important stuff and I am curious when we will have access to it.

Mary: Thanks to everybody for your most incredible input and objections. With all of that, part of what I am trying to do is take account of those things that really concern you. For the final report I am sticking with the core proposal, that operational matters need to be transferred to Operations so the Board can focus on becoming a governance Board. I'm sticking to my recommendations on how I see that happening. What became clear was there was not enough information that outline the membership avenues for input, and the checks and balances. Part one of the report will address that as far as we can, given the amount of time we have.

I am really hearing you that I did not spell out certain things. For example, I never put that there wouldn't be a 360-degree evaluation of some of the Staff members. It was pointed out to me, you have two to three people running the Executive Director evaluations, and it was not my intention that they were the only ones evaluating. Those sorts of things need to be spelled out more clearly as well as other things around appointments, evaluation of and if necessary termination of everyone from coordinators, to B.U.M.s to employees. All of that I am trying to get more specific on, so that is what the part one final report will address.

Part Two will depend on if Part One passes. It will be a very different type of report because I was really brought in primarily to look at what needed to change to be able to attract the most optimal Executive Director or other lead professional, whatever you want to call that person. So, the first report is the most important part of my work here so the search can begin. The second part of the report concerns things that I have picked up on and will be different from the first report. I think we will be addressing how you can prepare Board members for what it takes to be on a Board, suggestions around Board committees, and more to be formulated to say here are some things that I think need attention. I will also suggest a timeline for which you attend to this so it will go to the appropriate body to take this and work it through. Study it and decide what you want to do with it.

Jon P.: To address Jon's motions, I understand you have to get more information before formulating the motions. Will folks know in advance what motions you are proposing before the meeting itself?

Jon S.: I plan to get those posted and sent out to people. I plan to get those out after I get back from visiting my grandkids for eight days and well in advance of the first meeting in October.

Michael James: My question is to Jon S., also. I am apprehensive between now and the next meeting because it is new business this time and all of a sudden next time your motions are presented and they are old business and can be voted on right then without the membership being privy to a discussion about it publicly. That is what bothers me and I am really apprehensive about that.

Sam: From a facilitator's perspective, this Board will not vote on anything without the members having a say. Every time the Board has something to vote on, somebody makes a motion and somebody seconds it. As long as that motion is on the table the first thing that happens is members have a chance to make their input. Then the Board has discussion and then a decision is made.

Jon S.: I will try to get the motions out before the next Board meeting. I'm on 18 or so different Country Fair Facebook groups, the oregoncountryfair.net site, the discuss list and I have lots of emails from people. I will get it out to as many places as I can. If you don't get something, feel free to email me.

Lawrence: I see the new business entry for bylaw change. Is the motion then to direct the Bylaws Committee to formulate these bylaw changes or is it to pass these bylaw changes? Is the Bylaws Committee expected to meet between now and the next meeting?

Jon: Yes, the second of the two.

Spirit: This may be a recommendation, or a suggestion, or request from the Board. When we were talking about things like the bylaw changes or codifying and dismissal a lot of it I agree with. But, I am hoping we can have a more well-rounded represented group of people who will be working on suggestions for codifying those particular changes.

Jack: I'd like to speak as member. What we are trying to do is put together a package so we can proceed with the hire. That is the crux of it. We have only talked about this in the context of what is already known out there. We are trying to put together something in place to do a hire. That is the truth. We really have discussed this and as you look at those motions, they are vague but all having to do with what Mary said is to be able to go out there into the market place and get a hire started.

I am going to try and express a timeline. If it is on the agenda for October, and we are going to expand that search to different than just the PC, then part of that is revamping the PC to be policy instead of a personnel committee. With that timeline we might not have

candidates looking at us until January, optimistically, or February. I am just trying to do the work and do the hire that I know we need. I have been pushing that we need it because it is fundamental. At least look at it in that context. There is a whole lot to discuss, but right now it is about the hire. It is a personnel issue and the PC is being relegated to policy. Somehow or another we have to get through this, so that is what I am asking. We are giving you the information as fast as we are getting it from Mary. We are also using the membership to pressure Mary to get us there, so we can get the information out to you. Thank you for listening. If anybody on the Board feels different, please feel free to say it.

Chewie: As member I am just going to say, there are a lot of \$25 words used in Jon's iterations, and in Mary's report. Don't be scared of them. They are \$25 words that you can break down into a bunch of nickels. We are not statutorilizing the meaning of this. We are codifying in that we are spelling out the steps. We are not going to change anything and we are not using those big words to scare anybody.

I believe that everybody on this Board realizes that this recommendation is a complete change of what this organization has been for the 34 years I have been involved. It's a big change and nobody here is taking this lightly. Nobody here is trying to push anything down anybody's throat. We are trying to deal with it as best we can, in an efficient manner and for myself in a manner that represents the Fair family. I want to be clear, I don't believe anybody up here is not doing that. Don't be scared by codify and quantify and all those \$25 words. We are trying to break it down, that is it.

Michael B.: I'm all for changes when we have to. For this \$140,000 thing, members didn't get to see that. This is what I worry about, do you have the time to digest, think about, write about it as it takes time to process. Hiring people is real important. When you talk about changes to the core, those need to be really vetted. We lack a way to talk about this without it being so formal. It is hard and if you lose that informal part then you lose the essence of what it is. And then I don't care how successful you get, you don't have the heart and we have to find ways to allow us to talk freely and happily. If we are going to make major changes, we've got to have a way to sit around the fire and talk about it and be us, and get mad and get glad and talk about it. Instead of the Board doing all of it, you have got to get the people more involved somehow.

Wren: I wanted to clarify and understand correctly what I heard Jack say. That was Mary is going to give her final version of the proposal to the Board and then there is going to be a public meeting similar to the one that happened already before the October Board meeting.

Jack: That is the hope. I even said it was pressure on Mary. We'll turn it over to Staff and they will get the word out in the next two weeks. I'd like to say I can make that happen and it might be in the middle of the week before the next Board meeting. That is the intention.

Justin: I want to speak to Jon's breaking down of this and kind of explain a little bit. My perception, in terms of the overall opportunity, flexibility and forecasting that Jon envisions takes place, are the components in the draft that you have already seen. This allows us to break up these components and have further individual discussions. Originally, we thought all of these would be voted on as one, and this is more of an ala carte menu. We can have individual discussions when the final report comes out and this is an opportunity. My original thought is that some of these can still be voted on in a unified manner. It provides us an opportunity for the next Board meeting to have an outline of the elements



within the draft proposal. I don't think it is anything different than we are already looking at and provides the framework and set up for the next meeting. So, this is a benefit.

Gwyneth: I know it is important to preserve our hippy spirit and grassroots flavor. I've also seen we have grown very big, and the bigger we become the more important it is to have structure and framework so that all of the various things that need to be accomplished can happen at the same time. A year goes by really quick and for all the members that need to have input I would recommend going to those committees and getting involved. Many committees have already worked long and hard on these proposals and it seems to me there is potential for micro-management of the work that has already been done.

We need to trust the committees are doing their work and let them submit their proposals and get involved with every little detail if you didn't go to the committee meeting that developed that proposal. There is so much work to do and having been involved with grassroots groups that have done this process, we have to restructure or it becomes a Titanic, and we don't want that. We need to move forward as efficiently as possible and trust all the committees are working together to make that happen.

Jim: Is the draft proposal on the .net site current, and what timeline will we experience for the final draft of the report?

Mary: The draft report is still up on the .net site. My goal is to get this finished in a week and usually it goes to the Board and the Staff as a courtesy, and then gets put on the .net site.

Jon P: I was just asking about Jon's process originally, but since this whole discussion evolved the essence I am hearing is that we are proposing major changes to the very nature of the OCF. I get how it works in order to attract a top-notch leader and I think we are going about it the wrong way, backwards to be exact. I think there is a lot of changes that need to happen to our systems. I think it would great if we did work it out in communities but that is not how this process worked. I think if we need an ED right way, we better hire an ED or a GM who is ready and fine with working with the OCF as who we actually are.

Katie: This is big enough, that the way this structure is going to work best is having the Board and ED viewing this thing from 50,000 feet. They are not going to be in your everyday thing out there when you are wrist banding, helping someone park, walking the path of security or giving out information at an info booth. The people that are the nuts and bolts, on the ground and interacting with the patrons that come to the Fair, they are going to be doing the same things they have always done.

This is not changing anything about who we are. We chose how we interact inside of this structure being proposed, but the Board and ED need to be able to view it from 50,000 feet and have people they can support beneath them doing the things that make the Fair work at the next level down, and the next level down, and the next level down. The B.U.M.s are doing it at about 20,000 to 40,000 feet. The coordinators are doing it at between 10,000 and 20,000 feet, so there is overlap in all of those things all the way down to the people interacting with the public.

This structure is going to give the leaders that we have in place the tools they need to better support those people on the ground. It's not trying to change who we are, it's trying to give us better tools so that we can do it better, and be better supportive of each other.

**President's Peace**

Jack: From my perspective that is what we are doing, we are trying to put better tools in place so we are not in the situation that we are right now. I want to thank all the people who are running for the Board this year. It is really courageous and difficult thing. The membership, volunteers, entertainers, vendors, and staff, all of us put out our heart and soul to make this happen. It isn't our intention to change that heart and soul. Our intention is the Board can be a policy Board so that we can be thinking 50 years down the road and not be where we are at right now, which we are. I don't think there is anybody in this room or on this Board that is going to deny for one minute that we are in a hard spot. We work through that.

I have read the candidate's statement and they are good and confident. I can't remember when we've had this many people run. People are clamoring for involvement and I don't think we could ask any more than that. And why shouldn't it happen at the 50th anniversary, why shouldn't we all be courageous and tackle this and realize we want this to go on for another 50 years? We want everybody to be involved at this level so we can get past it and think about the policies it is going to take us to get to the next 50 years.

The overlay is that we have this Family and it is growing, and we are accommodating that family from a perspective that isn't enough vision to keep us all here. We have to try and look at it that way, somewhere along the line we made a commitment to seven generations. We are at four generations now. It is staggering. I never really wanted to have to say this, but it is staggering. Thank you for running and whoever does, be courageous because this organization really is worth the courage. Thank you.

### **Draft Agenda for October 1, 2018, Board Meeting, 7 pm at NW Youth Corps**

Approve September 10, 2018 meeting minutes  
Non-Profit Association of Oregon (NAO) recommendations (Justin)  
Bylaw change (Jon)  
Codify coordinator appointments and dismissals (Jon)  
Approve Executive Director job description and form search committee (Jon)  
Rename and repurpose the Personnel Committee (Jon)  
Secure services of Human Resources consultant (Jon)  
B.U.M.S. (Jon)  
Appoint sanitation coordinator (Jack)