

FAIR FAMILY NEWS

OREGON COUNTRY FAIR ☯ ONE CREATIVE FAMILY

VOLUME 22 ISSUE 9

FEBRUARY 2015

What's Inside

- Devotion p.2
- Passion p.3
- Fervor pp.4-5
- Infatuation . . . p.6
- Voracious pp.7-16





FAIR FAMILY CALENDAR

February

- 15 Path Planning, 1 pm, Hub Yurt
- 15 Performer application deadline
- 16 Community Center Committee meeting, 6 pm, OCF office
- 21-22 Conflict Resolution Retreat, Alice's Wonderland

March

- 2 Board of Directors Meeting, 7 pm, NW Youth Corps, 2621 August St., Eugene
- 2 FAIR FAMILY NEWS DEADLINE
- 10 Land Use Management and Planning, 6:30 pm, OCF office
- 12 Craft Committee meeting, 6 pm, OCF office
- 14 Vision Action Committee, 10 am – 4 pm, OCF office
- 16 Path Planning, 1 pm, Hub Yurt

April

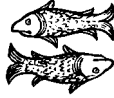
- 1 Deadline to apply to sell a new craft
- 6 Board of Directors Meeting, 7 pm, NW Youth Corps, 2621 August St., Eugene
- 6 FAIR FAMILY NEWS DEADLINE
- 8 Craft Committee meeting, 6 pm, OCF office
- 11 Elders Retreat, Alice's Wonderland
- 12 Highway Pickup, 10 am, meet at Ware Barn
- 14 Land Use Management and Planning, 6:30 pm, OCF office
- 18 Elders Work Party
- 19 Path Planning, 1 pm, Hub Yurt

May

- 1 Deadline to register booths
- 2 SPRING FLING, 7 pm, WOW Hall
- 4 Board of Directors Meeting, 7 pm, NW Youth Corps, 2621 August St., Eugene
- 4 FAIR FAMILY NEWS DEADLINE
- 12 Land Use Management and Planning, 6:30 pm, OCF office
- 13 Craft Committee meeting, 6 pm, OCF office
- 16 Elders Work Party
- 17 Path Planning, 1 pm, Hub Yurt

Happy Birthday to Our Fair Family Pisces

- Ashley Demaline..... Green Thumb Flowers
- Bo Fulgin Pre-Fair Kitchen
- Butch Russ..... Security
- Carole Diller..... Booth member
- Chelsea Landman..... Ambiance
- Dan Heinzkill..... Pre-Post Security
- Darin McNally Quartermaster
- Darren Emmons Communications
- David Harrison..... Water
- David Peek Crafter
- Deepraj Drake..... Teen Crew
- Denise Joy..... Crafter
- Don Doolin..... Main Camp Security
- Gabe Sanada Lot Crew
- Gayle Martinez Traffic
- Glenn Millstone Lot Crew
- Gypsy Steve Berger Internal Security
- Jamison Grinsell Traffic
- Jana Rose Chase..... Vaudeville
- Jeff Wolfe Pre-post Security
- Jeffrey Falkenstein..... Crafter
- Jim Smith Elder
- Julie Avery Ambiance Entertainment
- Karen Breidenbach..... Registration
- Karen Sloane White Bird
- Kelly Humphries..... Recycling
- Leslie Scott..... Culture Jam
- Linda Reel Hughes..... Home Grown Roses cart
- Lynda Hoffman-Snodgrass Elder
- Marilyn Kay Kintzley Elder
- Marlene Monette Alice's Camp Host
- Michael Gibbons..... Fire
- Mike Cozad Internal Security
- Mike Lonegron Registration
- Nicole Rensenbrink..... Lot Crew
- Norah Roberts..... Information
- Pam Basilius..... Recycling
- Paul Connell..... Lot Crew
- Ray Hessel..... Pre-Fair Kitchen
- Richard Grimaldi..... Childcare
- Rob Montgomery Construction
- Robert Jacobs Traffic
- Robin Wells Pre-Post Security
- Rufus Peterson..... Quartermaster
- Santos Narvaez..... mystery man
- Sara Rich..... Back Up Manager
- Sarah Grimm..... Recycling
- Sarah Helms..... Green Thumb Flowers
- Sonja Weber..... Fire
- Tina Edwards..... Main Camp Security
- Todd Kelley Lot Crew
- Tommy Noe..... Traffic
- Vicki Scott..... VegManECs



KEEP IN TOUCH



Oregon Country Fair
442 Lawrence St.
Eugene, OR. 97401
(541) 343-4298, fax: 343-6554
FFN@OREGONCOUNTRYFAIR.ORG
OFFICE@OREGONCOUNTRYFAIR.ORG
OREGONCOUNTRYFAIR.ORG (EVENT INFO)
OREGONCOUNTRYFAIR.NET (BUSINESS SITE)

Attention Booth Reps

Attention Booth Representatives: Look for your booth registration packets to arrive in your mailbox in late March, early April. If you've changed your address in the last year, please let the Booth Reg crew know so you'll get your packet on time. You can email them at boothreg@oregoncountryfair.org. Use the subject line BOOTH REP CHANGE OF ADDRESS.

FAMILY LETTERS



This newsletter is for the Oregon Country Fair Family and all material is volunteered from the membership. Opinions expressed here are those of the authors and do not necessarily reflect the policies of the Fair or the FFN. Letters must be limited to 300 words. They will be edited for length and clarity. Please include name, Fair Affiliation and a method of communication (i.e. phone number or e-mail).

FFN GIFTS OF LOVE

Dan "Wine" Cohn
Niki "Chocolates" Harris
Mary "Roses" Doyon
Michael "Dinner" Ottenhausen
Suzi "Ring" Prozanski
norma "Teddy Bear" sax
Kim "Lingerie" Griggs
Brad "Heart covered Boxers" Lerch



Get on the FFN and/or Voting Membership List

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

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

Or Email to: office@oregoncountryfair.org



GENERAL MANAGER

(Veneta, OR)

Hiring the new OCF General Manager. Complete job description available at www.oregoncountryfair.net. Salary commensurate with experience. Resumes must be received by 5 pm March 6, 2015, by mail to: GM Hiring Committee, c/o Oregon Country Fair, 442 Lawrence St., Eugene OR 97401 or email to pc@oregoncountryfair.org. 541-343-4298. 501(c)(3) non-profit, EOE, preference will be given to Oregon Country Fair participants.

Recently Unclassified Material

We accept UnClassifieds up to 30 words for \$5 each, per issue. Send listing with \$5 to O.C.F.-F.F.N. 442 Lawrence St. Eugene, OR 97401. For questions, information about display underwriting and to submit listings, Email bradlerch@aol.com or call Brad @ 541-485-8265 (UnClassifieds not paid for by layout won't run)

Room for rent in Portland...I have a room to rent with a separate bath in my home in Southeast Portland. Male or female makes no never mind however, no pets & non-smoker. All utilities will be split evenly between us. Rent is \$425 & we split all utilities. If interested you can email me at the following 8women@comcast.net

LARGE PUPPET NEEDED. Looking to buy a custom, tall, walking pupet like the ones seet at the fair in the parade for an eclectic fair type party. Please contact seth@tofurky.com or (541)386-6925 for more information. Thanks!

Seeking a booth share. I craft hemp/Tencel women's wear and am a strong advocate for collaboration and cooperation. Call Rose at 541-899-3988. Email: SympaticoClothing@gmail.com. Website: www.SympaticoClothing.com

Hi everyone! My name is Emily Scott and I recently graduated from Teen Crew. I'm looking for an adult position. My significant other is fair family, who has been going to the fair every year since he was born, and attending the fair together is very important to both of us. Please contact me if you need an extra hand in your crew or booth, or know someone who might! Yes Yes Yes! Emily (707) 486-3701 filmm.ems@gmail.com

Silk & Shoji
Candle Lanterns
'Prayers for the Earth'
little silk prayer flags
and more!

Touch the Earth
OCF Booth 386
(541) 935-9596

www.earthsteps.com
e-mail: cathy@earthsteps.com



This year Corona is making top hats!
Booth 410 at the Fair!!!
Coronahats@gmail.com
www.Etsy.com/shop/Coronahatsonetsy



Get your product or service out to the Fair family, and support good communication!
\$10/Issue, 6 for \$50, or the entire year (11 issues) for \$80!
For Info. call Brad
(541) 485-8265
bradlerch@aol.com



ViolinGuitarMaker.com • PetesArtFarm.com

Lions, Mermaids
Dragons, Eagles

Peter Jay Huiras
541-935-3336
262-894-8465

GLOW
VARIETY SHOW
featuring **NANDA**
an OCF favorite
Tickets and info at www.glowvarietyshow.com
March 28, 29 2015
dance, comedy, music and acrobatics
A benefit for The Trauma Healing Project

Organically Grown Company®
Promoting health through organic agriculture as a leading sustainable organization.
www.organicgrown.com
OGC supports the Non-GMO Project and the removal of genetically engineered foods from the food supply.

EUGENE ♦ PORTLAND ♦ SEATTLE

FARM TO MARKET
Daily & Seasonal Specials

DELUXE QUALITY
Free Membership

Find us on Leafly!

AMAZON ORGANICS

AMAZONORGANICS.NET | 3443 HILYARD ST, EUGENE OR 97405 | 541-636-4100
Next to Jiffy Market

THE RITZ
Sauna & Showers
Public & Private, Open-air, Accessible Showers & Saunas
Story Pole Raising Ceremony
Summer Solstice - June 21
Serving the OCF Community since 1976
Explore our web page - www.ritzsauna.com
Visit our Facebook - The Ritz Sauna & Showers

Craig Ralston
LTC #5744C
Tax Returns Prepared
Self employed, stock sales rentals, multiple/old years
(541) 343-4422
TaxguyCraig@gmail.com

Aaron Kenton
mortgage professional
aaron@willamette.net

Direct: 541.461.4204
Office: 541.484.5626
Fax: 888.342.0612
379 Coburg Rd, Suite B
Eugene, Or 97401
infinitylendingsolutions.com

Helping people purchase and refinance their homes for over 12 great years!

infinity
LENDING SOLUTIONS
A DIVISION OF AMERICAN PACIFIC MORTGAGE CORPORATION

NMLS-1850/224925

Heirloom Quality Jewelry & Fine Handcrafted Pottery
OCF Logo Items

BOOTH 907 NEXT TO JILL'S CROSSING
dragonsbreath.etsy.com mudfairy.etsy.com

The Hiding Place

Michele Sharpy
hairstylist
686-1998
337 East 11th Alley
(near high street)
Eugene, OR 97401
msharpy@comcast.net

WOW HALL
8th & Lincoln
All Ages
687-2746

2/20	Blue Lotus / Brothers Gow
2/25	The Garden / DJ Genie Factory
2/27	ARCO-PDX Winter Concert
3/1	Martin Sexton / Brothers McCann
3/3	Wake the Sun / The Zendeavors
3/6	Fashawn / SonReal / Earthgang
3/13	Gracia Birthday Band
3/14	Andrea Gibson / Holly Miranda
3/15	That 1 Guy / Shovelman
3/17	Robyn Hitchcock / Emma Swift
3/19	Talib Kweli / Immortal Technique

Bear Wilner-Nugent
Counselor and Attorney at Law LLC

503-351-BEAR • bwnlaw@gmail.com • bwnlaw.com

Criminal Defense • Appeals
Representation of Marijuana-Related Businesses

Statewide practice • Licensed in Oregon and federal courts

Free half-hour consultation for Fair Family – mention this ad

You are Invited to Goal Review Summit Meeting

submitted by the Vision Action Committee

On Sunday, April 26, the Vision Action Committee and Oregon Country Fair's Board of Directors invite you, the Fair family, to review and comment in person on each of the nine goals of the Oregon Country Fair. This will be the first review of the Fair's goals since they were adopted more than seven years ago.

The daylong summit in Eugene will determine if each of these goals is still relevant, if it needs revision or if new goals are needed. This will be done in a guided workshop with experienced facilitators and breakout sessions. At the end of the day, we hope to have input and recommendations to provide to the Board of Directors regarding the goals, although another meeting, perhaps into

2016, may be needed to complete the review.

During 2012–2013 each issue of the Fair Family News contained an article about one of the goals with an update on its progress and a request for feedback. Only a few Fair family members responded to each goal, some had no response, but the responses received were all worthy. We have summarized (due to space limitations) these responses in bullet points below. You can read the complete text of each article and response at www.oregoncountryfair.net. Look under Committees and click on Vision Action Committee. Please send any further feedback or comments on the OCF Goals to: vacgoals@gmail.com and we will add your responses to the list.

To encourage your participation in the Goals Review Summit the OCF site will be open for Fair family camping (except for Alice's Wonderland) on Friday, April 24 and Saturday April 25. The meeting will be Sunday, April 26 at a location in Eugene that is still to be determined. We hope to see you at 10:00 am for coffee and to meet from 11:00 am to 4:00 pm.

Pre-registration is required for this event since the Fair will be providing lunches for those that attend. Please state the number of people attending and any dietary needs to the OCF Office by email: office@oregoncountryfair.net or mail: 442 Lawrence St. Eugene, OR 97401 by 5:00 pm on April 1.



The Nine Goals of the Oregon Country Fair

- (1) Increase the diversity of all aspects of the Oregon Country Fair community.
- (2) Maintain and improve our land and facilities.
- (3) Steward our lands in accordance with ecological standards.
- (4) Support artists and entertainers.
- (5) Create participatory events and experiences that attract and include more youth and elders.
- (6) Support a healthy and dynamic culture for participation by volunteers and members.
- (7) Foster better communication and information exchange.
- (8) Clarify its priorities and systems for community outreach and philanthropy.
- (9) Improve its organizational effectiveness.

What goals are we missing?

Feedback for the Nine Goals

(NOTE: The Vision Action Committee edited these responses for brevity. VAC shares these Fair family members' ideas as a starting point for further discussion. The committee welcomes a full and open discussion of all opinions, keeping in mind due respect for all participants.)

(1) Increase the diversity of all aspects of the Oregon Country Fair community.

Do we really want the Fair to reflect the cultural diversity of rural Lane County? I'm okay with the Fair representing the county's ethnic diversity, but not the reactionary values that thrive in some rural areas.

—Susanna DeFazio

(2) Maintain and improve our land and facilities.

- The OCF bathroom situation is outdated, inadequate with long lines.
- Before adding on to the Fair, we should fix what is broken.

—Robbi Nanakul

(3) Steward our lands in accordance with ecological standards.

- The OCF Wildlife Team started in 2010 with help from professional biologists. The team has responded to over 200 situations in the last 5 years. The team monitors and works to alert nearby campers and workers of sensitive, June-July nesting birds and other wildlife. The team supports and empowers all to take steps to prevent impacts such as nest-abandonment.
- Goal rewording is suggested to define "ecological standards," and to include some reference to the diverse sustainability practices of the organization and event, such as steps to reduce our carbon footprint or waste stream.

—Glenn Johnson and Aaron Holmes

- OCF should study the environmental impacts to species and soils, both pre and post Fair.
- Has our stewardship benefitted the OCF lands since conversion from previous agricultural land use?
- Please have interested parties contact me to discuss this further.

—Lucid live.lucid@gmail.com (Construction Crew and MS in Agricultural Microbiology - microbial communities undergoing decomposition in Brazilian forest ecosystems)

- The 2010 LUMP manual has huge gaps in the following areas:
 - Growing food as a priority is not mentioned.
 - Biodiversity is ignored. So is radical weather.
 - If shade is a goal, why have we not planted the parking lot?
- If wildflowers are a second priority, why do we mow at all during the spring? Rare and uncommon flowers are thus eliminated.
- If we are concerned about non-natives, why do we plant commercial grass seed along the paths?
- The OCF should delineate the biodiversity of the site relative to Lane County, Oregon and the Earth.
- Why follow OSU programs when they promote toxiculture, genetic engineering and minimal biodiversity?
- The OCF should promote permaculture, biodiversity and ecology. Experts are available to help us.

- Why have we not stabilized the disintegrating banks of the Long Tom River with appropriate plantings?
 - The OCF should work with enlightened ecological partners and local organic seed people who know plant biodiversity.
 - Planting only native plants is not the answer; we need to come up with a policy that is both visionary and practical.
 - An organic sustainable community needs a large milpa. (Milpa: a concept from south of the border means a place that is a source of life, an extended garden in a diversity sense, a nurturing place for one's family and friends).
 - Do we have a program and process for increasing the biodiversity of the OCF land holdings?
 - A fall harvest/barter fair celebration can bring us back to native food plants, to complete cycles, to our land/water based adaptation to the coming times and a sharing of the year's harvest to sustain us through hard times, good times, indeed; all times.
 - With 440 acres, what is possible in terms of growing food for the Fair, biodiversity for the people and health for the community as well as nurturing the tree of life, giving peace a chance and love an opportunity?
 - "Bringing it all back home" — Bob Dylan
- Al Kapuler, Linda Kapuler, Dylana Kapuler and Mario Dibenedetto

(4) Support artists and entertainers.

- I have been to all but four OCFs since 1970. The Fair certainly helped inspire me to become a professional entertainer.
- The OCF pays less than my usual minimum performance fee. It is a working vacation. Still, I spend more time creating material for OCF performance than for other events (to assure a spot when I apply next year). I have received \$0.00 for helping to coordinate and emcee the Midnight Show for the last decade. It's a labor of love.
- Supporting upcoming artists is a challenge given limited stage slots and passes. I started by path busking, but there isn't room to perform like there used to be. The process has improved, but you still wonder how one troupe brings in myriad people while other acts have to wrangle for an extra pass.

What is the Vision Action Committee?

The Vision Action Committee was established by the Board of Directors to provide stewardship of our ideals as we move toward the Fair's 50th anniversary. As stewards of the OCF vision this committee:

- Makes the goals more visible to Fair family who may not know of this work.
- Tracks projects that work toward our goals while noticing which goals are getting attention and which are not.
- Helps project champions navigate the process of getting their projects accomplished.
- Creates bridges of communication between groups working toward similar ends.
- Reports yearly about the State of the Vision and any recommendations we have.
- Periodically quests to re-vision our goals and ideals using extensive Fair outreach and this Goals Review Summit Meeting!

Summit Meeting Logistics

April 24 & 25

Friday & Saturday Camping at OCF Site (except for Alice's Wonderland) for OCF family members.

April 26, Sunday Meeting:

(Location to be determined.)

10 am — Coffee & Meet Up
11 am — Meeting starts
1 pm — Lunch provided
4 pm — Event Ends

RSVP required.

Please state number attending and any dietary needs to the OCF Office by email: office@oregoncountryfair.net or mail: 442 Lawrence St. Eugene, OR 97401 by 5 pm on April 1.

- Backstage storage has improved, but still won't accommodate all props nor is it secure.
- Food vouchers have increased, which really helps.
- Free showers are somewhere and food at Main Camp is rumored, but I seldom have time to partake in these extras since I'm so busy prepping, schlepping and performing.

—Rhys Thomas, *JuggleMania*

Regarding the three stated sub-goals of OCF Goal Number 4, Support artists and entertainers:

"The Fair will review compensation for entertainers at the three-day event."

- I wish we would reconsider the idea of providing no travel costs for Vaude performers. There are some wonderful Vaudeville performers in the Northwest and down into Northern California, but we used to draw acts from further afield. There are first-class performers out there willing to work for the minimal fees that the Fair pays, but not if it means that they have to spend much more than that on airfare first.

"The Fair will adopt at least five strategies to support young and emerging artists and entertainers at the three-day event and year round."

- I haven't heard what strategies were adopted, or even what people had in mind when proposing this. If the Fair wanted to subsidize a monthly Open Mic series at the WOW Hall or other Eugene venue, I would take this statement more seriously.

"The Fair will survey event artists and entertainers to explore issues of concern."

- Was there a survey?
- The most direct method of showing support for the entertainers, I think, would be to initiate improvements at the stages, backstage areas and Entertainment campgrounds. The showers at Entertainment Camp are just a joy and a very real statement of support for the entertainers.

—Tom Noddy, *Vaudeville Entertainer*

I have been coming to OCF since 1975 and leading the parade for over 35 years. I became an Elder five years ago but continue to get my pass through Vaudeville.

- I am only aware of one review of performer compensation, which happened perhaps 10 years ago. At that time my compensation was reduced. In 2012 my contract amount was \$300 but after deductions for camping and vehicle passes my "take-home" pay was \$180, which does not even cover the cost of my gas to get to the Fair and back home again.
- I am not aware of any support for young or emerging entertainers, either at OCF or year-around.
- This is the first survey I have heard about and I don't feel any progress has been made on these issues.
- In response to the "support" mentioned in the article: Flowing Notes shower is irrelevant to anyone camping at Stage Left. It is at the far end of the Fair, and there isn't time to hike there, wait for a shower, and hike back to camp in between parades and shows.
- The proposed Community Center is unlikely, in my opinion, to be of much use to entertainers. Since most Fair entertainers do not live in the area, it would serve only a few, if any.
- Last year (2012) the party at Water Camp was so loud that it not only shut down the campfire at the front of entertainment camp, but also shut

down the campfire at the DuCaniveaux camp at the far end of entertainment camp.

- I don't believe that "there is great freedom for youth (or anyone) to sit down practically anywhere in the Fair and play an instrument as a busker." Thirty years ago this statement had some truth to it, but not in recent history.
- In conclusion, I feel that the Fair treats the Vaudeville performers very poorly, has done little to help, and that over the last 35 years the situation has gotten worse, not better. Many promises have been made by the Fair management, but few have been kept.
- Most Vaudeville performers do not come to the Fair in order to make money, but many are not willing to come to the Fair if it costs them too much money.

—Tim Furst, *aka Fyodor Karamazov of The Flying Karamazov Brothers*

Regarding Goal 4, I have a specific comment regarding Water Crew and Entertainment Camp.

For far too many years there has been known conflict between Entertainment Camp and Water Crew. I do not feel that it is "fair," or in anyone's best interest to allow this conflict to continue.

After careful consideration, I would like to respectfully suggest that Entertainment Camp relocate their campfire/gathering place to a quiet, calm, less congested area, where they can hear each other over their campfire.

I am suggesting the new property (Henderson's) near Aero and Suttle Road. I don't know what the plans are for that area, but it seems like that would be a nice camping ground, lots of room, quiet, grassy and pleasant, easy in and out access.

I recognize and respect that their campfire has been in its current location for a long time now, just as Water Crew has been at their location for a long time, but you can't relocate the trucks, reservoir, pumps, etc. The water carts come in at 11:00 pm or later at night.

As Water Crew Co-Coordinator, I would like to offer myself open to any other suggestions people may have to finding a resolution.

Love & Peaches,

—Christie Banks

(5) Create participatory events and experiences that attract and include more youth and elders.

No comments were received.

(6) Support a healthy and dynamic culture for participation by volunteers and members.

No comments were received.

(7) Foster better communication and information exchange.

- Many of us have received what I call the "not my issue" response when people are asked about areas that aren't in their crew responsibilities. Because of the frequency of these interactions, a fatigue sets in on both sides about helping people find out what they need to know.
- I suggest the OCF create some policy papers, which would be elaborations on certain policy areas. They would guide people to the crews, coordinators, or staff members who would know what is going on. *[The VAC is working on a "how to get things done within the OCF manual", first draft to be released soon. These papers would*

answer questions like:

- If you want to have a wedding on site
- If your Fair Family member dies
- How to navigate Main Camp hierarchy during pre-Fair
- One of the top anxieties for booth people is whether or not they will be allowed to drive in when they arrive, and how to navigate the junkyard dog system without feeling bullied.
- Various committees could be enlisted in this. Craft Committee (of which I am a member), for instance, could work with a VAC rep or someone to identify policy paper areas for booth participants, coordinate these with other Fair bodies, and get these elaborations in place.
- We have an ongoing problem with the perception of the existence of two classes of participants and the assumptions carried by each. We need more of the internal communications that allow us to understand each others' experiences.

—Diane McWhorter

- Of course we still need this goal. It's always important to keep communication and information exchange happening. Organizations that fail in this regard end up w/disillusioned membership and depleted energy. We have to always know what's going on.
- Is there still a need for path interpreters and guides (except in special circumstances)? Should this be deleted?
- Could the History Booth Audio and Archive Project be consolidated?

—Percy Hilo

(8) Clarify OCF priorities and systems for community outreach and philanthropy.

Each year we work with our outside accountant to fill out OCF's 990 and we have to answer the question: "How does your organization monitor that funds donated to other nonprofits are used only for charitable purposes?"

We could provide a much better answer if we required a report from the recipient (donee) organization about the use of our donated funds. These reports could also be helpful to the board to assess our giving effectiveness.

—Hilary Anthony

(9) The OCF shall improve its organizational effectiveness.

No comments were received.

What goals are we missing?

- The OCF shall work to reduce the carbon footprint of all attendees, vendors and staff.
- The OCF shall use its network to help transform business practices and promote "green behavior" among all we come in contact with.

—Peter Cornelison

- OCF shall be a demonstrator — whenever possible — of "collaborative and community-based problem solving." The OCF shall promote its approach to community resource allocation issues as opposed to top-down or policymaker-down approaches to problem solving.

—Jennifer Frenzer

- Should any of the Burning Man, Black Rock City 10 principals be adopted by the OCF? For a description of each principal search: *Burning Man Ten Principals*

1. Radical Inclusion
2. Gifting
3. Decommodification
4. Radical Self Reliance
5. Radical Self Expression
6. Communal Effort
7. Civic Responsibility
8. Leaving No Trace
9. Participation
10. Immediacy

—Mark Pankratz

The Ritz Story Pole

by Alice Wheeler, Ritz Sauna

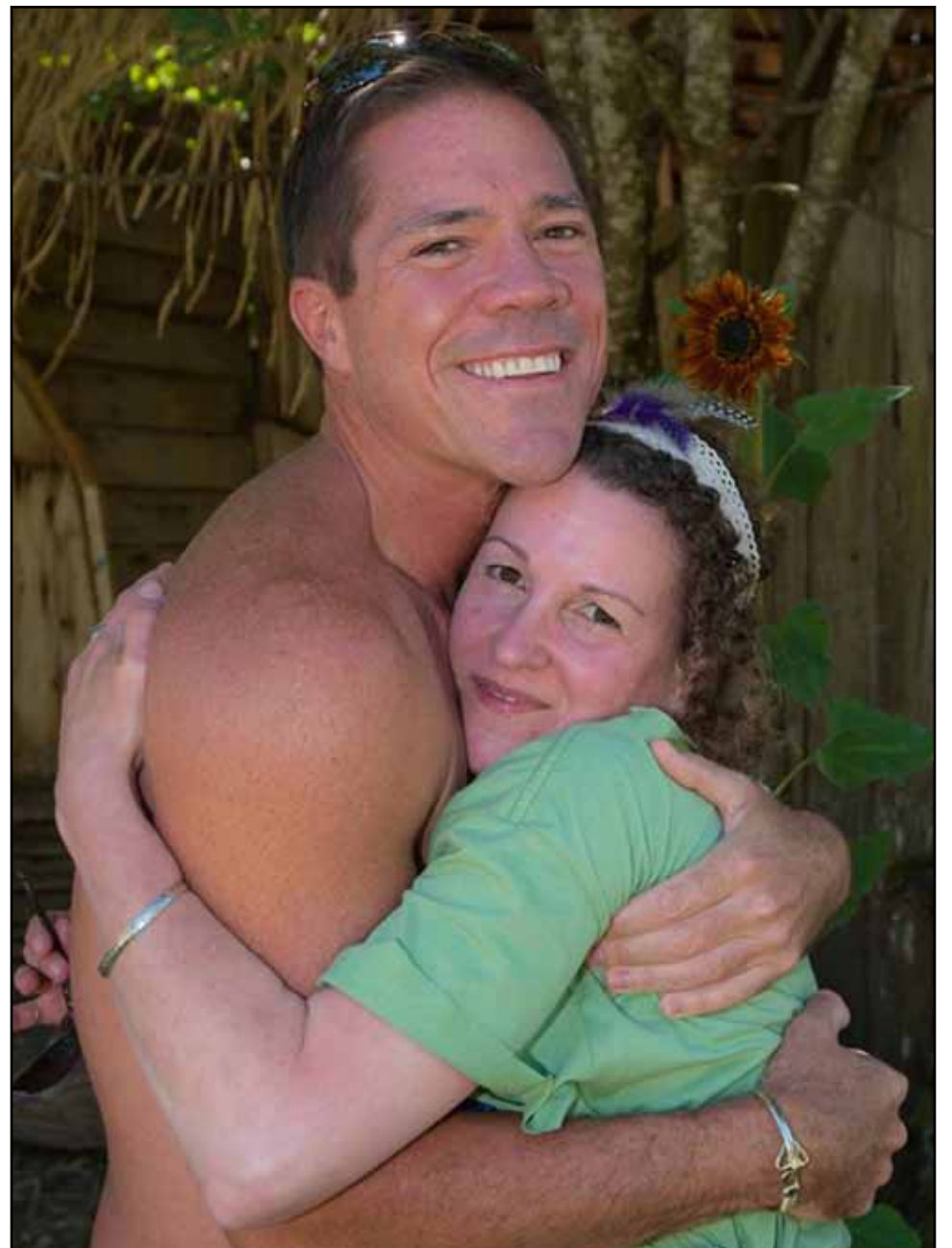
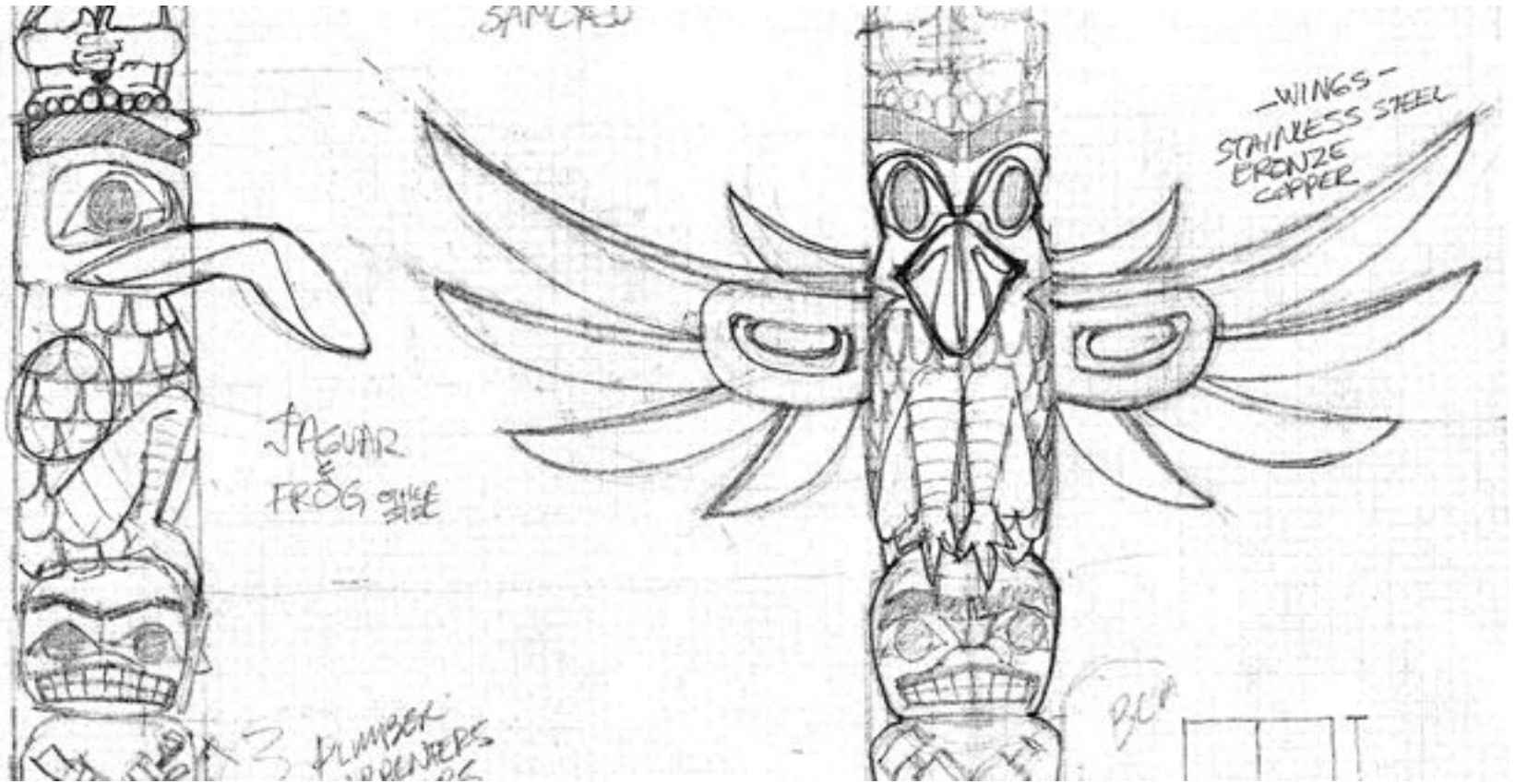
It's taken more than three years to create "Working Together," the Ritz Story Pole. Our heartfelt thanks to all the OCF family who have supported this incredible and monumental project! In addition to actual work on the pole itself and enormous good will, our community has contributed over \$20,000 to help us with expenses to keep the work moving ahead. This amount will cover about half of the estimated final cost of the project. SO the capital campaign must go on. Help us if you can!

The work continues. Collaborating with the Path Planning Committee and Fair management, we have engineered the design for the base and agreed upon a plan for surveying and



if necessary remediating the dig area with Archaeology. Master welder Ken Hardenbrook is nearing completion of the stainless and copper Flamingo wings. Project artist and lead carver Brad Bolton (pictured at left) will be back in early May to put the finishing touches on the pole.

Save the date! Mark your calendar for the afternoon of June 21, 2015, the Summer Solstice. That's when you will have an opportunity to participate in raising this monumental pole, "Working Together." For updates on the Story Pole raising and photos of the project please see our web page, www.ritzsauna.com or visit us on Facebook @ The Ritz Sauna & Showers.





**BOARD OF DIRECTORS
BUDGET MEETING
MONDAY JANUARY 26, 2015**

7:00 pm, Central Presbyterian Church

Board members present: Diane Albino, Casey Marks Fife (Alternate), Paxton Hoag, Lucy Kingsley, Jack Makarchek (president), Indigo Ronlov (vice-president), Kirk Shultz, Jon Silvermoon, Lawrence Taylor, Sue Theolass, Bear Wilner-Nugent. **Peach Gallery present:** Staff (Charlie, norma, Robin and Shane), Officers (Steve, Hilary, Randy), and 25 members and guests.

Agenda review

Bear: In addition to the budgetary items, we are going to vote to accept the General Manager job description. There will be votes on the mileage rate, conflict of interest declarations, staff and crew budgets and coordinator food voucher and expense proposals.

Announcements

Indigo: This meeting is being recorded and it will be posted on the site as we did last month. Those that are interested in receiving the URL for this meeting send an email to ocfbod@gmail.com. If you have requested the URL previously, you will receive the URL for this meeting.

General Manager Job Description

Jack moved and Lucy seconded to accept the General Manager job description provided by the Personnel Committee and printed in the January FFN.

LT: I'd like to propose a friendly amendment to the section on Essential Job Functions from "General Manager will be prepared to provide oral and written reports for monthly BoD meetings" to "General Manager will provide oral and written reports for monthly BoD meetings."

Jack and Lucy: We're OK with friendly amendment.

Motion passed: 10-0

Bear: At next week's board meeting, we will be voting on the membership of the GM search committee, as well as the timeline for the search.

Conflict of interest declarations for board, officers, and staff — relating to contracts and payments in 2015 budget

Indigo: My family owns Café Mam and the Oregon Country Fair purchases coffee from Café Mam, uses it in the kitchen, and Culture Jam. We donate a lot of coffee, so to vote on those types of budgets I need to declare this interest.

LT: I do receive mileage from the Fair.

Paxton: I collect mileage as well.

Kirk: I receive mileage.

Diane: Ditto on the mileage.

Jon: I took mileage last year. Also, I am a coordinator is that a conflict of interest?

Bear: We have not historically recorded that particular declaration, but there you go.

Bear: I could take mileage, but I don't choose to.

Mileage rate

Hilary: In the past the budget handbook specified the mileage rate. This year we said in the handbook that "you will be reimbursed at a rate to be determined by the board." Operationally, we are prepared to continue the 35 cents/mile if you don't make a motion. It would be nice if you would verify what rate you would like people to

be reimbursed. Traditionally, we've reimbursed both volunteers and paid staff at the same rate that approximates the Federal rate minus the portion that the IRS calculates—the operating portion of the car rate.

Jack moved and Kirk seconded to accept the mileage rate the OCF reimburses volunteers and staff at as outlined by co-treasurer.

Indigo: I think it is great that people have the opportunity to be reimbursed, especially those that travel a lot. It is great to have volunteers who are willing to donate that aspect of their giving to the organization.

Paxton: I just wanted to again declare my conflict of interest since I get a lot of mileage.

Bear: We get a lot of mileage out of Paxton!

Jon: I think paid staff should be reimbursed at IRS approved rate. I don't think we should be asking staff to take less than what they are entitled to. And I'd like to offer that as friendly amendment.

LT: The Federal rate is 57 cents/mile.

Jack: If this is an accountable plan, I will take the friendly amendment on.

Hilary: With the employees, it is always an accountable plan. Employees can be reimbursed at the rate without it being income to them—unlike the rest of us—if we get reimbursed at 35 cents/mile the amount over 14 cents/mile (volunteer rate) is actually income to us.

Jack: I do accept the friendly amendment.

Bear: The motion as amended is to add: The motion as amended is to add: **Employees get mileage at the IRS approved rate and staff and volunteers get mileage at 35 cents/mile.**

Motion passed: 10-0

Crew budgets

Jack moved and Lucy seconded to accept the 2015 Crew budget in the amount of \$759, 332 as reported by the Budget committee.

Hilary: The difference in this budget and previous years is the Craft Lot development. The main budgets that we looked at in the Budget committee process were things like security, water, White Bird, all to increase the infrastructure for the Craft Lot. This is just the crew portion of that.

Jon: What are the Crafts Lot expenses on lines 495, 496 and 497?

Steve: These are the food voucher numbers. Crafts Lot is an entertainment lot like Chela Mela. This means we allocated 846 food vouchers for the crew. And 1709 for the entertainers.

Hilary: The entertainment will be under the Dance pavilion, piano lounge, and the Flow Zone. I would have used the phrase "trade passes." The way that this and Chela Mela are structured, there are crew people, facilitators for trade people and entertainers and those coming on trade passes are putting in applications like entertainers—brought in for the event.

Jon: I see nothing for coordinator expense.

Hilary: There is no coordinator. CLOG is being the coordinator.

Jon: Who is getting the food vouchers and who are they responsible to? Are these food vouchers specific to entertainers? Are expenses going to be ongoing expenses?

Hilary: I would expect these to be ongoing expenses. There are several areas, including operations, support people, setup, stage managers, lighting, sound crews. Also, there are those coming in on contracts who are bringing art, presentations or activities.

Jon: Crafts Lot does not have a coordinator and Chela Mela does?

Hilary: We are trying to develop that staff so that we can say these are the coordinators that are going to come in and do it. Hopefully out of all these people, we will find one or more coordinators.

Jon: In the supplies portion of this budget, is this all ongoing expenses?

Hilary: There are a lot of initial expenses. So, this number will come down.

Kirk: CLOG has developed roles and responsibilities for the rollout of Crafts Lot and that document is on the Path Planning site. It explains that this year, there is no specific coordinator. It is the CLOG group with a heavy emphasis on Hilary and Sally. The goal is to find someone to take that role. A significant setup crew is needed due to there being a lot of removable items like shade cloth, poles, and ropes that go up and down each year.

LT: The 846 food vouchers are for the 47 people you mentioned?

Steve: Yes, they get 18 each.

LT: The reason I asked is 1709 is not divisible by 18.

Charlie: Five of us have made up CLOG for the last two years. This is the beginning structure for what we will eventually bring to the board for adoption as a crew. At this point we don't have an identified leader, and it is going to take all five of us to get it open and running. In the moment it is this distributed management structure.

Jon: On the principle of trying defund that which I do not agree, again this year I move to delete the food vouchers for the Misc. Fish Ladders.

Motion died for lack of a second.

Bear: Fish Ladders are after-hours sweep in targeted areas for people without wristbands.

Jon: Are the actual numbers the final actual numbers? Are they the almost final actual numbers? When will we get final numbers?

Steve: These were the final numbers, up to December 31, 2014.

Hilary: I would call them unadjusted December 31, 2014, numbers. Most numbers will not change, some could.

Indigo: As we approve these budgets, I want to put a call out to the coordinators to be mindful how they spend it and the sustainability at which the products and services come to us as per our 7th Generation policy.

Hilary: I received an email from Doug Richards who wanted to relay he really, really, really wants us to move to more durables, especially to replace one-use only water bottles.

Bear: In terms of commending, I want to recognize pre-Fair kitchen for being under budget last year. This is a monumental task.

LT: I would like to commend Jim Sahr for having his own line item and a zero budget.

Steve: There are some legacy line items. Because they were always on my spreadsheet, I have kept them on—someday I will take them off.

Motion passed: 10-0

Jack moved and Indigo seconded to accept the Board of Directors budget in the amount of \$114,950.

Charlie: My question is where to give a permanent home for the LPFM money line item funding. \$3,325 has been taken in in donations, therefore there needs to be a line item in either the board budget or my budget. Either the board or GM needs to have a way to approve expenditures.

Steve: I put this in the General Manager budget, but did not add it as part of the total. Both the LPFM and the Community Center money are dedicated money for those functions.

Kirk: If we move the LPFM to the board budget, does it place the disbursement to the board or to the General Manager? And further, collectively who do we want to handle the disbursement of the LPFM money?

Jon: The board is the license holder, so my preference would be for this to be in the Board budget. The Heiman Fund's much less

than what was budgeted. Is this a finished number or is it still in process?

Hilary: It is not a finished number. The \$20,000 is the match. There is another line item that was spent that was not part of the match.

Jon: Under the mileage expense, is this to cover the travel expenses for board members—so if a board member were to live in Seattle and took the train or lived in San Francisco and flew it would be reimbursable?

Jack: I would say yes.

Jon: I have seen this line item increase over the years and wonder if we need to bump it to \$7,000.

Jack: Either way it is speculation. If we spend this and we need more we increase it. I will not accept a friendly amendment to move to \$7,000.

Jon moved and LT seconded to increase the Board Expense for mileage, child care, postage, and phone to \$7,000.

Sheldon: With gas about half of what it was last year, this number less likely to go up. It is speculation based on the price of fuel. I don't necessarily see a reason to increase it.

norma: We don't reimburse mileage depending on the price of gas.

Joseph: Unless you see some reason that it will go down, this makes sense.

Paxton: I think we should increase it because of the amount of work we have coming up this year.

Indigo: I think it is important that an organization reimburses its volunteers in appropriate ways. I think that it is important to encourage our volunteers to give to our organization in non-cash ways is important too. I don't want to increase it unless we get to a place where we need to at the end of the year and adjust it at that point.

Bear: Board members who don't take reimbursements can deduct the appropriate amounts on their taxes.

LT: I think the expense reimbursement allows people of various economic means to participate. I would say if we don't pass the amendment our budget will be off more than if we do given our current numbers.

Jack: I will accept the friendly amendment.

Indigo: It continues to be speculation.

Kirk: It is a projection, not speculation. \$7,000 seems closer in a projection sense.

Amendment to the motion passed: 8-1-1, Lucy opposed and Sue abstained.

Jon: Under donations, our actual donations were \$22,000, and we budgeted for \$20,000. Our donation requests are going up and the pattern is the amount of the donations is also going up. Either we bump it up or put the brakes on our generosity. My question is will a friendly amendment be accepted to bump this up to \$25,000?

Jack: Following the same logic as the mileage, what we are doing here is continuing to budget to actual. I do not accept the friendly amendment.

Bear: I think we should put LPFM in the board budget. I think we should manage this as a new rollout project. Particularly, since we are going through a GM transition.

Paxton: I wanted to point out the donation is \$20,000 with \$5,000 recurring. I think we need to look at our recurring donations.

Hilary: LPFM did not go through the Budget committee. The number in the line item is the amount that was donated. When I talked to Michael James Long about what the money needed to be spent on, he sent back the list from the business plan—which was \$9,000 to \$15,000. He did not narrow it down. I think it would be more efficient if the GM approved the expenditures instead of LPFM having to always

come back to the board. When Kirk was saying that the budget is a projection, that is a piece of it, but it is also an authorization to spend. It is an important thing, someone getting a budget and asking for money—this is the authorization that means they can get that money back. They cannot spend five times as much and expect to get the money back. Also, the board orientation is the same as last time and there was talk about looking at that item too.

Casey: In terms of efficiency, our GM should be in charge of the LPFM. I think that having the board involved would draw us away from the tasks we have to accomplish for the 2015 Fair.

Steve: I agree with Casey, this should stay in the GM budget. This authorizes the spending when appropriate. You don't want the board to have to vote on every dime on any of these items.

Indigo: Coming back around to the donations, it makes me think that we should commit to working with Randy and putting an item on New Business to get a list of the recurring donations that we have been giving to over and over again, as well as our memberships. So that we don't have a situation like with Skipping Stones this last time and we can determine who we want to continue to fund long-term and who we want to encourage to find other funding sources.

Bear: I like what Indigo just said. We have this split up into donations, recurring donation/memberships. I would also like to take a look at the change line item. We instituted this after the DA's threat to the Fair in 1997. It was intended to, within the limits set by law, fund law reform activities. We have succeeded; we have passed forfeiture reform and legalized marijuana; we may want to look very seriously at how much of the budget we have on the change line item—not because there aren't things worth change, but ultimately this Fair was formed to give away money to other non-profits as well as other virtuous purposes and it may be that we wish to give away more money to other non-profits and have less earmarked for the change line item.

Jack: The history is a little bit longer than the "obey the law, change the law"—this actually evolved from the second event line, which for a long time we carried as \$50,000. When "obey the law, change the law" came around it seemed appropriate to call the second event line item, the change line. Now, seeing what it's been used for, it is what we could consider change. The change line is all part of that giving, however we want to deal with those lines—change line or recurring donations. The numbers that I'm looking at are the change, donations, recurring donations, board expenses and the Heiman Fund. Giving is a big hunk of our budget.

Jon: I'd like to see more change in the law than was done so that one could smoke in public, but I'm happy with the work that has been done. As far as LPFM, we have other items in the budget that we are not requiring people to come back to us when they want to spend money. I'm OK with it being part of the GM budget. I feel as the license holder, I would like the Board to have reports on how the money is being spent.

Jack: It seems what we are doing is moving LPFM over to a dedicated line item.

Paxton: I prefer to have LPFM in the board budget. We are the authorizing body. I am happy to have it in Charlie's budget. I'm happy to have it anywhere. I want to point out we are working toward the FCC deadline. The LPFM group is going to be raising between \$4,000 and \$9,000 and spending it by July. We have to do this to meet the FCC deadline. It doesn't mean we have to have an entire broadcasting station. We need a transmitter, equipment room, an antennae site, rigging, cabling to get us on the air by July. LPFM needs a way to get money into the line item so that it can be spent on the equipment we need to

build. In February, there will be new proposal for the location of the station.

Diane: I am with Jack and Jon on the change line item. I definitely want to keep it and we still need to change the Federal law.

LT: First, on the LPFM, as a practical matter it is a matter of executive action and I support keeping it with GM, and the board be kept in the loop. On the change line item, we have made a lot of progress on personal freedom issues, legal protections, but there are enormous issues around climate justice.

Casey: For Jon and Paxton, I hear you saying you want to do what makes it the most easy with regard to the LPFM. There is only one day a month that the board comes together as a group for LPFM to payments made. They have access to the GM more days of the month. On the change line item, in my time on the board I've seen it used for a variety of useful things.

Hilary: Two suggestions about LPFM, make a motion that up to \$20,000 that gets donated can be spent in accordance with the business plan that has been turned in. And have a monthly transaction report for the board so that you can see what's being spent.

Motion passed: 10-0

Jack moved and Indigo seconded to accept the General Manager's budget in the amount of \$697,204.

Sheldon: Are we going to put the LPFM in here now?

Hilary: I think we should put the LPFM in the total of the GM budget.

Dean: Is this authorizing the \$3275 for LPFM? And, if more money comes into that line item will it be able to be spent out of this line item?

Bear: That will be subject to the board's direction, usually we have a budget adjustment agenda item at every board meeting from the March meeting through the Fair.

Dean: Practically speaking, Hilary's suggestion of putting that line item in at \$20,000 would be enough money for us to get started this year, build the transmitter and get the site up and operational. The \$3,000 is just enough to purchase a transmitter, but will not get us installation of the antennae, and auxiliary equipment in the order of \$8,000 to \$9,000.

Hilary: That is not exactly what I said. I understand that you want to be able to spend money that is donated. My suggestion was to make an upper limit of \$20,000 to spend without coming back to the board.

Dean: That would be great.

Sheldon: I thought the money Paxton said we had donated was \$7,000. Is that true?

Paxton: \$3,300.

Sheldon: Sorry I misunderstood.

Steve: Unless the board has decided on LPFM, I would suggest you not take Hilary's suggestion. I do not think the board has decided to go forward on LPFM. Putting more money in the budget than has been donated, is not the thing to do. There has only been a board motion that accepted the plan.

Bear: The motion before the board right now, with the friendly amendment that has been accepted is for a GM budget of \$700,529.

Joseph: LPFM should be in the GM budget for the flexibility.

Indigo: I don't think we should be putting any money beyond the donations that have come in as restricted funds for LPFM. As they say, all funds for this project will come outside of the Oregon Country Fair. If we are putting funds above the \$3,325, then we are saying we are committing those funds. I will not accept that as friendly amendment.

LT: The current amount the LPFM has to spend is \$3325. That number could increase and we

can fashion an authorization that if the number increases, that is the spendable number. I agree with Indigo that it should not be more than has come in. I would say any dedicated funds will be available as what's already come in.

Paxton: I view the February board meeting as a critical meeting on this vote. If it passes, I will follow Hilary's suggestion to make a motion to allow LPFM to raise and spend \$20,000 according to their work plan.

Steve: I agree with what has been said and I believe this is a matter for the February board meeting.

Indigo: I would be willing to make a motion to the effect that any dedicated funds that come into this line item are accessible and spendable by the project.

Bear: The motion before the board is to accept the GM budget as presented at \$697,204 with the proviso that the dedicated donations to the LPFM may be spent at GM authorization in the amount that they have been received.

Steve: The only reason that I object to that is this is a budget process. And we are not talking about the budget now, rather something completely different.

Bear: I will say that \$697,204 plus or minus \$3,325 is still \$697,204.

Charlie: I think we should authorize the \$3,325 for LPFM which covers the immediate things that need to be paid for, would be allowable and that I'd sign off on. I would leave it this way.

Bear: The motion is for \$697,204 with the LPFM being its own thing to spend what it gets in donations. We are not including the LPFM in the total.

Jon: Question for the treasurers', this money has been donated to the LPFM station. If this money is spent and the station does not come on the air, are we liable for returning the money?

Hilary: No, if it is not spent, then we are liable.

Motion passed: 10-0

Jack moved and Paxton seconded to accept the Site and Facility Manager's budget in the amount of \$119,800.

Shane: The increases in this budget are reflected in the fuel overage and we are working to put processes in place to limit the amount of fuel given to volunteers. The temporary employee line item will allow us to tackle some of the structure problems onsite.

Jon: The mosquito control BT—was there nothing spent on that last year?

Shane: That is not correct, we spent \$500.

Indigo: I want to thank you Shane for everything you have done this year. The site looks better than I've seen it look in years and this is because of your hard work and management.

Motion passed: 10-0

Jack moved and Sue seconded to accept the Administrative Assistant's budget of \$38,770.

Jon: There was a copier overage?

norma: In the past I had asked to split it up into the copier lease and the copies. The company we use now has both lease and the copies as one price. And yes it is an overage.

Jon: Is this a five-year lease?

norma: We are in the first year of the five year lease.

Jon: The \$6,000 is lease amount?

norma: Yes, and the most expensive ones we make are the color copies.

Motion passed: 10-0

Jack moved and Sue seconded to accept the Operations Manager budget in the amount of \$147,250.

Charlie: I assume that I am now responsible for this budget and I'll continue to track it.

Steve: As of now there is no money in the

Barter Fair. If we do the Barter Fair, we need to include a number at that time.

Paxton: I thought we asked for a placeholder.

Lucy: We did and it was denied.

Bear: The Budget committee recommended denying the placeholder.

Indigo: I want to thank Charlie for increasing the t-shirt budget because there seems to be something that comes up each year with product.

Kirk: I was looking at items for website, web and data management, telephone and IT. There are line items that are website related but are zero'd.

Charlie: We pulled them out of the GM budget and they went to OM budget.

Kirk: So everything that we have working towards the website is now in the OM?

Charlie: Yes.

Bear: In order to keep historical data in place, we do not delete rows in the budget.

Kirk: Are the numbers we are voting on maintenance for the website or new developments?

Charlie: They are both. More of the maintenance falls to web and data management, the website \$4,000 is more for the development for the upcoming websites. We will be having a summit around the website and web and data management. After this summit, I may come back with a budget adjustment if it is warranted. There will be a review on where these disparate projects are connecting.

Paxton moved and Diane seconded to make a friendly amendment to add \$4,000 to the Barter Fair line item as a placeholder.

Paxton: We are moving forward planning on having a Barter Fair this year. In a week we will be interviewing managers and it seems wrong to me to strike it out of the budget. We don't know what the costs are going to be. We are looking at Dragon Plaza for a simplified event. It is hard to pull this off without budget.

Hilary: I can't think of a time we've just had a placeholder for a line item. The Budget committee gets a proposal—here's what we are going to do. If you had said, here are the five things that we want to spend money on, the Budget committee could have dealt with it.

Paxton: We won't really know until later in the spring.

Hilary: And that is the time to add it to the budget.

Joseph: Unless there has been a decision to not have this event, this is an act of good faith.

Steve: If the task force develops the budget, that is the time to vote on it. It is pure speculation now; there has not been a vote to have the Barter Fair; when the task force comes to the board with a proposal to do it, that is the time to put the money in the budget.

Charlie: Simple enough, when there is actual numbers for a budget, we will do a budget adjustment. It is not an act of good faith to not put a dollar value in here—it is simply not how we budget. When we know what we're being asked to spend it on, we spend it.

Kirk: The board voted to postpone the Barter Fair until 2015. We are not having a vote on whether to do it or not.

Bear: From my point of view, there is no such thing as Barter Fair momentum that it automatically exists every year. I think it is the opposite, we have a Barter Fair if the board votes to have one and the staff and volunteers can carry it out. I am against the Barter Fair, I don't think we should ever bring it back and I'm glad that there is no money for it.

Jon: I assume that if the task force is interviewing managers, they are going to come to the board with a recommendation that someone be appointed as the manager of the Barter Fair. If I were to be appointed as the manager of anything

before I accepted that I'd like to know what my budget is. I would hope that when the task force comes to the board with a recommendation for a manager, it also comes with a budget on what you plan to spend. It is my understanding that the BFTF is supposed to be working with operations to come up with a 2015 solution. I don't recollect if that solution has to be approved by the board or not, but I'd like to know what the solution is. Putting it in the budget is an authorization to spend. If you don't need the \$4,000, I don't want to spend money you don't need. I think you should develop a budget and bring it when you come with a recommendation for a manager.

LT: I share Kirk's recollection of the Barter Fair. I think we're having it, but the general rule is we don't make up budget numbers is a good rule. The concern I have is that the task force proposes the budget and it is voted down by board to kill the Barter Fair. I am not convinced that we need to add to the line item or in this amount at this point.

Paxton withdraws the amendment.

Original motion: Jack moved and Sue seconded to accept the Operations Manager budget in the amount of \$147,250.

Motion passed: 10-0

Jack moved and Lucy seconded to accept the Culture Jam budget in the amount of \$34,550.

Charlie: This is a \$1050 increase over previous years.

Sheldon: Culture Jam is great thing, has done a lot for us, and we have the organization to do it.

Charlie: Robin just completed a budget for a year-round programming event in partnership with the City of Eugene. This will necessitate a small amount of money and we will work that through the budget adjustment process for this second year-round program.

Jon: For the budget, I think it would be good to have all the youth programs under one budget and Culture Jam could be a subset of that. The more we do year-round youth programming, I'd like to see it in one place.

LT: I am a supporter of Culture Jam. It is impressive that Culture Jam always stays within its budget.

Indigo: I'm going to go out on a limb and ask for a friendly amendment to double this budget and have two Culture Jams every year! OK, just joking...

Motion passed: 10-0

Steve: The total budget is \$1,912,856. The total with the endowment is -\$26,606. The total without endowment is -\$1,606. This budget is still pretty good for us. We've always had a little bit of a negative budget. A big reason for this is our volunteers and coordinators spend less than they are allotted.

Sue moved and Kirk seconded that the number of coordinators who qualify for maximum food vouchers be determined by the number of crew and trade passes the crew administers. For crews with fewer than 50 passes, 2 coordinators will qualify; for crews with 51—100 passes, 3 coordinators will qualify; for crews with over 100 passes, 4 coordinators will qualify.

Hilary: The Budget committee got schooled this year on how the budget handbook was not clear on how food vouchers were calculated for coordinators. We apologize that this has not been more clear to people in the past. There was confusion on how many coordinators should get the maximum number of food vouchers. We have 64 crews, including Community Village and Energy Park as crews. Of the 64 crews 35 have less than 50 people and will not be affected by this motion at all. 10 crews have between 51

and 100 passes, and 15 to 20 crews have from 100 up to 400 passes. There is not a direct relationship between the size of the crew and the number of coordinators. This is an effort to recognize that larger crews take more people to administer, and the coordinators are volunteering all they time they are out there and this is trying to acknowledge they have a ton of time in and giving food vouchers commensurate with that.

Charlie: This is a difficult issue and Hilary has done great work in the way it is broken out. Looking at the overall cost and what we are getting from the folks that are doing this work for the Fair, this is a good place to make an investment to help our volunteers. There is a substantial inequity for some of the larger crews and their coordinators and I support this.

norma: If this passes, does it mean we will increase budgeted number of food vouchers?

Charlie: Where it applies, yes.

Hilary: We will have to look crew by crew at the number of coordinators.

Timothy: I support this motion. When you move up to some of the larger crews, there is no way to do it without the coordinators.

LT: This motion as written does not authorize any coordinators to receive the maximum food vouchers who have exactly 50 passes.

Bear: The way that Hilary wrote the graph it should have said 50 or fewer. Sue, will you accept "50 or fewer" as a friendly amendment?

Sue: Yes

Bear: The motion will be for crews with up to 50 passes, 2 coordinators will qualify; 51 to 100 passes, 3 coordinators will qualify; over 100 passes, 4 coordinators will qualify.

Jon: 50 and 100 passes seem like nice even places to make marks, but if you look at the pattern there are other places that are more logical. I have some logistic questions—if I was coordinator of Kitchen crew and had 50 passes, and if I went to 51 I get more—I'm curious how this will affect people's budget requests next year. For crews with only one coordinator, who decides how many coordinators are on a crew?

Bear: The board.

Jon: Entertainment at Main Stage has one coordinator, but we are authorizing up to 3. A crew could come to the board and say we want to increase the number of coordinators. This would be up to the board to decide. You have included in the Entertainment coordinators, the entertainers.

Hilary: Correct, that is in the trade passes.

Jon: The number I would like to see is how many are actual crewmembers and how many are entertainers.

Hilary: That information is on the Back Pages and both are a huge administrative responsibility.

Kirk: I want to say thank you to Hilary for this work. It is very complex and tackles the sense of larger crews taking more energy. As we look into this, time is part of it too.

Jack: This is a formula that will self level. If this is the intention, what is the difference in a coordinator getting 32 or going through a formula that is self-leveling.

Hilary: I am not sure what you mean by "self-leveling" but the financial impact of this is \$3,500.

Jack: Self-leveling is metaphoric. My question was rather than having a formula, what would be the difference if every coordinator got the same? You don't have to answer—it is a rhetorical question.

Final motion: Sue moved and Kirk seconded that the number of coordinators who qualify for maximum food vouchers be determined by the number of crew and trade passes the crew administers. For crews up to 50 passes, 2 coordinators will qualify; for crews with 51–100 passes, 3 coordinators will qualify; for crews with over 100 passes, 4 coordinators will

qualify.

Motion passed: 10-0

Sue moved and Kirk seconded that the number of coordinators that qualify for \$250 expense allowance be determined by the number of crew and trade passes the crew administers. For crews with less up to 50 passes, 2 coordinators will qualify; for crews with 51 to 100 passes, 3 coordinators will qualify; and for crews with over 100 passes, 4 coordinators will qualify.

Bear: This will map the crews and coordinators to what we just did with food vouchers.

Steve: I oppose this motion. It is one of the few places that Hilary and I disagree

Timothy: This is more of a necessity, when you have a larger crew you have more expenses. We take our coordinator and our expense budgets and we spend them on the crew. We do not use anything for coordinator budgets as far as fuel reimbursement. We could get what we need for the crews and maybe still help our coordinators out.

Steve: If we add this amount, you will have different crews doing different things. As we have expanded the crew appreciation, each crew does their own thing. It is very inconsistent how this is being done. The more money you throw at it the more inequity you have.

Hilary: We ask that volunteer appreciation items, like the extra logos on t-shirts and crew meals come out of it as well as coordinator expense. The coordinators do not have to spend it on themselves, they can spend it on their crews. For some crews there is a lot of demand on this money, on some crews almost none. I would like us to have a more consistent way to appreciate volunteers. I would love to pull the volunteer appreciation out of this, but we can't right now. I'm comfortable with crews using it differently.

norma: I want to clarify, if this passes. For crews up to 50 passes, with 2 coordinators it will be \$500. For crews with between 51 and 100 passes with 3 coordinators it will be \$750. For crews of over 100 passes with 4 coordinators it will be \$1,000.

Joseph: The Fair runs on discretion. I don't think it is good to have volunteer appreciation be standard because it takes all the meaning out of it. Pass the motion.

Crystalyn: We spent \$496 on crew appreciation. Would it be possible to have it based on crew size?

Timothy: It sounded like there was concern about mismanagement of the money, in other words, if you increase it they will spend it. The concept of the motion is if you have crew over 400 people, everything costs more. It supersedes the crew budget. I am in absolute support of this, I like Crystalyn's idea for doing it on crew size, but this is a good first step.

Sheldon: It is based on the crew size. A lot of coordinators come from a long ways away.

Mambo: I support this motion. The amount of investment and energy and pride the crews take in spending their own money is reinforced by the t-shirts and the additional logos, hats and suspenders they get.

Steve: I said nothing about irresponsible coordinators. The more we spend, the more we should be taking in. In the revenue projection, we decided to not increase our income. We will have to increase what we take in to equalizing what we are spending. There are a lot of capital projects. We cannot deficit spend for very long.

Jon: Volunteer appreciation needs to stay with the crews. I would not want to centralize that. I am inclined to disconnect the allocation for coordinator expenses from the number of coordinators and connect it to the number of crewmembers.

Jon moved for crews less than 100 members, \$500 for coordinator expense, regardless of the number of coordinators; for crews 101 to 200, \$750 for coordinator expenses, regardless of the number of coordinators; for crews over 200 members, \$1000 for coordinator expenses, regardless of the number of coordinators.

Amendment fails for lack of a second.

Jon moved to increase coordinator expenses for crews with over 200 people to \$1,000.

Amendment fails for lack of a second.

LT: I support the motion. I think we can revisit this in the next budget cycle. As Sheldon said, this is a rough approximation of coordinators and number of crew, but it is not entirely precise. The suggestion is to make it closer to the number of crewmembers. The suggestion was to make it closer to the number of the crew. Coordinator expenses, crew appreciation and esprit de corps are two different things. As Mambo put it, my crew is very proud of our Peach Bio-hazard suits.

Jack: If you are over on things like printer cartridges, we are going to pay you. That is what it costs to run the crew. Don't mix crew appreciation with the actual expense.

Casey moved and Jon seconded to amend by detaching the number of coordinators from the crew members and there is a break down for fewer than 50, it will be two coordinator expenses -- \$500; 51 to 100, it will be three coordinator expenses -- \$750; and 100 or greater, it will be four coordinator expenses -- \$1,000.

Hilary: Do you want to talk about how much this costs? That will be an additional \$13,000.

Steve: I don't support this. Why did none of these proposals come in while the budget committee was meeting for 3 or 4 months? This really needs to be analyzed. I would ask you to be real and go through some sort of process, rather than acting on a knee jerk reaction.

Casey withdraws motion.

Kirk: The reason that this did not come up in the budget process was that I made the motions and Charlie suggested they should be postponed pending further conversation. I suggested at a subsequent meeting that our projections were a little low, and Hilary said there were smarter ways to get to this and a longer period to study was better and I agree with that. I want to say thank you again for pursuing these items, and I believe they are the right kind of starters. Included in this I hope by next year, we can get better numbers from coordinators. One of the things I'm also hoping for is an estimate of the amount of hours our crews put in. I think it is more than just crew numbers, but crew hours. It is size and time.

Sue: My first 21 Fairs I was a volunteer, I want to find even more ways to support our coordinators and our crews. This is a good idea.

Indigo: I want to point out that the additional printing on t-shirts that many of the coordinators do, is one of the ways that our organization supports our local economy. The Fair only employs a couple of screen printers to print our 4,000 plus shirts, When 64 crews take their shirts to have their own logos, they take them to a whole number of screen printers in the community that become part of the income cycle.

Jon: I am going to vote for the motion, but I hope that prior to next year's budget we can look at some of the questions that Kirk has raised and look at crew size as a factor in allocating resources.

LT: I echo what Jon said. I support the motion.

Jack: I believe this is a good move forward. If we are going to deal with accounting by formula, ultimately what is it we are trying to get at? The

logical next step in the equation would be time. I am glad that this is going to pass, there is a deeper discussion here as to what is the end to this. On one hand the revenue is the most important part of this picture. Our revenue is being more and more driven by us. We are paying more to give ourselves more. What is the end that we are talking about here? I cannot discount what Steve is saying. Eventually it will not balance out. Until it supports itself through revenue, other than what we charge ourselves, there is an ultimate imbalance there.

Lucy: From the 10 years I've been working on the Budget committee and working with the Fair in one capacity or another since the beginning, this growth is not sustainable. The issues of growth and sustainability in very concrete and specific terms are not something that this body of board of directors has been willing to address. This is of great concern to me.

Motion passed: 10-0



**BOARD OF DIRECTORS
MEETING
MONDAY FEBRUARY 2, 2015**

7:00 pm, NW Youth Corps, Columbia Room

Board members present: Diane Albino, Casey Marks Fife (Alternate), Paxton Hoag, Lucy Kingsley, Jack Makarchek (president), Indigo Ronlov (vice-president), Kirk Shultz, Jon Silvermoon, Lawrence Taylor, Sue Theolass, Bear Wilner-Nugent. **Peach Gallery present:** Staff (Charlie, norma, Andy, Robin and Shane), Officers (Steve, Hilary, Randy), and 50 members and guests.

Bell

Lucy: It has come to my attention that there is concern that the inviting of the singing bowl is a cultural appropriation from the Tibetan community. I am an ordained Buddhist nun and in our community we use the bell as a means of inviting people to be present, as a means of allowing people the opportunity to focus, and so it is with that intention that I bring my presence and my inviting bell to this meeting.

Indigo: We have been experimenting with recording both video and audio at our meetings and posting them on YouTube. Tonight's meeting is also being recorded. Choose your words with brevity and mindfulness.

New Business

Appoint Ruth Ames Co-coordinator Teen Crew

Appoint Cami Pray Co-coordinator Registration Crew

Appoint Danya Ariel to the Food committee (Sue)

Approve Capital projects budget (Bear)

Coordinator issue (Bear)

Consider board member vacancy

Reoccurring donations and memberships (Indigo)

Authorization for LPFM to raise and spend money (Paxton)

Announcements

Sue: The Kareng Fund is a non-profit relief fund for artists and artisans who are facing career-threatening situations. On Sunday, February 8 there will be a fundraiser at Cozmic with art bingo from 5:00 to 7:00 pm. There will be lots of lovely prizes.

Indigo: I will be leaving in March to go to back

to Egypt to work with the Zahra foundation. I'd like to put out a call to Fair family for donations of crochet hooks or scissors. We give the hooks and scissors to the women we work with. You can get more information at the <http://thezahrafoundation.org.businesscatalyst.com/index.html>

Charlie: Path Planning sub-committee has five finalists for the naming of the area formerly known as the Crafts Lot. The board is to rank the five finalists according to preference and we will announce the winner at the end of the meeting.

Member Input

Keith: I represent Little Peoples booth in Community Village. The re-routing of the path from 13th Street through the Village has drawn concern. The increased traffic through Community Village at the expense of quiet areas, as well as gridlock, have many nervous about this re-routing.

Colleen: If those from Community Village want to come to the Path Planning committee meeting to share those concerns, please do. I am co-chair of Path Planning and we'd love to have you. Meeting times, minutes and agendas are at <http://ocfpathplanning.org/>

Donations/Secretary's Report:

Randy: There are no donation requests honored in January or February. Requests that have come in will be on the Consent calendar at the March meeting.

Treasurer's Report & Budget Items:

Charlie: The Culture Jam budget adjustment is for \$3,800 to do a four-day two-night event in March in collaboration with the City of Eugene. This is an overnigher for change-makers from 15 to 18 years old. This is as close to extending Culture Jam to a second event as we can get.

Jack moved and Lucy seconded to adjust the Culture Jam budget in the amount of \$3,800 for the Catch the Fire event in March.

Don: Will there be scholarships for this event?

Robin: Yes, it will be based on food offerings and a sliding scale for the \$75 registration fee.

Jon: I assume it will be sold out?

Robin: Yes, there are only 40 spots.

Jon: I am fine adding money to the budget should you not sell out.

Motion passed: 10-0

Hilary: As of last Monday we have an operating budget. This year it seemed like the budget process was all up hill. We had self-reflection on how we communicate and how our policies are working. We are working on the Budget handbook to be clearer on how we calculate coordinator expense, food vouchers and documentation. In the course of all this we discovered we did not always have good backup for all the checks we've been writing for coordinator expense. Going into next year we'll be able to supplement the coordinator expense with a mileage log, which will help with both auditing and taxes. It was exciting on Monday at the Budget board meeting that we had a lot of conversations on volunteer appreciation, coordinator expense, and how we support our coordinators and volunteers. It occurred to me that we might not have a full understanding of all we are doing with our volunteer program. The Fair allows our volunteers to be part of a community, the opportunity for training, and to act on our values. I wrote a letter to the board and Fair family around some of the intangibles that we provide. The issues we face as a board, as coordinators and as officers are how do we be fair. We want to say thank you, show our appreciation and support our volunteers, as well as support our other stakeholders like booth people, members, Teens, Elders, neighbors, and those that donate. From 2013, member and volunteer support was \$400,000 of the budget. This considers the food, the mileage, meeting room rent, board retreat,

BUM retreat, showers and sauna. It is easy to not realize what a program that we have. I think we are very different from a non-profit that says come, work and bring your brown bag for lunch. We have a special organization. Our ongoing challenge is finding ways to be fair to volunteers with different situations, and balancing that with our other stakeholders: our booth family; our paid staff; our neighbors, our philanthropy partners; our youth; our elders and others.

Steve: In relation to the budget, I've passed out the separate budgets and what we call the front pages. The Culture Jam budget now includes the \$3,800 that just passed, making the total for CJ \$38,450. On front pages, there are coordinator changes from last week, which adds about \$4,500 to the coordinator expense. The total expense budget for the Oregon Country Fair is \$1,920,940. This all means we are negative budgeting \$34,690, or if we give \$25,000 to the endowment the negative budget would be \$9,690. Next month, we need to be thinking about the negative budget in relation to how much to we invest in Capital projects.

Sheldon: Did we take Operations Manager salary out of the budget?

Charlie: I reworked all the payroll projections for 2015, as best as I can forecast at this point. The OM salary has been removed and refactored.

General Manager's Report

[The GM report was inadvertently omitted from the printed copies of FFN.]

Things are moving and changing so quickly this season it is difficult to stay connected with events that happened only a few weeks ago. By now most of you know that our Operations Manager Tony Clementi has left his position at the Fair. For those of you who have not heard it is my responsibility to report it now. Tony's departure timeline was quick for a series of reasons but was of his choosing. He chose to pursue an opportunity that needed timely action and I thank him for his service to the Fair and wish him only the very best as he moves on. Tony is a dear friend and I will miss his sense of humor and style greatly but I am grateful for the time we were able to learn and grow together here at the Fair.

Tony's departure brings up some issues and questions, not the least of which is how does this fit into our other current hiring process? Hopefully, the BOD will appoint our GM Hiring Committee and approve their preferred hiring process at tonight's meeting and we will get that process in motion. The GM hiring committee will convene next Monday the 9th for its initial orientation meeting. As to the OM vacancy, there were some who initially posed the idea of trying to do concurrent hires. I personally was not in favor of that. At the moment, the PC has a huge workload and a tight and aggressive timeline for the GM hire, which I both encouraged and applaud. The plan at this point is to allow the PC to focus on the GM hire, which is the most critical position to get right, and temporarily delay replacing the OM. This will allow the PC, BOD and staff to review the overall staffing structure and determine what if any alterations need to be made before another hire begins. It will also allow the new GM hire to be a part of the process of the next hire, which I know is something I would want, were I to be in that position.

This of course means that there will be a lot on our collective plates but I know that we will step up and support each other and the organization as we always have. It will mean making some choices on projects and timelines and how we best prioritize our resources but I have no doubt that we will be ready for Fair this year and that we will have a wonderful event. I truly want it to be our best Fair ever and am fully committed in both heart and soul to doing everything I can to make it so, but that only happens because of all of you and the generosity, spirit and love you manifest each and every year! Yes there is a lot of change but in that change is the excitement and opportunity for something new and wonderful

to manifest. I am thrilled to take that journey with you all this year. Let us all be the change we want to see, at the Fair and in the larger world.

One immediate element of change this evening is that the BOD will receive a ballot with the 5 finalists from the most recent Craft's Lot naming process. We will tally your votes during the meeting and hopefully confirm a new name for the soon to be public area. The name you are selecting is for the overall area but there will be many other opportunities for naming specific places within the new area. Thank you to Jay Hogan and the Path Planning sub-committee he headed up to bring us these finalists!

Staff evaluations for 2014 have now been completed and presented to the BOD by the Personnel Committee. We will be scheduling evaluation meetings/interviews with each of the staff over the next few weeks and should have them all completed by the end of the month.

As you know the BOD has approved the complete package of organizational budgets for 2015 and each of the crews and teams should be receiving their formal approved budget notice shortly. The budget committee will next meet on February 18th to review a long list of capital projects that have been submitted for the year and will make their recommendation to the BOD at the March BOD meeting.

In the next two weeks I will be meeting with LTD and Ticketswest to review and start our annual processes, along with quite a few other smaller service providers. Hopefully, we are looking at business as usual with LTD and I know we are talking about a couple of exciting changes with Ticketswest that could be very beneficial to how we do that business going forward.

In closing and upon reflection of the fact that we are now less than six months from the start of Fair, I can only reiterate how excited I am as we begin our annual cycle. Spring is just around the corner and while there is much work to do there will be a lot of creativity and fun happening while we come together to make it all happen for the 46th year in row. See you all at home on our site soon!

Gratefully,
Charlie Ruff

Old Business

Jon moved and Casey seconded to approve the minutes from the January 5, 2015 board meeting.

Motion passed: 9-0-1, Kirk abstained

Paxton moved and Kirk seconded to accept and explore the invitation of Lane Fire Authority to locate the transmitter and antenna of KOCF-LP at the West Lane Fire Station in Veneta with a report back on the feasibility at the next BOD meeting.

Paxton: This motion was originally on the agenda to locate the antennae on the Fair site. Locating the antennae on the Fair site is problematic and we are looking at an offer from Lane Fire Authority to site the antennae on their existing tower, an equipment rack and access for our communications line. The feasibility refers to transferring the antennae, engineering and legal concerns.

Terry: I am Fire Chief of Lane Fire Authority. We are interested in partnering with the Oregon Country Fair for several reasons—I support the concept of community radio stations. At the Fire Authority for emergency situations we need to get the word out in a timely manner, and Veneta is the only incorporated city in Lane County that is not downstream from a dam or in a tsunami inundation zone. Given the Cascadia subduction zone in a worst-case scenario, Veneta could be the only place left standing and our building might be the center of an emergency operations center. We could function as the defacto county seat for a brief period of time. This would again provide a need to get the word out and emergency access

to a radio station would be beneficial. To that end we have offered a spot on our tower. We can also offer a place in our radio room for necessary equipment, electricity and some DSL line service capability.

Jon P: This is a great offer from community of Veneta and I think we should explore it.

Phil: I am a neighbor that lives close by. I have been an adversary of the Fair since 1986 when there were issues and the board said that it was not their problem. I also monitor your land use permits with Lane County. Three years ago I was contacted by the Navaho reservation for two elderlies that wanted to come to the Oregon Country Fair. I am totally against what you stand for and I've been contacted to connect a Navaho shaman and the chief's daughter to the Oregon Country Fair. I contacted neighbors who were involved in the Oregon Country Fair and they went out of their way to make sure these people had an exceptionally good experience. I saw a different side of the story. I wanted information all these years as to what was going on at the OCF. The radio station can present information a week before and during the Fair to communicate with the local people.

Laura: I have been on Fair staff and have put three children through the local schools. A local teacher at Elmira High outlines his support for the radio station in a letter. He notes the Fair impacts the local arts, and the radio station would help with arts programs and showcase the variety and talent that the Oregon Country Fair brings to the community.

Steve: Is there anyone else Lane Fire Authority has to get approval from?

Terry: What we hang on the tower as long as we are within engineering specifications is not a problem. As far as the FCC, as long as OCF is doing the licensing and it points to Lane Fire Authority's tower for the geographic location of the antennae, it's OK.

Steve: If your facility is the only thing available in a disaster relief scenario, is law enforcement concerned?

Terry: Law enforcement has no equipment on our site. They would be working out of a mobile unit possibly in our parking lot and there would be nothing that would affect the use of the tower. Paxton: On the emergency services aspect, in the storm of 2007 in Astoria, KMUN community radio was the only entity that stayed on the air.

Steve: I'm not sure how you would want to both "accept" and "explore."

Paxton: It is up to the engineers and the FCC lawyers if we can move the antennae, and we don't have an answer to that now. We can fill in more details next month.

Kirk: There is a feasibility study coming that will answer some of these questions next month. I am enjoying this sense of community.

Motion passed: 7-2-1, Jack and Indigo opposed, Lucy abstained

Jon moved and Bear seconded that, notwithstanding the provisions of the Personnel Policies and Procedures manual, the Board establishes the composition of the 2015 General Manager Hiring committee as follows: members of the Personnel committee, the board liaisons to the Personnel committee, the current General Manager, and two at-large members of the Fair family.

Jon: This would mean that the committee would be comprised of Palmer Parker, Marlene Monette, Sara Rich, Brad Lerch, Robert Jacobs, Jen-Lin Hodgden, Sue Theolass, Chewie Burgess, Diane Albino, Jon Silvermoon, Charlie Ruff and two at large members.

Jon P: I'm curious that hiring committee is made up of the Personnel committee and only two board members. We elected the board to carry out this business and they ought to be hiring GM.

Jon: The current PPP manual calls for all these people except the current GM. There are also three board members on this committee.

As part of the hiring process, there will be an opportunity for the board to meet those three candidates and ask them questions prior to the final recommendation being made to the board. The ultimate decision is with the board.

LT: It is more accurate to call this a "screening" committee rather than a "hiring" committee because the committee doesn't do the hiring.

Motion passed: 10-0

Jon moved and Sue seconded, notwithstanding the provisions of the Personnel Policies and Procedures manual, the board directs the 2015 General Manager Hiring committee to convey to the board a list of their top three ranked applicants with supporting documentation by Friday, May 1 and to meet with the board in executive session Monday, May 4, to discuss their recommended choice for the position.

Jon: The current PPP manual says the Hiring committee submits its top choice, if the board turns it down, then they can learn of the second choice, and if it turns that down, they can learn of the third choice. This is similar to what we did with the Site and Facilities Manager, where the committee gave the board their top three choices and the board deliberated and made a decision.

Joseph: I think 3 options are needed.

Hilary: I support this so much that I believe the PPP needs to be changed. I would even support more of the candidate's information being shown to the board, instead of just the top three. It is helpful for the board to get a sense of who it is attracting and what is realistic.

JonP: There should be an opportunity for people to meet candidates and provide input.

Jon: This motion just addresses the part of the PPP that says we do something otherwise. It doesn't preclude the Hiring committee from conveying more information to the board earlier than this.

Motion passed: 10-0

Sue moved and Lucy seconded to appoint Justin Honea and Sarah Garcia as the at-large members of the Hiring committee.

Bear: Justin Honea is the Registration coordinator. Sarah Garcia is on the Recycling crew and is a professional human resources manager.

Jon: Justin served on last Hiring committee and did a great job.

Paxton: The new person is Sarah Garcia and I was impressed with her resume.

Motion passed: 10-0

Jon moved and Indigo seconded cash found at the 2014 Oregon Country Fair and turned into the Fair as lost cash shall be given to the individual(s) who turned the cash in, less any expenses incurred by the Fair in consulting with its attorney and fulfilling its obligations under ORS 98.005.

Jon: Regarding the expenses incurred by the Fair in consulting with the attorney, it is my intent for that to be only those expenses specific to this one situation and not any expenses we've incurred talking about this topic or consulting with the attorney in general about this topic.

Joseph: This is a reasonable expectation of any person at that time, finding something and turning it in to the proper authorities.

Sheldon: I'm glad the board is able to separate the two issues from a retro policy and a policy moving forward. I appreciate that a lot. I am curious what the expenses are that were incurred?

Jon: The expenses were the notices put in the papers and I don't know the specific amount of legal fees that were incurred. I don't necessarily want to know those amounts in the context of making the motion.

Sheldon: It is very relevant to the money.

Steve: It is important to separate the motion from whatever future policy is made. Finding anything over the value of \$250 is not finders-keepers. If the statute is not followed, it is a crime

to keep that money.

Spirit: I hope that you reward this integrity and it sets a standard for the future.

Indigo: I want to thank Codi for turning the money in. It's been a bumpy road and an unusual situation. I hope we support giving this money back to the one who found it. Thank you for being honest.

Jon: It is my intention to have another policy to deal with situations like this in the future. I hope to have a draft of that policy before the next board meeting. If necessary I will move to table at the end of the next meeting so there is time for people to see and provide input on that policy. There will need to be two policies, one on cash over \$250 and one on items that are valued at over \$250.

Lucy: Jon, I hope you will involve the Lost and Found crew and consult with them on what is crafted in that policy.

Motion passed: 10-0

PROPOSED GUIDELINE CHANGES

Bear moved and Jon seconded to replace the second paragraph of Section 5 of the Guidelines to read, "Alter-abled staff and booth members will be directed to a designated parking area starting the day that Main Camp opens. People who need handicapped parking should have a DMV placard on their vehicles. Vehicle camping for alter-abled staff and booth members will be available in South Miss Piggy Lot beginning Wednesday, July 8."

Sheldon: Are you saying we are going to direct these people to South Miss Piggy?

Bear: The motion is "people will be directed to a designated parking area" and vehicle camping is available after July 8. The way this is different from previous years is we are intending to establish designated Alter-abled parking for Pre-Fair.

Jennifer: The AA crew submitted to the board our own rewriting of the guidelines for that entire section because it was outdated and inaccurate. We submitted our work to norma, as we'd been informed to do. We highly object to the word "handicapped." We use alter-abled or accessible.

Bear: I will happily amend it to say "alter-abled."

Jennifer: We did not want anything specific to where they'd be parking. There is alter-abled parking available for Fair family, however, it changes.

Bear: The motion says "to a designated parking area" and the vehicle camping is in South Miss Piggy.

Jennifer: We are under impression that there is multiple places they are going and not just South Miss Piggy's. We did not feel we were checked with. Camping crew has been talking with Midge and the understanding was it is not just South Miss Piggy's.

Charlie: I hear you Bear that it currently points to Crafts Lot. I support the idea that you drop the location and leave the date.

Jon: I consulted with John K specifically around where the alter-abled vehicle camping will be and he said alter-abled vehicle camping was in South Miss Piggy's. There maybe other alter-abled camping that is not vehicle camping. This policy does not address that. If you have concerns about where alter-abled camping is I encourage you to speak to the Camping crew.

Paxton: I recommend taking out "South Miss Piggy's Lot."

norma: My apologies to alter-abled for not getting this in. I want to encourage people when you submit a guidelines change that you talk with people from all the crews impacted.

Codi: I want to clarify that June 1 is when Main Camp opens and this is the month of June that you are asking for parking as close to Main Camp as possible. Correct?

Charlie: Main Camp opens on June 6.

Kirk: norma, are you OK with this being able to replace language?

norma: Yes

Bear: This is a process thing and not specific to this motion. norma, you do very good editorial work on the Guidelines and I appreciate it, but in the future it would be good that all amendments come before the board, so that we fulfill our function as the final arbiter on what is policy and what is not.

Final motion:

"Alter-abled staff and booth members will be directed to a designated parking area starting the day that Main Camp opens. People who need alter-abled parking should have a DMV placard on their vehicles. Vehicle camping for alter-abled staff and booth members will be available beginning Wednesday, July 8."

Motion passed: 10-0

Bear moved and Casey seconded to replace the fourth sentence of Section 24 of the Guidelines with the following sentence: "Pre- and post-Fair childcare services are provided on a limited basis for working crews only as designated by the management team."

Bear: This motion is to delete the sentence "Main Camp does not operate pre- or post-Fair child care services." This motion will legitimize our current actual process on the ground. There actually is a pre-Fair child care service, that is operating by a pass sharing system where Main Camp crew, otherwise known as Quartermaster, Kitchen crew and other crews donate passes into a pool that are used around this program. I don't like practices that are contrary to the text of our Guidelines, so I'm trying to amend the Guidelines to catch up with the practice.

Hilary: This is one of those supports for volunteers that we have a hard time implementing fairly. I hope there is work done to be clear who has access to it.

Steve: I agree with Hilary that more of an explanation is needed. The Fair itself does not provide pre-Fair childcare, like we do during the Fair. Some crews have gotten together and agreed to offer childcare. If you are not on one of those crews, you might have a problem getting childcare.

Joseph: I'm against the motion. Making a personal offer that only applies to certain people does not need to be the Guidelines.

JonP: The pre-Fair childcare crew does an awesome job and we should support them.

Steve: There are reasons why the Fair has not taken this on and they include trained people that have had background checks. No one has volunteered to start a childcare crew for all the things that need to be done to mirror what is done during the Fair.

Charlie: We have done background checks for those that are doing childcare during pre-Fair. The broader question around our Childcare crew can expand further to cover six weeks for child care in Main Camp is a much bigger conversation.

Bear: I want to reiterate, the language adds the new sentence that replaces the flat ban language. It says "Pre- and post-Fair childcare services are provided on a limited basis for working crews only as designated by the management team." This is based on my experience in Main Camp quartermaster crew that have children in child care. My intention with this motion is to task the management team to intervene in this decision making process. It is an inequitable system that we have now, whereby children on some crews can come and others cannot. I see people having to take years off due to not being able to volunteer because of a lack of childcare. This results in a lower quality of services and unnecessary turnover of volunteers.

LT: To some degree the tenor of this is a symptom of what the President was talking about in the State of the Union in respect to "the abysmal level of childcare in this country."

Kirk: This is straight up honesty. I raised my kids at Fair, in part because we found ways to support them, but we were totally off the map. I urge our support on this.

Paxton: Does this cover both pre and post-Fair childcare?

Bear: Yes

Indigo: The way the motion reads, "provided on a limited basis," what I hear is the childcare crews are provided with passes. I'm wondering if "pre and post-Fair childcare may be available by certain crews as designated by the management." It makes it less the Fair is offering it rather these certain crews are offering it.

Bear: I used the passive voice to eliminate the actor in this sentence for a very good reason.

Jack: This is a good Guideline change. It is necessary because it gets the language out there that we are dealing with childcare.

Indigo: Does it mean any crew can receive childcare?

Bear: My intent is that the management team would be making that decision.

Jack: The emphasis is on working crews. In the years past we dealt with a lot of walk-ons, and it will continue to be the testy area. We've got our selves taken care of, it is the people that walk-on with kids that a decision is going to have to be made by management.

Motion passed: 10-0

Bear moved Jon seconded in Section 27 of the Guidelines to replace the last sentence with these two sentences: "We will keep found items with a value of under \$250 until September 1, and then all unclaimed, usable property will be donated to a charitable organization. We will keep found items with a value of \$250 or more until at least October 1, and then all unclaimed, usable property will be donated to a charitable organization."

Jon: State law requires you to keep items with a value of over \$250 for 60 days. The September 1st date would put us in violation of State law if we gave items over a value of \$250 away.

Bear: Now the Guidelines say we give everything away on September 1 and it creates that problem.

norma: Who decides where we give the money?

Jon: This question will be addressed in the policies for cash and lost items that will be forthcoming, hopefully before the next Fair.

Don: This Guideline is for other than cash?

Jon: Yes

Hilary: I so appreciate the Lost and Found crew. Please, please encourage people that find stuff to give that stuff a chance to be reunited with the person that lost it.

Spirit: I hope that we make Lost and Found a part of these decisions.

Julian: I lost something and worked with Lost and Found and wonder could we make a provision to email the one that lost the item?

Colleen: I'd put in a plug for the Feedback form!

Lucy: Jon, have you talked with Jesse and Jared about this Guideline change?

Jon: No.

Casey: Should we include that we are doing this to be in compliance with the State law?

Paxton: This is just a language change that brings us into ORS compliance.

Bear: Casey, in answer to you, I don't think we should start a practice to put rationale for each guideline in the Guidelines.

Lucy: I understand the intention is to bring the guidelines in compliance with the Oregon statues, however it is really discomfoting to me that we are creating guideline changes without consulting the people upon whom it has direct impact.

Indigo: We are changing the ground score culture. Ground scores actually belong to somebody—if you find something, cool—turn it in.

Kirk: The intent here seems solid, but I want to see the larger more comprehensive policy that you are working on, Jon.

Motion passed: 7-2-1, Lucy, Kirk opposed, Sue abstained

Bear moved and Lucy seconded to change the first sentence of Section 49 to read: "Imported or manufactured items are neither welcome nor allowed for sale or display at the Oregon Country Fair."

Bear: This changes the first bold-faced sentence in Section 49. The Craft Committee submitted this and I think we should approve.

Michael: I don't have problem with the way it currently reads and feel the end result of the change will anger and disenfranchise some members of the Fair.

JonP: Does "the Oregon Country Fair" refer to the event or the property all year long.

Spirit: I'm concerned about such strong language. If the Barter Fair goes forward this Guideline will be a contradiction.

Bear: The Craft committee worked on this and sent it to us. They represent the Fair's craft policy brains and thought this was the right thing to do. I am not going to second guess their work. "Inappropriate" is a wishy washy word that people use in society in general. I like the stronger more clear language.

Paxton: I object to this one. I like keeping "inappropriate." I don't like prohibitions. I would accept this if I could add an amendment "during the 3-day event."

Bear: I am not going to accept that as a friendly amendment.

Paxton moved and Diane seconded to amend by inserting "during the 3-day event" at the end of the verbiage.

Joseph: I think this is a great amendment.

JonP: I agree that the amendment makes this an acceptable change.

Jen-Lin: If you are adding "3-day event" clause it is weakening the current language. The original guideline says it is inappropriate, but adding "3-day event" makes it acceptable and allowed which weakens the original intent.

Spirit: Adding the verbiage "3-day event" no longer makes it contradictory if indeed we go forward with the Barter Fair.

Steve: I agree with Jen-Lin. It does change the original intent. They did not want it to say "during the 3-day event." If you want to make a concession for the Barter Fair, simply put that in the language. There has been a lot of discussion about imports.

Hilary: I'd suggest the board declare if there is a potential conflict of interest in this craft policy.

JonP: I support the amendment. It is not just the Barter Fair we are talking about, but things like the Beaver Open as well.

Bear: JenLin is right. The current language says imported or manufactured items are inappropriate at the Oregon Country Fair. The Crafts committee recommendation gets rid of the word "inappropriate" and puts in stronger language. This amendment goes a totally different direction. I think we should reject the amendment.

Lucy: I am someone who sits both on the Craft committee and the Barter Fair Task Force. While I am a craft person, I don't sell or barter at the Fair. This issue about what is sold at the Fair is a core piece of identifying who we are as an organization. We value the craft of the hand. The person who sells the product, barter, exchanges or trades an item is the person that actually makes that item. We as an organization are trying to support this as a way of life and being. This sits at the heart of who we are. We have been grappling with the issue of manufactured items for some time. Is it enough to simply design something, or give it to someone else to sew, make or craft? These are the kinds of issues we as a Craft committee have been grappling with. We have been providing sanctions for people who violate them. We are finding that in this changing world of marketplaces, it is becoming an issue. As a Craft committee we want to support and validate that the maker is the seller.

Paxton: I agree it is philosophical issue that we've been grappling with over many years.

I believe in supporting our crafters, even those that have gone on and have their own businesses. An example is Button Heaven who has been told by Craft Inventory that they are not a juried craft. Craft Inventory is trying to stop them from selling their candles and LED lanterns on Thursday night. The problem is when we prohibit imports for sale.

Jack: The amendment is trying to broaden the discussion. The board has a recommendation from the Craft committee on a difficult call to make. Attaching what we are going to say at the Barter Fair or pre-Fair or post-Fair or night-time Fair is something that boards will decide. I don't think now is the appropriate time to mess with the recommendation of the committee. For right now, I think we should go with the committee's recommendation and not politicize it. This is done through process by making a motion to deal with a Barter Fair specific policy. This model might bring us back to after-hours vending or blanket vending in Main Stage after-hours. We have to create guidelines and not peripherally undermine the committee.

LT: I want to address Jen-Lin's suggestion that the proposed amendment would reduce the scope of disapproval in the current guideline. It depends entirely upon how "Oregon Country Fair" is defined in this context. By Jen-Lin's reading this is not just for the event, but at any time. I suggest it is not a sensible reading in the context. The term Oregon Country Fair has two separate meanings in our by-laws. It is the name of the corporation and the event. What it doesn't mean is the property. There is not reduction of scope in Section 49 by either the motion or the motion as proposed because Oregon Country Fair does not mean OCF property.

Diane: Section 49, as it is now and in the Guideline changes, is in conflict with Section 89, which allows for imports and manufactured good.

Jon: Section 49 has seemed to me to be a hodge-podge of stuff. I would rather see a guideline that says what you mean by imported goods and a separate guideline that says what you mean by manufactured goods. I intend to vote against the amendment and the motion. I think they require a lot more discussion on what we mean than what the guideline says.

Amendment failed: 3-6-1; Jack, Jon, Bear, Lucy, Sue, and Indigo; Kirk abstained.

Paxton: I think inappropriate is just fine and I'd urge you to vote this guideline change down.

Jack: This guideline is in the section of Craft jurying, so once again we are not dealing with the main issue the guideline seeks to deal with. For this slice of time, Craft Inventory will be monitoring the crafters. The Craft committee is asking us to let the juried crafters deal with selling imports or not made by them.

LT: I agree that as the guideline is structured, irrespective of voting down the amendment, this applies to the Craft jurying process the relationship between Craft Inventory and juried crafters selling out of booths at the Fair. Any other reading would be directly contrary to the contents of Section 89, specifically "handcrafted items, vintage and used treasures are encouraged, ethically hand gathered imported items, and raw material imports are allowed." If we are going to give meaning to each and every section, the only way to do that is to understand it is to be strictly the craft juried items at the Fair.

Lucy: I would ask that people declare whether or not they are personally or in a household in which this guideline has impact, which is a conflict of interest.

Jack: If we go where I think we are going with this, we are giving far too much power to the section and to the Craft committee. I do not think this is the intent. Other than politicization of what we think we should be, this is the Crafts committee's guidelines for dealing with the crafters that are juried in.

Sue: Point of information, there are members

of Craft Inventory on the Craft committee. We work very closely together. I am a juried hand crafter. It is my livelihood.

Jon: I don't see this article pertaining to the Barter Fair. My partner has in the past sold vintage clothes at the Barter Fair. Since I don't see this pertaining to the Barter Fair, I don't see it as a conflict of interest. Rhetorical question: Is a crafter from Canada permitted to sell their crafts at the Oregon Country Fair? It is an imported item—hence this is why I don't like this clause and I think it needs to be cleaned up much more separating imported and manufactured items. language.

Paxton: I've seen this used to try to prohibit all imports beyond the regular time. I've seen oodles of evidence of this. Craft committee itself is prohibited to doing sanctions. It is Craft Inventory that manages the crafts.

LT: Politicization is what we refer to as the politics of anti-politics. In fact, everything we do is political. All that we do that affects the livelihood of our crafters or persons that pay for their experience at the Fair by selling goods at the Barter Fair, is all extraordinarily political. We would do well to avoid pejorative terms like politicization—which is an effort to limit and control the dialogue.

Motion failed: 5-4-1; Diane, Paxton, LT, Jon opposed; Kirk abstained

Bear moved and Sue seconded to add a sentence to the end of Section 60 on Craft Related Customer Complaints: "The Oregon Country Fair reserves the right to prohibit anyone from selling at OCF or any product to be sold at the OCF."

Bear: The existing section, which we are adding a sentence to, talks about how to handle customer complaints. This empowers the body as a whole to do so.

Michael: Who is empowered at the present time to prohibit a craft?

Sue: The Craft Inventory crew

Michael: This sounds like an expansion of powers. I want to be cautious of making rules that affect many but are directed at few.

JonP: Does the OCF not already "reserve the right to prohibit?"

Bear: The current guideline does not contain that language.

Steve: I see no problem putting it in, but it is the management team that has the power to do this.

Charlie: In the abstract, a lot of this goes back to the struggle that Crafts committee is dealing with on manufactured goods. Crafts committee is not saying give us the power—any prohibition comes from either the General Manager or the President of the Board of Directors. Craft Inventory already works with management team if there is something as serious as a prohibition.

Joseph: The wording belongs and is a completion of the thought.

Jon: In general, I wish the Guideline change forms had a place for rationale. This proposed change is included in the Craft complaints section. I would interpret it to mean that the OCF may prohibit products about which the Fair has received unresolved customer complaints. The Fair has an option not just to prohibit vendor status, but maybe just to tell the vendor you can't sell that item. If that is the intent, that is what it should say. I'd be willing to vote for it if it was re-worded to refer to the customer complaint issue, so there is another tool to handle customer complaints. A friendly amendment would be "OCF may prohibit items being sold at the OCF about which the fair has received substantial unresolved customer complaints."

Bear: I would rather hear from the Craft committee liaison before I accept that as a friendly amendment.

Paxton: I can't vote for the blanket statement, but I like Jon's amendment.

Jack: I am not trying to put context to the group of recommendations that the Craft

committee is making. If I were to look at these in the strictest possible way, a worst-case scenario is transferring the craft on in your family. These are the motions in essence putting up situations that are not exactly about the issue. Only the board is going to be able to specifically deal with the issue when it comes up. Neither the Craft committee nor Craft Inventory are going to be able to, other than recommend to the GM or the board that the crafter be denied. There are only two times in the near past that we've had to deal with this dilemma. Charlie, have there been any decisions by the GM to expel a crafter without coming to the board?

Charlie: There have been one or two, but they were not solely about the craft.

Jack: I am looking at these as the guidelines, I understand that everyone can perceive that they are increasing someone's power, but ultimately the power lies with the board of directors and the GM. I am not seeing that changed by any of these guideline changes.

Sue: One of the rationales we are proposing in this guideline was because Craft Inventory has placed, in the recent past, some crafters on sanctions. At least one crafter, in the near future, will no longer be permitted to sell their craft, because it is obvious they do not make the craft. Granted this is an odd place to put it, but this was the best place we could find to put it.

LT: Assuming this guideline change is to specify the power, there are more elegant ways to construct it, for example "The OCF may deny crafter status, or prohibit sale of items or services, status to vendors, about whom or which the Fair has received substantial unresolved customer complaints." This seems to me to do the same thing but it makes it clear it is not an expanded power to remove crafters for whatever reason.

Paxton: That language would be acceptable to me.

Bear: Can you read the revised sections? I might accept it as a friendly amendment.

LT: "The OCF may deny crafter status to vendors, or prohibit sale of items or services about whom or which the Fair has received substantial unresolved customer complaints."

Sue: I do not accept it as a friendly amendment.

LT moved and Paxton seconded to amend the guideline to read "The OCF may deny crafter status to vendors, or prohibit sale of items or services about whom or which the Fair has received substantial unresolved customer complaints."

Amendment passed: 7-3 Bear, Lucy and Sue opposed

Motion as amended passed: 8-2, Lucy and Sue opposed

Bear moved and Jon seconded in Section 71 in General Considerations for Wheelchairs to add two new sentences in the beginning: "All new booth construction and, effective with the 2016 Fair, all total booth reconstruction will be done such that all booth area accessible to the public will be accessible by an individual using a wheelchair. If the constraints of the configuration and size of the space available for a booth makes meeting this requirement impractical, Construction Coordinators may, at their discretion, issue a waiver to this requirement."

Sue: Our booth at the Fair is fairly open but I share the space with a furniture maker. Our booth has furniture all over the floor. In my part of the booth, I've had wheelchairs in there, but there is not a big enough turning radius. I understand the intent, but I believe it will cause problems with existing booths that are too small. All crafters that I know are more than willing to provide assistance to alter-abled.

Jack: What does AA think about this?

Jennifer: We have been working with Construction crew for quite a while on all new construction projects, making sure they are alter-abled accessible. We don't always meet what we aim for. We were happy that there were

specifications being put in the guideline. I like the wording.

Jack: We are saying that Construction can grant a waiver but we still want the alter-abled to be accommodated. Wouldn't we want the word "accommodate" to be in there somewhere?

Jon: This really just pertains to the Construction. Accommodate is an action that somebody in the booth would take. If it can not be done, because for instance there is a tree in the middle of the booth, all you have to do is talk to Construction to find whatever there is that can be done. It is just not possible for all the older booths. This is intended, moving forward, that everything we build new or is re-constructed that it has to pass through this filter before it is reconstructed.

Kirk: The base-line intention of trying to make a greater level of accessibility is a positive one. I was not aware that we previously had dimensions. I find the concept of taking the ADA and trying to codify it, becomes pages upon pages of detailed dimensions that in many ways can't really apply to craft booths. The ADA does allow for help and support. I think it signals that booths with floors need ramps. The wording has given us the ability to look at each booth individually.

Indigo: I am not opposed to making guidelines really clear, but there is keeping track of it all and enforcing the guidelines. This is something to ponder—we make these guidelines, but how are we enforcing them?

Jack: Any place that has a counter would have either front or side access at the right height on every food and crafts booth. Is this what we are heading for?

Kirk: Yes

Jack: That said, I think this is great.

LT: As Indigo said, we don't get down to specificity of measurements to the inch, but it is good to remind ourselves that we are an organization and a community that places an extremely high value on inclusivity. We have people with the technical expertise, and awareness of both the legal requirements and the practical capabilities to get this done. I would presume that folks building booths that come up against limitations will know that contacting Construction and working with them is the option.

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

Jon: I am withdrawing my other guideline changes on prohibited paraphernalia.

Bear: I am going to make a package of guideline amendments all in one motion. They all pertain to marijuana policy. The intent is to harmonize the Fair's marijuana policy with the alcohol policy in view of the passage of ballot measure 91.

Bear moved and Jon seconded to amend the following sections: Thank You for Participating—currently reads "Alcohol consumption is not allowed in public places." This sentence would now read "Alcohol or marijuana consumption is not allowed in public places during public hours." Section 12 is currently entitled "Alcohol," and would now be entitled "Alcohol and Marijuana." It currently says "selling alcohol at the Fair is illegal" and now would say "selling alcohol or marijuana at the Fair is illegal." Currently Section 12 says, "alcohol consumption is not allowed in public places during public hours," now it would say "alcohol and marijuana consumption is not allowed in public places during public hours." Section 14 is called Controlled Substances and Drug Paraphernalia. The third sentence currently reads "no pipes, bongs or other tools to ingest illegal drugs nor any other drug paraphernalia may be displayed or sold on Fair property at any time." Section 14 will now simply read "no illegal drug paraphernalia may be displayed or sold on Fair property at any time." Section 49 has the same

language and would be changed to read "no illegal drug paraphernalia may be displayed on Fair property at any time." Section 89 that deals with the Barter Fair now says "Absolutely no sales or bartering of food, beverages, alcohol, or drugs are permitted or tolerated. No pipes, bongs, or other tools to ingest illegal drugs, or any other drug paraphernalia may be displayed or sold on Oregon Country Fair property at any time." Those two sentences would say "Absolutely no sales or bartering of food, beverages, alcohol, marijuana or other drugs are permitted or tolerated. No illegal drug paraphernalia may be displayed or sold on Fair property at any time, including during Barter Fair."

Bear: I will give an explanatory note. This guideline amendment package is intended, not only to allow marijuana use when alcohol can be used in private places, not public places, and in private hours, not public hours. It will also have the effect of legalizing the sale of pipes, bongs and other tools to ingest marijuana.

Hilary: I am so excited. I thought this day would never come. Thank you everybody that worked on this and thank you Bear for your involvement.

Joseph: There is incredible art in smoking-ware.

Spirit: As we come upon legalization/regulation some will misinterpret the legalization as not regulated. This will make the policy clear for Security crew.

Julian: What does it say?

Bear: Ballot measure 91 goes into effect on July 1, coincidentally enough. Second, this package of guideline amendments does not change any language pertaining to drugs other than alcohol or marijuana. What it does is adds "or marijuana" to all the alcohol sections and changes the paraphernalia sections so that it is clear that we don't ban the sales of paraphernalia that are associated with legal drugs—just like we have OCF Peach logo shot glasses, now, we can have pipes.

Don: In '97 we worked as a team to make it work. The wording to the guideline is good. But tomorrow is a public forum at the Wheeler Pavilion on how the OLCC is going to treat this. I believe there will be some time that we'll be dealing with a sense of entitlement. This will make more work for the crews in the parking lots due to this entitlement.

Steve: I am sorry to say that I think this is a big mistake. We do not know what the OLCC will bring. It will cause the entitlement issue, but by being a non-alcohol and drug event, it will cause the patron population that we have gotten to come to the Fair with their kids to disappear. How are you really going to control it? Marijuana will be smelled all over the Fair. It will also direct the Feds against us.

Charlie: Grumpy's comments notwithstanding, there are always unforeseen consequences and are frequently hard to see. The change from pipes and bongs to detailing illegal paraphernalia, I don't see as an issue. If there is a clear delineation of what is legal, we may have bigger issues with the craft qualities of these items—are they manufactured? What we need to keep in mind, there may be additional policies that speaks to what happens in the not-public areas of the Fair after hours as more information comes available. There is a lot of flux as we speak and between now and July 1 a lot of things can and probably will change. How OLCC enforces this around minors will be one particular area to keep watch on and we need to be responsive on what the standard is going to be—otherwise we put the organization and the event at peril. I appreciate that we are clarifying public places and public hours in these guidelines and the rules on alcohol are staying the same and adding marijuana.

Bear: I very intentionally mirrored the alcohol policy that we have now. Currently, people do not have to drink beer in their tents if they are

over 21. Frankly, this is what the voters of Oregon did and it is the same policy that we should apply equally. If the Feds don't smell marijuana, occasionally on the path of the Oregon Country Fair, they have a real problem with which Feds they are sending. Speaking as a board member who happens to be one of the foremost marijuana lawyers in Oregon, this is not what the Feds care about any more. This is the 2010s. We are in a different era. We can't act as though it is always 1997. The voters of the State of Oregon have moved on. Section 75 of Measure 91 amends the paraphernalia laws to differentiate marijuana paraphernalia sold to somebody 21 and older from all other drug paraphernalia. I think we have a great legal safe harbor here, so long as we are not allowing public use. The parking lots are public, the entryways to Fair paths are public, the Fair paths are public, the stage areas are public—every area where we invite ticket paying Fair-goers is public and we have to have the same ban as we do for alcohol use to be consistent. It is time to stop being hypocritical and tell the truth about who we really are and what we really do. We've worked for generations to change the laws and if we don't enjoy the fruit of what we've changed—we are cutting off our nose to spite our face.

Spirit: Is this going to require folks selling glass in booths to check IDs?

Bear: I would think that people would want to be compliant with the laws as they are written in the State of Oregon.

Casey: How does accepting paraphernalia serve us?

LT: It bears reflecting that as a culture that has been under siege for decades that we are winning. I want to comment on the outstanding job that Bear has been doing. What we need to emphasize is that for our paying public, nothing has changed. I don't know what judges Grumpy is talking about, I don't know what cops he's talking about, but I'd appreciate if he'd identify them for all of us. I'm not worried that the Fair is going to suffer damage because somebody imagined that their kids might see some hippie smoking dope. Are we going to bow to an imagined fear that somebody might not like.

Jack: Demographically this is a game changer. I am not going to say that this is going to discourage somebody. Our biggest drop in numbers came after 1997. Then we had to do whatever we had to do to and if we want to attribute that to cleaning up our act, we were forced to do that by law. In talking to Russell and Bear, the main reason we succumbed to that was for forfeiture. We are not disobeying the law now and forfeiture is not the issue. The law was passed so what DA is going to be crazy enough to circumvent the will of the people. The demographics are going to change and I can only hope that we are going to benefit from the demographics, along with a lot of other things—embracing marijuana instead of shunning it. It is not about my personal reality is, rather it is about us as a democracy. Finally—we are the demographic right now and this is an important milestone. To think that we're going to lose some people because of this, I'm not saying that we are not gonna, but I think this is where people are going to want to express themselves. This in itself may create some problems that we will have to deal with.

Diane: Before we are rolling with paraphernalia they are going to have to pass Craft jurying.

Bear: That dovetails to my point back to Casey. We have to get over the stigma which is going to be a generations long process. Unlearning this stigma continues to change in the United States—it is going to be on the ballot in six more states in 2016. People sell all kinds of fancy engraved goblets and chalices for consuming any number of alcoholic products at the Fair, some of them are logo items.

Motion passed: 9-1 Lucy opposed

Bear: I will now withdraw my other marijuana item, as it is now redundant.

Reports

norma: Craft applications are available on the website.

Robin: We are really excited to offer Catch the Fire. Catch the Fire will be a high-energy creative weekend retreat for young changemakers ages 15-18. In this experiential weekend, we will explore what we are passionate about, connect with other people who care about the world, and discover how to activate our creativity to make positive change. The arts are a powerful tool to help us discover and express our inner-changemaker; they help us connect with each other and find the power to create a world that reflects our best selves. During the weekend you will: Meet great people, take creative risks, explore what you really care about, surprise yourself with how creative you really are, discover ways to take action on the issues you care about, have an incredibly good time. The City of Eugene Recreation and the Oregon Country Fair are working together on the Registration process this time, City of Eugene Recreation will be taking the initial sign-up at 541-682-5521. After you take that step, Robin will be handling the rest of the paperwork with youth and families. Deadline for Registering is March 3.

Jon: The Diversity task force met last week and we had a good meeting. The next meeting is February 28 at the Oregon Supported Living Program building at 309 West 4th at 10:30 am. We are still welcoming additional folks to the task force.

Kirk: Speaking hastily for both Path Planning and the Community Center, there are minutes on the last two meetings on the .net site.

Indigo: This meeting was recorded, as well as the one on January 26, as well as January 5. We will be sending URLs to those that requested the URL for the meeting on January 5. If you want to get the URLs to the meetings, send an email to ocfbod@gmail.com and you will be included in the list that gets sent out every month.

Paxton: I have a Capital project in for a camera for the recording of these meetings.

Jain: I'm giving the Elders report or a summary of it. We approved 14 new Elders. We have 8 applications for further review and verification, and one denial. The application deadline was February 1 for this year's Fair. We sent out a letters of intent asking for folks who want Elders passes this year with a newsletter and lots of dates. We are still concerned about Elders with State disability tags who don't get Elders vehicle stickers since they are issued on a first come/first served basis. We are hoping that Charlie's commitment to personally deal with alter-abled without vehicle stickers will work for this year. The Spring retreat is April 11-12 at Alice's.

Charlie: We do have polling for the area formerly known as Crafts Lot. In reverse order the fifth-ranking name is Oakland, followed by Camas Prairie, followed by The Savanna, followed by The Avant Garden, and the first-ranking name is Kalapuya Commons.

Indigo moved and Lucy seconded to name area formerly known as the Crafts Lot, Kalapuya Commons.

Hilary: Can we talk to the tribes? We should talk to the tribes.

Paxton: I also have concerns about checking with the tribes.

Jon asked to add as a friendly amendment the clause "subject to a favorable consultation with the appropriate tribal nations."

Indigo and Lucy: approve.

LT: This might have been my choice among the five that were presented, but I have a concern about this entire process. We did something similar for an inscribed brick and we did this convoluted process. I would urge everyone when they cast their votes to consider not in the limited context that we were offered but in the context of the universe of possible names—is this really the best we can do? If you think so, vote yes.

Bear: The Kalapuya nation is a member of the Confederated Tribes of the Grand Ronde

Reservation. I would heartily encourage Fair staff to consult people at the tribal offices. I am sure they will be very willing to have a dialogue about this. I am only voting for this motion with that proviso.

Motion failed: 3-5-2; Jack, Diane, Paxton, LT, Indigo opposed; Kirk and Jon abstained

Bear moved and Kirk seconded to name the area formerly known as Crafts Lot to Avant Garden.

Spirit: Point of clarity, I thought you chose Kalapuya?

Bear: We voted it down when the motion was made.

Jain: There is a group in Eugene called the Avant Gardeners and I'm sure they will be honored to have their name taken over.

DJ: I want to make sure we don't have to check with the French for using the word Avant.

Kirk: Out of the Path Planning naming sub-committee, Avant Guard was their #1 choice.

Bear: Avant means "in front of" in French and since this is in front of our public area it seems appropriate. I think this is a much cleaner name than Kalapuya Commons.

Jon: When do the maps get printed?

Charlie: Depends on which map you are talking about.

norma: For the Guidelines it will be soon.

Jon: I don't like this name. I might be persuaded to vote just for Avant, without the garden.

LT: I'm not concerned about maps. If we have to write "here there be monsters" in the space for this year, that's good for me.

Colleen: The concept of Avant Gardens was that there would be multiple places within the area that have activities that are garden-like.

Diane: We could put it on the map as "The place whose name cannot be spoken." I think we should wait until July 1 and get together, smoke a lot and come up with a name.

Motion failed 4-6; Jack, Diane, Paxton, LT; Jon and Indigo opposed

Paxton moved and Jon seconded to name the area formerly known as Craft Lot to Craft Lot.

JonP: This is the most practical solution for this year.

Hilary: Path Planning told me that the craft people were concerned that the public looking on the map would see it as a place to go if they wanted to see crafts.

Joseph: Add Old to the Crafts Lot.

Spirit: I believe we are rushing this process trying to give it a name. We have some months so we should take a deep breath and scratch this for tonight.

Paxton withdrew the motion.

Colleen: As part of the Path Planning committee, there has been a process—a two-year process, we've had two naming sub-committees meet for endless hours. Please, would you consider as you table this yet again, that there has been good work done and you rode over it again.

President's Peace:

Jack: It's really simple—we are now firmly in the majority, so let's not screw it up.

Draft Agenda for March 2 Board Meeting

Sound policy revisited (Indigo and Chewie) **Tabled from February**

Select Barter Fair manager (Sue) **Tabled from February**

Found cash disposition policy (Jon) **Tabled from February**

Support Scribe Tribe (Kirk) **Tabled from February**

Volunteer time summary (Kirk) **Tabled from February**

Add Diversity Task Force members Tabled from February