

FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 26 ISSUE 9 FEBRUARY 2019



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FAIR FAMILY CALENDAR

February

- 25 Diversity Committee, 6 pm, OCF Office
- 27 Food Committee, 5:30 pm, OCF Office

March

- 1 Teen Crew applications available
- 3 Arbitrator Training, 1 pm, Alice's
- 4 Board of Directors Meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St, Eugene
- 6 FAIR FAMILY NEWS DEADLINE
- 10 Highway Pick-Up, 10:30 am, Meet at Warebarn
- 12 LUMP, 6 pm, OCF Office
- 13 Craft Committee, 5:30 pm, OCF Office
- 14 Community Village General Meeting, 7 pm, Unitarian Universalist Church, 1685 W 13th Ave, Eugene
- 15 Oregon Country Fair tickets go on sale, www.ticketwest.com
- 17 Path Planning, 12 pm, Alice's
- 23 KOFC Broadway Grill
- 25 Diversity Task Force, 6 pm, OCF Office
- 28 Elders Committee, 7 pm, Grower's Market, 454 Willamette St, Eugene
- 30 Elders Spring Retreat, 10 am-dinner

April

- 1 Deadline for Craft jury application submissions, including logo items
- 1 Registration, Craft and Food Packets mailed to booth reps.
- 1 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 2 Peach Power, 6 pm, OCF Office
- 3 FAIR FAMILY NEWS DEADLINE
- 3 Craft Committee, 5:30 pm, OCF Office
- 6 Booth Registration, 10 am – 5 pm, Eugene Saturday Market
- 9 LUMP, 6 pm, OCF Office
- 11 Booth Registration, 6-8:30 pm, OCF Office
- 11 Community Village meeting, 7 pm, 1685 W. 13th, Eugene
- 13 Booth Registration, 10 am – 5 pm, Eugene Saturday Market
- 16 Booth Registration, 6-8:30 pm, OCF Office
- 18 Booth Registration, 6-8:30 pm, OCF Office
- 20 Booth Registration, 10 am – 5 pm, Eugene Saturday Market
- 22 Diversity Committee, 6 pm, OCF Office
- 23 Booth Registration, 6-8:30 pm, OCF Office
- 25 Elders Committee, 7pm, Grower's Market, 454 Willamette St., Eugene
- 25 Booth Registration, 6-8:30 pm, OCF Office
- 27 Booth Registration, 10 am – 5 pm, Eugene Saturday Market
- 30 Booth Registration, 10-8 pm, OCF Office
- 30 All new craft applicants notified of approval status

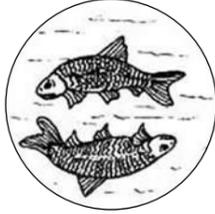
July

- 12,13,14 The BIG 5-0



Happy Birthday Pisces!

Here's a shout out to all our great Fair family members! Every one of you deserves recognition for your hard work for the Fair!



KEEP IN TOUCH

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Get on the FFN and/or Voting Membership List

Tell us your name; your email address to be notified of the online version of the newsletter; your crew or booth number; name of your leader or booth rep; name of person who can verify your participation, and your mailing address if applying for membership.

Mail to: OCF, Membership/Mailing, 442 Lawrence Street, Eugene, 97401.

Or Email to: office@oregoncountryfair.org



Arbitrator Training at Alice's

Sunday, March 3, 1-4 pm

Join us on site at Alice's Wonderland to be trained as an arbitrator in the OCF grievance process on Sunday, March 3 from 1 to 4 pm. We work hard to resolve grievances before they get to the point of an arbitration, but we need wise and thoughtful Fair family members trained as arbitrators in the rare cases when they are needed. You are not obligated to serve as an arbitrator if you are ever asked to, but only those who attend a recent arbitrator training will be asked to serve as an OCF arbitrator. Come enjoy learning with other Fair family members for part or all of the weekend, and expand your skills. The arbitrator training is at the end of a weekend retreat full of free workshops on communication and conflict response skills.

THE FFN LOVE LIGHTS

- Michael "Roman" Ottenhausen
- Suzi "Pyramid" Prozanski
- Mary "Votive" Doyon
- Kim "Emergency" Griggs
- Brad "Beeswax" Lerch
- Mary "Tea Lights" Callaghan
- Niki "Tapers" Harris
- Dan "Floating" Cohn



A Conflict Resolution Retreat for Fair Family

by the Center for Dialogue and Resolution (CeDaR)



Last Minute Reminder: The 10th OCF Conflict Response Skill-Building Retreat will be offered on the weekend of March 2-3 and will be held on site in the house at Alice's Wonderland. The retreat is free and open to all Fair family members as well as volunteers and supporters of the Center for Dialogue and Resolution. The retreat is hosted by CeDaR, one of several OCF crews and teams providing conflict resolution services at the Fair.

Join us as we celebrate 50 years of Fair

Family! Did we mention the retreat offers an optional sleepover on Saturday, March 2? We will have food (potluck for sides and snacks), and evening games. We hope to see you on Saturday, March 2, and Sunday, March 3, for this 10th OCF Conflict Response Skill-Building Retreat. The last retreat filled up. These retreats have consistently been inspiring, educational and a great place to meet other wonderful people from all around the Fair. To register, please go to: <http://lanecdr.org/pg1003.cfm>



**Recently Unclassified
Material**

We accept UnClassifieds up to 30 words for \$5 each, per issue. Send listing with \$5 to O.C.F.-F.F.N. 442 Lawrence St. Eugene, OR 97401. For questions, information about display underwriting and to submit listings, Email bradlerch@aol.com

Jewels in This Light, haiku and other short poems by Shasta Hatter is now available at amazon.com. Includes 2016 and 2017 OCF poems. \$8

Vendor Seeking Boothspace. Hello! I carve marionettes and have been a juried crafter since 2012. My Tolkien-esque and fairy-tale inspired puppets will add texture and intrigue to your booth. Skills include carpentry, optimism, heavy-lifting. Call or text Mat for more info: 503-720-8525 or <https://www.instagram.com/blacklanternworkshop/>

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3/8 Childspeak Album Release Party
3/12 Moon Hooch / Kulululu
3/13 Rebirth Brass Band
3/14 ALO / Scott Pemberton Band
3/13 That 1 Guy 3/17 Spafford
3/22 The Garcia Project
3/29 & 30 Furthurmore: One-Eyed Jack
Kesey & the Merry Pranksters
Zahira & Rising Buffalo Tribe (29th)
Soul Vibrator (30th)

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FAMILY LETTERS

This newsletter is for the Oregon Country Fair Family and all material is volunteered from the membership.

Opinions expressed here are those of the authors and do not necessarily reflect the policies of the Fair or the FFN.

Letters must be limited to 300 words. They will be edited for length and clarity. Please include name, Fair Affiliation and a method of communication (i.e. phone number or e-mail).



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Choose Your Words

Dear Fair Family,

The Country Fair prides itself on being a family — different than birth family, a “chosen” family.

When you join the Country Fair, you are choosing to join the “Family.” The Country Fair is an “intentional community.” We choose as a diverse group of people to come together to work toward common goals.

This integration is accomplished by having a Community Agreement and Code of Conduct. You can find the full language of these two understandings on the first two pages of the Guidelines. The Guidelines are available 24 hours a day, online at www.oregoncountryfair.net.

The right to “free speech” is a right of a citizen of a nation that allows for such. The Oregon Country Fair is not a nation unto itself, but rather an intentional community seeking to create a place for creativity, love, compassion and inclusion to bloom. It is an intentional effort to provide safe harbor from the gales of the world at large, a space safer and more loving than that

of the “un-Fair” world.

To create a “safe harbor” for everyone requires us to be patient, compassionate and accommodating. It requires us to choose to listen more than we speak, and certainly to choose our words with care, respect, reflection and prudent honesty.

We will not solve divisions by bringing the same behavior that is failing in the politics of the “un-Fair” world into our Fair interactions. Solutions are created by choosing patience, open-mindedness, honest introspection, encouragement and collaboration.

The Country Fair is a “chosen” community. Which means you must choose whether or not you can abide by the Code of Conduct and Community Agreement. You either believe in the ethos of these agreements — or you do not.

Words are choices. Whether online or in person, words matter and reflect your intentions. What will you choose?

Katy Parker

Booth Registration

Fair Communications for All — Update

Hello Fair Family,

I wrote to you last September about my intention to work toward a communications policy that involves the membership in topics under discussion.

To further this work, I submitted a Membership Involvement Policy motion at the February 4 Board meeting for comments and suggestions that will be on the March 4 agenda.

My motion is intended to actively solicit membership ideas and comments during the development and finalizing stages of decisions that affect all of us at the Fair. Many of us who volunteer, work in operational capacities. This motion is intended to set policy for involvement in all spheres of the Fair.

I would like to hear any comments or thoughts you may have on this subject. This is important to me, and I believe it is important to defining the future role of the membership’s voice. Please contact me at aaronfirephoenix@gmail.com with your thoughts.

Membership Involvement Policy

It is an Oregon Country Fair policy that decision-making bodies — including, but not limited to, committees, task forces, the Board and management groups — solicit input from the membership throughout the phases of development of ideas and processes whenever time allows and the subjects are not confidential.

To support this effort, the Board directs staff to assist these bodies by using the most current technology available to directly contact the membership through our current membership structures regarding topics under discussion. This outreach is in addition to invitations to meetings, announcements in the FFN and the Board meeting minutes.

There is also a motion on the agenda that pertains partly to the same subject. It is published in the minutes.

These are my opinions, not those of The Board. Thank you all for being part of our Fair!

Aaron Kenton

OCF Board Director



Late Night Trips Lowers Price!

by Jerry Joffe and Mark Yarabinec

In honor of our 50th Anniversary, Late Night Trips is lowering the price of a weekend bus pass to \$20 — the same cost as a vehicle sticker, and with all the added benefits of reducing the Fair’s carbon footprint! Plus allowing Fair Family to stay after-hours and then be chauffeured back to Eugene in a comfortable bus.

But that is not all. In addition to the lower price, the first 100 people to sign up for Late Night Trips in 2019 will receive — no, not dish towels or steak knives — but a very special gift in addition to a limited edition VIP bus pass laminate (your ticket to ride).

If you haven’t heard about Late Night Trips, here’s the general idea. As Fair Family we look forward to visiting and partying after the Sweep, but many of us would rather not camp. Late Night Trips provides after-hours buses back to Eugene. To get out to the Fair, Late Night Trippers can catch one of the workers buses,

which leave early in the morning from Valley River Center or the free LTD buses, which run all day from Valley River Center and the downtown Eugene terminal. If you ride from Valley River Center, you can leave your car there for free until you return on one of the two Late Night Trips each night. Sleep in your own bed, take care of things at home and then repeat the routine for the entire 50th Celebration.

So think about leaving the car and camping gear at home and enjoying the Fair with less hassle and more time to enjoy our special year. Spread the word to your family, crew or booth about this new bus service and then watch this space for the 2019 Late Night Trips registration information, this year’s schedule and what the special gift is going to be. Interested? Email us at ocflatetrips@gmail.com.

See you at the Fair and on the bus!

Fair Thee Well: Tom Scott

by Sue Jakobosky

Tom Scott—longtime solar energy proponent and one of the original members of Energy Park at the Oregon Country Fair—passed away peacefully in his sleep on the evening of December 25, after a joyful Christmas celebration with his family. He was 81 years old.

A celebration of life will be held at the Unitarian Church, 1685 W 13th Ave. in Eugene, on March 2 from 2 pm to 5 pm. Please bring your fondest memories and favorite stories about Tom to share.

Always a hippie at heart, Tom first participated in the Fair as a solar energy consultant in Community Village in 1979. In 1980, he helped design and build the solar components of the Integral House in Community Village.

In 1981, Tom and other people with expertise in alternative energy migrated to the Fair's new Oregon Energy Horizons area (renamed Energy Park in 1982). Tom diagnosed a problem with the first solar showers erected by Lane Community College students at the Fair in 1981. Tom rebuilt the solar showers in 1982 so they would actually provide hot water and then claimed a camping spot close by in case something went wrong. Over the years Tom would remain a valuable addition to Energy Park, helping to design and build several renditions of the solar showers and always imparting his solar wisdom to anyone who would listen.

Thomas Frierson Scott was born in Jacksonville, Florida, to Mae and Robert Scott. He talked often of his carefree life as a child growing up in sunny Florida: swimming, riding his bike and playing outside until dark. He had fond memories of delivering newspapers on his bike and working in the local movie theater where he could see all the movies for free.

Tom graduated from the University of Florida with a degree in Civil Engineering and spent his life planning projects and fixing things. Always destined to be an entrepreneur, Tom opened his own company soon after college, selling and installing glass doors and windows in the Jacksonville area. That eventually led to building and installing solar water heating systems, and he made the solar panels for the systems because they were not available yet.

Having fallen in love with the Oregon Coast and Willamette Valley on a vacation trip, Tom relocated his young family to Eugene in the summer of 1977, packing all their belongings and four young kids in a Volkswagen camper van and driving across the country. Tom always said he was a true native Oregon hippie who was accidentally born in Florida.

In Eugene, Tom plunged into the solar energy field, still in it's infancy. He opened his first solar business, Energia, in the late 1970s in an old house on Sixth Street. He used his Southern charm and delightful Southern accent to convince Oregonians that solar energy actually worked in rainy Oregon.

Over the years, Tom owned or was a partner in four solar businesses in Eugene. After Energia, he became a partner in Sage Advance, which manufactured, marketed and installed a passive solar water heater called



the Copper Cricket. The Copper Cricket caused quite a stir in solar circles all over the country after it was featured in Popular Mechanics magazine. Tom later was a partner in the Energy Service Company, selling and installing all manner of solar and radiant floor heating systems. He left retirement to help establish the Green Store, again selling and installing solar and radiant floor heating.

Tom was active in many solar organizations, both on the local and state level. He was involved in Willamette Valley Solar Energy Association and Oregon Solar Energy Industries Association for many years. He advocated for solar tax credits and solar businesses and installers at the state legislature and the Oregon Department of Energy. He touted the merits of solar tirelessly and often. Whether it was a limited solar plumbing license or residential solar tax credits, he was not a man to take no for an answer! Tom spent his life advocating for a solar future where solar was the norm and available to everyone.

He began teaching solar energy at Lane Community College in the late 1970s, even teaching people how to build their own solar water heating systems, some of which are still operating. Tom helped establish the Energy Management program at LCC, teaching as well as serving on the advisory board.

He believed in recycling before it was called recycling and didn't believe in buying anything new unless it was absolutely necessary. He was known for recycling, re-purposing and reusing everything. If Tom couldn't find it at Bring Recycling or scrounge something, he was very disappointed. He loved to make beautiful candles out of old used candles and even used the leftover wax and dryer lint to make fire starters—before you could find such ideas on Pinterest. Tom broke out in a rash if he had to buy new lumber—his motto being: Recycle, repurpose and reuse until it was only good for firewood or compost.

Music was always a large part of Tom's life. He played the piano and sang with a lovely bass voice and perfect pitch. Tom loved jazz best of all, listening to the old favorites and marveling at new young talent. He especially liked attending live jazz performances at the University of Oregon, where he enjoyed watching young players learn the craft. He was especially proud of his granddaughters and great-granddaughter for their growing talents in music.

Tom is survived by his wife, Sue Jakobosky; his children Justin Scott and Kelly Palmatier (Mike); stepchildren Aaron Jakobosky (Annie), April Brown (Erik), and Drew Crowder (Sachi); his grandchildren Naomi, Ethan, Natasha, Valarie and Hotaru; three great-grandchildren; and many friends who he considered family. Tom was preceded in death by his parents, his brother Robert, his daughter Leigh, and his nephew Robert.

Tom was a caring and loving husband father and grandfather and great-grandfather and will be dearly missed. May you always bask in sunshine.

Sound Bites

by Andy Goldfinger, Program Director of KOCF-LPFM



KOCF is in the process of trying to improve the station's signal coverage through not only the Fern Ridge Communities, but Eugene and Junction City. As part of this effort, the station has filed a construction permit to change our frequency as well as find a location to move the station's transmitter. This process requires a sizeable capital investment, so the station will schedule at least one event every month through the end of the year to raise the funds necessary to cover these costs.

In that vein here are a few of the events on the horizon. Coming up on March 21 from 5-8 pm, the Broadway Grill in Veneta will host a

Meet & Greet of KOCF DJs and fine food, as well as a 50/50 raffle. They will donate a portion of the proceeds to the station plus the 50/50 raffle. April 20 we will hold a transmitter party at Whirled Pies in Downtown Eugene, beginning at 7 pm with music by the Beat Crunchers and others. Mother's Day, May 12, from 9 am-2 pm, the Broadway Grill will host a live broadcast that should prove to be a festive event, with several KOCF DJs participating.

As the 50th Annual Oregon Country Fair rapidly approaches, KOCF enters its fourth year as a participant. Each year KOCF has recorded the performances at the Hoarse Chorale throughout the weekend, and then

broadcast those performances each evening, beginning at 9 pm. There was some consideration to broadcast live this year, but the feedback from listeners indicated that they enjoyed being able to hear the day's performances from their campsites that night.

Once the Fair has concluded, these recordings become part of KOCF's "Live at the Oregon Country Fair" program that airs Wednesdays at 9 pm. Each year we add more performances to the ensemble. After this year's Fair, we will have almost 70 performances—just from the Hoarse Chorale. We hope to be able to add performances from some of the other stages to the program as well.

During previous Fairs, KOCF has been able to provide timely Public Service Announcements throughout the day by relaying the information to volunteers who can produce the announcement and ensure it makes its way on air. We were also able to provide those announcements within the performance recordings of the day, so that when it was broadcast that evening, the announcements were heard. Given the feedback the station received, it was a crucial element of dissemination for multiple crews.

This year in addition to the Hoarse Chorale recordings, KOCF will continue interviews at the KOCF booth that will enjoy its second year in Xavanadu, next to Little Bird.

KOCF's Jazz Café continues to broadcast live from Whirled Pies in downtown Eugene every Wednesday from 4 pm to 6 pm. KOCF is a full-service organization, broadcasting 24/7, 365 days a year and streaming on kocf.org.



JHVF Supports Emergency Relief

Dear friends at Oregon Country Fair,
On behalf of Relief Nursery, Inc., I extend our sincere thanks for your very generous donations toward the Relief Nursery Family Emergency Fund's account. Relief Nursery serves low-income families throughout Lane County who face many challenges related to poverty. The Emergency Fund is used to assist families who are in immediate financial crisis, and who have exhausted all other options.

Thanks to support from the Jill Heiman Vision Fund, by the end of our fiscal year (June 2018), we were able to assist 19 families in financial crisis. These families were assisted with emergency rent payments, funds to pay utility bills to avoid service disconnection, purchase of diapers and family hygiene supplies, and emergency groceries. One family was assisted with emergency car repair and a temporarily homeless family received emergency funds for a hotel stay.

The award of \$5,286.26 was over and above our original request of \$4,000, and allowed us to carry about \$1,200 in the emergency fund

into the new fiscal year (July 1, 2018), where it allowed us to help a half-dozen more families in crisis.

The difference that a small bit of strategically targeted financial assistance has made in our families' lives cannot be overstressed. Families were able to avoid hunger and homelessness, and maintain a stable environment for their children through temporary crises, as they continued to improve their situation. Support from the Jill Heiman Vision Fund has assisted Relief Nursery in maintaining a crucial service for our families and their children, and that support is deeply appreciated.

Thank you,
Scott A. MacWilliams
Grants Assistant, Relief Nursery

Mid Lane Extends Caring with JHVF Grant

by DeAnna Townsend, Executive Director, Mid Lane Cares

Mid Lane Cares aims to increase quality of life and access to services to enhance health and wellness for all residents of the 475-square-mile Fern Ridge community. Mid Lane Cares strives to strengthen our community by fulfilling our mission of fostering programs to meet community needs.

The Jill Heiman Vision Fund grant was instrumental in providing essential nutrition for Fern Ridge residents in need, hygiene supplies for those who cannot afford such necessities, and energy bill pay assistance for those at risk of homelessness. The Jill Heiman Vision Fund donors have allowed Mid Lane Cares to purchase protein sources, such as hamburger, to distribute to those facing hunger to supplement donated carbohydrate sources; to assist families in keeping the lights on in their homes and the water running for safety, sanitation, and homelessness prevention through bill pay assistance; and to distribute necessary hygiene products, such as feminine products, toothbrushes, soap and deodorant.

Mid Lane Cares programs include: Love Project Emergency Food Pantry; emergency assistance, utility bill pay aid, and homelessness prevention; youth scholarships for participation in extracurricular activities; holiday gift programs for children and seniors; senior services provided in the Fern Ridge Service Center; free health care services through the Rural Medical Outreach Program; and Project Community Connect, a diverse range of free services, including haircuts, crisis counseling referrals, medical and dental care, and health screenings provided twice annually at a single location, accessible by all. Mid Lane Cares' programs touch one in four homes in the Fern Ridge community.

Mid Lane Cares greatly values our partners in assisting our most vulnerable community members, meeting basic needs, and cultivating strength, health, and wellness within the Fern Ridge community. Mid Lane Cares is proud to work with Oregon Country Fair and Jill Heiman Vision Fund to enact positive change within our community for those most in need.

2019 Bill Wooten Endowment Fund Recipients

by Linda Reymers, OCF Bill Wooten Endowment Committee



The Oregon Country Fair Bill Wooten Endowment Fund has awarded a total of \$16,000 to nonprofit organizations serving youth in the Fair's neighboring communities in the Fern Ridge area. Endowment Fund projects reflect the Fair's commitment to the arts, education, cultural diversity, peace, community-building and the environment. These agencies received grants for 2019:

Culture Jam — Fern Ridge area youth will receive scholarships to attend this eight-day arts-based empowerment camp for teenagers held each summer at the Fair site. Culture Jam helps each young person discover their own skills, talents, and potentials in a supportive environment.

Elmira Elementary School — An artist-in residence will combine performance arts with the school's renewed focus on wellness and physical activity. Students will learn to juggle after making their own scarves and balls. Juggling helps develop visual-spatial skills, balance, reflexes, and other physical benefits, in addition to being an engaging activity.

Fern Ridge Middle School — The school will add ukuleles to enrich their General Music class, which is often taken by students who are the most reluctant music students. Easy-to-learn ukuleles have been used as a successful hands-on gateway for developing music literacy at other middle schools — kids can pick and strum almost immediately.

Lane Arts Council — Fern Ridge area children will be able to participate in a local "All About Art" immersive summer camp, which blends an exploration of ecology with exciting, diverse experiences in

the visual and performance arts. Artwork produced by campers will be showcased during a community celebration.

Rural Art Center — The Crow-Applegate-Lorane School District depends on the Center to provide after-school multicultural art instruction on shortened school days — which is especially valuable for elementary students who have no art teacher at their school. Older students will develop playing skills and socialize at the Center's Ukulele Club.

Veneta Elementary School — An artist-in-residence will work with students to create detailed drawings from studying scientific specimens, using a variety of media: pencil, pen and ink, watercolor, acrylics and charcoal. This program encourages observational skills, critical thinking, spatial awareness and exploration of natural sciences.

Wordcrafters — This collaborative project with Elmira High School will provide an arts residency focusing on spoken word writing and performance. Teachers welcome creative writing residencies like this for their ability to engage students and enlarge their writing experience and skills — skills that transfer to their academic writing.

The annual Leslie Scott Imagine Grant Award is given to the funded project that best represents former Fair General Manager Leslie Scott's contributions to the Fair, which included: providing opportunities for youth; reaching out to our neighbors; and nurturing creativity of all sorts. This year's awardee is **Elmira Elementary School**.

The Bill Wooten Oregon Country Fair Endowment Fund grants tangibly represent the Fair's deep appreciation of our home community and help further the Fair's relationship with our neighbors.



BOARD OF DIRECTORS' BUDGET MEETING JANUARY 28, 2019

7 pm, NW Youth Corps, Columbia Room

(subject to approval by the Board at the March 4, 2019, meeting)

Board Directors present: Aaron Kenton, Cynthia "Peaches" Peachey, Diane Albino, George Braddock (First Vice President), Jack Makarchek (President, alternate), Jon Silvermoon (alternate), Justin Honea, Lily Harmon-Gross, Lisa Parker, Paxton Hoag, and Spirit Leatherwood. **Board Officers present:** Hilary Anthony, Lynda Gingerich, and Kimberly "Kimmo" Howard. **Staff present:** Crystalyn Autuchovich, Mary Callaghan, Robin Bernardi, Shane Harvey, and Stephanie Talbott; and 12 members and guests. Sam Rutledge facilitated the meeting. **Board Directors absent:** Laurel Blaser (Second Vice President); alternate Jon S. to vote in her stead.

This Board of Directors 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 oregon-countryfair.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.

Agenda Review

Jack suggested the Board go through the different budget category totals in the order on the handouts and make motions, with further discussion as needed on each.

Hilary: We'll provide an orientation of the presented materials.

Jon S.: I am not prepared to pass the budget tonight, at all. Let's have some general discussion before we do the pieces and decide what the objective is tonight.

Lynda: The Budget Committee followed their standard process of reviewing all the operating budgets. The 50th added a level of complexity as there were some Board motions already approved and those were built into the budget. The proposed operating budget is large as our operation has become larger, and more expensive. The handouts include summaries of the 2018 and 2019 budget categories with comparisons, revenue, restricted funds, crew passes, and the approved 50th expenses.

I want to highlight some big numbers: 1) the virgin cocktail service used to be under Crew Services and is now under Hospitality; 2) toilets were in the Site Manager and General Manager budgets, and is now combined under the Site Manager budget; 3) White Bird is buying new equipment for Little Wing and they asked the Fair to share half the cost.

Crystalyn: The White Bird budget increase is for the expansion of Little Wing services, but in 2020 the cost will go down.

Lynda: The budget proposal tonight is definitive, but we may come to the Board with some small requests as we are still getting requests from crews for additional wristbands and food vouchers.

Crystalyn: There used to be a separate temporary employee line item and it was consolidated under payroll.

Lynda: This is a big year and there are a lot of expenses. Our budget process has become quite unwieldy. Next year, we won't be asking every crew what they think their budget should be. We will take a proactive approach and initiate conversations with crews as needed based on needed changes or added responsibilities. The Budget Committee has determined we cannot keep increasing the budget every year and need to tighten the spending.

Hilary: Going into 2019, we knew the Board had already approved the 50th, hiring for a GM and another Staff position, and more consultant fees. We talked about some of these additional expenses at the Board Retreat, along with cash projections and cash reserves. Once we saw all the numbers, we did have some sticker shock. I want to share some research I've done to get it into perspective.

Last year we have revenue we did not anticipate due to the winery vehicle stickers. Pass sales and registration are understated in the revenue projection. We are really good at projecting admissions revenue based on the number of tickets we sell, but no so good at knowing how many tickets we will sell. We

have tended to set a target number of 45,000 that we base our calculations on.

Last year we came in over for our pass and parking projections. If you look at the 2018 budgeted net income amount of negative \$273,000, we actually were positive \$138,000. So, the approved 2019 budget expenses are the maximum amount the Board authorized, but may not be what we necessarily expect to actually be spent. Typically, we underspend in food vouchers, coordinator expenses, capital projects and more recently payroll.

I emailed the Board the condensed budget-to-actual spending for 2015, 2016, 2017 and 2018. It is sometimes hard to see the capital project expenses because on December 31 of each year we reclassify the capital projects to fixed assets or supplies and services. There are historic trends we need to take into consideration. We tend to underspend certain categories of expenses and have huge impacts from increases in ticket sales.

We broke down the 2019 budget proposal to show the extraordinary expenses we will incur this year to determine if the rest of the budget was higher than last year. The base budget expenses (without the 50th anniversary spending and personnel costs) expected for 2019 are similar to 2018. If we spent everything in this budget, we would fund the difference with the cash we have on hand, and end 2019 with an unrestricted cash balance a little less than \$200,000. Then that would be in addition to the million dollars we have in designated and restricted funds.

So, it made me think what else do we need to consider, to know if this is realistic or not and I created six scenarios. The scenarios have different levels of ticket sales and modest estimates of expense reduction or underspending. Capital projects have not been presented yet so the scenarios include an amount of \$65,000 for possible projects such as stage rebuilds. The scenarios are not the most optimistic, but we could break even if we have a good ticket sale year. In 2015 we had 52,000 ticket sales due to the opening of Xavanadu and if we can get the excitement up about the 50th then we may be able to sell that many.

Crystalyn: We are looking at changing the way we advertise and working with TicketsWest to improve our online advertising and promotion. We typically promote via print, buses, and radio mostly in the Eugene area, but most of our ticket sales are outside of Lane County. We have significant untapped markets like Seattle, Portland and into California. We hope this brings ticket sales up for the 50th and ongoing.

Hilary: I think we will sell more than 45,000 tickets this year. We can review where we have underspent on the budget and I expect there are some things we can trim from it.

Jon S.: What was the effect on admissions the last time it rained? I remember one year the bulk of rain was on a Friday and I recollect it dampened admissions the whole weekend. The disaster scenario of rain is possible, and I think we should have the parameters of what that would look like too.

Hilary: Right now, we have \$426,000 unrestricted cash in the bank.

Crystalyn: In 2009 we sold 12,592 tickets on Sunday. In 2010 we sold about 700 fewer tickets on Sunday. Do you remember what year it rained on Friday? The weather does affect ticket sales. In 2018 the weather was so hot it affected our sales more than the drizzle in 2016.

Hilary: About one-third of our tickets are presold three-day tickets. The percentage of presold tickets does vary from year to year, but is about 60 percent. The past few times it has rained, people bought tickets on the rain days, and we made our admission projections. I am not trying to argue that it won't rain. (Note: Follow-up research indicates that about 15 percent of our tickets sales are day of show.)

Justin: I want to emphasize the sale of three-day passes has helped us level out the revenue in terms of withstanding a bump due to rain and is good overall to have that money prepaid. Do we max out our allotment of three-day passes?

Crystalyn: Our sell-out number for three-day passes is 21,500, so we keep selling until we hit that number, and that is good for us. In 2018 we raised the prices of the Friday and Saturday tickets but left the Sunday and three-day pass prices the same. Because of the cost savings, we saw a sizeable increase in the number of three-day passes sold.

Justin: Because of risk, I think the ticket price structure is something we should leverage and is to our benefit.

Hilary: The deferred maintenance fund is just about spent down. In looking at the cash sheet handout, we have restricted funds and then other Board designations such as community center, roads, office, water systems and permitting. For example, we have \$81,000 remaining in the roads fund and over \$400,000 for a community center. We have committed to the projects for long-term planning. At the

end of the year we will have about \$1,300,000 in the bank which is not a horrible position to be in but not typical for us. The ability to fund our infrastructure, long-term projects, catch up on deferred maintenance and have a bigger staff is dependent on us being in a healthy financial position. We are spending a lot of money this year but for two good causes: our 50th anniversary and an executive director.

Aaron: What is the percentage of local versus other ticket sales? If we are going to do more advertising to other areas, that will help us with ticket sale issues due to a rain out because they will be presold to people who have to travel to get here. It's sort of a safety net for us.

Hilary: When we did our revenue projections, we did look at advance and same-day ticket sales, and advance ticket sales are significant.

Crystalyn: A lot of the revenue we generate from local people are part of the internal Fair as volunteers. If we advertise outside of our local area, I think we will get more bang for our buck. We have an incredible person helping us with social media, in addition to TicketsWest, so we can capitalize on some social media advertising because that is the way people do things now. We don't want the Fair to become creepy online advertising, but we need to change the way we are doing things in order to sell more tickets.

Hilary: It will be helpful to have some discussions about certain line items. The Board has already approved the 50th anniversary budget, but as we go through the other budget groups in more detail, I expect some amendments to the proposed expenses and this is a good time to start those discussions.

Stephanie: Last year we sold 2,471 tickets in Eugene, 5,173 in Portland and 2,332 in Seattle.

Hilary: Many Board members submitted requests for additional information before the meeting and we were able to meet all those requests. To answer specific questions about ticket breakouts and ticket sales for 10 years ago, we need that same advance time in order to have that information.

Stephanie: Our society has changed, and now the ability to purchase tickets online necessitates doing it earlier than when you used to go to a ticket outlet to purchase.

Paxton: Given that many of our ticket sales are in Portland, I think we should increase our advertising in Portland. From one of our recent exit polls, 50 percent of our audience are newbies — people coming to the Fair for the first time, and with more advertising we can do better in Portland and Seattle.

Crystalyn: Some of the data we get from TicketsWest does show how many tickets someone is purchasing and if they are a repeat customer or not.

Jon S.: I have some general concerns about how we approach this whole thing. The Board could have a discussion at some point about what kind of budget it would like to see because I am looking a bottom line here. Had the Board given some direction to the Budget Committee such as bring us a range of budgets, at least one of which shows us in the black. I hesitate to go through this budget trying to find savings on operational issues I don't have enough knowledge about or what the effect might be. For instance, proposing to cut five percent on all supplies and services, I don't know what the effect of that might be.

I want to get some scenarios where we are not projecting a loss, not tapping into our savings and cash reserves. Last year we tapped into it heavily to purchase the winery property. At the time, I raised that issue and was told, well we can replenish that. Well, when? None of these scenarios show us having a positive income to start replenishing that cash reserve. Not only that, with our lack of long-term strategic planning with the winery property, I can't imagine that whatever we decide to do with it is not going to have costs associated with it. We ought to be putting to the side now to be able to deal with those costs.

Related to that is staffing. In my view, we don't have adequate staffing for maintaining the property. As well, Board members have discussed a volunteer resource position. If we want to do those kinds of things this year or year after, we need to be thinking about putting money aside to afford those kinds of things. I don't see scenarios that all have a negative amount enabling us to do that. What I am wondering is what is acceptable to this Board as a bottom line for the budget in terms of the negative amounts.

I personally can't vote for the budget as is because I think the projected negative under all of these scenarios are too much for me to feel comfortable with. I'm just not sure how other Board members are feeling about it from a bottom line, not arguing over which line items should be up or down, but overall. Is everybody comfortable with the fact that all these scenarios show a negative or not? To go on record, I am not comfortable they are all negative because I think if we do well this year, we should try and set

aside money for those long-range needs and also to replenish the cash reserve.

Grumpy: To comment on what Jon said, the winery has an immense amount of space for parking that can help revenue. We could double the amount of parking. The Board also has control of Board donations and if you want to increase money you have to increase the prices and watch what you spend. What always comes up with proposals is increasing the value of the food vouchers, and if you increase the value of food vouchers, then you need to find some income.

If you look at the years we have been budgeting, we have always had a negative budget. The concern about a negative budget should be there, and can be alleviated by some of the things I've said and things that have not yet been thought of. But it's not that concerning, especially if you have a rainy-day fund to deal with those rainy days. I think historically we've heard rainy days don't really hurt us. Not only do we have three-day sales, we have advance sales so it's always a balancing act.

Jack: We are not deficit spending. We have the money. Our discussion is more of what I would call a celebration that is going to give us the return that we put into it. If I look back to the 25th or 35th, we had bumps and I don't think we can off-handedly discount that we are not going to have a bump since it's the 50th. With that in mind and looking at the best-case scenario with 5,000 more ticket sales we can feel confident with the logic we are putting toward the 50th anniversary. I think it's a legitimate discussion that this will be a banner year.

Hilary: I've been telling the Board since November, after we passed the 50th budget of \$140,000, and showing the spreadsheets what we have in the bank going down. There has been a tremendous amount of resistance to that change in the revenue. We could come back with a break-even budget that was a very realistic, but if you tie our hands by saying don't change prices, or the 50th anniversary, or the consultant costs ... that ties our hands as to what options are available. We are kind of in a bind and have committed to a lot of things. If we were to try and make a break-even budget by reducing expenses, I don't think we could get to a break-even without touching what's already been approved for the 50th, but it certainly is the Board's prerogative to do that. It is not only rain that can affect us, there are many things that can affect us.

I come to the budget meetings feeling like a chicken little for saying be careful, be careful, be careful. I don't go into this as the most optimistic vision because I want everyone to keep their eyes open to understand there are a number of unforeseen circumstances. There is a certain amount of risk but there is also the possibility that we will do really well. I have never said this is the year that we are going to rebuild our reserves but next year I think we can, absolutely.

Next year I think we can replenish our reserves by \$100,000 to \$200,000 even being totally staffed. I feel fairly confident we can do that, but I still think we can cut current projected expenses by \$30,000 to \$40,000. If you want the Budget Committee to come back with another proposal, we can do that. Board members can see if some of the big things we might not bother with this year.

Aaron: I understand Jon's concerns because I'm fiscally more conservative than not. I also understand there is no way we are building our reserves when we are planning on spending \$140,000 on a party on top of what we already spend. I don't think that was ever in the plan and we expect to be in this position. We also know more walking in tonight than we knew this morning so we have some say to what will be addressed shortly. The Board members know we are a little better off than what we are looking at here. During this year I'd like to see, if we work on things like deferred maintenance for facilities funds, the Board actually work on these things and addressing our property being taken care of. There are ways to get the work done and there are discussions that can happen later, but I think we do need to set up some funds for this next year to take care of our property.

As Hilary said earlier, we usually underspend by \$100,000 and we are only estimating \$50,000. And hopefully with the extra money spent on advertising we'll get the extra 5,000 in more tickets. I don't think this money is dangerous, but I do think we are spending too much on the 50th overall. I think that decision was made before I had a decision, but I don't have a problem with it.

Spirit: The numbers are better than I was expecting, considering the 50th. I don't think we can cut back on the 50th, but there are some things we can go through and cut back on, even up to \$40,000. I don't think the 50th is the year to break even and rebuild. We have potential in the future to start rebuilding.

If we can get closer to a bottom line of our best-case scenario then I feel comfortable trying to move forward tonight. I'm probably up for a motion so we can start discussing certain areas.

Jack: It is line item, by line item. That is the meat of the matter, so to speak.

Jon S.: I'm not saying we should replenish our cash reserves this year. I'm saying we should not deplete them anymore, if we can avoid that. I would at least like to see the best scenario be zero and not a negative number. I would like to point out that the consultant expense is for the ED search and should only be budgeted \$30,000 instead of \$50,000 based on the contract and my discussions with the consultant earlier today. So, there is \$20,000 we have found. At this point, I'd like to find another \$40,000 in savings and as we discuss things we can tally as we go. Personally, I think we can get scenario five to break even, but I am flexible. As we approach the different sections, we need to have a sense for the scale of the net savings.

Paxton: I feel some of Jon's questions are more suitable for the Financial Planning meeting in September where we set targets for the coming year. I'd love to see us do another exit poll where we survey the public about admission costs. An exit poll is a good way to see where we fit it the market.

George: I want to speak to how the \$50,000 amount came about for the ED Search. It was a conservative number due to the uniqueness of the organization and knowing the time the consultant will need. Given the caliber of this person and the scarcity of someone who can fulfill this job, we may have to search far and wide in which case we'd have to pay for someone to travel here. There were cushions built into the budget and after speaking to the consultant this past weekend, he came back with a better number for us. Now we can base the budget on hard information we did not have before.

Crystalyn: There are some small adjustments I can make to lower the GM budget. Regarding an exit survey, Pat Walsh our PR guy and our advertising team don't think this is the year to do a survey. We do want to survey our public to find out why they are coming so that can be an advertising focus.

Jack moved and Paxton seconded to approve the total Board of Directors budget of \$179,900.

Hilary: There are several changes in the proposed Board budget. The annual meeting went up and we are anticipating higher participation again. We took the change line item down to \$5,000 which is typically for special projects and we don't have anything in mind so that could even go down. The expense line item used for mileage went up as we have more out-of-town Board members. The Board can discuss if they want to set limits for mileage expenses. The research and education line item went up and that was initiated by George who wants more training for the Board. That's a general overview of the changes.

Diane: I want to speak to the change line item. People who know me know that I am a frugal person, but I hate to see us cut that back because that has served us well in times when we have unexpected things. We used that money for Standing Rock, Chautauqua and hurricane Katina. I hate to cut it when it is one of the few places where we can make social justice contributions.

Peaches: While I am excited about Board research and education, has the Board spent the previously budgeted amount of \$1,500 for this? Maybe this is the year we make sure we use the lower amount previously budgeted and see if we really need more. I see where George is coming from and appreciate his wanting us to have more training.

Crystalyn: This ended up under the legal line item, but for example the new Board member orientation and confidentiality training did cost \$5,000. Things like this with lawyers are significant expenses.

Stephanie: Speaking to Diane, I, too, think it's wonderful that we use all our resources to do great things in the world. But I also think that after the 50th expenses have been calculated, we can then look at what extra funds we have later in October. I hope we have a wonderful turnout at the 50th.

Spirit: I see the Spring Fling here for \$1,600 and also in the GM budget, so is that a place we can cut back? I also see an extra \$1,000 for refreshments, so that would be \$2,600 we could adjust.

Jack: Let's encapsulate all the adjustments we can make, and then make a friendly numerical amendment.

Jon: If it is acceptable to the motion maker and second, then it is done.

Crystalyn: The increase in refreshments has to do with the line item for dinner for closed sessions.

Spirit: I would still question if we need that much for refreshments, but I don't have the historical knowledge.

Lily: I'd like to speak in favor of having the increased Board budget for research and education and maintaining the budget for orientation. The new Board members have a learning curve, with a lot to learn. There is a lot of opportunity for continued workshops and it is important.

George: I was a strong advocate for Board training. Most recently we learned with the ED search a need for a strategic plan, and the Board has not done that for a long time. Rather than reacting, we need to put together a strategic plan and form the step which can take some time. It's an investment and I'd like to see dollars kept there for that purpose.

Diane: In regard to the proposed cut in the change line item, we have also used those funds for our diversity learning opportunities, which won't be a surprise expense. We have upcoming learning opportunities planned, and OCF is way behind in that area. I like being nimble and knowing we have committed the money, but it may have to come out of the research and education line item if we don't have it in the change line. I think we should keep the change line as contingency for social justice, social change and the issues that are going to come up.

Jon S.: If we had had a column with the 2018 actuals, it would help address some of the questions I have already heard. The 2018 actuals for refreshments was \$5,029, so what is being budgeted for 2019 is closer to what the actuals were in 2018 rather than the budgeted amount in 2018.

In regard to actuals, the actual Board donations were \$35,708 and we have proposed a budget of \$25,000. I have done some analysis of our giving patterns and at a later time I will give the Board the details. We either need to raise that amount or be willing to run out of the money six months into the year and not give any more the last half of the year. Or, we need to stick to the guidelines at the established and stop giving everybody \$1,500 to \$2,000 when our guidelines say the average donation should be \$500 with the exception being \$1,000. I think I like that they are giving money away, but we kept spending that line item all year without any attention to the fact it is going over, despite it being mentioned.

So, if we are going to leave Board donations at \$25,000, before we give any money away, we need to have a discussion about how we are going to keep it to that budgeted amount. Granted if we have a great year and come September we've gotten to where we have all this extra money, we can consider giving more donations as part of that. Although, I think there's other things the money might be used for. As a Board, we need to be willing to address our donation process before we are giving away more money.

It's not much, but the actuals for the Board membership line item was \$3,625. How about if we budget the same amount as the actuals last year. Also, can we consider changing the name of Board personnel line item to Board consultant line because the Board does not have personnel and I don't like the title. We don't have to do that tonight but wanted to provide the feedback.

Sam: Jon, are you moving to change the Board membership line item amount to \$3,625?

Jon S.: If we only budget \$3,000 this year, for instance, we would not be able to give \$2,000 to The WOW Hall and would have to go back to \$1,000. There was a previous discussion to give them more than \$2,000. So, I don't want to cut the budget, but I want to make sure my fellow Board members are aware of what these numbers mean and that we stick to what we are adopting when the time comes, we have people coming to us asking for money.

Aaron: Did the Board annual meeting cost us more than \$7,000, because why are we changing it to \$10,000?

Lynda: It was \$10,359.

Aaron: Do we know why it went up?

Hilary: Yes, because lots of people registered to vote.

Aaron: Ok, so do we really need \$5,000 more for Board vehicle expenses?

Lynda: Last year it was \$6,577. We guessed based on how where people lived and whether they were submitting the expense reports.

Aaron: And these are only figures for mileage?

Hilary: It can be for other expenses but mileage is the most common.

Aaron verified the Board membership line item includes the NAO and WOW Hall annual membership fees.

Aaron: Let's make a note the ED consultant amount will be \$30,000 and not \$50,000.

Hilary: That was not in the original motion that Jack made.

Jack: It is what we are trying to do now, track the savings.

Jon S.: For the consultant work that was done last weekend, we should probably add it to that amount too.

Aaron: Were we taking that from someplace else?
Jon S.: We were talking about taking it from the GM and then replenishing that.

Jack: The Board voted that is what we would do.
Aaron: What I am understanding about where we are, we are adjusting the Board personnel line item from \$50,000 down to \$30,000. We are moving the Board Spring Fling somewhere else so it will be zero. We are still discussing the Board change line item and anywhere we are going to spend that, from my point of view.

Jack: I know it is simplistic, but if we strip out the ED hiring, the Board budget has usually been pretty accurate to the actual for the previous year. The Board change line item has gone down significantly in the past 20 years. Maybe 15 years ago, we had a change line item starting at \$25,000 and we carry that down. I think this year, if we are just concerned with looking at numbers and trying to make them look better, we can always put it back in if we have a good year. Ultimately, other than the actual Board expenses and the non-recurring expenses, the Board budget has not really changed significantly from year to year. What was our total Board actual amount last year?

Stephanie: The 2018 Board actual was \$143,832.

Hilary: It was only underspent by about \$3,000.

Jack: So, overall it is legitimate and it has been historically accurate except for the donation line, but that gets made up by what is underspent.

Peaches: For the Board orientation line item, last year the actual was \$1,157 and is it increasing to \$6,700 because of the lawyers?

Hilary: The increased cost includes the accommodations and food costs for the Board retreat.

Crystalyn: The amount could go down significantly if we do not include people's partners or spouses.

Peaches: With the Board change line item, last year the actual was \$3,312 and was significantly underspent to the budgeted amount. Maybe we can compromise and keep some money in there, such as \$2,000.

Paxton: I prefer to keep the Board change line at the \$5,000 budgeted amount because we have used it in the past. It varies highly on what we spend it for. Also, I feel I need to declare a minor conflict and I do get a majority of the mileage funds because I travel the longest distance. In September and October, I ended up making four trips for official business. Mileage is the only expense that I declare, but I did want to mention it.

Spirit: To clarify, are we taking \$2,500 from the consultant line item and replenishing the GM again?

Hilary: I have that we can take out \$17,500 from the Board personnel line item leaving \$14,500.

Spirit: Is it redundant to have the orientation line item and the research and education line item?

Peaches: The orientation line item is the Board retreat.

Spirit: I am also opposed to taking down the change line item from \$5,000 to \$3,000. I think it's too low and that we can be conservative at the next Board retreat and in other ways. Maybe a happy medium of \$4,000.

Sam: I think I heard Jack say to pull all the adjustments together as a friendly amendment, or not. It seems there may be some things we can discuss individually once we are through reviewing the package overall.

Diane: It seems shocking that we are willing to spend \$140,000 for the 50th when who knows what long-term things will be left from that in the budget and yet, change is coming. We are going to need money for workshops and learning opportunities, for not knowing what is in store and will be a surprise for us. I wish a friendly amendment would be considered to keep the change line item as it is. It's been that way for a while and a contingency for who knows what we really need to focus on with our heart. I'd like to pull it out and talk about it separately if we can't get a friendly amendment.

Hilary: I am not positive on what everybody wants to agree on. We've talked about taking out of the Spring Fling, personnel, and change line items.

Aaron: There was a discussion to lower the education amount. We talked about lowering the personnel amount, and we have funds left over from last year.

Jack: We are not depleting the contingency for this year.

Lisa: I propose to increase the membership amount to match the actual of \$3,625.

Peaches: For the sake of discussion I want to hear the proponents of education and change line items, but am not making a friendly amendment.

Sam: Starting with the Board Spring Fling, is there any objection to changing that line item?

Jack: We should change that.

Paxton: Fine by me.

Sam: For the Board personnel line item, is there any objection to changing it to \$30,000?

Jack and Paxton both said no.

Sam: Diane, do you have a proposal for the Board change line item?

Diane: I think we should keep it what it was, which would increase it on this budget.

Jack: It's per the budget. I'm not accepting anything on a friendly amendment right now on the table.

Sam addressed the proposal to increase the Board membership line item and Lisa confirmed so it can match the actual amount from 2018. Jack and Paxton agreed.

Spirit: Because we went above and beyond this year for what we normally do, such as the WOW Hall membership, that would be my only opposition to raising it.

Sam: The current motion is for the Board to pass the Board budget by removing Spring Fling amount of \$1,600, reducing the personnel line item to \$30,000, increase the membership line item to match the actual of \$3,625. Diane proposed an increase to the change line item, but there was no agreement so do you want to propose a friendly amendment?

Diane moved and Jon S. seconded to adjust the Board change line item to \$15,700.

Aaron asked Diane to describe how the change funds have historically been used, specifically the past five years.

Diane: It was created when the drug and alcohol-free event was official.

Jack: It was first created to put a second event on.

Diane: It was my understanding it was for mostly for the laws. Some of our money went toward the marijuana initiatives, Hurricane Katrina, Standing Rock, Egan Warming Center and two Diversity Task-force learning opportunities.

Aaron: Is that fund where we can take money from somewhere else if we need it?

Diane: Why not have our own fund to do those things? Why go looking for it somewhere else when we have had it in the past? It's a contingency fund for whatever comes up that serves our commitment to our mission.

Jen Lin: We have also used it in support of various ballot measures and political causes within our donation guidelines. They have always been used in ways that Fair family would believe in changing.

Paxton: To me, this has been our political activism line item where we want to be active for measures. Personally, I think we should use it this coming year and am inclined to go back to the amount budgeted last year.

Jon: I seconded the motion mostly to get more discussion. I know the Diversity Committee is trying to do a couple of learning opportunities between now and the time of the Fair. Those are costing us around \$2,000-\$2,500 and would eat up the \$5,000. The other piece I hope we have something for is the ballot initiatives. Folks will be starting this spring to get things on the ballot next year and that is historically a place we have supported. We gave money to the California marijuana legalization initiative. A few years ago, we gave money to a ballot dealing with restricting drivers licenses for non-citizens.

I know there will be ballot proposals for stopping state support to services to folks who are not American residents, and a lot of the right-wing stuff that is happening across the country. I would like to have some money in the change line item so that is some of these initiatives begin before the Fair event we can give some support. If someone will make a friendly amendment, I'm willing to do less than last year's amount but I think we should have more than \$5,000 so we have wiggle room there. With advocating for a lesser budget, I'm willing to go less than \$15,700.

Hilary: Sometimes we have to make choices. A long time ago, the Board decided to spend \$140,000 on the 50th anniversary. It's a big, unusual thing and we put in a lot of resources. We can't do everything every single year if we are going to do something exceptional. I think you should wait until after the Fair. I don't argue this line item has done a lot of good and the Diversity Task work has done a lot of great work. I'm proud of the political work the Fair has done. If we have a lousy year, maybe we can find some place else to trade off from. We are trying to make this budget reasonable, acceptable and responsible.

Lisa: Would you accept decreasing the amount to \$10,000?

Diane and Jon agreed.

Aaron asked for a friendly amendment to decrease the amount to \$7,500.

Diane did not agree. Jon S. said he would accept it.

Diane moved and Jon S. seconded to adjust the Board change line item to \$10,000.

Motion failed: 6-4; George, Lily, Spirit and Aaron opposed.

Jon moved and Aaron seconded to adjust the Board change line item to \$7,500.

Motion passed: 9-1; George opposed.

Hilary: When we sent you the copy of the Board budget in draft form, that was a really good opportunity to say let's change this rather than waiting until this moment.

Jack moved and Paxton seconded to approve the total Board of Directors budget as amended to \$161,425.

Motion passed: 10-0.

Jack moved and Lily seconded to approve the total Crew budget of \$1,025,847.

Jon S.: This is where the sheet we had with the passes becomes relevant.

Hilary: You are voting on the money.

Crystalyn: Historically, the Board does not vote on passes.

Jon S.: I understand that, but if you are increasing a crew size that's reflected in the food vouchers in the crew budget, correct? I understand you said some things are being shifted from Crew Services to Hospitality. I notice that Crew Service passes dropped by 15, however, Kitchen Hospitality passes go up by 42. Is that increase reflected in food vouchers, and what is the reason for the difference in the amounts?

Crystalyn: Prior to the 2018 event, we had meetings with Hospitality about increasing their hours. It clearly has to be phased in, but they will be opening a couple hours earlier this year and serving more breakfast-meal type food. Eventually, we'd like to get where they serve more substantial food so we can supplement food vouchers more with hospitality.

Jon S.: So, this is an increase in their budget. How much savings would it be if we kept the same level of service of hospitality as last year?

Peaches clarified the Entertainment Spoken Word food voucher and supplies line items increased for the Karamazov Brothers, and asked what the Team Survey Crew was.

Hilary: They conduct opinion surveys and other tasks, such working the in and out for Xavanadu in its first year.

Crystalyn: This year we are surveying people who camp inside the eight, and identifying neighborhood hosts. It will be a two-year process.

Hilary: In the total Crew Budget are crews with coordinators who have been recognized and appointed by the Board. Then there are the Teams who are considered more substantial than a trade pass and a little less than an institutionalized crew. Teams don't have appointed coordinators, so don't get that allowance. Teams have probably emerged from the GM Trade Pass list.

Peaches: The Crew Budget miscellaneous food voucher amounts for Officers, Fish Ladders and TicketsWest all show zero.

Hilary: Those are now represented in the GM food voucher budget. Our spreadsheets are getting better and better each year, so sometimes we can move those miscellaneous items.

Lynda: To address Jon's question, the total difference for the Hospitality budget increase that is not due to what they are taking over from Crew Services is \$6,691.

Jon S. moved and George seconded to reduce the Hospitality budget by \$6,691.

Member Jon P. asked if the switch from Crew Services to Hospitality includes the capacity to serve breakfast.

Crystalyn: The switch from Crew Services to Hospitality only involves the drinks that get made and are served to crews in the parking lots. Expanding the hours of Hospitality has to be phased in, such as being able to provide breakfast to Recycling at 4 am. This year Hospitality will open at 10 am instead of noon. Recycling has a breakfast provision in their supplies and services budget.

Hilary: I support an enhanced morning hospitality, as it will make everybody's food vouchers go farther.

Justin: There was a lot of thought put into this after last year's budget concerns surrounding food vouchers and where to best spend our money. As we move through ways to save money, let's do it as a family and figure out ways to expand Hospitality hours and diversify how to do more than just fruit and coffee and have substantial meals. I thought this was a really positive thing the Board talked about this past year when we talked about cost of food vouchers. I fully support this and hopefully we can get to a point where it's not just food vouchers but actually taking care of us.

Aaron: Personally, I think it's a good program and this would be the first year for an extended breakfast. My concern is that we may be increasing our food voucher amounts next year, and we would possibly have to reverse an increase this year.

Aaron asked if Jon S. would accept a friendly amendment to reduce the Hospitality budget by half.

Jon S.: I have no idea if that is feasible operationally, so I can't accept a friendly amendment until I know that.

Crystalyn: We get way more bang for our buck giving money to Hospitality versus increasing food vouchers. Making Hospitality a 24-hour operation is not going to happen overnight. What they are asking for, given the amount of people that go through there, is very reasonable. If we cut it operationally in half, they won't be able to provide the breakfast items like we are asking them to. We want them to serve more substantial foods around mealtimes versus having to continually raise the cost of food vouchers.

Spirit: I would like to speak against lowering the Hospitality budget, especially when there is a gap between when we have crews start Thursday morning and when Hospitality serves lunch. They are not getting fed in the morning so some are just literally donating four hours of their time for a labor of love. I support this and know Crew Services and Hospitality are pretty impeccable with their money so I support the full amount.

Hilary: I really support helping volunteers get fed better and this is a cost-effective way in getting them breakfast and coffee before they go on shift. They can use their food vouchers for a more substantial meal. I think in the future we need a more comprehensive solution, but to give people breakfast choices that you can bring your family to and the entertainers can come to is a cost-effective way to help.

George: We don't really shut out any members, do we, or would we technically?

Crystalyn: Technically speaking you would have to have a crew or teen wristband. Technically speaking, booth wristbands are not permitted into Main Camp during the event, but that does not mean it doesn't happen.

Lynda: I have to shout out to Hospitality for all that they do. This is cheap money for what we are going to get out of it.

Paxton questioned if moving the drinks from Crew Services to Hospitality was the entire drink operation and Crystalyn said Crew Services would still be delivering them. Paxton was opposed to the amendment.

George: I think the solution to the whole food voucher thing and how volunteers are supported and served out there is a large question and demands a more comprehensive kind of review up to and including the capacity for that kitchen to serve meals over a long period of time. There are barriers to be addressed, and reviewing how we think about food vouchers in general. I think food vouchers are the grease of the whole thing. People love to eat at the Fair and they love to eat the things that are available at the Fair. To continue to support that is also important. I see where this is going but what I fear is often stop-gap measures become permanent things. I'm going to vote for this measure (as moved by Jack) but I feel it requires a larger and more strategic plan to think about this as holistic. This is the place to start but I don't want to stop the process of moving the budget tonight.

Jon: I want to make it clear that my making this motion is not a reflection of whether I think expanding Hospitality is a good or bad thing. Again, I'm looking at this is an additive thing. I'm looking at trying to find savings in the budget. This is not taking away something that is already being done. Basically, it's in effect postponing this so we can save the money in this year's budget. I want to make it clear, this is not a reflection of opposition to the idea of expanding Hospitality. It is simply that I'm looking to save money this year and try to get the budget so it's not as much in the red as it currently is.

Amended motion failed: 1-9; Paxton, Diane, Justin, George, Lily, Spirit, Aaron, Peaches, and Lisa opposed.

Jon moved and Peaches seconded to remove food vouchers from the Fish Ladder Team budget.

Spirit: How are we expecting them to eat? They are an operating team.

Crystalyn: As I said last year, I think this would be a much better conversation to have outside of the Budget meeting in a very public room. We have volunteers who work really hard and if there are people who don't think that is what we should be doing, then it's a much larger conversation than we have time for tonight.

Bryan: I've worked with the Fish Ladder before and while I appreciate what they do, I personally

don't see the bang for the buck on the Fish Ladder. We have path rovers and a Sweep doing the same things. I see no real point in the Fish Ladder, so maybe downsize them because how many people are they catching?

Crystalyn said the Fish Ladder catches 70 to 80 people a year.

Jon P.: I talked to a lot of people, just this last year, who were caught by the Fish Ladder and I think they are actually doing a good service. Just the knowledge that they are there in the community helps reduce the inclination to get by. If they are working, they should get food vouchers.

Hilary agreed if they are working, they should get food vouchers. If you want to make a major operational change like this to Security, this is not the way to do it. You have to be talking to Charlie Z. who was running them, the BUMS and Operations. It's micro-managing Operations in an underhanded way.

Amended motion failed: 1-9; Paxton, Diane, Justin, George, Lily, Spirit, Aaron, Peaches, and Lisa opposed.

Restated: Jack moved and Lily seconded to approve the total Crew budget of \$1,025,847.

Motion passed: 10-0.

Jack moved and Diane seconded to approve the total Culture Jam budget of \$57,000.

Crystalyn: We can remove the shower and toilet line item of \$2,000 because that got included in the Site Manager budget.

Jon S.: Is the kitchen line item for the mobile kitchen? I've raised this in the past, and if we are going to be spending \$13,000 each year for a mobile kitchen for Culture Jam, we really ought to think at some point about investing in one. I know the talk was, well we are going to have our community center built and have a permanent kitchen. Well, that is clearly not on the horizon. I can easily see spending this \$13,000 a year over the next three, four, five, six years. I don't have a motion to make but I really think we need to be looking at a permanent solution, even if it is a mobile kitchen that we own and are not renting every year. This is a requirement for Culture Jam based on the SUP that permits us to have that event. It's an awful lot of money to be shelling out each year to rent.

Robin: The reason it says \$57,000 here, and then the other number you saw before is the income, fees and donations. We brought in \$30,000 this year.

Shane: I want to second what Jon S. said. It's hard to get a mobile kitchen, especially when fire season kicks off early. Maybe not this year, but in our long-term planning we should consider buying mobile kitchen.

Motion passed: 10-0.

Jack moved and Justin seconded to approve the total Administrative Assistant budget of \$29,550.

Peaches asked why the utilities line item went down.

Stephanie: We come in under year after year.

Motion passed: 10-0.

Jack moved and Paxton seconded to approve the total Site Manager budget of \$264,950.

Jon S.: Do you have an idea of what portion of the Site Manager budget reflects the cost you have incurred since the purchase of the winery?

Shane: I don't have all the complete numbers with me. We did build this budget with the winery in mind. Some of the increases are for garbage and utilities going up, and are about \$1,800 a month. The phone and internet for the winery are also built into this budget. Part of the long-term planning needs to include what we will do with the house and probably will have to spend money on a roof and other repairs.

The rental line item increased due to needing a rental equipment to clean the roof of the winery building. We don't have 40-foot ladders and would be too dangerous to send somebody up one. If the gutters aren't clean, the water gets into the building and that has been a problem. As soon as this budget is passed, that will go into the rental of that equipment for this purpose.

There was a lot of consideration to include the winery in some of this. You can look back and see the historical changes and it didn't go up all that much. The biggest expense is our Honey Bucket contract that will be renewed for another five years.

Jon S.: Will the maintenance cost for the winery building come from this or a capital expense?

Shane: I'll be pulling the maintenance costs from the structural repair line item which is \$9,000. Last year I used all of that and do foresee that line item increasing after the 50th and once we decide what we are going to do with the winery.

Aaron: Regarding the outhouse line item, it looks

like \$113,000 transferred from the GM budget to the SM budget, and that is \$13,000 less than the expense, so are they really that much more?

Shane: The increase in the outhouse line item is for the picnic, Culture Jam and year-round maintenance of the Honey Buckets currently out there. Plus, Honey Buckets increased by three and a half percent for this year's contract.

Aaron: The total increase is \$126,000 but only \$113,000 came from the GM budget, so where did the rest come from?

Crystalyn: Outhouse costs were in several different line items previously.

Peaches: I am wondering if you have to bring out consultants, contractors, or engineers where those costs would come from.

Shane: As example, often times the Dance Pavilion consultant costs came from their capital project fund. What needs to be done now with Dance Pavilion is likely going to come out of the SM budget and contingency.

The stuff we are working on with the county, whether we need an architect or engineer to stamp off on all the documents, will come out of the designated funds. We are getting ready to turn in a package that took more time than we anticipated because hiring volunteers takes longer than hiring contractors to do it. But generally, I take it out of contingency or miscellaneous expenses when I am faced with those things.

Spirit: For the outhouse line item, does any of that include more of the alter-abled type?

Shane: Yes, in looking at the 2019 event and anticipating a certain amount of increase over normal years.

Spirit: Is the dust control line item for water?

Shane: It is for lignin oil.

As a correction, the temp employee line item of \$15,000 has been moved to GM payroll.

Spirit: I was wondering if that was for the temp we are hoping to acquire at some point, or the folks like Durwin who helped.

Crystalyn: I budgeted in payroll for a temp employee through an agency, but we can change that.

Jack moved and Paxton seconded to approve the total Site Manager budget as corrected to \$249,950.

Motion passed: 10-0.

Jack moved and Paxton seconded to approve the total General Manager budget of \$1,155,750.

Lisa declared a potential conflict of interest as she is employed by White Bird, which is the medical contractor for the Fair.

Spirit declared a potential conflict of interest as she is employed by Fair for t-shirt printing.

Crystalyn: We can reduce the 50th / Spring Fling at McDonald line item from \$8,000 to \$6,235 because \$1,765 was already approved by the Board.

Jon S.: I know that we have approved other sections of the budget, but as we are getting ready to vote on the GM budget, I realize the 50th anniversary is scattered all through the budget. I was hoping to have some discussion about the 50th anniversary budget in total. I'm not sure what to do about that because we already approved the Crew budget. So, all the 50th anniversary stuff in the Crew budget we have already approved. At this point I'm thinking of voting against the entire budget because I feel like I still want to talk about the 50th anniversary budget. I did not realize that it was divided up in all the separate budgets. So, I will be voting against the GM budget and will be voting against the whole budget unless we have an opportunity to talk about the anniversary budget as a total.

George: I have a question about the GM medical contract. Is some of that money for the shared equipment we are going to help purchase?

Crystalyn: Yes, and some of that is also for EpiPens, which are incredibly expensive. The Fair uses those in vehicles and onsite year-round. Some of it is our ongoing contract with White Bird, and \$2,500 of it is splitting the cost of equipment for the expansion of Little Wing.

Spirit: I apologize if this is redundant, but I am curious about the contingency and miscellaneous 50th line items and wondering if those are still accurate?

Crystalyn: The contingency line item is for things like generators and emergencies. This year we have budgeted for generator rentals separate from the contingency line item, which is for an unexpected crisis. The miscellaneous 50th line item is for all sorts of things.

Lily: Recently we used contingency funds for some training, and that was a good use of that money.

Aaron: I notice last year we spent \$18,000 for advertising and had budgeted \$25,000. This year the advertising budget \$30,000. Is there a reason for that?

Crystalyn: We are spending more on advertising this year, especially for online advertising. Historically we have spent a little bit on TicketsWest for help

with online advertising, and our return on the dollar is very good. We anticipate more advertising given the anniversary and in the hope to sell more tickets.

Aaron: To address the miscellaneous 50th line item, we had the 50th budgeted into every single crew and every possible place so do we really need \$7,500 for miscellaneous?

Stephanie: Already we have crews or projects saying they have gone over budget, so there are all sorts of things. We do our best when budgeting but things happen.

Peaches: The miscellaneous anniversary line item amount was already passed in the 50th total budget that passed in September.

Hilary: Around this topic, if the miscellaneous 50th line item is used for different parts of this budget that we are going over, then I can understand it. There aren't a ton of things in the Crew budgets, it is mostly in Entertainment. Five thousand dollars is for a permanent display of our posters. I have problems with some of the crews and projects coming back to us to ask for more money. One of my major concerns with the anniversary budget is that people administering it haven't had any budgetary responsibility. I really want them to work with the budget that was given and not think there is an endless amount of money available.

George: I have a question about the GM total line item negative amount of \$38,719 and what that is for?

Crystalyn: That is the total amount of variance in the GM budget from 2018 to 2019. The additional column next to that with a note of it being part of the 50th budget is incorrect.

Spirit: Going back to the 50th, I'm feeling conflicted in that we don't want people coming back to ask for more, so should we look at reducing some things or would that put you in a hot spot?

Jack: Historically, as we get closer to the Fair event, we have budget adjustments and it will be up to us to hold the line. Anything built in here now is built into this budget. So, if management get questions and they are referred to the Board, then that will be ours to decide.

Crystalyn: I hope we don't spend the whole miscellaneous line item amount, but similar to having a contingency line item, we will be judicious. All the anniversary expenses will go through the Fair office and we will be really cautious.

Aaron: To what Jack said, the buck stops with the Board if Crystalyn goes over budget and doesn't have any money. So, the other question I have is, as people are spending their funds, is someone tracking it and seeing if they are on track so they don't get too far into it and overspend?

Crystalyn: Staff works closely with all coordinators regarding budgets. The GM does have authority to authorize crews to go over budget. We are careful about situations like that. It's also written in the GM job description that the GM has authority to go over a certain amount in a non-emergency and certain amount in an emergency. I utilized that authority when we needed generators, and didn't have time to go to the entire Board but pulled Hilary, Jack, a QM, Shane, and Stephanie and we talked about it since it was going to be a significant amount of money. We talked about various options.

Hilary: We wrote the 50th Committee and gave them instructions on how to purchase, to direct it through the office to do the acquisition. We aren't giving credit cards or charge accounts.

Stephanie: Your financial report you get every month in your Board packet will show on each of these lines how much people have spent to date.

Firecat Tom: We are spending money on the 50th and we are going to increase our ticket sales. But there has been a lot of discussion over the years about how big does the Fair want to get and how big do we want to grow? The expansion of the Xavanadu loop was to relieve the pressure on the rest of the Eight. It was not to make the Fair bigger, but to make more space in the Fair for all of us. If we wanted to save some money, we should reduce our advertising because we don't really need to sell more tickets if we are not really wanting to grow. I understand we want to grow in order to make more money, so that's a balance for you all to figure out.

Crystalyn: To respond to that, we still to this day do not sell as many tickets as we did in the mid-1990s, not even close. When we budgeted for Xavanadu, I remember Hilary saying if we are going to be doing this, we need to be having our yearly ticket sale average be more at 50,000 versus 45,000. We keep growing internally and unless we want to drastically increase the costs of things like SO passes and parking stickers or we want to look at our internal growth, we have to sell more tickets in order to sustain it.

Jack moved and Paxton seconded to approve a total General Manager budget of \$1,038,985 after correcting the Spring Fling line item, and removal

of the medical and t-shirt line items.

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

Paxton moved and Diane seconded to approve the GM medical contract line item total of \$81,000.

Motion passed: 10-0; Lisa recused herself, so Jack voted.

Lily moved and Peaches seconded to approve the GM t-shirt line item total of \$34,000.

Motion passed: 9-0; Spirit recused herself and Lisa was not present to vote.

Peaches: I want to bring up that we are using half of the winery for parking. If we can park more cars, we can bring in thousands of dollars.

Jon S.: We have not approved the income side of the budget yet.

Hilary: Yes, you did back in November.

Crystalyn: We are increasing the number of vehicle stickers we print and allocated more to the winery and to crews. We can fill it up. The more we encourage people to bring their car, the more will. But what do we do several years from now? We are slowly increasing it, plus it's an added workload for Traffic and Lot Crews.

Jon S.: I want it to go on record we found \$37,000 in savings in this budget. I don't like the way we do our budget because we do it in pieces. We never have a discussion with the Board about a thing in its entirety. I think that's a serious deficiency. It makes it difficult for me to feel like I am carrying out my fiduciary responsibility under the law to this organization.

Next year I don't see us approving a budget like this because this is an operational budget. I don't see us going through this budget line item by line item, because those are operation decisions. The budget that we approve as a governing Board needs to be different than this. I hope we can form a Board Financial Oversight committee that consists of Board members and can address how we want to approach the budget as a governance Board. I hope we can answer that in time, before next year's budget cycle.

Peaches: I understand we have just approved the budget, but I'd like to let Lynda speak regarding what we are going to do in the future with some of our revenue projections.

Lynda: A way to change the bottom line is not just to decrease the budget but to also increase revenue. We allocated more this year but even with that increase we might park half of the winery. We bought a really expensive parking lot, why are we not parking it? When Valhalla had that property, we didn't tell them to limit how many cars they could park there. Last year we under-allocated to some groups and this year we have increased the number of parking passes being printed, but the amount is still spread out across the crews.

Volunteers are going to get fewer parking passes this year. It's a really hard message to tell someone who is parking cars in the winery and sees this acreage of land that you can't get a parking sticker, even though you are volunteering. I understand we want to think about the future and we want our property for other things besides parking cars, but I don't understand why we can't nudge the line in the sand a little bit more for relieving some of that parking pressure for our Fair family. I know we are supposed to carpool and we don't want to send a message to encourage people to drive, but to be realistic when we grow, why would we not take money for more parking instead of them parking across the street and paying someone else to park their car.

Spirit: I agree with you, especially with the volunteers. Everyone does talk about parking and about how easy it is. I do have some crews where there are many from out of town, and I'm glad to see we are increasing that as needed because we are getting pretty full. Going back to reducing our expenses, looking at projections for the 50th and commemorative sales, I was hoping that number might go up.

Hilary: We hope it will too and there is other revenue that is not yet reflected in this such as Oregon Community Foundation, grant giving and donations, other than what goes to Culture Jam.

Paxton: I want to advocate for a second Financial Planning meeting. We talked about this for years, where we can really talk about some things, and I'd really like us to do that.

Jack thanked the Board for going through the budget. Kimmo thanked Sam for facilitating the meeting and Robin thanked the Treasurer, Co-treasurer, and the Budget Committee.

Spirit said she still wants to talk about how the Board is informed of operational spending in the future as the Board moves forward.



BOARD OF DIRECTORS' MEETING FEBRUARY 4, 2019

7 pm, NW Youth Corps, Columbia Room
(subject to approval by the Board at the March 4, 2019, meeting)

Board Directors present: Aaron Kenton, Cynthia "Peaches" Peachey, Diane Albino, George Braddock (First Vice President), Jack Makarchek (President, alternate), Jon Silvermoon (alternate), Justin Honea, Laurel Blaser (Second Vice President), Lily Harmon-Gross, Lisa Parker, Paxton Hoag, and Spirit Leatherwood. **Board Officers present:** Hilary Anthony, Lynda Gingerich, and Kimberly "Kimmo" Howard. **Staff present:** Crystalyn Autuchovich, Mary Callaghan, and Stephanie Talbott; and 30 members and guests. Sam Rutledge facilitated the meeting.

This Board of Directors 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 oregon-countryfair.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

Board committee best practices — Peaches
Revisions to ED job description — Jon S.
Membership involvement policy — Aaron
Coordinator Policies and Procedures — Spirit
Appoint Breeze Powell Spivey as Co-coordinator to Xavanadu Movement Team — Lily
Partnership with Emerald Media Group — Jon S.

Jon S. moved and George seconded to move revisions to ED job description from new to old business.

MEMBERS: Michael James Long questioned moving from new to old business without any introduction or reflection by Fair family.

STAFF: Crystalyn clarified ED job description was not being voted on, only the draft was being revised.

BOARD: Jon S. said our consultant for the ED search has made some suggestions for clarifying some language, and feels we should make those changes before we post the position, hence the need to act on it tonight.

Motion passed: 10-0.

Aaron proposed a Membership Involvement Policy and asked for members to provide her feedback prior to the March 4, 2019, Board meeting:

The purpose is to provide avenues of information exchange directly between the bodies involved and the membership while protecting the privacy of each member's contact information.

It is an Oregon Country Fair policy that decision-making bodies — including, but not limited to, committees, task forces, the Board and management groups — solicit input from the membership throughout the phases of development of ideas and processes whenever time allows and the subjects are not confidential.

To support this effort, the Board directs staff to assist these bodies by using the most current technology available to directly contact the membership through our current membership structures regarding topics under discussion. This outreach is in addition to invitations to meetings, announcements in the Fair Family News and minutes.

Spirit proposed Coordinator Policies and Procedures and asked to include the following in the minutes:

Motion regarding coordinators: (intends to develop and refine policy)

In effort for a collaborative process in shaping policy and/or implementing bylaw changes, the Board directs the Management team, or members thereof, to work with the Coordinator Resource Group (CRG) to develop Coordinator Policies and Procedures (CPPs), including but not limited to:

1. Define the basic roles, responsibilities and scope of authority for coordinators in managing their crews.
2. Explore and refine the coordinator appointment and dismissal protocol.
3. Recommend a protocol for dealing with issues, including the potential for progressive disciplinary

action that may result in verbal/written warnings, probation, suspension and/or dismissal from volunteer position.

4. Determine a mechanism to both present expectations to and conduct evaluations of coordinators.

* The Oregon Country Fair Board of Directors will provide Operational support until policies and protocols are determined and in place.

** The Board will conduct a review of these changes in 12 months' time from the date of implementation; with a request for feedback and recommendation to either maintain or amend changes.

Jon moved and Laurel seconded to move partnership with Emerald Media Group to old business.

Motion passed: 10-0.

Announcements

Lily: On March 2 and 3, 2019, CeDaR and grievance process folks will host a Conflict Response Skill-Building Retreat at Alice's. There will be a potluck Saturday night.

Arbitrator Training is scheduled on Sunday, March 3, from 1 pm to 4 pm. For more information or questions, email lilyclearwater@gmail.com.

Bill Kunerth of Emerald Media Group: The Daily Emerald is the University of Oregon campus newspaper, which is an independent, student-run media organization. We want to propose a partnership with OCF to produce a hard-bound book for the 50th anniversary. We do not want a budget or resources. We have the expertise, designers, writers and marketers to ensure a quality product which can bring revenue to both organizations.

Newspapers are struggling these days and we are looking at other ways to generate revenue. We can share the profits with Fair getting 25 percent, and any profits we receive will go directly to sustaining the newspaper. We can negotiate, and know it is a small timeline to work with a Fair consultant to produce. We have the workforce to do it, but would need to start this month.

Jon S. moved and Laurel seconded to add discussion about partnership Emerald Media Group to new business, and move it from new to old business.

Motion passed: 10-0.

Jon P.: The WOW Hall meeting moved up to April 3, 2019. If you want to run for the WOW Hall Board, you need to have an active membership by March 3, 2019.

Yah Mon Peter: Thanks to everyone for helping with my birthday benefit for the Egan Warming Center. We had almost 300 people and raised \$900.

Firecat Tom: The coordinators of Fair have been working on choosing coordinator representatives and have 10 people "in the hat." We are working on a timeline for coordinator representative terms and a mission statement. We will also put out an online survey to finalize it, to be announced.

Dick: To add to the coordinator representative information, we created a forum on the internet because email conversation was difficult for some to participate in and was hard to follow. We used email to solicit participation and brought in 146 coordinators into the forum. The survey asked three questions and the participation results are as follows:

We had 56 coordinators complete the survey, or 64 percent of the forum participants. On selecting the group of coordinator representatives, 84 percent of the survey participants voted yes. On a timeline for representative terms, 95 percent voted yes. On the method of responsibility for the coordinator group, 96 percent voted yes.

Jain: Announced Art Bingo on February 10 to benefit The Kareng Fund.

Laurel B.: Advised she may have to leave the Board meeting early due to icy road conditions.

Staff Reports

Crystalyn: Some sad news, Mayor Sandra Larson from the City of Veneta passed in January. She was a huge advocate for OCF and a very large partner. It is a huge loss for Veneta and us. She was an amazing, fun woman, an incredible leader and our thoughts go out to her family.

Steven Durkee resigned as a coordinator from Construction Crew. He will still be participating in Fair. A huge thank you to him for all of his work!

A big thank you also to the coordinators who helped with the Coordinator Resource Group proposal, as it was well received, and thanks to those people who have taken the lead to get things written down on paper. Due to feedback about how the coordinator representatives would be chosen, man-

agement handed it over to coordinators to figure out.

Since then we have received several coordinators express concern with over how it is working out and feeling fear about speaking their opinion. I hope that this can change so that all coordinators are able to be heard and adequately represented in this advisory group.

There are proposed changes to Lane County codes around campgrounds. Shane and Stephanie did an outstanding job in gathering the OCF surrounding campground neighbors, and we were able to come together as a community and show the county commissioners how we can address the proposed items to change.

On a personal note, I was very sick last month with the flu and had some personal matters. I am working on getting caught up on emails as soon as possible.

Shane: Crystalyn and I met recently with Fire Crew, members of LUMP and VegManECs, a watershed oncologist, a representative from the Nature Conservancy, and a Fire Council representative to talk extensively about prescribed burning on the Fair site. Burning has been happening for generations for the benefits of maintaining and keeping the ecosystem healthy, such as more wildflowers and helping the oak and ash tree savannahs. It's an interesting concept and would be beneficial to our large property.

Volunteer architects, our permitting team, have been coming onsite to collect more data on fasteners and booth designs. We are very close to a package submittal. Thanks to Kirk Schultz for helping to move forward with providing fastener, lock and bolt information.

I am searching for an engineering testing company to check the piers on the Dance Pavilion, but am not having much luck. We are thinking about purchasing a dynamometer to do the testing. We are working with an engineer for the first round of calculations, and will submit it to the county for permitting.

The road vacation is moving along slowly. I think we will have something into the county by later this month and that process should be done before the Fair this year.

We were successful with the county commissioners regarding significant proposed changes to camping ordinances affecting the Fair and surrounding campgrounds. Crystalyn and I started working on it in October. Thanks to Stephanie who helped gather the campground neighbors, and Heather and Robert McCarthy for helping us make connections with our surrounding neighbors. We will work collaboratively with our neighbors and surrounding campgrounds regarding emergency response, traffic and noise issues. We will meet again with the commissioners and other community stakeholders about how to remedy their perceived issues.

We hired a temporary employee from Staffing Partners who is doing a fantastic job. Jeff is happy with him, he is a quick learner, has attention to detail and is motivated.

Management continues to meet with Recycling about our compost process and program. I'm working with Ann Bennett Rogers to get the winery soil tested.

Jon S. expressed appreciation to Shane and Stephanie for their help mobilizing neighboring campgrounds and fending off the adoption of an ordinance that had some implications for us. Diane also thanked Mouseman and Heather for helping at the county hearing. Paxton said it was one of the most impressive county commissioner meetings he has been to and thanked everyone who contributed. We were better organized than others who showed up and it paid off.

Shane said the memorial service for the City of Veneta Mayor, Sandra Larson, was to be held February 10 at Fern Ridge Middle School.

Stephanie: We have another neighborhood campground meeting planned because our work is just now beginning. We really have to address our common issues, such as traffic on Suttle Road. If you are entering the Fair from Suttle Road, consider going west on Highway 126 and taking a right onto Suttle Road, then a right onto Fair property. We are working with ODOT to get Maple Gate opened on Thursday, since that is also the day that campgrounds load in.

In January, I went to an Oregon Cultural Trust meeting and their board voted on honoring the OCF with the title Oregon Heritage Tradition. The title is for organizations that have been around for 50 years or longer. We are in good company with the Pendleton Roundup and Rose Festival.

We started our promotion efforts and Kari is working on social media posts such as Facebook and Twitter with information about Entertainment and Teen Crew applications. Pat from Vox Media has been reaching out to larger publications like

the Washington Post and Rolling Stone about our upcoming 50th.

In addition to working a lot on budgets, Cliff from IT Crew has been talking to Spectrum about possibly getting fiber internet service at Fair site that would increase the internet speed and capability.

Mary: I observed and help out with my first budget process and was great to close the loop on that whole cycle. A lot of hard work went into this budget process.

Endowment applications are in and the committee will be making decisions this week.

We have Shawn helping out with the video recording of the Board meeting, and it's a big help.

The office is heating up with excitement for the 50th! If you are a new or existing coordinator, please provide your new or updated contact information to the Fair office.

Robin: I'm back from my sabbatical — and it was so important for me. I want to thank this organization for seeing the value in this employee benefit. Sadly, I wasn't able to get out of town because of my mom's frail health. She's now 88. I was able to meet all the goals I had set out for myself though — some in other ways than planned. I feel I have a lot to bring back to the Fair to enrich my work. I also feel grateful because I was able to spend the kind of undivided, quality time with my mom that I will never regret. This was invaluable. So again, I thank the Fair for making this possible.

I want to extend a special thank you to my co-workers who took care of things I couldn't. Although I checked email periodically and came in to handle critical pieces, they kept the daily wheels turning and I appreciate that. Aside from hitting the ground running when I got back and putting key pieces in place for Culture Jam right away, I want everyone to know that Culture Jam is offering full scholarships to youth in grades 8 through 12 to attend the PeaceJam conference at the University of Oregon on Feb. 16 and 17.

PeaceJam brings young people together with Nobel Peace Prize laureates. This year's laureate is Liberia's Leymah Gbowee, who was key to ending Liberia's second brutal civil war in 2003 by reaching out to the women in Liberia — Christian and Muslim — to come together in peaceful protest. This peace movement helped end the war and helped elect the first woman president in Liberia's history, her collaborator, Ellen Johnson Sirleaf. Thanks everyone. I love you.

Committee Reports

Bylaws and Election Committees: Paxton said this is the report for our first meeting. We have much more to work on. Member feedback, comments, and suggestions may be sent to: elections@oregoncountryfair.org

This report summarizes our group discussion and has some preliminary suggestions for the Board to consider. Please note that the members of the Bylaws and Elections Committees come from a wide variety of Fair backgrounds, including booths and crews.

Regarding the following advisory measure (October 2018 received 1,232 votes agree, 304 votes disagree):

We recommend that the OCF develop plans/process that allows for Fair family to register to vote when they collect their wristbands at the Fair.

* *We believe this would allow for the Fair family to be better represented.*

* *We believe this increase membership/voter turnout.*

* *We believe the mail-in process must continue.*

* *We believe this will increase the number of registered voters and hopefully, allow them to become more engaged in our process.*

* *We respectfully ask that this recommendation be discussed with any subcommittee and with the membership and that it should not be ignored or buried if it passes through the election.*

Group discussion of this advisory measure included the following points:

* Most everyone at the wristband/registration sticker booth is eligible to vote if they sign up.

* Not everyone knows that the OCF elects Board members at the October annual meeting and that one needs to sign up to vote for the Board.

* Forms to sign up as a voting member are available at Quartermaster pre and post-Fair, and at Info booths during the event. Membership forms are also available throughout the year at oregoncountryfair.net.

* GOTV (Get Out the Vote team, not a crew) works pre-Fair signing up OCF voting members.

* Pre-Fair at the Sticker Booth is quite hectic with long lines in weather that can be challenging for many Fair family members. Most wish to complete the process as quickly as possible and would not appreciate any delay, including adding questions about membership. There were heat stroke concerns

last year. We think that including membership forms on already limited counter space is not feasible for many registration groups.

Our suggestion is to provide a covered, shady space, in or near the Wristband/Registration sticker booth pre-Fair, for GOTV or other volunteers to provide membership forms and a seating area to fill them out. There could be a locked box for returning completed forms if there are times when this area is not staffed. We also think that civic education could/should be provided to inform potential voters of the Fair's nonprofit structure that includes an elected Board of Directors. We agreed that one of the responsibilities of a crew coordinator or booth representative is to educate their members about the structure of the organization and the possibility of becoming a voting member. This education could also include a Spoken Word presentation by Board members or other volunteers during the Fair.

Regarding the other advisory measure (October 2018 received 853 votes agreeing and 647 votes disagreeing):

Recommendation for OCF Bylaw Change — Change Candidate Declaration Date:

We, the undersigned being members of the OCF request that there be a resolution added to the ballot for the annual meeting of the membership. It is hereby resolved that:

We recommend that the candidates who intend to run for election to the Oregon Country Fair Board of Directors declare themselves by June 15 (or some date prior to the actual dates of the Fair) of the election year and we will accommodate a candidates forum during the Fair so that our "family" can have time meet, ask questions of and evaluate future BoD members.

** We believe this would allow for the Fair family to have better access to and knowledge of the candidates.*

** We believe this increase membership/voter turnout.*

** We believe the mail-in process must continue.*

** We respectfully ask that this recommendation be discussed with any subcommittee and with the membership and that it should not be ignored or buried if it passes through the election.*

Discussion of this advisory measure included the following points:

* The bylaws do not currently include a deadline for declaring candidacy. A person can choose to run for the Board at any time before the annual meeting. Group consensus was that a deadline should not be added to the bylaws. Candidates might be encouraged to declare earlier without a bylaw change.

* The only deadline in the bylaws is for getting items on the agenda 55 days in advance of the annual meeting. We recommend no changes to this or adding additional deadlines to the bylaws.

* Some people would have time during the Fair to participate in a candidate forum and others would not be able, due to their Fair responsibilities. This group thinks this creates inequity for voting members who could not go to a forum.

* We are not convinced that non-event business is a good use of time, energy, and space during the event, even during non-public hours.

* Election deadlines are not policies, they are operational decisions.

* Education/information about the structure of the Fair as a nonprofit organization with an elected Board of Directors could be provided in many forms during both public and non-public hours.

Our suggestion regarding this petition is not to add a deadline to the bylaws and to work toward education about the structure of the Fair as a nonprofit with an elected Board of Directors.

This work group of the combined Bylaws and Election Committees looks forward to working with an attorney with knowledge of nonprofit law and OCF customs, culture, and values as we consider what bylaw changes might better serve us in the future. (We miss you, Russell!)

Diversity Task Force: Diane said the task force will now become a committee. While the DTF was not able to accomplish all that was mandated in the Board motion that created it, its members have worked hard toward that goal. The realization that diversity issues including inequity and inclusion will not be solved in the timeframe of a task force, led us to forming a committee to work toward the solution. The task force handled many learning opportunities which were open to all Fair family and brought a greater understanding of cultural appropriation and white privilege.

The Diversity Committee is looking for new members and hopes to get a broad spectrum of Fair family represented to get education moving both ways. We will also have more learning opportunities. Based on work with other nonprofits, we feel the Fair is behind and we need to up our game. If you want to join the Diversity Committee, please apply with the Fair office.

We also want input on creating a few questions

for the Executive Director search candidates because having someone who is competent in diverse issue is going to be important. The next Diversity meeting will be Monday, February 25, at 6 pm at the Fair office.

BOARD: Aaron asked for clarification about how the Bylaw and Election meeting minutes are being publicized and whether they would be posted on the .net site. Paxton said the minutes can be published and will be provided to the secretary or Fair Family News.

Elders Committee: Elders meeting minutes are published on the .net site.

Path Planning: Paxton said they held their subcommittee roundup in December and discussed smoking sections. Progress on refining these spaces will be made in the coming months.

At January's meeting, Sandra Bauer presented specifics on two or three craft demonstration booths for the 50th. Multiple site options were considered. The group approved a motion to create a craft demonstration area at Black Oak Park. This pocket park by the sauna offers power, water, access and room, along with the invested interest of the Ritz.

Still Living Room reported they have voted to keep their current space and expand. The next Path Planning meeting was February 17 and included a GPS mapping overview.

KOCF: Dean said KOCF is moving. We have surveyed the interference in our broadcasting area, consulted with our engineering team, and have been given the green light by our Federal Communications Commission consultant. We have decided to move to a different frequency. In April, KOCF will broadcast on the new frequency of 92.7 FM. This change will signal the beginning of a number of steps and expenses that will happen over the next 18 to 24 months to increase the listening area of the station and ultimately set us on a path to gain full-power status with the FCC.

Our current transmitter location at the Lane Fire Authority fire station will continue for the foreseeable future, but we will also begin to develop a new transmitter infrastructure atop Bolton Hill at the Veneta water tank site. Transmitting at this new higher elevation will improve the distance our signal can travel. In radio, height makes might. The new frequency will ensure we don't have an adjacent station interfering with our signal.

To help facilitate and fund these changes, our Development Coordinator and Program Director Andy Goldfinger has scheduled fund-raising activities each month between now and October. Once we have switched over to our new frequency, we'll also be working to increase our underwriting sales and to increase our asking activities for support from our listeners. We've estimated this plan encompassing the next two years will likely cost in a range of \$7,000 to \$16,000.

As part of our fund-raising strategy, we have requested a matching grant from the OCF Budget Committee via the capital projects request. I'm asking for your support on that request. It is the intent of the station operating volunteers to raise about \$10,000 over the next 24 months. Based on our history, I believe we'll not only reach that goal but will likely surpass it.

The following are the KOCF fundraisers coming up in the next few months:

You're Cure for the Valentine's Day Blues was held February 17.

KOCF Welcomes Spring with a Meet and Greet — Thursday, March 21 from 5 pm to 8 pm at the Broadway Grill in Veneta.

Transmitter Fund-raising Party —Saturday, April 20, 8 pm at Whirled Pies in Eugene.

Mother's Day Live Broadcast — Sunday, May 12, from 9 am to 2 pm at the Broadway Grill in Veneta.

BOARD: Jon S. asked about matching grant information and if KOCF had a monetary value. Dean said the maximum cost is difficult to project, not knowing what the FCC will do, as they only open applications for translators about every 15 years. KOCF is holding another frequency for once we end the current permit. If we can get all the pieces in place, it will cost about \$16,000, so we would ask the Fair for \$8,000.

Personnel Policies Committee: Jon S. said the three committee members want to continue to serve and there will be a motion later to address the committee's composition. We would prefer to give the Personnel Policies and Procedure manual to our HR consultant for their assistance with splitting out policies versus procedures.

Executive Director Search Committee: Jon S. said they secured the assistance of a consultant for the search process. The committee or subcommittees are continuing to meet weekly, are working on a timeline, and hope to have a recommendation to the Board by the June Board meeting. We will have

opportunities for the Board and members to give input and interact with the finalists, but are not sure how it will look yet. We hope for it in mid-April to mid-May, but it depends on how things progress.

We are working on a recruitment strategy now and have sent out some messages that if anyone knows of someone who would be a good ED candidate, to send their name and contact information to Board member Lily via email, lilyclearwater@gmail.com. It doesn't need to be someone who has expressed interest, but if you think they would make a good ED, we will have a process for making contact with them about the job. We will incorporate people's suggestions into a master list.

LUMP Committee: Per an email, we discussed the gray water engineering study capital project. Dennis will draft a proposal for the Budget Committee this week, possibly including information Paxton brought us about a treatment system being auctioned off by the Port of Astoria, including a comparative analysis of the top systems, advantages and disadvantages, cost of maintenance, clarifying that the long-term purpose is to reduce trucking water in and off site, and save money. Anna reminded us there's funding available through Peach Power, too.

We discussed siting an uplands memorial garden, and are recommending the rhododendron patch south of Alice's house.

We started drafting the descriptive part of the Outer Limits property for the LUMP manual: history, soils, archeology, roads, buildings, and wildlife. We have "Present uses: parking. Possible future uses: event-related camping, farming, vineyard, events." We'll need direction from the Board to go further with future uses.

Member Input

Reggie suggested having prints of all of past Fair posters made available for those interested.

Palmer reminded the Board of Directors that the New Office Location Task Force awaits feedback on their report before they can move forward.

Michael James Long's main concern, most of the time, is getting information out to the members of the Fair. He feels the Board is coming around and thanked them. He sent a letter to the Board about groups at the Fair being under-represented regarding the proposed OCF governing structure and said there needs to be ways to inform all the membership about what is going on.

Treasurers' Report and Budget Items

Lynda noted the Board Budget meeting was held January 28 and the operating budget was approved. There is a video link for those interested. We are gearing up now for capital projects and a lot of requests have come in.

We have \$195,000 in capital requests so far and that does not include some of the operational things that need to get done like the Little Wing expansion and Reefer dock relocation. So, if you have sent in a request for a capital project, keep that in mind. We will have two meetings in February to review the requests, and safety is a top priority.

Lynda asked for a \$25 budget adjustment for additional equipment for Cart Crew (better quality inner tubes) and \$144 for Far Side Traffic food vouchers.

Lily moved and Justin seconded to approve a \$25 budget adjustment for Cart Crew and \$144 for Far Side Traffic food vouchers.

Motion passed: 10-0.

Hilary thanked Stephanie and Mary for their support to the Budget Committee. This was an intense buildup to getting the budgets to the Board. She noted that the process was overwhelming and a complicated, and thanked the new Board members for sticking with it. She heard the frustration expressed about not having the revenue projection in order to see the big picture, and said we are working on the timing. Because we are in a two-year budget cycle, there is a lot of catch up, and we need to be able to present that picture in a full way. We will take the feedback into consideration and work out our schedule earlier next year to get ahead of some of the problems.

We are also aware of a problem with revenue projections that needs to be addressed. It used to be that our path sales and registration were only off by about \$15,000 to \$20,000 in the budget to what we expected and our actuals, but those gaps have become bigger. That is partly why we were using the 2018 revenue as a comparison for all of our scenarios to say what might happen. We have a much more realistic revenue number to start with and we need to update those numbers. We can predict very clearly hypothetical situations with our admissions.

We it is our goal to make sure we get the reports and feedback to be able to do that in the same way with path sales and registration.

Hilary gave a handout to the Board regarding fiduciary responsibilities. The Board has had training on it and is eager to fulfill that role and its expectations. Hilary supports training, having common language, and having an agreement about what fiduciary responsibility means and how to act as a fiduciary for the Fair. This means Board members will act with due care and make prudent decisions based on the information given to them. In order to meet the standard of fiduciary responsibility, Board members will act with loyalty to the Fair and deal with conflicts of interest appropriately. They will make business decisions for the Fair with the same care they would take for their own interests.

Hilary thanked the Board for their engagement and intelligence and for trying to make sense of all the spreadsheets and bulk of information.

Lynda asked for a budget adjustment of \$999 for Executive Director food vouchers for business use. Crystalyn said they are used for troubleshooting or last-minute adjustments where we want to provide those to people who have helped out. These food vouchers are inventoried and tracked for how they are being used.

Jon S. questioned if they were being used for operation needs during that time, should it not be allocated to the Operations Manager? Lynda replied that the OM and Site Manager have the same allocations. Hilary said the ED will have control over security staff, internal controls, and risk management, and may work directly with volunteers who are their eyes and ears for the key things they are responsible for, without stepping on operational toes. Jon S. clarified that the OM and SM have their own food voucher allotment. Crystalyn said the ED food voucher allotment had been removed from the budget and needed to be put back in. Lynda confirmed if the ED position is not filled, then they won't allocate the inventory. Lisa clarified the amount would be added to the existing GM food voucher line item.

Justin moved and Paxton seconded to approve a budget adjustment of \$999 for ED food vouchers.

Hilary said part of the reason for this is the spreadsheets are getting more complete and more inclusive. We are making an effort to have much better reporting. Spirit expressed her appreciation for Hilary and thanked her. Spirit questioned why this motion just came up and Hilary said a Budget subcommittee had met earlier in the day.

Motion passed: 10-0.

Old Business

Jon moved and Paxton seconded to approve the January 7, 2019 Board meeting minutes.

BOARD: Peaches noted that the FFN minutes titled the January 7, 2019 as a Budget Meeting, but it was a regular monthly Board meeting.

Motion passed: 10-0.

Spirit moved and Aaron seconded to appoint Kelly Dunn as Co-coordinator to Communications Crew.

BOARD: Laurel B. recused herself due to her employment with Kelly. Spirit said Kelly is looked upon as a leader in Fair Central and in our emergency response duties.

Motion passed: 10-0; Jon S. voted as alternate for Laurel B.

Lisa moved and Jon S. seconded to appoint Sue Theolass to the Food Committee.

MEMBER: Brad joked if we appoint Sue to a committee every month then we run out of possibilities.

Motion passed: 10-0; Laurel B. absent from room, so Jon S. voted.

Jon S. asked to adjust the agenda and discuss the proposal to partner with Emerald Media Group in consideration of their time. Jon S. said with some discussion, he would tend toward making a motion to have the GM meet with Emerald Media Group to work out an agreement that could then come back to the Board for further review. Jon S. realized there is a timeframe and did not think the Board could commit to a contract of any kind without seeing it, and we don't meet until March. He would hope the 50th Task Force or GM could explore it.

MEMBERS: Somerfield said maybe a first book could come out for the first 49 years, but it's hard to write a book about a party we have not had yet. Codi hopes if we do proceed with this partnership, that they work closely with Archives. Jon P. encouraged working closely with the 50th Task Force and Archives since they are working hard on the historic story and our presentation for this year.

Dick suggested empowering some people to

work on it since there is a timeline and people will be sensitive to what the book contains. It could be a disaster if they started working on it and then it got cancelled. Mouseman said it took years for Suzi and Garret Beck to put their books together, questioned who was going to write our story and that an outside party should not put their name on the book if they are not one of us.

Dean said it seem we have been down this path before, but thinks it would be great for the souvenir booth to have a photo book controlled by the Fair. It would be a money-maker and could sell many for years to come. Dean encouraged to not hammer it out this month, but to start planning a book about our first 50 years that we can sell in a year or two. Reggie volunteered to help as a go-between for this project.

STAFF: Crystalyn said she had not yet been able to respond to Emerald Media Group's inquiries. She also said the Fair historically has been very careful about OCF branding and what other people write about us. Even Suzi Prozanski was not allowed to use the peach logo in her book.

Crystalyn hopes if the Board directs someone that it be management staff as there are policies that only the Board and GM or a designee are allowed to speak to on behalf of our organization. She said if she had not been sick last month, she would be engaging in conversation with them without direction from the Board, vetted it more and potentially bring it forward if there was potential. She is more than happy to meet with them.

Stephanie said Suzi Prozanski has been working hard on volume two of her book and will be released at the 50th this year, so we will have a nice commemorative book to sell. Both volumes of her book will be available at the General Store.

BOARD: Hilary encouraged not including it in this year's timeframe because of how much we already have on our plate. She said it was an exciting project but too short for a realistic timeframe to try and do it now.

Jon S. said his idea is just to have someone explore if it is really feasible for this year or can we have something as a longer-range project. We need more information from Emerald Media Group; maybe it's a compilation of newspaper articles over the past 40 years or original writings. They came to us with something and are interested in working with us, and thought we could have a broad motion for Crystalyn to explore the ideas and report back to us. It is not a direction to do a book project but to explore it.

Diane asked if it would be a picture book with text, or a text book with pictures. Aaron said it would be hard to pull it together this year, and thinks it would be good to have Crystalyn work together with Archives. Or have someone else start that process since she is busy. Lisa supports the idea of exploring without commitment to determine if it is feasible and possible, but said it is coming to us with really short notice.

Paxton echoed what Jon S. said and noted in the past the Board has generally directed the GM to review and determine if it fits with Fair and then report back. Sometimes it works and sometimes it doesn't. Lawyers are involved and there is a lot to it. Peaches thinks it's a cool idea and would be neat if it could include our upcoming party for a full 50-year story. No motion was made.

Jon S. moved and Paxton seconded to adopt the revised Executive Director job description dated February 4, 2019.

MEMBERS: Dean said the ED might want to know we have a radio station and that it should be included in the job description. Jon P. said it would be good to be able to see the before and after versions and appreciates what is trying to be done, but said the Board will one way or another still be giving some policy direction to the ED even if trying to separate the policy out of the job description.

BOARD: Jon S. said the consultant reviewed the ED job description and made recommendations to take out some language that told the ED how to do the task and move it into a policy. We reviewed and took out things that were more operational policy to ensure it's done in a general kind of way. Most of the changes occurred in the employee management and event section. Jon S. gave examples of what was removed that was specifically telling the ED how to do their job and provided handouts of the revisions.

Spirit appreciated the consultant, learned a lot and thinks he will be helpful. She supports the motion but believes the whole point was not to micromanage the job description. However, when it comes to making policy, the ED will not be doing evaluations right away and it will take some time. It should be a top priority to be working with the ED to formulate these policies. Spirit would like to see more full evaluations with reports to the Board moving forward, and that will be her top priority once

the ED is selected.

Aaron said as long as we get the policies in place in a reasonable amount of time, she is OK with the changes, but they were originally put in the job description because we don't have the policies. Currently, we don't really have a policy that ensures effective avenues for crafters, entertainers and others for whom an employee interacts for a performance review process.

Motion passed: 10-0.

Peaches asked to clarify some of the submitted guideline change proposals before an overall motion was made, and to separate them for further discussion.

Spirit said there is confusion with what time and day the Far Side wristbands are needed until.

Lisa moved and Spirit seconded to approve when wristbands for Far Side are needed.

MEMBERS: Brad said there has not been an official time, but was later referred to the current guidelines and agreed it is an operational discussion. Palmer said to be sure to clarify who the motion is intended for Far Side. Jim from Far Side Traffic said as a matter of practice, the Far Side wristband is valid through Thursday.

Katie said she understands the confusion because with having two security teams you can end up with different answers regarding what time you have to have a wristband to cross the Far Side bridge. We are trying to make sure we don't have interlopers coming in and camping, and that timeline for needing a wristband has sometimes been unclear. There needs to be more concrete terms because sometimes people get melty on Wednesday and Thursday.

BOARD: Jon S. questioned who enforces the Far Side wristbands. Brad replied the bridge is a pre/post position until the Fair opens and then it is an internal position.

Lisa said she thought the proposed change was asking for more of a clarification to the 2017 guidelines and not a current guideline change. Crystalyn responded the 2018 guidelines do specify you must have OCF and Far Side wristbands to access the campsite before noon on Thursday. Jack said he thought an OCF wristband could get you into the Far Side. Spirit said her crews had a hard time because she would recommend wearing the wristbands until 9 pm when the gate closes Thursday, but Far Side bridge Security would say it was until Friday.

Jon S. said if the current guidelines specify that you must have a Far Side wristband until noon on Thursday and that is not happening, then this is an operational issue. This is a prime example of why we should be a governance board and not an operational board. He sees no reason to change the guideline and said it is simply letting Security know the parameters. Peaches concluded a guideline change was not needed.

Lisa and Spirit withdrew the motion.

Peaches said the next guideline change proposal was to edit duplicate language in Guideline number 83, with no change in policy.

Peaches moved and Justin seconded to approve adding verbiage to Guideline number 83 at the end of paragraph four to read: Potential new food booth representatives need to be vetted by the Food Committee by the first Wednesday in May.

MEMBERS: Thom from the Food Committee said there is a desire to codify how we do things for the succession of food reps. Jon P. said it is helpful when the Board sets deadlines on processes.

STAFF: Crystalyn said it is important because insurance requirements for food booths make it a much more significant process than for other booths. She supports this motion. Stephanie said we have certain guidelines in place for food booth succession that need to be addressed prior to the event. Robin said it is a timeline request from the Food Committee so they can get their work done.

BOARD: George questioned the need to make the change and if it was something that needed to be fixed. He thinks it might require a larger discussion in general. Jon S. confirmed the current practice is that new food booths are vetted and this simply gives a date by which that process would need to occur. He said this is an operational decision.

Justin said he agreed with Jon, but does know from many Food and Craft committee meetings that this is an issue that arises. There needs to be a line in the sand so that it doesn't get to June or later on the process in trying to give up a booth. This deadline gives time to review and provide clarity of expectations.

Peaches said in listening to discussion of operational versus governance, the Board still needed to decide to change the guideline and was in support of making the change. Spirit said she is looking to Operations to give the Board feedback, knowing we

are going from a transition from operational to governance, and said it was going to take time and was OK to be interacting this way. Lisa asked if Peaches was open to a friendly amendment to combine two guideline proposals and was told no.

Motion passed: 8-1-1; George opposed and Spirit abstained.

Peaches moved and Paxton seconded to approve adding verbiage to Guideline number 79 in paragraph one after the second sentence to read: All new menu items need to be juried in by the Food Committee by the last Wednesday of May.

MEMBERS: Thom said the Food Committee meets every week in May to make sure every food booth is covered for the Fair. We want the food booth rep changes to be confirmed at the beginning of May and do the jurying of food items at the end of May, and not extend it further. Dick suggested making the verbiage more general instead of a specific day of the week.

BOARD: Paxton said the Food Committee does a jury process in May and this is giving them a final deadline for the process, and he is happy with it.

Jon S. questioned if we set a specific day of the week in the guideline if it would cause an operational headache. With respect to what member Jon P. said, Jon S. said these things are operational and not governance. The decision of who should be vetted approaches a policy issue, but as to when it happens is an operational issue. Peaches asked to amend the motion verbiage.

Peaches moved and Paxton seconded to approve adding verbiage to Guideline number 79 in paragraph one after the second sentence to read: All new menu items need to be juried in by the Food Committee by the last Food Committee meeting in May.

Motion passed: 9-1; George opposed.

Lily moved and Lisa seconded to update and elaborate on the Grievance Process in Guideline 38 to provide more detailed resource information for conflict resolution, arbitration and mediation.

BOARD: Jon S. said it is still operational and hopes that next year we are clear on what guidelines we do want to deal with. He noted some of the resource information gives a location but not a time for when those resources are available, so it is not useful, such as visiting the tail of the dragon to visit with a mediator. Jon S. suggested time periods and how the resource groups can be contacted before or after Fair.

Lily replied that CeDaR mediation is available onsite Monday prior to Fair, and can also be used by Fair family all year long through a different process addressed by the Grievance Process. Crystalyn noted the current guideline indicates to contact QM or Fair Central for assistance from people trained in conflict resolution, but said they are not necessarily trained in those areas and should be changed to add Fair management or something else to better clarify how people can get needed assistance.

Lily said the guideline verbiage could be changed and would need to speak to CeDaR first before making the changes, since they had written their own statement within the proposed guideline change.

Paxton said there are assumptions these resources are from Tuesday morning to the following Monday evening when we know Fair is up and functioning, and is opposed to the guideline needing specific dates and times.

Motion passed: 9-1; Spirit opposed.

Lily moved and Paxton seconded to add a new section on Camping Mediation to the Guidelines.

BOARD: Jon S. questioned if someone wanted to reach out to the Camping mediators when Main Camp was closed, where do they go? Lily said an email is provided for this purpose. Jon S. asked what if someone can't send an email? Lily said once Main Camp closes, they have a book at Fair Central and rarely have mediation needs after Main Camp closes. Lily agreed to add that information in the Guidelines.

Motion passed: 10-0.

Peaches moved and Lily seconded to approve adding verbiage to the first paragraph of the Code of Conduct section on the inside cover of the Guideline book to read: The Guidelines apply whenever and wherever we gather for OCF activities or discussion, in person or online.

MEMBERS: Jon P. thinks it needs more clarity because it moves into the area of communication and becomes a freedom of speech issue. He does not think Fair should be regulating people's speech.

Shelly questioned the definition of OCF activities and how that applied to casual conversations in public or private. Are we monitoring social media and if so, who is doing that and who decides disciplinary actions to be taken against someone who

participated in a conversation? She suggested the reason for the change be included in the paragraph so the intent is there.

Perrin said Shelly made an important statement but having a Code of Conduct for email and interpersonal communication via devices is also really important because of how we are communicating with each other in unfriendly ways and so that people can feel comfortable.

Laurel G. said it was obvious to put it in the Code of Conduct and not somewhere else in the Guidelines because no one is asking for disciplinary action. This is simply a reminder to be kind and this gives people resources to ask for help if it's not a criminal matter. Now that technology and communication is changing, it's important we hold each other to this Code of Conduct and how we treat each other.

Brad said we need to have this conversation and thinks this is a simple, straightforward statement to make about our organization to say we value each other, whether in person or online, and to treat us with the respect we all deserve. He hopes the Board supports the motion.

Dick said he did not want to turn it into a problem where someone is considered guilty because someone is offended by what was said. Some things are freedom of speech, and sometimes people need to be able to disagree as long as you are not comparing to Stalin or Hitler. He is also concerned with everybody being treated equally and that it is a complicated factor if complaint-driven.

Laurel G. agreed with Hilary in that it is about respect and values, not consequences.

Somerfield said we are talking about consequences, and are in this situation because there is no policy with how to deal with our online behavior and we need to figure out how to address it. He said the definition of what is a discussion or meeting needs to be talked about more and is important work. How do we hold staff or the Board to the same standards? He said this is a simple way to address a complex problem.

Jon P. said it helps to have definitions of what constitutes abusive speech versus difference of opinion. He thinks the motion seems broad and compared it to historical governmental structures. People have to be able to engage in rational analysis. You can try to avoid personal attacks, but that is somebody's judgement and that is where the threat lies. This can be interpreted in so many ways.

Katie said the OCF is supposedly intentional in the way we come together and abiding to the Code of Conduct. It is not actually so difficult to choose words that are respectful. You can disagree with someone without being completely disrespectful, rude or abusive. It is possible to say, I don't agree with that, or here is another way to do something, or let's try something else. There are ways to show you disagree without abusing someone else, and that goes with our Code of Conduct.

STAFF: Crystalyn said the community agreement part of the Guidelines does have potential consequences for breaking the Code of Conduct. We have a significant problem with people hiding behind their keyboards who have incredibly abusive and harassing behaviors. This is not OK and right now we don't have any kind of guidelines around this. Freedom of Speech is understandable to be able to say you disagree with management, but right now people are saying whatever they want on social media.

Robin said she finds this extremely shocking and makes her really sad that our ethos of the Fair, a beautiful part of the organization, the Code of Conduct — agreeing that we are going to be kind to each other — is coming up to be discussed. She said to extend the Code of Conduct beyond the Fair itself is obvious and finds it sad we are even discussing this.

Crystalyn suggested to take out the words "or discussion" in light of concerns about casual conversations.

BOARD: Peaches asked to clarify if we are changing Guidelines or the Code of Conduct? Jack said the Code of Conduct was made before Facebook and that it was a valid conversation to have.

Aaron said the question Shelly raised about online conduct was complicated, is too big of a discussion, and said the issue of freedom of speech needs to be addressed. How to enforce the conduct code needs to be talked about, and she does not support the motion.

Hilary said we have to work on how to have civil discourse, that we can disagree but still be polite, nice and respectful. The alt-right argument of free speech is being used to defend hate speech, but this is not that kind of argument. This is about respectful communication in a community argument. Let's share our values and treat each other well, and write it down to remind us. It used to be we communicated in person, so changing it to add online communication is showing how we are dealing with each other.

Jon S. said he had mixed feelings about this topic, having been the target for things on social media and he felt went over a line he would draw. On the other hand, if he is venting to someone in an email and says something in anger would that be considered under this guideline? He thinks this guideline, for most people, is going to be complaint-driven unless the person violating it is in a position of authority. Jon S. feels our discourse could be better than it has been.

Paxton said it is simple: We are changing the Code of Conduct and can do that at any time during the year. The fact that it is in the Guidelines is why we are dealing with it now. There is no freedom of abusive speech, and that is a false argument in his opinion. Respect is mandatory in this organization, even if you don't get along with others. He supports the motion.

Spirit does not think the motion resolves the issue. What constitutes, and who determines what is abuse and harassment? Online, we don't have a lot of forums where we can have a respectful debate and that is important. Sometimes people are offended by respectful debate. We need to focus on solutions, which is not here in this guideline. She wants to continue the discussion about how we might be able to have healthy debate, such as an open session on sensitivity training with membership.

Lily noted some have said that freedom of speech does not protect the manner of speech. In the Universal Declaration of Human Rights, which she thinks the Fair should be a signatory of, it says the freedom of expression is subject to certain restrictions such as liability, slander, obscenity, incitement and fighting words.

As a human rights anthropologist, it is shocking to Lily that some are not able to separate the difference between the right to speech versus the manner of speech. This motion is not to take away the right to speech, but calls people to exercise that right to speech in a kind way. There is a concept called the "offense principal" about restricting forms of expression deemed offensive to society considering factors such as extent, duration, motives of the speaker, and the ease with which it could be avoided. It is easy to avoid things when you are comparing people to Stalin, especially in writing. Member Jon P. said he appreciated Lily provided these definitions.

Aaron said when she addressed freedom of speech earlier, she did not mean it was OK to be rude or attack others. She has been told we can remove someone from the Fair for violation of our Code of Conduct. So, that means someone had to determine when it has been violated and does not feel the motion covers that. She suggested more workshops and serious discussion about what we need to do about social media, and what those consequences actually are.

George agreed our goals and values should be to treat each other kindly and not be abusive online, but also said it is difficult to regulate. People can hide and disappear online and intentionally try to upset someone, and it will be hard to stop that. As a community, we can try to determine who is doing that, and we can try to lead by example. In the broader community there are lines that can be crossed, such as threatening physical violence or terrorism, but that is a bigger conversation. He is sorry that people get to the point where they cannot find the words to express themselves and they hurt others, but is not sure we can truly regulate it.

Jack said by fixating on consequences we might be missing the point. If we set the bar too high, that is OK. Right now, we are refusing to acknowledge the bar. When you look at it that way, you hurt those already hurt by our insensitivity. At some point, you've got to get it. If we can keep it in our minds morally and make it right, and not be so much about consequences, then the people that have been hurt will become healed. We have got some healing to do. Jack does not understand why some are trying to tamp this motion down.

Motion passed: 7-0-3; Peaches, Aaron, and Spirit abstained.

(Laurel B. left for home before the roads iced up, so alternate Jon S. voted for the rest of the meeting.)

Peaches moved and Lily seconded to approve adding verbiage to Guideline 43 regarding expectations for cart usage.

BOARD: Lisa thinks it's a good idea because of ongoing cart use issues. Spirit asked if it had been reviewed and assessed by BUMs, Cart Central, and Management? Crystalyn replied management was OK with it.

Motion passed: 10-0.

Peaches moved and Lily seconded to approve adding verbiage to Guideline 15 regarding OCF Consent Policy and law enforcement rights.

MEMBERS: Brad said the main issue is how to finesse the encouragement of involving outside law enforcement without making them feel like they have to call 911 on their own.

Sam said this topic is close to his heart and it's the type of work he does in the real world — dealing with sexual misconduct claims. The issues coming up about from a victim's rights perspective are important to him. It is important to have clear transparency about what victims can expect, and likes the idea of further discussion between management and those proposing the verbiage change.

Katie said there is confusion with facilitating emergency response if that is what a victim wants. The verbiage should state who at the Fair the victim should contact for this kind of help. Laurel G. agreed with Katie in needing to make it clear how the Fair provides resources to victims.

Sam said you never know what is going to happen, and when someone has experienced a trauma, we need to understand why they might not want to go through White Bird or Fair Central.

STAFF: Crystalyn said we have a protocol for how the Fair responds, such as personal confidentiality over the radio. No person's identifying information is given without permission. We make sure a victim knows they have the right to call the police and we will help them, but we need to be careful with the guideline verbiage because of how emergency dispatch responds to calls from the Fair property. We get better emergency response when the call is made by management or White Bird. Also, many of the onsite phones are internal and if someone dials 911 on them, it gets routed to Fair Central.

Stephanie said management is happy to work together with the creator of the proposed consent policy changes, but is not sure how to include that process in the motion.

Crystalyn emphasized the challenges of law enforcement arriving onsite because someone has called them, and not having enough details to help connect them to whoever made the call.

BOARD: Lily said Erin of Cart Central is an attorney, has some expertise, and notices our consent policy has some holes that further victimize the victim on nonconsensual acts. If the Board approves, Erin would like to work with a pro bono victim's rights attorney to set some expectations and change the language for the next set of guideline changes. It would make it clearer for victims of sexual assault what they can do, and how their information is shared if they report it.

Lisa has the same concerns about the guideline language and wants people to know they have the rights, without inferring that they just need to call 911.

Spirit does not want to discourage contacting authorities, but said it could be a matter of informing Security better for when a victim comes to them because calling 911 actually prolongs everything at the Fair.

Jon S. spoke to processes, how the proposed guideline changes were submitted by December 31, 2018. He wished this kind of guideline had been reviewed by the folks who deal with these issues rather than trying to figure out the language right now. He hopes we can decide a different process in the future. He said he is not sure if we can approve this type of change in principle and the language should be reviewed by management. He noted in one sentence, that the word "maybe" should be changed to two words "may be" because of the intended meaning.

Diane suggested the verbiage state "if you want to exercise the right to call law enforcement ... Fair management will assist you in doing so."

Lily suggested a friendly amendment to the motion, to state that Management will work with Erin Pettigrew to create a more robust consent policy regarding victims' rights, with the goal of creating a guideline.

Jack asked if someone is assaulted at the Fair, are we trying to say they cannot help themselves?

Spirit reiterated that it does take longer to get emergency response at the Fair if you call 911 directly on your own. She said in addition to management, the verbiage needs to include to contact Security, Information, Fair Central and all groups who can assist.

Jon S. suggested language to include that while a victim has the right to make a 911 call, you will get a quicker response through Fair because of the protocols in place with local law enforcement.

Lisa believes the maker of the guideline change is concerned people know they have certain rights. If the motion can include direction for management to work with Erin, then I think we can meet our goals of people knowing their right to call authorities and how to make that happen.

Jack said it shouldn't matter if someone calls 911 on their own because it will still get routed back

to the Fair. He said we should not be discouraging people from calling 911, especially if they are in a situation where they cannot get to someone in management. Peaches said she had also thought about situations where someone might not want to involve management.

Spirit agreed we don't want to discourage someone from contacting authorities, but also suggested we can give more information and resources via the Peach Pit and FFN about how the Fair and emergency response work together.

Motion passed: 10-0.

Peaches moved and Paxton seconded to revise Guideline number 49 regarding sound amplification.

BOARD: Jon S. said this was his I-told-you-so moment, because he was the only Board member who voted against last year's change to the guidelines and had said they were going against county ordinances. Part of the problem with having this linked to county ordinances, as he understands, is related to our property lines and how sound travels. People from many miles away heard the sounds we were producing, even if it meant we were adhering to the decibel levels at our property.

The proposed change does not deal with if we really should allow music to 3 am. Even if it meets the sound guidelines at Fair property, we shouldn't allow music until then. Are we going to wait until we get complaints and then shut the music down? We need to be in prevention mode.

This change also does not deal with the internal Fair issues we continue to have around sound policy. Jon S. realizes we need to deal with that at some point, but understands it's not intent for this proposed motion. He said it is not clear what people should expect, such as those who received permits to play until 3 am last year and what are they going to do this year. Will it change the way we issue sound permits this year?

Paxton wanted to acknowledge that he now knows he was wrong to vote for music until 3 am, after listening to the noise that was generated. He understands the reason for the sound traveling many miles was due to poor placement and lack of controls of our own monitoring of the sounds that we make.

Paxton suggested a trained crew who can monitor how much noise we generate. He said the county commissioner meeting brought up many concerns about sound, and this is one way we can comply.

Peaches said we need to have a conversation about internal sound policies, which is separate from the proposed guideline change relating to county ordinance. Passing the motion is not going to nullify all the hard work of the past years, but will keep us legal in terms of compliance with the county.

MEMBERS: Heather said the county commissioner meeting was trying to impose new rules for campgrounds and the Fair. Sound and traffic were the major concerns. The neighborhood campgrounds outside of Fair will now be strictly and severely self-monitoring, and monitoring each other. Unless that does not work, it will no longer be possible to try to point fingers at the campgrounds around the Fair, in terms of being generators of the noise that is being heard in the surrounding communities. Whether you make it so people can sleep inside the Fair or not, be ready to make real changes to the sound that comes off of the Fair site.

Heather said it is not just about the property line, but neighbors and homeowners in noise-sensitive units, such as someone in a house up on the hill where the sound bounces off of. There is a county code about this.

Dean said Path Planning been talking about sound corridors for years. If we are going to go beyond laws of the county, then we need to have tight control over the type of sound we are generating. We might want to consider bringing in people to manage the sound and control the volume. This is a big year and we could lose everything.

STAFF: In response to Peaches' question about what the county ordinances states, Crystalyn replied it was 10 pm, with an allowance until 11 pm. We will immediately address any concerns from the City of Veneta during the event and pre-post Fair. It's challenging to hear about noise complaint after the fact to address them properly. We will be working with City of Veneta to identify various neighbors, who can call us in the moment, so we can immediately address problems.

There were some people who received sound permits last year who were asked to turn their music down, but instead they turned the sound up. Those people will not be getting permits this year.

Motion passed: 10-0.

Jon S. tabled a Personnel Policy Committee motion until March, and asked to include the follow-

ing in the minutes:

The Personal Policies Committee shall be comprised of at least two (2) members of the BoD, as determined and appointed annually, and six (6) external (non-Board) members, three (3) of which shall be appointed for two-year terms in December of odd-numbered years and three (3) of which shall be appointed for two-year terms in December of even-numbered years. The committee and its individual members shall serve at the discretion of the Board.

The Personnel Policy Committee is chartered to advise and assist the Board of Directors on personnel matters including:

1. Ensuring that a Personnel Policies Manual is maintained, updated annually as needed, and distributed to all employees.

2. Ensuring a comprehensive, fair, and equitable employee compensation system including both pay and benefits.

3. As requested by the Board, advise or assist on matters concerning the performance, evaluation, and compensation of the Oregon Country Fair's lead Professional.

4. As requested by the Board or Lead Professional, advise or assist the Oregon Country Fair's Lead Professional.

5. Others such tasks as the Board of Directors requests or directs.

The Committee shall develop an annual work plan to guide the discharge of its duties.

The two current Board liaisons to the committee are hereby appointed to the committee.

The three current members of the Committee who wish to continue to serve (Palmer Parker, Jen-Lin Hodgden, and Robert Jacobs) are hereby appointed to one-year terms that end at the December 2019 Board meeting.

A two-month call-out is issued for interested members to submit letters of interest for appointment to the committee at the April 2019 Board meeting for terms that end at the December 2020 Board meeting. Applicants should indicate the skills, qualifications, and experience they would bring to the committee.

Peaches said she plans to suggest an amendment to Jon's PPC motion.

Jon S. tabled a Member Input motion until March, and asked to include the following in the minutes:

It is Oregon Country Fair policy that, to the extent feasible and practical, Oregon Country Fair committees shall conduct business in a manner that ensures membership input into recommendations and decisions made.

Aaron said she offered to collaborate with Jon S. on the member input and member involvement, in order to avoid two separate motions.

President's Peace

Jack said what we are trying to deal with is a place free from harassment or harm. We have discussed how to deal with two things: victim reporting and insensitivity. If we don't pursue this to the highest level, then the sensitive ones drop off. We are having these discussions about consequences and stuff, but people are dropping off because they do not feel safe.

We need to work on a non-threatening environment so that we are not losing anybody, and we need to be very careful in that. The 50th is a good time to make our goals for the next 50 years. The people we could lose, to protect who we are, might be our future. It is a good time to re-examine what we think is OK. Let's have a happy 50th!

Draft Agenda for March 4, 2019, Board Meeting 7 pm at NW Youth Corps, Columbia Room

Personnel Policy Committee — Jon S.
Membership Input in Committee Business — Jon S.

Board Committee Best Practices — Peaches
Membership Involvement — Aaron
Coordinator Policies and Procedures — Spirit
Appoint Breeze Powell Spivey as Co-coordinator to Xavanadu Movement Team — Lily

