

**Oregon Country Fair Board of Directors' Meeting
April 4, 2016, 7:00, NW Youth Corps, Columbia room**

Board members present: Diane Albino, Casey Marks Fife, Justin Honea, Lucy Kingsley, Jack Makarchek (president), Indigo Ronlov (vice-president), Kirk Shultz, Jon Silvermoon, Lawrence Taylor (Alternate), Sue Theolass, Bear Wilner-Nugent. **Peach Gallery present:** Staff (Tom, Crystalyn, Robin and Shane), Officers (Hilary, Grumpy, Eric and Randy), and 76 members and guests.

New Business

Direct the food committee to explore ways to improve the overall quality of food offered by food booths. (Sue)

Add partnership with LCC about Solar Roller (Justin)

Appeal of Elder status denial (Jon)

Caretaker hire (Bear)

Appoint James Nason to the Craft committee (Sue)

Internet Meeting Team, June board meeting (Indigo)

Support Lane County ballot measure 20-239, moved from New to Old Business

Bear moved and LT seconded to move support Lane County ballot measure 20-239 from New Business to Old Business

Motion passed: 10-0

Announcements

Martha: It is Robin's birthday!

LT: Stu Sugarman who was a Security volunteer for many years and a leading environmental lawyer in the state passed away a week or so ago.

Indigo: Zahra Handworks Foundation teaches women in Egypt and other countries to make things with their hands. We are doing a fund raising drive offering five-dollar raffle tickets for hand made items from a local crafters. If you have interest in getting a raffle ticket, see me.

Justin: The Booth Registration packets for food and crafts are in the mail. Read it well – there's a lot in that packet. Reach out to Booth Registration if you have questions.

Adam: The Craft application deadline is tomorrow. Craft jurying will be on April 15, 2016 at the LCC Longhouse at 6:00pm.

Indigo: My uncle and long time Fair volunteer, dahinda meda, passed away on Sunday April 10th, at 6pm, a few days shy of his 76th birthday. He will be missed and never forgotten. His memoirs, including Fair stories, can be downloaded for free from <http://www.suzipro.com/>.

JonP: On May 11, 2016 at 6:30pm the WOW hall will have its annual board meeting.

Kirk: Joseph Newhall, who was a construction coordinator for many years, has resigned. I wanted to thank him for his years of service.

Glen: Pending confirmation from Site manager there will be bird walk at the Fair site either the first or second weekend in May; more details to come.

Reports Staff

Tom: I hope everyone got to enjoy this beautiful if occasionally fickle weather we've been having. I spent much of yesterday on site and it was just gorgeous.

This March I had a birthday as did my now 4 year old, Milo. It was my 50th and my mother surprised me by flying out from New Jersey! Such a surprise could've had the unfortunate consequence of making my 50th birthday my last but I survived. While I was saddened by the passing of Lemmy Kilmister of Motorhead late last year I was heartened by his having made it to 70 despite his lifestyle. Going by that and the continued existence of Keith Richards I feel I should be able to make it to 65.

Milo's birthday party was fun, though he doesn't seem to understand yet that birthdays only happen once a year. Disappointment is a part of growing up, though.

Only 94 days and 15 or so hours until Fair everyone! I will need every one of those hours to get ready. Thankfully, we have a really great team and everyone is working very hard to make it happen. Crystalyn is proving her mettle every day and Stephanie has barely skipped a beat as she learns her position.

Thankfully, Robin is on hand as well as Norma to provide us with continuity and tons of institutional knowledge that really helps all of us do our jobs. BTW- It's Robin's Birthday! YAY Robin!

The site looks a bit beat up after this past winter but Shane, Jeff and Andy have been working hard to get it looking good. Sadly, March 31 was Andy's last day as Caretaker and I miss him already. Thankfully, he has not gone far and I'll be meeting with him tomorrow to go over our leasing arrangements.

We are well on the way to hiring a new Caretaker. While no one could possibly replace Andy I think we have some very strong candidates in what will be a very competitive process. I hope our hiring committee will be able to present our top candidates at the next meeting.

Tickets are on sale! By early, buy often. Mother's day is right around the corner and nothing says "I love you, mom" like a couple of three day passes the Oregon Country Fair!

This past month has been busy but productive. We've met with Water Crew to discuss current and future infrastructure needs, with the IT team to talk about vendor, database and elections support, we had the coordinator Potluck where I got to enjoy Jon Silvermoon's pickled potatoes which I find oddly delicious, we've successfully migrated our email service to a new provider that will hopefully solve some of our communication issues, and we have updated and paid for this year's insurance- a really big deal!

The New Area Group is no longer! It is now the Xavandu Area Group, or XAG. We walked Xavanadu yesterday and we are really looking forward to making it even better this year. We have ironed out our contract with Lane County Sheriff's Department and are just awaiting the Sheriff's signature. We talked in great detail about what we can do to avoid another day of Monday Move-out madness and good progress was made. Just so everyone knows, we will be asking the State for permission to use Maple Gate on Monday but I do not have my hopes set on that. Left turns are the bane of all transportation professionals and I don't expect the State will like several hundred cars doing that onto 126. The state controls access to the highway and our permit currently does not allow it. However, we hope that by offering to hire professional flaggers we will be able to pull that off.

We have begun scoping, new emergency protocols. A group is being formed and this will be planning around a few different scenarios from getting emergency vehicles in to safely and quickly getting people out.

I am pleased to report that the Archivist Team is real and has started up! Terry Baxter and Jerry Joffe have been showing real leadership in making this happen and we have a third member as well, Harnedy who has done great work making sense of decades of Alpha Farm's records and assorted stuff.

No word on the SUP! And we also received no comments from any of the Tribes regarding the Ritz's Story Pole project other than some emails from individuals.

Like everyone else, the closer we get to Fair the more excited I get. I am very eager to work with everyone to help make this happen but I also ask for your understanding and help. This is my first fair as GM, Crystalyn's first as AM, Stephanie's first as AA and our Caretaker will be new as well. We are tracking a lot and we are on it. But if we don't get back to you right away, please don't be put out. Please be patient and persistent. Please tell us if we are missing anything! This is proving to be one the great experiences of my life and it wouldn't be so if I wasn't getting such great support from all the Fair Family. Peace!

Shane: The opening of Main Camp is only 61 days away! Erin, of Fire Crew and the Budget Committee connected me with friends that have a portable mill. They came out; we milled the logs and have a bunch of usable lumber. Wood-World is now clean and orderly thanks to Jeff. In Mid-April, among many other projects, we'll be repairing the roof on hub and the elder showers. Andy is out of the Yurt after 18 years serving as caretaker of the Fair. I really appreciate him and am looking forward to working with our next caretaker that is on the horizon. Thanks to Shelly and site crew coming out and doing various projects onsite.

Crystalyn: We have completed switching email providers, which turned out to be a huge job. This was quite an adventure that we could not have done without Lauren Russell – big thanks to her on the IT team. We received info from Ticketswest today indicating we've sold \$10,000 more in three day passes than last year to date. Yesterday we did a Xavanadu walkabout. I am really excited about the art installations and the work going into that project. The .org website has been updated to make it easier to

get information, again big thanks to Lauren Russell and the IT team. I would like to introduce you to the person taking my place in the pre-Fair kitchen. Jesse and Emma Raven will be helping out Jimmy. Stephanie: March 31, 2016 was norma's last full time day, although she will be doing the bookkeeping for some months to come. I am now flying on my own, so thanks for everyone's support. The Jill Heiman Vision Fund has twenty-four applications and we are working through them. I've been working with Crystalyn on updating the websites specifically to showcase the campgrounds on Suttle Road. There are no hotels in Eugene during this year's Fair, coupled with the US Olympic Track and Field Trials the same week. The Spring Fling will be May 7, 2016. Sue has raffle tickets to sell for the Spring Fling -- \$2.00 or 3 for \$5.00. The band Caravan will be playing the entire Van Morrison's Moon Dance at the Fling. Robin: Culture Jam registration for youth has begun. Thanks to Stephanie for handling the phones completely for the past few weeks as I have launched Culture Jam. I love this new team -- I am very happy and want to thank the Hiring and Personnel committees for bringing such great people to the staff.

Reports Committees

Dennis: LUMP met and discussed the invasive geranium lucidum removal. We've revised the LUMP manual around maintaining the forest in a natural state and minimizing our impact. We worked on messaging in the booth packet to inform the Fair family about the geranium lucidum, as well as the emerald ash borer. We discussed how to control the water level in the beaver dam that often floods our parking lots. The main thing that I want to emphasize is the internal population growth. With the expansion of Xavandu and the number of stickered cars onsite, there is a need for foresight, direction, and collaboration. I urge the board to set up a task force to address this issue as it will be a multi-year project to get this under control. The next LUMP meeting is Tuesday, April 12, 2016 at the OCF office at 7:00pm.

Lucy: The Barter Fair Task Force had a lively discussion with management team on their taking on managing the Barter fair. It was the position of the management team and some of us in the BFTF that the SUP does apply to the Barter Fair and we are waiting on that to move forward. The next meeting is Tuesday, April 26, 2016 at 6:00pm at the Fair office.

Peggy: Elders committee met on March 24, 2016. A discussion was held how to allocate the budgeted event money amongst the three events, Still Living Room, Old Timers Picnic and Meet n Greet. The Geezer Pleezer has the required money budgeted and next year we will request additional budget money for two fire extinguishers and a defibrillator. Currently, we will request extinguishers from quartermaster. Two last minute applicants who didn't have enough information to vet them were declined for this year and it was suggested they apply again next year with more information. It brought to our attention that there is a need for a process to handle appeals. The committee decided to go ahead with the previously voted motion to start an Elder's bank account to hold the wristband money we aren't allowed to submit until June. The account is a club account with no one person is responsible. There will be three signers and any check in excess of \$500 will require two signers. It resolves the problem of requiring anyone to hold on to large amounts of cash and checks, which is felt to be unsafe. This also allows one main check to be written to the fair. Katie will proceed with making the arrangements. Jon will pursue with the office to get on the list of approved drivers for the fair. Fall Retreat Days were considered with the first choice being October 8 and 9, 2016 and second choice being October 1 and 2, 2016. Jain will check on dates with Alice's and get back to us. The next Elders meeting is April 28, 2016 at 7:00pm at Grower's Market.

Kirk: Path Planning met on March 20, 2016. Crystalyn gave a site report that included information on the email conundrum. I offered a board liaison report largely on the naming convention for areas which to date has not really worked. There is a group working on the Story Pole carving area and what its next use might be. We also worked on the Upper River Loop's issues and how to make it graceful and alive as long as possible. David Tipton has been working with Community Village on a second opening to offer new space for them. We are also working on refreshing our Path Planning mission statement. "The Path Planning committee advises the board of directors and operations personnel on conditions of the path and other public spaces at the Oregon Country Fair. It emphasizes the importance of Fair goers experiences, identifies needs and goals of the Fair family and the public, and recommends changes and additions to enhance and improve public spaces and infrastructure. The committee is charged with designating replacement space to compensate for areas lost to river erosion. We have open meetings and lots of people come." Thank you Dennis for writing this mission statement. We also had discussion

about smoking and vaping areas. Gab from Child Care joined us and gave an update on some of the things they are working on.

Dean: KOCF report: Falcon radio, the students at Elmira High School are on the air! They broadcast daily between 12:30-4:30 M-F, Wednesdays 12:30-2PM. As was expected, we had a couple of technical bumps but they've been worked out. The community is starting to notice the new music in the afternoons and we're getting thanks from many to be able to offer this opportunity to the students. Just to quote a few:

This is so great!!!! I am really excited- thanks for all your hard work- I know it has been a "project" The kids are lucky to have all of you in their corner. Sally J. Storm, Ph.D. Superintendent

Thanks to all of you. I know it has taken a ton of extra time and energy from you, but the end result is a cool opportunity for our students and community. I don't know that "track" really translates to the radio.....but feel free to do a track meet! Maybe the District meet??

Gary Carpenter Principal, Elmira High School

When we first built the station infrastructure, we made do with the best used equipment we could get our hands on. For the most part it's held up very nicely over the last year. However some of our computers are over nine years old, that's like 200 in human years. So we are undergoing an overhaul to put in new computers and to simplify the existing system. We are hoping to build up some redundancy and resilience against power fluctuations. Spring storms have taken us down several times.

Our recent pledge drive yielded \$675 in pledges. Our first drive totaled about \$1100. We have got to do better at raising monies in the future though pledge support. Our revenue projections put this at 10%-12%. It's a little short of that figure. With the Falcon Radio studio we hope to plan out a live pledge drive early summer and try to up this income stream.

Indigo: The Internet Meeting Team has been working steadily since January of 2015 to provide the Fair family with both video and audio of the board meetings. We will be looking at our current system of putting the video up on YouTube and shifting the structure of our team. I want to put "Update Internet Meeting Team" on New Business in May, table it and cover it at the June board meeting.

Kirk: What is the number of people that have asked to see the board meetings?

Peggy: The last count was around 78 folks.

Indigo: I haven't looked at our viewership lately but it was not as high as we'd like it to be for the amount of effort that the volunteers are putting in. If you are interested in watching, please do – it is your organization and your board.

Jon: The Diversity Task Force met last Saturday and it will continue meet on the first Saturday of the month at noon at the Fair office. The June meeting will be at the Fair site. In the last meeting we discussed the Story Pole but took no action. We've been putting together learning opportunities for the Fair around diversity issues. The Diversity Task Force invites Board members, officers, staff, BUMS, coordinators, and other interested parties to the first of a series of formal learning opportunities to address the challenges we face being members of a multicultural society. The event will be held at the LCC Longhouse on Sunday, April 24th from 10:00 am to 4:00 pm. Please RSVP by signing up online at <http://goo.gl/forms/vxdF1pc8QI> or calling the Fair Office. Lunch will be provided. We have one facilitator lined out for this event and a couple of more we are hoping to recruit. I had hoped to put this on as Old Business to request an allocation from the Change Line item. Since our date was moved into April, I'd like to ask to get the board's forbearance to have this as New Business moved to Old Business, allocating up to \$2,000 for the learning opportunity subject to the General Manager's approval of each expenditure.

Jon moved and Jack seconded to move from New Business to Old Business the allocation of up to \$2,000 for the learning opportunity subject to the General Manager's approval of each expenditure.

Motion passed: 10-0

Lucy: Craft committee is working on policies on what constitutes hand made, hand gathered items and are working from a document that came to us from the Saturday Market standards committee. We are finding ways we can modify this document so that it meets our needs.

Member Input

Jain: The Elders Fall retreat will be from Friday, October 7, 2016 to Sunday, October 9, 2016.

Donations/Secretary Report

Randy: Next month's donation requests include CALC, Peace Jam NW, Creswell at Home, and ACT-SO. This month we have Lane Arts Council, Civil Liberties Defense Center, UR Awesome, Kalapuya High School, and the Toolbox Project.

Liora: Lane Arts Council cultivates strong and creative arts communities by providing high-quality arts experiences, engaging people of all ages in arts education, and encouraging artistic endeavors. We are doing integrated art walks across Lane County.

Charles: Civil Liberties Defense Center's Next Generation Climate Change Justice Action Camp (NGCJAC) is a five-day overnight summer camp in Southern Oregon for youth ages 14 through 18. We provide educational opportunities to budding environmental and social justice activists so that they can build the movement to protect our earth and climate in their own communities. Funds from OCF would cover some of our operational costs for the summer 2016 camp, including food, transportation, campground rental, and workshop materials. Volunteer cooks and counselors run the camp itself, so funds from OCF will directly benefit the campers and their needs while under our care.

Sarah: Our mission is to spread the ideals of love, compassion, and awesomeness worldwide, in order to help people discover and maximize their potential while empowering them to do the same for others. We are a 501 (c)(3) nonprofit aiming to improve the lives of everyone we encounter, by reminding them of their awesomeness. Born from the humble cause of giving simple kind acts such as free hugs, we continue to change lives with kindness and strive to make a positive impact on a larger scale.

Anya: The ToolBox Project serves the Eugene-Springfield metro area by providing members with low-cost access to building repair and garden tools to transform their homes, businesses and neighborhoods. Our goal is to help individuals, families and neighborhoods thrive by creating a space where we can all share, build and grow together.

Stefan: Kalapuya High School has started a district farms to provide food to student food services in our district. We've hired a farmer to work with the high school students.

Motion passed: 10-0

Treasurers' Report/Budget Items

Steve: In the budget process we missed a Capital project. It was a \$20,000 communications project to upgrade the telephone system. We ask that you give Tom, the General Manager, up to \$20,000 to do this upgrade. The original ask was for \$20,800, but if you can provide the \$20,000 we will see if this will suffice. This will put us in the red, but hopefully we will do ok.

Bear moved and LT seconded to accept Ichabod's Capital project at the requested level of \$20,800 with the General Manager approving the expenditures.

Motion passed: 10-0

Steve: Please accept my resignation as the co-treasurer of the Oregon Country Fair. I have been treasurer or co-treasurer since the early 1990's. It has been at least 20 years if not 25 years. For me it has been mostly a pleasant experience. I hope it has for you as well.

I do know that it has been a positive financial experience for the organization. I don't know many non-profit organizations that have not depended on government grants, or fat cats to financially back them up, that have been as successful as the Oregon Country Fair. I will take a bit of credit for our financial success.

Primarily it is because we have an event that everyone loves. We disagree about a lot of things, but we agree and work together to make our event and the non-profit a success. Most of us volunteer to make the Oregon Country Fair a success and this is one of the main reasons that we are successful. Another reason, in my opinion, is that we use a balanced approach to our finances and other substantive things that we do. We compromise. No one may get exactly what or all of what they want. We all get something, however. If that changes, we will fail. I have had a part in keeping us balanced, now it is up to you, and our leaders to remember to keep the Oregon Country Fair balanced. Try to give everyone a little, because once you give one all of what they want, we will not succeed.

Hopefully you will appoint Eric Nusbaum to succeed me and I sincerely hope that those a lot younger than us will come up and start leading this organization. It is time.

As you know, I will not be leaving the organization but will be putting more time into my management BUM duties, as long as Tom will have me. I just will not be coming to all the Board meetings.

Thank you for allowing me to serve the Oregon Country Fair as co-treasurer for all these years.

Hilary: I think it is 23 years that Grumpy has served as treasurer or co-treasurer. I could not have co-treasured with a more intelligent, passionate, hard working person and I really want you to know I totally appreciate you. This is Grumpy appreciation day.

Crystalyn: I appreciate you and we've gotten you a gift – opening of gift to reveal – a dinosaur piggy bank!

Hilary: I've been in several conversations where the issue of internal controls comes up. I have written to the board, and I'm going to ask the board to add a little bit of internal control to the deferred maintenance motion. It is not because I don't trust Shane. It is because by him having a little bit of prior communication that can avoid miscommunication, misunderstanding, and Monday morning quarterbacking where the board comes back and says I didn't think you'd be spending \$70,000 to refurbish that, I thought it was going to be this. The internal controls will keep our relationships strong. The relationships between volunteers and staff are built on trust. There are hundreds of volunteers that repeatedly live up to the respect and trust we have for each other. Good systems and internal controls protect the volunteers and the staff and the organization by creating accountable flows of money by creating ways to demonstrate stewardship of assets and creating clear understanding of roles and responsibilities. Trust is at the core. We can use our systems to build trust. We don't decide who to trust and who not to trust and put internal controls on some, but not others. We ask all of us to use good systems and to join in building the system that builds that trust. Please accept my appreciation and respect to all the volunteers who have done so much to keep OCF thriving and evolving. I really appreciate it. We are really blessed to have this.

Old Business

Kirk moved and LT seconded to approve the minutes from the March 7, 2016 Board of Directors meeting.

Randy: I inadvertently left out part of Tom's GM report last meeting. I'd like to have the minutes passed as amended with Tom's full report.

Motion passed as amended: 9-0-1, Bear abstaining

Bear moved and Sue seconded to approve all eighteen new submissions to the logo jury process.

Motion passed: 10-0

Jon moved and Bear seconded to move that the Board of Directors authorize installation of the Ritz "Story Pole" with the following conditions:

- 1. All previous requirements are to be met.**
- 2. The General Manager is to act as the Project Manager for installation of the "Story Pole" and is directed to arrange for all necessary permitting including, if needed, a building permit and a permit from the Oregon State Historic Preservation Office.**
- 3. All costs pertaining to the installation of the "Story Pole" shall be borne by the Ritz Sauna LLC, except for OCF personnel costs and any SHPO permitting costs. The OCF will cover all OCF personnel costs and on a 50/50 share up to \$2,500 in SHPO permitting costs.**
- 4. The General Manager is authorized to make the final decision concerning location for the "Story Pole."**
- 5. An informational display addressing the issues concerning the "Story Pole" as Culturally Inspired Art or Cultural Appropriation shall be developed and placed by Fair Operations in the vicinity of the "Story Pole" or other appropriate location as determined by the General Manager. This display shall have a component whereby people may give feedback concerning the issues pertaining to the "Story Pole."**

Ann: A SHPO excavation permit is needed if you are in an archeological site or within a thirty meter buffer negotiated in 2006 with Oregon SHPO. The possibility exists that if we move the Story Pole thirty meters, this would not require a SHPO excavation permit. I do not know if a Lane county permit is required. I paced off the thirty meters and it took me to what I believe is known as the sauna plaza – which would not require an excavation permit.

Glen: We may not hear from tribes since they have a lot on their plates. The motion is a good one. The level of anger and defensiveness shown on social media has been high.

George: From sauna perspective, this has been a long and drawn out process that began in 2012. We followed the process and were clear with our intentions. We intended to stand the pole where it was carved. The idea was to stand the pole in 2015, but due to our engagement with Path Planning and Archeology, it was determined we needed more time. There has been a lot of investigation and planning. There was unanimous approval of the board. We've already spent significant funds on this project. Due to the board's approval we began to spend even more money. We spent \$4,000 in engineering and \$5,000 on steel for the pole, all following what we were told to do. There has been breakdown in communication in this process, which happens in an organization of volunteers. After this work, someone comes before the board and says, this is upsetting to me that this pole is going up on sensitive land and upset the people that are in that position. At this point the board decides to stop the project. This happened very suddenly for us. We were not invited to engage in that conversation or be part of the Diversity Task Force or negotiate to get a yes – we were told to stop. There has not been any input from the tribes as a part of these new conditions. Tonight, another condition of approval is put forth. This is hurtful to us. The pole became a story about the sauna, our clan coming together over forty years, my love for that art form, and a tragic airplane accident. It is a story about us all. I stand frustrated and sad that we can't talk to each other and get beyond this controversy and raise the pole. This is a great motion Mr. Silvermoon that moves toward the compromise on how we get the "yes."

Nancy / Melanie: The situation around the Story Pole devolved to a destructive and acrimonious process. We want to shift this more to the mission statement of the Oregon Country Fair. There are two groups that have good intentions. Most of the Fair family are not aware of all the meetings and details that have transpired. We'd like a ceasefire, a collaborative process, mediation, and honor the positive intent of all parties.

Bear: I would ask facilitator to have limit limits on member input as we usually do in meetings.

Jacob: I want to remind the board that cultures have borrowed wonderful things from other cultures for thousands of years. It is a blending of cultures.

Steve: I hope that the location is outside of the archeology sensitive area so that a permit will not be needed. If a permit is needed, I am not sure why the Fair should pay half of the money. This is a project by the sauna and it **should** pay for the permit.

Charlotte: When there are cultural sensitivity issues, they should be addressed before permission for a project is given.

Indigo: This has been one of the hardest decisions that I've faced in my eight years as a board member. As board members we are tasked with two responsibilities: the legal well being of our organization and the fiscal well being of our organization. This issue brings two different things to us all wrapped up into one. We have a cultural appropriation issue with part of the family being concerned. We asked for the conversation with the tribes and that deadline has passed. In my mind as a board member, the tribes did not respond in an organizationally valid way. I now have that information and can move forward. The legal and fiscal responsibilities of the organization are my second concern. There was a miscommunication between a backhoe and a shovel – this is a big difference and we are dealing with an archeologically sensitive area. This becomes potentially legal and potentially having fiscal ramifications. All the letters I've received sit in the cultural appropriation area. For me as a board member, I have to watch out for the legal and the fiscally responsible. The airplane crash affected us all. I honor that this pole represents our Fair family that died as well as the clan of the Flamingo. If we can solve the sensitive ground issues, I want, as a Fair member, to see this happen.

Bear: Jon, I think you did a tremendous job bringing together some very hotly opposed forces in crafting this motion. I've received more letters and emails about this than any other in my thirteen years on this board. I am happy that Jon and I, who do not always see eye to eye on every issue, are making and seconding this motion.

Kirk: I too want to acknowledge the raft of letters that I've received as well. Jon has tried to find the amazing middle moment in a complex motion. By and large I am supportive of it, but I am concerned about #5 on the informational display. I don't think having the display focus on the Story Pole is the best way to have that conversation. I support the motion and having our General Manager as the project manager to oversee it all.

Jon: SHPO may very well say that a permit is required, but I have worded it so that the flexibility in the motion will allow our General Manager to take care of it and he won't have to come back to the board for another location to site the pole. The SHPO permitting process can be an expedited one. I think that the informational display should be near the Story Pole, there is wording in the motion that it is not required

and that too is up to Tom. When I made the motion to create the Diversity Task Force, I had no idea this would be the issue we would be dealing with. This was an issue brought to us by Fair family that are tribal members. We felt we needed to address it and we probably did not address it perfectly. I apologize if we missed some opportunities to address it better. I hope that this is the beginning of a conversation that we have as a Fair family about cultural appropriation. I think how it ultimately will be addressed it will be up to the individual conscience of the artisan, craft and booth person. I hope it is the beginning of a journey that will be positive for all of us.

Justin: This has been a long road. We've been walking this path with the sauna and Path Planning for quite a few years. I'm not sad about it, because it is a valid conversation to have. I think we will come out stronger in the end. As we look at some of the points we brought to the board, it shows me a lot of the things we talk about with committees. The hard work that is done by committees and task forces is to involve everyone and make sure we are having the conversation in the widest way possible. We shouldn't be surprised by conversations coming out of committees. If we are involving people we should be reaching out to them and making sure they are at the table too. A lot of us are talking about how to improve those conversation dynamics. I was part of the minority vote when it came down. My argument then is the same as it is now – if I thought there was support I would ask for a friendly amendment to remove #5, as Kirk spoke to. I think the two issues should be separated. Both are valid. I feel we have gotten very singularly focused on the issue of cultural appropriation as it relates to the Story Pole. My analogy is that we are focused on the tree, literally, instead of the forest. We can step back and look at it from the point of reconciliation, involvement and inclusivity. These are all things that Jon's motion to create the Diversity Task Force aspired to be. In the end, I think the Diversity Task Force has a valid goal. We should make recommendations and guidelines. I wish these issues were not comingled. I trust in Tom being able to walk this path with Archeology and an outside archeological advisor. I encourage everybody to remove the roadblocks and let this get expedited as need be, whether it is placed where it is or another place that it needs to be. The sauna has been busting their ass and they deserve to be able to get this win. Our family deserves to get the win. This should be a position that is opened up with rejuvenated love and spirit. Thank you to the Diversity Task Force and thank you to the sauna for doing this for us. Lastly, thank you to Archeology and thank you to the board.

Casey: Thank you to everyone that wrote letters. I'm feeling more encouraged about all of this. It is clear that as the agitation grew, what we really need to get out of this is to not be divided. Cultural appropriation is less than our fiduciary responsibility as board members on this issue. As a group we want to make the most responsible decision for the event at large. This is reflected in Jon's motion.

Another problem is with the July 2, 2016 raising of the Story Pole. Adding another six or seven hundred people onsite that weekend will cause additional strains on the all that is going on during pre-Fair.

Perhaps there is the ability to move that date up.

Diane: I echo Indigo's comments. When the Story Pole was envisioned no one had heard of cultural appropriation. I hope the Flamingo clan does not find this as another hoop to jump through, but instead that we are taking this from pause to play.

LT: I tried to express myself on the players and principals involved and the level of affection I hold for everyone on all sides of this. This is a wonderful process we are engaged in here. Instead of political correctness, a phrase people on the right use to excuse their insensitivity, an expression we haven't used lately is conscientiousness raising which I think is really more appropriate. This doesn't strike me as a simple matter. On the one hand, all of us are the beneficiaries of a culture that invaded and imposed itself on another culture with genocidal effects. There is a really troubling phenomenon of setting political standards for art. Frank Zappa said that writing about music is like dancing about architecture. I think voting about art falls into a similar category. I think art is an individual process and committees frighten me, as groupthink frightens me. Is it possible to create a syncretic post colonial culture? That is what I think we are dealing with. I don't want to give up on a culture and fall back into what has been assigned to us. In the present world you are not stuck with your own gender assignment, why in the world are we stuck with our own culture.

Jack: I want to thank George and the sauna for staying with this process. I think this motion as the ability to stand the pole. I'm sure there will be more compromises along the way. If we look around this room, this discussion couple with what Lawrence just said, is our future. Diversity is our future. Of course we are going to experience anger and ill words, but we are going to do it in the open and we are going to do it together. Our biggest key to making this event more diverse is the fact we all know more diverse people that we need to bring into leadership positions, bring into our organization, and embrace. I know we know

them. This is the future and we need to know that – it ain't going to be about the money, it is going to be about the heart.

Indigo: On the front of the Guidelines is a picture of the opening ceremony. Last year the ceremony focused on unity. There is a circle that represents all of us. In the center is the mystery and whatever all of us see's that as. Let's leave this discussion in unity.

Motion passed: 8-0-2 Sue and Lucy abstained.

Bear moved and Sue seconded that the Oregon Country Fair endorse Lane county ballot measure 20-239.

Joseph: This is about land around us and it reflects our values.

Leigh: I'm with Support Lane county and 4-H extension, the group managing the voter education on this ballot measure. The measure is simple and asks for one and a half cents for thousand dollars in assessed property value. It will bring financial stability to the extension programs. 4-H, forestry, small wood lot owners, commercial agriculture, small farms programs, master food preservers, master gardeners, the food pantry project and nutrition education. All of us on the steering committee believe these programs provide critical support for communities in Lane County. We appreciate your willingness to entertain the endorsement.

Jon: Is this a Political Action Committee?

Leigh: It is.

Jon: Are you spending money in support of the campaign?

Leigh: We are.

Jon: May I ask the maker and the second of the motion to accept a friendly amendment to donate \$500 from our Change line item for this PAC?

Bear: I would.

Motion as amended passed: 10-0

Jon moved and Diane seconded for the Board to allocate up to \$2,000 to the Diversity Task Force from the Change line item for food and honorariums for facilitators of the scheduled learning opportunity that the Diversity Task Force has scheduled for April 24, 2016 with expenditures subject to the General Manager's oversight and approval.

Diane: This is on April 24, 2016 because this was the date we could get the LCC Longhouse. I'm hoping board members will attend.

Kirk: I would like a better sense of what this event is.

Jon: We are calling this a learning opportunity, avoiding words like trainings. This is not a one off event, rather the first in a series that we hope to do. In the words of Johnny Lake, one of the facilitators, it is to address challenges we face being a part of a multi-cultural society. It is organic in nature and this first one is targeted to board members, BUMs, coordinators and staff. Register online at

<http://goo.gl/forms/vxdF1pc8Q> or call the Fair office. It is to start the discussion about the diversity goal.

Kirk: The scale is similar to the charettes of the past. In that sense, I am raising the question of \$2,000. We have done the charettes for much less.

Jon: I don't know that we will spend it all on this one. The major expense is for the fifty participants, their lunch and honorariums to the facilitators. It may be less than \$2,000.

LT: I attended a learning opportunity involving Johnny Lake and he said if you are part of a community in which some people think there is an in group and other people don't, you are in the in group.

Lucy: Sorry to miss but I'll be immersed in different culture.

Motion passed: 9-0-1 abstaining Justin

Lucy moved and Kirk seconded to appoint Eric Nusbaum as the interim co-treasurer.

Hilary: Officers get appointed once a year, so this proposal will put Eric in for the remainder of this year's term. Eric has been on the Budget committee for ten years or more. He has done many jobs at the Fair and has work experience on financial reporting and accountability.

Motion passed: 10-0

Bear moved and Casey seconded to adopt the following policy, hand held lasers are prohibited at the Oregon Country Fair. Other lasers are permitted only if approved by the Oregon Country Fair management.

Bear: This policy is based on an identical policy that Burning Man has after a participant was blinded by a laser.

Ann: I support this motion. This is a health issue and those pointing them have no concept.

Jain: I understand that there is one kind of laser that is not dangerous and another that is. If I don't know which kind is coming at me, I am terrified.

Ben: My concern is enforcement of such a rule. Glow sticks were banned and we find them every now and then. I would suggest education in lieu of just saying we don't want them at the OCF.

Steve: This motion is way behind the times. It is the use of lasers that is the problem, not the lasers. They are not likely to be dangerous unless concentrated.

Joseph: I have mixed feelings. How dangerous are they? Lasers have some very interesting aspects to the Fair at night.

Bear: I want to credit Gregg Ducky Alsdorf for bringing this to the attention of the board. It is only a matter of time until someone gets hurt. Lasers are getting more powerful and cheaper. It is the uncontrolled, free form, do anything you want to do use of lasers that can lead to instances like this. I have no problem with people making laser art at the Fair, they just need to check in and be approved by the management teams.

Kirk: This will create enforcement that management and the BUMs will have to deal with. It is a matter of the intensity lasers. I like Bear's motion to get rid of small hand held lasers.

Sue: I treasure my eyesight. It helps me enjoy Fair. I'm wondering if someone will take responsibility to get an announcement in the Fair Family News?

Bear: I will volunteer to get this.

Justin: My point of contention is developing policy after the Guidelines come out is really tough. I hate to have policy that is hard to enforce. I thank you Bear for putting this in the FFN. This sort of after the fact policy has people yelling at others that do not know better. I will support it, but definitely wish we would get on the front end of these policy decisions.

LT: This is a good policy, but at some point I would like to address the broader, unshielded high intensity white light.

Motion passed: 10-0

Jon moved and Indigo seconded the board create a Maintenance and Repair Fund in the amount of \$70,000 and authorize the Site and Facilities Manager with the approval of the General Manager to use the fund for the following purposes:

- 1. Maintenance and repair of vehicles and other equipment,**
- 2. Maintenance and repair of site structures,**
- 3. Maintenance and repair of site infrastructure such as paths, roads, bridges, water lines, fences, and landscapes, and,**
- 4. Replacement of vehicles and equipment that are worn out and not repairable.**

Priority use of this fund shall be for maintenance and repair that has been deferred from previous years. At the end of the fiscal year, the Site and Facilities Manager and the General Manager shall make a report to the Budget Committee and Board of Directors as to how the fund was used during the fiscal year. In conjunction with the annual Capital Budget process, the Site and Facilities Manager and the General Manager shall recommend what amount, if any, should be added to the fund.

Hilary: This is the motion I referred to earlier to change and add internal controls. I requested the board to change it to look more like the Peach Power fund. The Site and Facilities Manager will submit a list of potential projects under consideration that will be picked from to do. The board upon seeing this list can pull something off and discuss. To me, this creates a level of accountability and communication that will protect the Site manager from being seconded guessed by the board. It also puts appropriate granularity and level of oversight that the board should have. This is not a matter of not trusting, it is a matter of having good internal controls, communication and the basis for trust.

Joseph: In this case, I have to disagree with Hilary. There is a good point to reporting of usage. We hired a Site manager because we were hiring a manager.

Jon: I see this as different from the Peach Power fund. It is not to purchase new things. Prior to hiring Shane, we wrote the job description. Part of that job description was to have a Site and Facilities Manager that had a maintenance plan. We need to trust operations to make the decisions. These are structures and buildings that we use ongoing. There is a horrible amount of deferred maintenance

because the way we've been doing it has not been working. I would very well anticipate at the monthly board meetings that Shane would report what he is working on. I'm sure if there was a reason to add money to the fund, there would be a justification for the amount to be added. If repairs need to be made, that are not anticipated in any budget process Shane needs to do the repairs and not wait for a board or budget meeting. All of Shane's decisions will have to be reviewed by the General Manager. To me that is the control. I would be open to say that any single item costing a certain amount would require board approval, but I want to give our operations people the tools they need to do their job. If my fellow board members think it appropriate, I'm fine adding a clause that any single item over a certain amount would require an additional level of review and approval. I'm open to that as a friendly amendment.

Lucy: While I support the idea, I think the timing is really bad. Where's the money coming from? We are already over budget. The Budget committee can look at it next fall, but this is not the time to spend \$70,000.

Kirk: I lean toward Hilary's point of view. On projects I've been involved with, anything over \$5,000 has to go back to the board. I very much like the maintenance fund, so the Site manager knows there's money. I would prefer that larger ticket items has to come back on a line item basis to board. The dedicated fund is smart because it helps allow for planning. I'd like to make a friendly amendment that any single item over \$5,000 must come back to the board for approval.

Martha: Is that ok with you Jon?

Jon: I'd like to question our Site and Facilities Manager first.

Shane: I'd like to go back to what Hilary's trying to get across. I don't think she is asking me to come to the board for permission to spend the money. Her idea is for me to present what could be coming down the line for the year or as they arise so that the board is aware. I think that is where Hilary is going with this, correct?

Hilary: Yes, at any point you can update this ongoing list – not with dollar amounts, not with timing.

Jon: With your list of deferred maintenance that you currently have, how many items cost more than \$5,000 and how many are less.

Shane: I believe that about 60% of the items are over \$5,000.

Tom: With the \$70,000 spending plan we will have the projects we are proposing to go forward. I have built into my job description \$10,000, anything over that I have to come to the board. I think we can say pending the approval of a spending plan, then Shane and I can work on deferred maintenance.

Jon: Kirk, how about any item that is \$5,000 or above that is not in an approved annual spending plan would require board approval.

Kirk: I'm ok with that or going to Tom's \$10,000 number. I think the spending plan is actually more important.

Jon: There are small things that I would like to take care of. I will accept the amended amendment. In reference to you question, Lucy, there was \$100,000 that was discussed at the Financial planning committee meeting as the original amount. I consulted with Hilary and she felt \$70,000 was a better amount.

Jack: We have to spend money on deferred maintenance. If we don't spend money on deferred maintenance it will cost more. The plan is the most important because we will spend the money.

Final motion:

Jon moved and Indigo seconded the board create a Maintenance and Repair Fund in the amount of \$70,000 and authorize the Site and Facilities Manager with the approval of the General Manager to use the fund for the following purposes:

- 1. Maintenance and repair of vehicles and other equipment,**
- 2. Maintenance and repair of site structures,**
- 3. Maintenance and repair of site infrastructure such as paths, roads, bridges, water lines, fences, and landscapes, and,**
- 4. Replacement of vehicles and equipment that are worn out and not repairable.**
- 5. Any single item costing more than \$10,000 and not on an approved spending list shall require board approval.**

Priority use of this fund shall be for maintenance and repair that has been deferred from previous years. At the end of the fiscal year, the Site and Facilities Manager and the General Manager shall make a report to the Budget Committee and Board of Directors as to how the fund was used during the fiscal year. In conjunction with the annual Capital Budget process, the Site and

Facilities Manager and the General Manager shall recommend what amount, if any, should be added to the fund.

Motion passed: 9-1-0 Lucy opposed

Kirk moved and Jack seconded to appoint Stephen Durkee and Bennett Rogers as co-coordinators of Construction Crew.

Motion passed: 10-0

Diane moved and Jack seconded to appoint Kurt Cox to the Caretaker Hiring committee.

Motion passed: 10-0

LT moved and Jack seconded to appoint Pablo Bristow to the Vision Action

Motion passed: 10-0

Jon moved and LT seconded to appoint Gail Schroder as Dog Control co-coordinator

Motion passed: 10-0

Jon: I want to thank Ben Gerlach for his service.

Lucy moved and Indigo seconded to appoint Robbie Nanakul and Paula Hoemann as co-coordinators of Inventory crew.

Motion passed: 10-0

Jon moved and Diane seconded to appoint Geena Glaser as co-coordinator of Photo ID.

Amy: Geena will bring joy to the Photo ID booth.

LT: Whom is Geena replacing?

Justin: I interpret it as in addition to.

LT: I was referring to Michael Thorn that it says has not been coordinator for several years. It doesn't indicate if he's resigned or we are replacing him.

Justin: There was another coordinator that had gone inactive.

LT: It sounds like a move to replace a coordinator, which is what I'm not clear on.

Justin: You are correct. They are removing an active coordinator and replacing him.

Jon moved to amend and Diane seconded to appoint Geena Glaser as co-coordinator of Photo ID and replace Michael Thorne.

Motion passed: 10-0

Diane moved and Jon seconded to appoint Rena and Leah Dunbar to the Diversity Task Force.

Motion passed: 10-0

Jon moved and LT seconded to appoint Sandra Bauer to the Community Center Committee

Motion passed: 10-0

Indigo: I am concerned about the Photo ID appointment that we are making an action without any communication with a coordinator. Although stated that he was inactive, it seems like a reach out to him before we remove him would be appropriate.

Justin: I will follow up with him.

Sue moved and Justin seconded to move the appoint of James Nason to Craft committee from New Business to Old Business

Motion passed: 9-0-1 Jon abstaining

Sue moved and Justin seconded to appoint James Nason to Craft committee.

Cathy: James has been attending the Craft committee meetings for several years and he brings the committee a lot of new ideas.

Justin: I've been fortunate to be at many meetings with James and he's a great addition and new blood to that committee.

Kirk: My experience with James has been with my red tag hat on and he's been great.

Sue: James' hard work in the committee is much appreciated.

Motion passed 10-0

President's Peace

Jack: We have a lot of new staff and it is important and very healthy. I want to extend my appreciation to Steve Gorham for all his years of service. I want to say thank you to Joe Newhall for his service as Construction coordinator. Last but certainly not least I want to thank Andy and say I love him. We have once again proved what phenomenal group of people we can be. There was much sacrifice and maybe some angst, but I want to make sure that Archeology knows we have a very special relation with them. I want to continue that into the future with as much input as we keep from Archeology.

Draft Agenda for May Board Meeting

Approve minutes from April 4, 2016 Board meeting

Direct the food committee to explore ways to improve the overall quality of food offered by food booths.

(Sue)

Add partnership with LCC about Solar Roller (Justin)

Appeal of Elder status denial (Jon)

Caretaker hire (Bear)

Internet Meeting Team, June board meeting (Indigo)

Board of Directors Conflict of Interest form (Jon) ??

Consent calendar items for May

CALC \$1,000 (Jon)

Peach Jam NW \$1,000

Creswell at Home \$1,000

ACT-SO yet to be determined (no donation request, only letter in board packet – email sent)