

Oregon Country Fair Board of Directors' Meeting
December 4, 2017
7 pm, NW Youth Corps, Columbia room

Board members present: Diane Albino, Ann Bennett-Rogers, Laurel Blaser, George Braddock, Chewie Burgess (alternate), Paxton Hoag, Justin Honea, Jack Makarchek (president), Indigo Ronlov (vice president), Kenya Luvert, Jon Silvermoon (alternate), Sue Theolass. **Peach Gallery present:** Staff (Crystalyn, Shane, Stephanie, Shelly and Robin), officers (Hilary, Lynda and Randy) and 55 members and guests.

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

New Business

Social media policy (Indigo)

Appoint Sue Theolass to Path Planning committee (Paxton)

Board review of state and federal filings before submittal (Jon)

Authorize Jack Makarchek, Hilary Anthony, Crystalyn Autuchovich and Shane Harvey to negotiate an offer on a piece of property. (Sue)

Authorize Jack Makarchek, Hilary Anthony, Crystalyn Autuchovich and Shane Harvey to negotiate and execute legal documents for the purchase of the property. (Sue)

Give management the authority to use some of the previously designated funds up to \$300,000 for purchase of property. (Sue)

Sue moved and Indigo seconded to move all three property motions from New Business to Old Business.

Joseph: We are not going to hear the details, but this should be done tonight.

Jon: I'm opposed to moving it from New to Old business.

Motion passed: 10-0.

Appoint Ayisha Elliott to the Diversity Task Force (Diane)

Appoint Amy Ehn to Craft Committee (Sue)

Appoint Thom Barr to Food committee (Sue)

Announcements

Bob: I want to thank the Board of Directors for the Oregon Country Fair's membership in the WOW hall. It is similar to the OCF in that it is also a nonprofit, has a democratically elected board of directors, a small staff and large group of volunteers. A key difference is membership dues, which can be 10 hours of volunteering or \$15. Members get voting rights, a monthly newsletter and an invitation to the membership party.

Dean: The fifth annual Native American Arts and Crafts Market was at the Amazon Community Center on December 9.

Sue: There are beeswax candles and catnip mice for sale as a fund-raiser for scholarships for Culture Jam. I am a Kareng Fund Board member, which is an emergency relief fund for self-employed artisans in the state of Oregon. The Kareng Fund Raffle offers baskets of goodies donated primarily from Saturday Market vendors. I have tickets, the drawing is Christmas Eve and you need not be present to win.

Gweneth: In the news today there was a story on a local and national public radio icon being accused of harassing female colleagues. I am inspired by the women who have come forward.

Judy: I want to call to your attention the Winter Holiday resources guide: <http://kindtree.org/wp-content/uploads/2017/11/Holiday-resource-guide-2017.pdf> for our area in Lane County. It notes dinners, a tree of joy and other holiday events.

Indigo: I travel to Egypt on a somewhat regular basis. I'm excited to share and ask for your well wishes as Lucy Kingsley and I fly to Egypt to do work with women in Cairo, Aswan and Luxor. I'm thrilled to do work with hand-workers, meet these Nubian women and learn what they have to teach me. I ask for good thoughts and the four winds blowing us safely back from the Middle East.

Jon: I was invited to and attended an event put on by the Music Education and Performing Artists Association (MEPAA.) They recognized the donors they've had over the years including the Oregon Country Fair. They are the folks that put on Grrrlz Rock and Kidz Rock. It was a great event with a lot of under-18-year-olds and I got a glimpse of some of the future entertainers for the Fair.

Staff Reports

Crystalyn: The Fair office will be closed from December 18 to January 2. We'll be using that time to organize, clean and file around the office that we do not typically have time to do. The Budget Committee is almost done with staff and crew budgets, then we'll move on to Capital Projects. Capital Projects proposals are due January 31. We are working to get year-round contracts and agreements in place for the new year. The Fiftieth Anniversary task force is in the process of narrowing down ideas and budget, then they will engage the Board and the Budget committee. The Veneta Light Parade was on December 7, and KOCF broadcast live and had a float.

Shane: There is no word on the SUP from Lane County. There is no approval or disapproval from the hearings official. Stephanie was able to locate a kitchen to wash durables (cutlery). We are looking for volunteers who want to be part of this team and earn their passes. This work will start in January on the weekends. If you are interested, contact Stephanie at the office. Working with Shelly, we are closer to choosing a new tractor. Jeff will get a field trip offsite to look at the tractor, and we're looking forward to that! Many thanks to Shelly and Jeff for all their work onsite. Thanks to everyone on the Budget committee for your hard work over the past few months.

Shelly: The Veneta Tree Lighting took place November 30 at Veneta Elementary school. There was a huge turnout including Santa Claus who arrived on a fire truck! We enjoyed hot cocoa and caroling by the kid's choir. We are fully winterized and flood ready, although the forecast calls for sun over the next 10 days. I'd like to thank Cameron Clark and Cory Earhart for coming out to site Saturday and working with Jeff Johnson and I in the rain. We completed some projects, got fully soaked and had fun. We had a big turnout for the VegManECs work party. Thank you for coming out in force. As always, it's wonderful to see your faces and good energy. Your enthusiasm is contagious.

Stephanie: Entertainment applications are up for those who want to perform at the Fair. The

Endowment RFP is also on the website. This funds art and youth activities in the Fern Ridge Area. We have been donated some old minutes from the '70s, which will be posted on the .net site for your reading pleasure. Also, members of the Jill Heiman Vision Fund attended an awards ceremony at Pearl Buck, where the Fair was presented an award for "Benefactor of the Year." Our contributions mean a great deal to them and their clients. We should all be proud of the Fair's philanthropy in the community.

Robin: Many thank you's to send out to all of the many people who help make Culture Jam happen! I've completed Culture Jam's 2018 budget proposal. I am planning for the upcoming year, considering new fund-raising opportunities for the program, as well as a spring or fall arts-based youth event or adult creative facilitation training.

Committee Reports

Food Committee: Sue said they are looking for booths and especially food carts. The deadline is January 12, 2018.

Radio Station: Dean provided the Board with the KOCF 2018 budget. Our expenses come in at about \$7,500 per year. It costs our station about \$625 a month to stay on the air. I know that some of you have wondered about this in the past. The station has challenges. We are currently struggling with volunteer coordination. I believe there are volunteers willing to help the station as apparent at our volunteer meeting last Wednesday evening where 16 people attended. But we lack someone to reach out and communicate the work that needs to be done. We are transitioning to a new station bookkeeper. Heather Kent has taken care of our books since our beginning, but is reducing her role with the station. Our new bookkeeper will be Jody Campbell. Jody also does the books for Habitat for Humanity's Restore. I'm working to coordinate a meeting between her, Heather, norma and myself sometime in the next few weeks.

As mentioned last month we have been fine tuning our new automation system. We have a few minor bumps and continue to refine the RadioBoss automatic play back of our music library. We all see this automatic play back as a stopgap until we have the programming day completely programmed with our own programing. A group of us worked on the Light Parade float yesterday. We did a play by play (float by float) and music throughout the parade. We have seven underwriters currently, for a total of \$1,390. We are pretty sure there are others in the community who are willing to underwrite on the station, but we just don't have anyone interested in doing that work currently. I'd like to get thank-you letters out to our donors before the end of the year.

Path Planning: Paxton reported that Path Planning met in November and are adding Sue Theolass to their committee. Much work has been done on the Safe Spots and Spirit gave a report on the progress. Additional work will be done with White Bird in concert with the Safe Spot project to get the word out on all the services White Bird offers. Crystalyn brought up the motion Indigo has crafted on respect and consent, which ties into the Safe Spot discussion. Information booths and booth packets were also discussed as resources for this project. Smoking areas were also discussed and will come to the forefront in coming months. Colleen gave a Front of the Fair subcommittee report, Kirk provided a Dragon Fly stage information and the option to make it seating. Memoria or memorials around the Fair was discussed with many different viewpoints provided. The next full Path Planning committee meeting will be held at the Longhouse on January 21 from 11 am to 2 pm.

Community Center: Jon reported that the committee discussed how long the committee will exist. The consensus was that after Lane county responds to the Community Center permit application, the

committee will consider its charge from the Board to have been executed and sunset at that time. There was a lot of discussion on the Pivot report and the discussion on social media about the report. We have two items to put on the Board agenda:

Schedule a Board work session on the implications of the Pivot report in 2018 (Jon)

Have the Fair contract with a professional fund-raiser to assess the fund-raising capacity of the Fair. (Jon)

The Community Center committee meetings are open to any member of the Fair to attend and are usually the third Monday of the month.

Personnel Committee: Jon said this group has done a lot of work around the job description charge that was given to it by the Board last month. Motions to put on the agenda from Personnel committee's work include:

Approve the Assistant Manager's job description. (Jon)

Approve the Administrative Assistant/Bookkeeper job description. (Jon)

Both of these job descriptions will be posted on the .net site later this month.

Appoint Administrative Assistant/Bookkeeper hiring committee (Jon)

Promote Stephanie to Assistant Manager (Jon)

Jon moved and Justin seconded to move from New Business to Old Business the promotion of Stephanie to the Assistant Manager.

Motion passed: 10-0.

Indigo: The hiring committee call out for the Administrative Assistant/Bookkeeper is for two at-large members to be on that committee, not Personnel Committee members.

Stephanie: If you are interested in serving on the AA/B hiring committee, please send an email to office@oregoncountryfair.org by December 31, 2017.

Elders: Ann thanked Heather and Mouseman for use of their home and grounds for our fall and upcoming spring retreat (April 14 and 15, 2018). Elders are encouraged to attend Board of Director's meetings to stay aware of important decisions. The BoD values member input. Meeting attendance and letters to Fair Family News are effective ways of expressing your opinion. The Winter Gathering potluck was held at the WOW Hall on December 13. A number of the pines having been dying off in Elder camp and many are downed. The site will need cleanup in the spring. Request assist from the Tree Crew sooner rather than later. There is no easy way to give Elder specific feedback and no system of checks and balances. It would be helpful to hear how Elders are doing from our Elders. We want feedback on ways to help us keep growing. Sending letters of appreciation to our active helpers was also recommended. Fifteen elders have been vetted and are approved for elder status; two additional applicants are pending review. Two persons were denied as they were lacking years of service. Since Grower's Market is unavailable for January and February meeting times, Elders will meet at the OCF office. The March 22 meeting will be back at Grower's Market.

Diversity Task Force: Diane said the task force is working on a learning opportunity for late spring and will be open to people. We still want to talk about a lot of stuff and consciousness-raising. The next meeting is January 22.

LUMP: Jain reported that the committee discussed recording and archiving the Green Zones with Dean Walton from the GIS team of the Cartography Crew. We set our meeting schedule and reviewed plans and projects for 2018, and looked at the implications of the SUP land-use restrictions.

Member Input

Joseph: BobbyJo Newton will be coming in coming months, but when referring to me please use feminine pronouns. This was one of the most trans-friendly Fairs I've experienced, particularly Community Village for their Saturday show. It was empowering and you see it on the paths and in the parades. Being at the Fair lets me fly my colors all the time. As with culture and ethnicity, our identity is not a costume and it is not a job. Please don't wear your gender as a costume, it is very real for a number of us. Bring the respect and love and ask questions.

Michael: There is a we and a me in people. Both have a place, but the me cannot survive without the we. Because everyone knew each other, the me could not use its tricks on anyone. Tricks of the me are lies, denial, misdirection, blames and attacks. When we come together in a circle we can see its ways. Together the decisions of the we show us what the way of life is. The land of the people to become we the people. The sadness came because many me's snuck in with the we's. The me's took over until some young ones, us, heard the voice of we. Loving, living, learning together was the fun we had. We showed us we could do it. Let us not fall for the tricks of the me.

Donations/Secretary Report

Randy: We are entering non-consent calendar months of January and February. Tonight's consent calendar items are:

- Skipping Stones \$1,000 (Diane)
- Womenspace \$1,000 (Jon)
- Eugene Peace Choir \$1,000 (Jon)
- Midlane Cares: SANTA Project \$1,000 (Chewie)

Mika Scott: I'm co-facilitator for the 2018 shadowed production of the Vagina Monologues. Womenspace is the beneficiary for that production. Vagina Monologues is an international movement to end violence against women and children. All the money that comes in go to protecting women and children. This is the 10th year I've been involved in this production. Vagina Monologues will be a shadowed production, meaning the ASL performer will be onstage next to the voicing performer. The funds will help in production costs. The performance is February 8, 10, 11.

Gwyneth: The Eugene Peace Choir has been in existence since 1984. We are requesting \$1,000 as we did last year. Last year's donation went to three different peace choirs with the theme of "passing the torch" with peace and justice songs. Eugene Peace Choir is a sanctuary choir for women coming out of Coffee Creek correctional facility to provide them a safe community to come into.

Chewie: Midlane Cares is a toys for tots for Eugene, Crow and Lorane. It is a good way to give back to the communities we are involved in. Let's cause some happiness!

Jon: Will this exceed the budget of the consent calendar line item?

Hilary: I consider the budget to be the authorization to spend. It is the Board's prerogative. If you want to exceed it, it is up to you.

Jon: So, by approving it we increase the line item.

Motion passed: 10-0.

Treasurers' Report/Budget Items

Lynda: As Shane and Crystalyn mentioned, we are finishing up the crew budget reviews and

going through our final recommendations that we will bring to the Board next month. We have a few areas that we have focused on throughout this process.

First, we have strived for consistency and standardization across crews as much as possible. This can be very challenging, but we are making progress in this area and we will continue to strive for this in future cycles. Second, we need to decrease the number of emergency and service vehicle stickers. Due to the excessive number of these stickers being given, it has come to the point that medical emergencies have not been able to get where they need to get to and service vehicles have been unable to fulfill necessary functions. To that end, we are budgeting emergency stickers only for potential true emergencies as well as for crews that carry money. And service vehicle stickers are being allocated only for crews who need to drive on and off site regularly or need to get around site as a result of their crew function. We ask that you be understanding of these changes and realize it is not personal but is necessary for the safety and efficiency of Fair operations.

We should be finishing up the crew budgets as well as staff and Board budgets within the next week or two and will be sending out our crew budget recommendations to coordinators soon after. We will be available at the January coordinators meeting to discuss any budgets prior to bringing them to the Board at the special budget meeting on January 29.

Finally, Capital Projects are due January 31.

Hilary: Last month the Board approved transferring \$240,000 of the endowment from CDs to the Oregon Community Foundation. Lynda, Shane, Crystalyn and I went to the Oregon Community Foundation offices and renewed our relationship with them. They gave us a lot of information and they are working to support us, as well as we are working to support them. They are a wonderful organization. The money we have in the socially responsibility investment pool is professionally managed and the excess builds our endowment. Instead of the \$11,000 that we typically get from the Oregon Community Foundation portion, they anticipate that by 2019 that we will get \$22,000 from the endowment program funds. It was exciting and well received to meet with the Oregon Community Foundation folks.

I interpret our budgeting process very differently than Jon. I interpret when we do the expense budgeting, that we are recommending to the Board the authorization for spending. When we do the revenue budgeting, we are setting the prices based on a number of variable factors. We know we often under-spend on expenses and we know that the biggest fluctuations are with admissions. We cannot guess ahead of time how many people are going to come each day. We also know with our planning we expect to have some excess revenue. We are not doing a projection with the budget. We are setting ticket prices, authorizing expenses and planning to get excess revenue. That is how we got the endowment, how we purchased this land, how we built up the rainy-day fund. This is an integral part of what we are trying to do. Jon gave the impression that there was some sort of sleight of hand that we were doing with the budget and being disingenuous when we came up with the extra money beyond expenses. We are trying to plan for the future.

Crystalyn: I have three budget items that need early authorization for 2018. The Board insurance renews on January 11. This is an authorization for \$1,750.

Indigo moved and Paxton seconded to authorize \$1,750 for Board insurance.

Jon: How does this compare to this year's Board insurance?

Crystalyn: It is the same.

Motion passed: 10-0.

Crystalyn: We have a year-round agreement with Andy Strickland that starts on January 1, 2018.

That rental agreement is \$12,500.

Indigo moved and Justin seconded to authorize the payment of \$12,500 to Andy Strickland for rental costs.

Crystalyn: This is rental for the Art and storage barns.

Jon: How does this compare to last year?

Crystalyn: It is the same.

Motion passed: 10-0.

Crystalyn: Another budget adjustment is for our employee health insurance. We have to sign up before the end of the year. After talking with Jon, Hilary and Shane, we recommend we stay with the same plan. This is \$85,250 that does include two additional employees. One additional employee would start in April and one in August.

Sue moved and Indigo seconded to authorize payment of \$85,250 for employee health insurance.

Crystalyn: I would like to thank the Board for our incredible health insurance, I really appreciate it and it means a lot.

Jon: This is one of those costs going up slightly from last year.

Sue: I'm really glad that we have an organization that takes care of our incredible employees.

Motion passed: 10-0.

Crystalyn: Our final budget adjustment is for the 2017 line item ODOT share of traffic in the GM budget. It is currently budgeted for \$14,500 we've spent \$21,250 due to a significant increase in ODOT cost.

Indigo moved and Sue seconded to increase ODOT share of traffic in the GM budget to \$21,250.

Crystalyn: This is an increase from the State of Oregon Department of Transportation.

Shane: We discovered the ODOT contract doubled this year. I'm sorry we don't have an answer as to why, but we are utilizing Maple Gate more than ever before. We are working with the management team to discover why ODOT has increased in this way.

Chewie: This is something we need to do and we simply need to fund this increase.

Justin: I'm curious if there are additional services that we asked for that was part of the increase, but making the changes at Maple Gate and on the Far Side is worth the cost. It was amazing to see how Maple Gate functioned on Monday post Fair. Thank you for your efforts in regard to that.

Motion passed: 10-0.

Jack moved and Indigo seconded to release holiday appreciation of \$750 for each employee.

Motion passes 10-0.

Old Business

Jon moved and Paxton seconded to approve the consent calendar from November.

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

Jon moved and Paxton seconded to approve the minutes from November Board meeting

Motion Passed: 9-0-1; Ann abstained.

Sue moved and Ann seconded to appoint Lucy Kingsley to Craft Committee.

Motion passed: 10-0.

Chewie moved and Sue seconded to appoint Lily Harmon Gross as Camping mediation co-coordinator.

Brad: This should have happened last spring and it's great it is happening now.

Nick: Lily and I have been co-coordinators for some time and this is institutional recognition for the job we already do. Mediation is a team event and is our model from which we operate. We also encompass the tent taggers and are on call for a month prior to the Fair and during the Fair. We are trying to increase the transparency and it is a good opportunity to have Fair endorse more gender centric leadership.

Motion passed: 10-0.

Sue moved and Diane seconded to authorize Jack, Hilary, Crystalyn and Shane to negotiate an offer on a piece of property.

BobbyJo: It is prejudicial to our best interest to share our strategy for land acquisitions.

Jon: I have concerns about the implications of purchasing this property. I cannot detail those concerns, because the Board wants to keep confidential the property in consideration. I personally think we could and should let the membership know which property is being considered. I'd vote against it, if I had a vote.

Jack: There is nothing in our process that says that Jon cannot say whatever he wants to the membership.

Jon: Are you saying I could tell the membership which property we are considering?

Jack: I am telling you it is not part of our process to tell Board members what they say.

Justin: We choose to keep it confidential.

Motion passed: 10-0.

Sue moved and Indigo to authorize Jack, Hilary, Crystalyn, and Shane to negotiate and execute legal documents for the purchase of the property.

Michael: I'd like to know a generalized process for OCF property acquisitions.

Randy: Having been through several property acquisitions, this is exactly the same way the purchases have occurred in the past. The Board votes on authorization to negotiate, votes on negotiation and execution of legal documents for purchase of the property. This is not some new sleight of hand. There are many reasons for this not being public information at this time.

Jen-Lin: There is a process for making sure the property has been vetted and is healthy, safe and of value to the Fair.

Hilary: In past land acquisitions, properties come to Fair attention in a number of different ways. The Board and staff work on it before it comes to a vote as it is here tonight.

Brad: Our meetings are public and it is not wise to go into negotiation telegraphing your moves. I sat on the Board for several real estate purchases and the best interests of the Fair are being pursued.

Jon: I am opposed to this motion. I want to tell the membership what property is being considered but it would damage my working relationship with my fellow Board members. I wish we could do this in a different way. If this property purchase negotiation is successful, I intend to explain my concerns in a future meeting. I think those concerns will continue to exist and we'll have difficult and contentious issues to address as a result of the purchase.

Chewie: I've watched since Dahinda's Acres was purchased. There is a process, that Brad put best, this property purchase has been vetted. Jon has made his position known. I appreciate Jon for not sharing the specific property. We can't show you our hand at this time.

Paxton: If you go back and look at past Board motions there is a standing Board motion that we consider all properties that comes up in our neighborhood. I wish we could talk about it too.

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

Sue moved and Indigo seconded to give management the authority to use some of the previously designated funds up to \$300,000 for purchase of property.

Heather: Being a resident of Suttle Road and watching real estate prices, the last property the Fair bought, DUGs Green, was purchased for thousands of dollars over the market price for other properties on Suttle Road.

BobbyJo: We vote for the Board members before us. It is their duty to hire people that they trust. We need this because we need people representing us and working on our behalf. We need to trust the process.

Jon: The motion is to use up to \$300,000 of previously designated funds to use for the down payment.

It does not specify what designated funds to use. This is my concern for this motion.

Last month we designated \$750,000 for things such as the roads, new office fund, the Community Center, permitting resolutions, water system upgrades, IT, power and solar issues. I think if the Board is going to allocate the funds, it should specify which one of those designated funds the money should come from. I personally think it should come out of the money that has been designated for the Community Center. I would hate to see the money for water system upgrade disappear. Of those designated last month, the Community Center is one that is the least immediate to have those designated funds available. I move to amend or offer a friendly amendment to designate that this be \$300,000 of funds that were previously designated for the Community Center if maker of the motion and second would accept that.

Hilary: This takes it out of money that was previously designated for the Community Center. I was thinking it would be spread out a little more. I'm comfortable with the Board citing where the money is coming from.

Sue: No, I am not comfortable with the friendly amendment.

Jon moved and George seconded to amend the motion to have the \$300,000 come from money previously designated for the Community Center.

Amy: There has been a lot of discussion and a lot of hard work put into how we allocate our resources. Nothing has been done haphazardly. I think the agreement that the members and Board came to on the Community Center took a lot of time and effort on a lot of people's parts. I trust the treasurers' and our Board to know there are several places to skim off the top and to go back and take money from those that worked really hard to put that money into the Community Center is not the direction to go. I would not support that.

Brad: I'm curious if that money from the Community Center fund was out of previously allocated funds or if any of it was donated directly for the Community Center effort. That is where I have an issue with this motion.

Hilary: We could not do it with donated funds for the Community Center.

Lucy: I am in agreement with Amy.

Gwyneth: Are there any undesignated funds?

Martha: Lots.

Jen-Lin: My understanding is when the funds were designated, there was an overage to what is anticipated. It would possible to spread it out.

Crystaly: I hope we spread it out among several of the designations.

Paxton: I'm opposed to this amendment, partially because we dedicated \$200,000 for the Community Center and now we are taking \$300,000 from that fund. I don't think that is appropriate. I'd rather see it spread out.

George: The SUP has put us on notice about a lot of things. There are significant improvements to the infrastructure of the Fair. They are best guesses and we are a pretty conservative organization in many ways. We seek out the best bargains we can find. In this particular case, there are a lot of unknowns. When ODOT says it is more, it costs more. Messing around with funds for those purposes makes me anxious. I see the Community Center as being down the road and being able to use those funds for something that is happening right now is more important.

Indigo: If we skim a little from various designated funds, you are confident that each of those funds, road and infrastructure, there will still be enough of those funds to take care of those projects.

Hilary: I've not done exact figures, but if we do about \$100,000 to \$125,000 from both the office and Community Center, I don't know if any of the other designations could take any. The rainy-day fund is \$155,000, which is higher than it's ever been before. That is not a designated fund, more of a management fund. I was thinking if we do a big down payment, we may want to pull out some of that. This motion does not say how much the down payment is. We have enough operating funds to get us to May 2018. We are selling tickets earlier and get income quicker netting another \$50,000 to \$75,000 there. There are other ways of coming up with the \$300,000 using other resources. I think if we are going into the designated funds we could spread it out a little more.

Indigo: I want to make sure I understand what you just said. \$300,000 coming out of designated funds is part of it and there is the possibility of additional from the rainy-day funds to augment the down payment.

Hilary: Yes.

Indigo: With that clarity, I am not going to support the amendment.

Jack: What's come out here, and I hope everyone is paying attention, the \$300,000 is not the purchase price.

Jon: The motion if it passes as amended, the rainy-day fund is not relevant. This is all the money coming out of designated funds. If we wanted to take money out of the rainy-day fund, then the motion should be different. If we take money out of the office fund, we may as well tell that committee to forget about meeting. The other funds are things that have to be done next year. If those projects come in under budget, the Board can always take the money from coming in under budget and allocate it back to the Community Center. The Community Center is the only one from the funds allocated last month that is not an immediate need. There is money in the Community Center fund for any foreseeable expenses this year. Taking it from other funds may or may not because we don't know what the road costs will be. I think it is prudent to use the funds from that which the need is the most in the future.

Amendment failed: 1-8-1; Jack, Diane, Paxton, Justin, Laurel, Indigo, Sue and Kenya opposed; Ann abstained.

Original motion: Sue moved and Indigo seconded to give management the authority to use some of the previously designated funds up to \$300,000 for purchase of property.

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

Jon moved and Paxton seconded to promote Stephanie to Assistant Manager effective December 1, 2017.

Motion passed: 10-0.

Indigo moved and Kenya seconded that the following quoted text be officially approved by the Board; and that Craft Committee, Craft Inventory, and Booth Registration are directed to include this text in yearly information given out to prospective artisans and crafters, as well as to all existing crafters and artisans; and that Management is directed to add this text or a portion thereof to a page on the OCF .net and .org websites. The two additional sections are added here for reference only and are not actually words that are part of the motion. This motion does not vet or verify a maker's authenticity, but rather directs the sharing of information to artisans and crafters about our internal Community Agreements and the Indian Arts and Crafts Act of 1990 for their knowledge.

Text for Inclusion

"In Consideration of Cultural Sensitivities and Artistic Expression: As our community considers matters of cultural sensitivities and the freedoms necessary for artistic expression, the complexity involved is recognized. For more information about the approved guidelines regarding cultural sensitivities and artistic expression, please refer to the community agreement in the yearly OCF Guidelines. Additionally The Indian Arts and Crafts Act of 1990 is law and provides a foundation regarding cultural sensitivity. Information about the Indian Arts and Crafts Act of 1990 is found at the Department of Interior's web page: <https://www.doi.gov/iacb/act>.

Hilary: I'd like giving a heads up to people who apply to get their crafts juried. We've had really good compliance with the Indian Arts and Crafts Act of 1990 with our crafters, partially because we've had really knowledgeable people on Craft Inventory. Having this awareness become institutional is very important. I think our internal policies are evolving and it's really great people are made aware of it.

Lucy: I've been a crafts person since the middle 1960s. In the 1980s before we had jurying, I was a crafter. I once went to the Scandinavian festival and was told I could not purchase embroidery patterns because I was not Swedish. I've twice lived on a Navaho Indian reservation and studied with Navaho weavers and learned how to weave in traditional ways on the condition I don't sell whatever I weave because I would distract from the livelihood of the Navaho weavers. I've been sitting on Craft Committee for a few years now. These are challenging issues with nuances and subtleties and confusion. There has been a lot of distress and difficulties. The Craft Committee has not had time to talk or explore the implications. Additional conversations are needed. It would need to go into the Guidelines. Rather than going in the Guidelines, it should be entered as a separate document. That would give the greater community the opportunity to grapple with the nuances.

BobbyJo: You need to work with the Craft Committee.

Laurel: I am grateful that this is not a Guideline change, but referencing the Guidelines and referencing law that already exists. I hope you pass this motion.

Crystallyn: We talked about this in a Craft Committee meeting. All we are doing is making sure that people are informed about what is law and I'm fully in favor of the motion.

Michael: This has nothing to do with Guidelines changes. It is more of advisory direction.

Brad: I view this as a start, but not where we will end up with this issue. Starting dialogue on existing policy will further discussion.

Jon: The Diversity Task Force was not consulted about this motion. I echo the fact that the Crafts Committee was not consulted either. I hear criticisms of the Board about telling operations how to do their job. I think we should be giving direction. I'm not sure I agree that the Indian Arts and Crafts Act provides a foundation regarding cultural sensitivity. I think it is a different issue. I appreciate the motivation for this motion. Having discussions on cultural sensitivity is going to be a long-term process and I'm not so sure this furthers that. I wish the Diversity Task Force had the opportunity to provide some input into the process. I think it should be tabled.

Indigo: I do not feel like I want to table this motion until I have a chance to speak.

Lucy: Craft Committee is not going to be meeting until February.

Justin: As Booth Registration coordinator, I feel like this is a lot of much ado about not very much. This year has been challenging for crafters, especially those who touch into these realms. It is important to provide clarity and this is an honest effort for information sharing and to be able to communicate to our family when they have questions. Before I was a Board member, I wanted the Board to tell me what the hell they want me to do. This is one of those opportunities. I was emailed this and Craft Inventory weighed in. Craft Committee was emailed the document. All this is asking is building the packets that go out to vendors, to get this information to the booth people. It is to help the crafters better understand the rules of engagement behind the 1990 Craft Act. This touches on issues we'll be talking about going forward. This is an opportunity to clearly get information from the Board to our coordinators that we care, we hear you and want to give you information that is easy to access. I appreciate the effort from Indigo and I put my full support behind the motion.

Indigo: I did send this to Booth Registration, Craft Inventory and Craft Committee. I also sent it to Jon to share with the Diversity Task Force. I did my due diligence that way. This is information sharing. I've been sitting on this Board for a while now and through this year — it was the first time I knew this law existed. As a Board member sitting on the Board of an arts festival, I think it is essential that our family knows about this. If I as an artist did not know this existed, then I'm sure there are others in our large community who also don't know of its existence. I believe we are already doing what this law is saying. This is not punishing or saying anything about Celtic or Swedish art. There is one law on the books and it is about Indian Arts and Crafts of 1990. I hope the Board supports this. If our goal is transparency of information, I want the Board to direct the sharing of this information.

Chewie: I am fully in support of this motion as it points to information. I knew about this, but I did not know it was a law. The fundamental realities need to be out there with our family. Coordinator, crafter, potential crafter — it is important. Indigo has done excellent job.

George: I'm in opposition to the motion. This law is a truth in advertising act. It basically says that you cannot say it is Indian product, if you are not an Indian. This came to pass originally in 1910, revised again in 1930s, and was revised several times over the years. I want to define what an Indian is. There are 507 tribes. All tribes are different in percent of Indian you are, 50 percent, 12 percent, 16 percent. This law only applies to federally recognized tribes with there being hundreds of other tribes in the United States. There is a lot of controversy among native peoples about this law. It is not necessarily a good law; it is good intent. It has nothing to do with cultural sensitivity or artistic expression. We are citing a law that is confusing and controversial.

Paxton: Since the packet for the crafters/booth people does not go out until the end of March, we have some time to go to the committee. I think we ought to table for a couple of months.

Paxton moved and Diane seconded to table the motion.

Motion to table failed: 5-5; Kenya, Indigo, Laurel, Justin and Jack opposed.

Kenya: This is a great start to bring it to the consciousness and begin talk. It is an opportunity to talk. It is not saying all cultures, but it is a start. Thank you.

Sue: While I appreciate the intent, I shared the email with Craft Committee and every Craft Committee person I talked to wants to talk about this. We think we have something to offer.

Ann: I would like to suggest some changes. Could the last sentence be changed to **“For more information about the approved guidelines regarding cultural sensitivities and artistic expression, please refer to the Community Agreements in the yearly OCF Guidelines. Additionally, the Indian Arts and Crafts Act of 1990 is a law with information found at the Department of Interior’s website: <https://www.doi.gov/iacb/act>**

Indigo: I accept that amendment.

Motion as amended: Indigo moved and Kenya seconded that the following quoted text be officially approved by the Board; and that Craft Committee, Craft Inventory, and Booth Registration are directed to include this text in yearly information given out to prospective artisans and crafters, as well as to all existing crafters and artisans; and that Management is directed to add this text to a page on the OCF .net and .org websites. The additional sections are added here for reference and can be included with the approved text as space allows. This motion does not verify or vet a product-maker’s authenticity, but rather directs the sharing of information to artisans and crafters about our internal Community Agreements and the Indian Arts and Crafts Act of 1990 for their knowledge.

Text for Inclusion

“In Consideration of Cultural Sensitivities and Artistic Expression: As our community considers matters of cultural sensitivities and the freedoms necessary for artistic expression, the complexity involved is recognized. For more information about the approved guidelines regarding cultural sensitivities and artistic expression, please refer to the Community Agreements in the yearly OCF Guidelines. Additionally, the Indian Arts and Crafts Act of 1990 is a law with information found at the Department of Interior’s web page: <https://www.doi.gov/iacb/act>.”

Motion as amended passed: 8-1-1; George against; Sue abstained.

Indigo moved and Laurel seconded to adopt the following policy, and for it to be posted in the guidelines, and on the .net and .org websites:

OCF Consent Policy

The Oregon Country Fair (OCF) does not tolerate sexual misconduct and prohibits any person from sexually harassing or harming any other person at any time on OCF property and/or during any OCF functions.

Every person involved in the OCF has the right to be treated with dignity and to be free from harm. It is expected that common courtesy, mutual consent, and considerate behaviors towards each other regardless of position or role within the organization are fostered and respected. All forms of sexual misconduct are contrary to the standards expected of the employees, participants, and guests of the Oregon Country Fair.

Sexual misconduct refers to any action that is unwanted and unwelcome to the recipient. The following unsolicited written, verbal, physical, and/or visual contact with sexual implications may

constitute, and are examples of, sexual misconduct:

- *Physical examples include, but are not limited to:* rape, assault, touching, patting, pinching, impeding/blocking movement, and/or any other unsolicited physical contact regardless of what someone is wearing and/or any previous contact.
- *Verbal examples include, but are not limited to:* unwelcome verbal advances, sexually oriented comments, unwanted and unwelcome jokes of a sexual nature, offensive flirtation or lewd remarks, comments on a person's sexual orientation, and/or remarks of a sexual nature, continued requests and/or suggestions for sexual activity after it has been made clear that such requests and/or suggestions are unwelcome.
- *Written examples include, but are not limited to:* suggestive or obscene letters, notes, and/or invitations.
- *Visual examples include, but are not limited to:* leering, sexual gestures, and/or display of sexually offensive objects or pictures.

Definitions to Bold Words in Policy:

- Sexual Misconduct is defined here as any unwanted conduct of a sexual nature, whether outright or implicit, which creates an intimidating, hostile, or humiliating environment for that recipient. Sexual harassment, assault, intimidation, humiliation, and rape fall under the category of Sexual Misconduct.
- Consent is the voluntary, informed, un-coerced agreement through words and actions freely given, which a reasonable person would interpret as a willingness to participate in mutually agreed-upon sexual acts. Consensual sexual activity happens when each partner willingly and affirmatively chooses to participate. Important points regarding consent include:
 - Consent to one act does not constitute consent to another act.
 - Consent on a prior occasion does not constitute consent on a subsequent occasion.
 - The existence of a prior or current relationship does not, in itself, constitute consent.
 - Consent can be withdrawn or modified at any time.
 - Consent is not implicit in a person's manner of dress.
 - Accepting a meal, a gift, or an invitation for a date does not imply or constitute consent.
 - Silence, passivity, or lack of resistance does not necessarily constitute consent.
 - Initiation by someone who a reasonable person knows or should have known to be deemed incapacitated is not consent.

An individual who is incapacitated is unable to consent to a sexual activity. When a person is in an incapacitated state they lack the cognitive ability to make or act on conscious decisions. The use of drugs or alcohol can cause incapacitation, although intoxication alone does not mean someone is incapacitated. Engaging in a sexual activity with an incapacitated individual whose perception or judgment is so impaired that they are incapable of making an intentional decision to participate (and therefore unable to consent), constitutes sexual misconduct. Indications that consent is not present include, but are not limited to:

- the use of physical force, or a reasonable belief of the threat of physical force;
- duress;
- one person overcoming the physical limitations of another person;
- the age of the individual. Oregon state law considers persons under the age of 18 to be "incapable of consenting to a sexual act" (ORS §163.315).

- Employees are the paid staff of the OCF.
- Participants are entertainers, crafters, artisans, food booth folk, volunteers, significant others, elders, companions, vendors, contractors, and/or any other person who participates in the organization's year round operating activities.
- Guests are the public or any official visiting our properties and/or sponsored functions.

Reporting Avenues Available to Support this Policy (subject to change):

- Year-round, inform Fair Management (managers & BUMs) by email: consent@oregoncountryfair and/or in person.
- July Event:
 - Pre/post: go to White Bird or fill out a paper reporting form at Quartermaster.
 - During Event: go to White Bird or fill out a paper reporting form at an Information Booth.

The Management Team will collect reports and take complaints of sexual misconduct seriously to ensure disciplinary actions are applied, as appropriate. Disciplinary actions may include but are not limited to: removal from OCF properties, ban from OCF events, inform/call the law authorities, mediation, and/or grievance procedures.

Indigo: Lane Community College has an excellent website on this consent policy and I was given permission from them to use their materials. Some of the bullet points about consent come from their website. This has been to the management team and has their support.

Sara: Thank you, Indigo, for doing this. It is a work of art and heart. As a Backup Manager who deals with almost all the victims, those that we know of, this is really hard and it happens everywhere. Crying, sadness and fear is very real. It makes me sick every year for everyone who comes forward that is so brave and loving. It is nice to have some backup for me when I'm working with victims and those that they feel have violated them.

Crystalyn: I want to support what Sara just said. I feel that this policy is an outstanding example of the management team and the Board working together.

Jessica: As a BUM, I want to thank Indigo for working with us on this motion. When we go out and speak to the crews, this is one of the things we speak to our community about — looking out for each other. This tool will be invaluable for our community.

Hilary: Thank you, Indigo. This will be invaluable. If people don't know, the Xavanadu movement program workshops have been very well received. I hope we find a way to work with Culture Jam, which also needs a consent policy as well. With any policy where it says where you go, I think we need alternative routes. Having the management team collecting reports will work for most cases, but there might be other cases where that does not work and we need alternate routes whether it be the president or the lawyer.

Martha: I don't know who the management team is. It needs to be defined.

Robin: Consent is talked about at Culture Jam. Teenagers are already aware of consent.

Brad: White Bird is one of our primary resources. This is a Fair family outreach and information sharing challenge. We need to continue to make headway on this. The policy and avenues need to exist to report and follow up on the incidents. As part of the management team, I am grateful there is a policy coming.

Gwyneth: I am a co-grandmother of 4A. There was an incident that makes me wonder if consent could be expanded to include both parties objecting, but outsiders reporting on the policy violation.

Lynda: My girlfriends and I sit around camp sometimes at Fair and we talk about the Fair is the greatest place for most things in life except sexual harassment. It is the worst. Hippy-dippy love happy, we love everyone, which means we get to fondle us as you like. I am thrilled to see this. It is a pervasive culture that I feel has always been in the hippie environment starting with the summer of love — I don't know when it started, I was a kid. I want this to raise awareness. I would like to see the repercussions for not following the policy be clearly outlined so there is no room for this one person who has been volunteering for 40 years we're going to just slide this one under the rug and talk to them. No! They need to be gone.

Michael: I think definitions are the sticking point.

Amy: I want to echo what Brad said. I want to commend Indigo and Crystalyn for their work. It is a great place to start but is by no means finished. We are thankful to have trained specialists at White Bird. I am looking forward to lay it out in ways where we can present to a group of volunteers. This is a tool to set appropriate conduct for our volunteers.

Dean: Thank you for your work.

Jen-Lin: There are highly trained specialized people at White Bird and on our management team. I am frustrated that similar things come up on social media. We have the resources, but getting that information out to the Fair family is the challenge.

Codi: Thank you Lynda for saying something because we've noticed that there is an underlying policy that sexual behavior does get a little more attention sometime. I like that there is a line of decency and protocol, but we need to have repercussions set.

Shelly: Rene Myers of White Bird has offered a radical consent workshop for the past couple of years at Main Camp. We've experienced a societal change on people speaking out and the silence is broken. We are now on the forefront.

Shane: The management team is Crystalyn, Stephanie and myself and the Back Up Managers (BUMs.) You can reach us by email at consent@ocf.org. That alias email address copies us all.

Indigo: I have made some changes. Looking at the paragraph beginning with "various avenues..." I'd like to add "Fair Management (management team and Back Up Managers – BUMs)" Also removing the sentence beginning with "A paper reporting..." and adding, "Additional reporting avenues pre and post event are White Bird and a paper reporting form at Info booths and Security. In terms of disciplinary action, it does say, "Disciplinary action does include but are not limited to removal from OCF properties, ban from OCF events, inform/call the law authorities, mediation, and/or grievance procedures."

Hilary: If there's a problem with someone on the management team, they go to White Bird?

Justin: Thank you for your work on this. It is obvious that it is not for the women in the room. This is an educational document for the men. Defining terms, what it means and what is and is not acceptable. It is tough to read, it is a tough subject. As a father, it is tough for my daughters. In the culture that we've created to Lynda's point this is as much about information as we've done here tonight. It made me think about a lot of situations at the Fair and I hope the Board takes the time and consideration to pass this. It is a time to educate on how to treat one another.

Jon: The third paragraph is more procedural and how the policy is operationalized. If you include that paragraph in the policy anytime Fair management wants to change the procedure, they would need to amend the policy. I think that paragraph should be removed from the policy but the procedures ought to accompany the policy. If you want to change it in the future, it is separate from the policy and gives management the ability to tweak the procedures.

Indigo: I am wondering if you would be OK with a reporting avenues section.

Jon: So long as management has the ability to tweak procedures.

Crystalyn: Adding verbiage for change on the procedures would help.

Jon: The Board adopts policy, management does not have the authority to change policy.

Indigo: I'll accept that amendment.

Jon: The quote of the Oregon law that persons under the age of 18, does that mean two minors?

Indigo: Yes.

Ann: I was aware that women on my crew left due to unwanted sexual advances. How many young people have we lost due to this. It is really important.

Motion passed: 10-0 as amended.

Kenya moved and Sue seconded to approve an off-season, off-site Story Slam as part of the Spoken Word program.

Kenya: The intent is to host true stories from the stage at the Fair as a way to bring out those stories and allow people to hear them.

Crystalyn: I support this as potentially a pilot project. My only concern is that they are charging admission, and that is money not going to the Fair.

Codi: My concern is that this is not all Fair stories and has been opened up to other storytellers.

BobbyJo: Anytime we can do more outside of our three-day event it is good. This is what we are about.

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

President's Peace

This was a good night. George showed courage. It is all about the future. On that note of the future, it is easy to think about this discussion we are having on capacities and all the issues happening around us are what we need to prepare for and deal with for the next 50 years. A large part about that is looking at what we'll look like in 50 years in size, nature, sensitivity and ability to be empathetic to each other. It is important to look at it in the context in what the family will look like and what is possible for this family. We've done a lot of things tonight that are pieces in that puzzle. Important pieces. They seem to be going back to respect, dignity, empathy and this notion of how to keep a family and keep moving forward and being part of the Veneta community. We touched on a lot of that. We want to be part of the community. Our success is tied to Veneta.

Draft Agenda for January

Social media policy (Indigo)

Appoint Sue Theolass to Path Planning Committee (Paxton)

Board review of state and federal filings before submittal (Jon)

Appoint Ayisha Elliott to the Diversity Task Force (Diane)

Appoint Amy Ehn to Craft committee (Sue)

Appoint Thom Barr to Food committee (Sue)

Schedule a Community Center Board work session in early 2018 on the implications of the Pivot report in 2018 (Jon)

Have the Fair contract with a professional fund-raiser to assess the fund-raising capacity of the Fair.

(Jon)

Approve the Assistant Manager's job description. (Jon)

Approve the Administrative Assistant/Bookkeeper job description. (Jon)

Appoint Administrative Assistant/Bookkeeper hiring committee (Jon)