

# FAIR FAMILY NEWS

OREGON COUNTRY FAIR ☉ ONE CREATIVE FAMILY

VOLUME 23 ISSUE 9

FEBRUARY 2016

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## FAIR FAMILY CALENDAR

### February

- 21 Path Planning, noon, OCF site
- 21 Highway pick-up, 10:30 am, meet at the warebarn
- 28 Peach Power Meeting, 6 pm, OCF office

### March

- 1 Diversity Task Force, 5:30 pm, OCF office
- 5 KOFC Live & Silent Auction, 6 pm-8:30 pm, Domaine Meriwether Winery, 88324 Vineyard Lane, Veneta
- 7 Board of Directors meeting, 7 pm, 2621 Augusta Street, Eugene
- 7 FAIR FAMILY NEWS DEADLINE
- 15 Land Use Management and Planning, 7 pm, OCF office
- 28 Booth Registration packets mailed to Booth Representatives

### April

- 1 Registration packets mailed to booth representatives
- 2 Diversity Task Force, noon, OCF office
- 4 Board of Directors meeting, 7 pm, 2621 Augusta Street, Eugene
- 4 FAIR FAMILY NEWS DEADLINE
- 9 Booth registration at Eugene Saturday Market, 10 am – 5 pm
- 9,10 OCF Conflict Response Skill-Building Retreat, at Alice's Wonderland
- 12 Land Use Management and Planning, 7 pm, OCF office
- 16 Booth registration at Eugene Saturday Market, 10 am – 5 pm
- 23 Booth registration at Eugene Saturday Market, 10 am – 5 pm
- 30 Booth registration at Eugene Saturday Market, 10 am – 5 pm

## Caretaker Hiring Committee Openings

The Board is looking for two candidates to serve on the Caretaker Hiring committee. Candidates will preferably have experience in human resources and employee management.

The committee will meet on nights and weekends during March and April. Some weeks may have multiple meetings within the same week. Committee members must be present for all meetings. The first meeting will be held on Monday, March 14, at 5 pm, where we will create the Caretaker Hiring schedule together.

If you have questions or are interested in serving on this committee, send letters of interest to [pc@oregoncountryfair.org](mailto:pc@oregoncountryfair.org) by Monday, February 29, at 5 pm.

## Caretaker Job Description

The Caretaker job description will be posted at [www.oregoncountryfair.net](http://www.oregoncountryfair.net) by February 15, for review. You may send comments to the Board prior to the March 7 Board meeting.

## 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
Lynda Hoffman-Snodgrass	Elder
Marilyn Kay Kintzley.....	Elder
Marlene Monette.....	Quartermaster
Michael Gibbons.....	Fire
Mike Cozad.....	Internal Security
Mike Lonegrom.....	Registration
Nicole Rensenbrink.....	Lot Crew
Norah Roberts.....	Elder
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



## Food Booth Opportunity

If you are a current food booth rep interested in a possible move to the new area please send a brief letter of interest to: [ocf.food@gmail.com](mailto:ocf.food@gmail.com). Deadline is March 7 at 5 p.m. Thank you from the OCF Food Committee.



## FFN PERFECT HARMONIES

- Michael "Pizza & Beer" Ottenhausen
- Mary "Pen & Paper" Doyon
- Dan "Peanut Butter & Jelly" Cohn
- norma "rest & relaxation" sax
- Niki "Flotsam & Jetsam" Harris
- Kim "Mac & Cheese" Griggs
- Brad "Cream & Coffee" Lerch
- Suzi "Wine & Song" Prozanski

## KEEP IN TOUCH



Oregon Country Fair  
442 Lawrence St.  
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[OFFICE@OREGONCOUNTRYFAIR.ORG](mailto:OFFICE@OREGONCOUNTRYFAIR.ORG)  
[OREGONCOUNTRYFAIR.ORG](http://OREGONCOUNTRYFAIR.ORG) (EVENT INFO)  
[OREGONCOUNTRYFAIR.NET](http://OREGONCOUNTRYFAIR.NET) (BUSINESS SITE)

## Sound Bites

by Dean Middleton,  
KOFC-LPFM Station Manager

In December, we focused on how to financially sustain the radio station. We prepared a year-end financial statement and created goals for the future in order to get the radio stream available to you all.

To that end, we plan an auction to raise the funds needed to sustain the station. We are now accepting donations for our first annual auction that will be held Saturday, March 5! Domaine Meriwether Winery has generously donated space and staffing for this event!

Join us for:

**Live and Silent Auction**

**50/50 Raffle**

**Live Music**

**FUN!**



Please contact Jen Franklin with donations or for more info @ [jensennett@gmail.com](mailto:jensennett@gmail.com).

If you live in the area please plan to attend. It should be a blast!

Meantime, we are looking for a chief engineer to help coordinate our tech team and be available to troubleshoot technical problems when they occur. For more info about this and other volunteer opportunities at KOFC, contact our volunteer coordinator, Howard @ [maryritahoward@msn.com](mailto:maryritahoward@msn.com).

We genuinely appreciate your continued support!

(The Sound Bites column provides updates about KOFC-FM Fern Ridge Community Radio, a self-sustaining service of the Oregon Country Fair.)

## 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](mailto:office@oregoncountryfair.org)



## 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)

Vintage Clothing Sale Saturday March 26 9-4 at the World's Largest Garage Sale at the Lane County Fair Grounds. Animal prints, Fake Fur Lingerie & more Sizes S-XXXL

Hello OCF vendors. Can I help you with on-line marketing? Yes! Call me @ 503-358-0029 or email albert@farmmyyard.org I hope you are thriving - Love Albert Kaufman

LothLorien, the Mostly Sweet Jeweler, seeks booth space for 5th year at fair. Easy going & flexible. Camp space not needed. Let's have a fun & successful fair together. 530-515-6045. lothlorien@mostlysweet.com

# AUCTION FUNDRAISER

## Let's Build a Studio for Community Radio



Silent Auction of Items from Local Community Businesses, Local Artisans, and Music Memorabilia

Live Music with Kelly Thibodeaux and the Étouffée Band

**March 5, 2016**

**6:00-8:30 pm**

Event at the  
Domaine Meriwether Winery  
88324 Vineyard Lane,  
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## FAMILY LETTERS



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

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

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

## Not an Ending, But a Beginning

Dear FFN,

As it happens, I have already served my last Fair as your Caretaker. I think it safe to say that my own personal development, as well as the Fair's own inevitable course, has evolved to a point where it is finally no longer a good fit.

While I am certainly saddened to relinquish the role which I have cherished for what will amount to just one week shy of 18 years, I am at the same time tremendously excited to begin to fill out my next role as the Executive Director of the Dodeca Art Center. This is a freshly minted nonprofit organization with 501(c)3 status whose mission is "To Create and Enhance Community through the Arts and Sciences" and in fact will be no further away than right next door. Expect many good things to occur there over the upcoming decades.

Obviously, I have every hope, intention, and expectation of continuing in my long association

and collaboration with both the organization as well as the individual Fair Family members, to which and whom I will remain steadfastly dedicated. I also intend to offer my full support to the next Caretaker, whoever that may be, as at this point I can unequivocally define this as a unique experience that is far more of a spiritual quest than it is an ordinary job. I will happily pass the torch forward with the knowledge that I have progressed it as far as I was able.

Finally I would like to extend my heartfelt thanks for the one-of-a-kind opportunity I have had to put down roots in in this magical land of ours, a place I will always call home. It has been my honor and privilege to have been the one entrusted with caring for it from the heart over such an extended period of time.

As ever,  
*Andy Strickland*

## CeDaR: A Conflict Resolution Resource for Fair Family

*by David Gubernick, Center for Dialogue and Resolution (CeDaR)*

Greetings, Fair Family. We are delighted to announce that the Oregon Country Fair has welcomed an additional conflict resolution resource for the Fair Family. We are CeDaR: an Oregon Country Fair conflict resolution resource providing services to you on-site, pre- and post-Fair. CeDaR supports Fair Family as they work through difficult conversations and other situations that may involve disagreements or conflict. Services include listening, conflict coaching, mediation and facilitated dialog. These services complement the pre-existing conflict resolution efforts around the Fair.

CeDaR is the Fair family name and a program of the Center for Dialogue and Resolution (CDR), a nonprofit organization that has been dedicated to the peaceful resolution of conflicts for residents of Lane County for the last 35 years. CDR also provides year-round services to Fair Family members, free for Fair-related issues, and for a fee for non-Fair related issues, such as divorce, parent-teen issues and community or workplace mediation.

The CeDaR Team is honored to be working with our Fair family and also wants to express our gratitude to OCF for creating a booth for us at the Fair. The booth location is within the "Dragon Plaza" near the Photo ID Booth's old location. This is a great location for CeDaR to serve the Fair for many years to come. Thank you, OCF!

From the date Main Camp opens until Fair begins and also for the two days after the Fair, CeDaR will be offering the Fair Family: conflict coaching, mediation, facilitated dialogue, referral to additional appropriate Fair resources (i.e. Camping Mediation Team, White Bird, BUMs, etc.)

During the three days of the 2016 Fair, the CeDaR booth will provide an "Empathy Tent" to both Fair family and the public. Trained volunteers will provide a safe and private environment for empathic listening. Throughout the year, CDR provides a full array of dispute resolution and dialogue services including: restorative justice, community and workplace mediation,

and family mediation.

One OCF Vision Quest goal is: "to foster better communication and information exchange." Since 2011 OCF has furthered that goal by supporting Kat Kirkpatrick, OCF Grievance Administrator, in providing Conflict Response Skill-Building Retreats each spring and fall. The workshops offered at the retreats have focused on elevating the conflict resolution and communication skills of Fair family members. CeDaR began organizing the workshops for the retreat in spring 2015, and the next one (the eighth!) will be held at Alice's Wonderland April 9-10, 2016. The theme this year is "Change through Empathy." A more detailed article about this upcoming Retreat will appear in the March FFN.

We look forward to greeting you at our booth in Dragon Plaza this year before, during and after the 2016 Fair and for many Fairs to come. And please join us for some fun and learning about "Change Through Empathy" at the upcoming OCF Conflict Response Skill Building Retreat.

### Save the Date

Spring OCF Conflict Response Skill-Building Retreat  
"Change Through Empathy"

When: Saturday, April 9, and Sunday, April 10

Where: Alice's Wonderland on OCF property

Program will include "Empathy Listener" training plus thought-provoking and participatory workshops with a healthy dose of the social.

More details to come in the next issue of Fair Family News.  
For more info online: <http://www.lanecdr.org/pg1003.cfm>

## A Future Fair without Fossil Fuel

*by Alanna Miel and Adam Creighton, InStove booth at Energy Park*

Hello Fair family! Many of you met us at Energy Park. We're with InStove, a Cottage Grove nonprofit that builds the most efficient stove in the world. We send most of our stoves to refugee camps, clinics or schools in the developing world



*InStove cooks corn in half the time alongside the wasteful and slow propane cookers at the Teddy Bear Picnic in August.*

to help reduce the environmental and human health impact of open-fire cooking. One-third of the world cooks on what we would consider campfires.

At the 2015 Fair, we received more signups for our newsletter than we have ever received at an event. It was very exciting to feel the support of the Fair family — but more exciting was seeing how we could support the community.

We've all eaten the delicious food that helps define the Fair; however, Main Camp Kitchen — like the food booths — depends upon fossil fuel (propane or natural gas) to cook. This is problematic for a number of reasons.

It is the wrong technology. In August, we brought a stove to the Teddy Bear Picnic and cooked corn alongside two open-propane burners. Our stove cooked safely in half the time using only a few pounds of small wood.

It is expensive. As the family grows, finding ways to control costs should be a priority (as the Board observed in its last meeting when discussing the long-term budget and need for strategic planning). We should focus on making decisions that do not pass costs on to Fairgoers. We calculated that one of our stoves would pay for itself in propane savings in about 26 uses;

It is unsustainable. As we approach (and pass) peak oil, it ceases to make economic sense to use

fossil fuel. Changing our fuel type to sustainable biomass is a long-term strategy that saves money and makes sense without raising costs.

The politics of obtaining fossil fuels are intricately tied to things that we oppose: militaristic foreign policy; the dispossession of native people; bloody wars in the Middle East; drilling and fracking that puts our coastlines, ground water, and environment at risk; and fuel transportation that imperils our railways, waterways, and roadways. Supporting the fossil fuel industry is not who we are, and not who we should plan to be.

Fortunately, improved biomass stoves like ours are an alternative for every booth and kitchen where food is prepared. We have the ability to cook for everyone using sustainable small wood and deadfall that the property already generates.

This is an opportunity for the Oregon Country Fair to take a leadership position in the world: to be the first major festival to cast off fossil fuel addiction and transition to sustainable biomass fuel for cooking.

And, the stove is made by hand in Lane County. Who doesn't support locally made crafts?

If you agree that fossil fuel independence should be part of the Fair's long-term vision, contact us at [Adam@instove.org](mailto:Adam@instove.org), or [Miel@instove.org](mailto:Miel@instove.org), and together, we can make the Fair as safe, clean, and sustainable as we dream it to be.

# FAIR PHILANTHROPY: 2015 Board Grants

## Reach 29 Nonprofits

submitted by the Fair Philanthropy Committee

Throughout the year, the Fair's Board of Directors makes financial donations from a dedicated fund. These grants support a wide range of organizations addressing issues important to the OCF family of volunteers and fairgoers. In 2015, the Board awarded \$23,700 to 29 nonprofit organizations from its grant fund. These board grants come on top of donations the Fair makes each year through the Jill Heiman Vision Fund, the Bill Wooten Endowment Fund, and the Fair's Culture Jam Teen Camp (through scholarship awards).

The 29 Board grants in 2015 went to nonprofits with missions ranging from literacy to arts, from the environment to basic needs. They included Start Making A Reader Today, Stove Team International, Peacejam Northwest, Joy Now Arts Project, Peace Choir, Grateful Growers, Skipping Stones, Courageous Kids, Lane Arts Council, and the Whiteaker Community Dinner to name a few.

Randy Turney, the Fair's recording secretary who coordinates the Board's Consent Calendar for grants, shares his peace:

"As the recording secretary for the board of directors at the Oregon Country Fair, I have the good fortune to facilitate the Board's funding of

other nonprofits around the Fern Ridge, Veneta, and Elmira communities, as well as most of Lane County. This year the Oregon Country Fair donated to almost 30 nonprofit organizations providing assistance for local schools, the arts, assisted living, reading programs, environmental causes, and music programs.

"Not everyone in our area knows what the Fair provides to our community through board donations, our endowment and the Jill Heiman Vision Fund. I believe our philanthropy and status as a stable, sustainable nonprofit in the community is often overshadowed by how much fun people have at our three-day event.

"While I will be the first to express what a magical time three days in July can be, what the Oregon Country Fair does for the larger community is a credit to the care, cooperation and giving nature of our volunteers, staff, and board."

Donations typically run from \$500 to \$1,000. Nonprofit groups seeking a donation can find an application and more information by visiting [www.oregoncountryfair.org/philanthropy](http://www.oregoncountryfair.org/philanthropy).



### BOARD OF DIRECTORS BUDGET MEETING JANUARY 25, 2016

7:00 pm, NW Youth Corps, Columbia Room

**Board members present:** Diane Albino, Casey Marks Fife, Lucy Kingsley, Justin Honea, Jack Markarchek (president), Indigo Ronlov (vice president), Jon Silvermoon, Lawrence Taylor, Sue Theolass, Kirk Shultz, Bear Wilner-Nugent. Peach Gallery present: Staff (Tom, Crystalyn, Robin and Shane), Officers (Hilary, Steve and Randy), and 31 members and guests.

Indigo: I want to declare my conflict of interest with Café Mam. The Kitchen and Crew Services buy Café Mam coffee and have chosen us on their own. We will be voting on both Kitchen and Crew Services budgets and we have a booth at the Fair. Russell, the Fair attorney recommended that we always vote on conflict of interest, so that the record states that the Board either approves or doesn't approve of me voting on these budgets.

Hilary: Can you describe the pricing structure that Café Mam uses with the Fair?

Indigo: I do not normally work in that realm. I am pretty sure that we give the Fair nonprofit rates or wholesale rates. We also donate a good deal of coffee to the Fair for other events beyond the three-day event.

Martha: Is there a Board member to make a motion to on this conflict of interest?

Bear: We do not need a motion. The recommendation in the past was that we note the conflict and if it would make the difference in the outcome of a vote, we can address it at that time.

Jon: I don't have a problem with you voting on the budget overall. If we get to where we are discussing Kitchen budgets, and there are motions to amend the Kitchen budget, I could see this as a place where you would want to recuse yourself on that specific line item.

Hilary: My understanding of the disclosure for a potential conflict of interest is if the transaction with the company is done at arm's length with a normal fee structure that does not generate a conflict of interest. What we are trying to avoid is possibility of any of us in positions of influence unduly, personally benefitting from those transactions.

**Bear moved Sue seconded to add to the agenda changes in revenue projections based on Budget**

#### committee recommendations.

Hilary: There is a section of the modified agenda that the Budget committee has added to the agenda that norma sent out. One of the items is to introduce the proposals for revenue increases from the Budget committee. The board can either vote on them tonight or make them New business tonight.

Jon: I do not want to vote on them tonight. I would like to see the expenditures and see where we are. There should be advanced notice if we are changing revenue projections and adding charges.

Bear: There is a very crowded agenda next Monday. That's why at the Budget meeting, I thought it appropriate to look at revenue projections from the Budget committee.

**Motion failed: 6-4; Jack, Jon, Diane and Indigo opposed.**

Motion to consider revenue projections based on Budget committee recommendations added to New business for February board meeting.

**Jon moved and Bear seconded to add to the agenda authorization for Administrative Assistant hire.**

**Motion passed: 10-0.**

Lucy: I want to extend my appreciation to this body for accepting my prolonged absence. I have been attending to my mother's final illness and passing. I appreciate the Board's giving me the space to do that.

**Jon moved and Sue seconded that the Board authorize the General Manager to make an Administrative Assistant job offer in accordance with the recommendations of the AA hiring committee.**

**Motion passed: 10-0.**

Hilary: The Budget committee has had a challenging year and I can't tell you how many times we've said, "if Lucy were here she'd tell us. ..." We really missed you and our hearts went out to you. As much as Grumpy has talked about wanting to step back, he has done everything he usually does in the midst of getting new people on the committee. Eric and Crystalyn have worked very hard to get things online and help change the format we are using. We were running two systems as we archived online and did reconciliation of both data sets. This was all in addition to the regular Budget committee work. Sheldon not only drives over from the coast for our weekly meetings, he works the phone harder than anyone to get the information out to his crews. Sheldon is really good at extracting information from the crew and explaining Budget committee policy to those he works with so they get what they need. Norma as ever was huge admin support, making

sure everything was organized for our meetings.

Tom, in his first budget cycle, was there throughout. Three new people's schedules worked out to attend all the Budget committee meetings. Bennett, from Construction, offered a really strong philosophical and analytic approach. Erin, from Fire crew, added a detailed analytic voice to the committee. Dedee Wilner-Nugent has a huge passion for youth issues and helped with issues with Child Care and youth. I really want people to know that these are very, very, hard-working folks who put a lot of effort into the Budget committee. There are four requests for changes to income. I will start by introducing them and Grumpy can chime in. Craft Inventory committee found a new online way to review applications. There is a charge and they want to raise the fee for applying. It is \$10 now and it is going up to \$15. The other possibilities include the paid parking.

Tom: We want to further encourage people to use the free bus service, as well as pay for the free bus service for the entire Lane Transit District system during the three days of the Fair. To do this, I've advocated raising the public parking fee from \$10 to \$15 when purchased the day of the Fair. This is a reasonable place to find some revenue, given what we do for the free bus service for the city of Eugene.

Hilary: This \$25,000 revenue projection is only for those who buy onsite. Another possibility we talked about is increasing the volunteer parking. In the first revenue projection, there was a recommendation to increase it from \$10 to \$15 and it was voted down. Nonetheless we put this on as a possibility. The third option is to increase the admission prices. This is it for the income possibilities. When we finished the budget, we were showing a budget of \$50,000 of Capital projects that was \$100,000 in the red. We knew our revenue projections were much tighter than in the past. The Budget committee met again and revised the payroll according to the information from the Personnel committee. We cut about \$40,000 out of the budget mostly around hiring the IT person later. Those on the Budget committee are passionate about waiting until after the Fair to make the call on hiring; the IT person in particular. This is why we are here with more revenue projections.

**Bear moved and Sue seconded to consider changes in revenue projections due to changes recommended by the Budget Committee.**

Jon: I am not in favor of doing this tonight because there would be no advance notice nor opportunity for members not present to have input.

Bear: For the last sixteen years we have had a budget meeting in January. All budget-related topics are here tonight. It is germane to talk about the revenue projections during this meeting. It is more responsible to raise money before we spend it.

Kirk: We can have separate motions on the rev-

enue items. If an item does not pass we can take it up later.

Indigo: My issues with voting on the revenue projections tonight are that we are looking at three different increases and the Fair family has not had notice of these increases. This is specifically around the parking and fee increases.

Jon: My understanding of the process was the Budget committee does revenue projections and then they take those projections, and put together the budget within those projections. I would much rather decide if we are going to approve all the increases, before going back to raising revenue.

Justin: There has not been a ton of changes with this budget. We have had this budget in our hands for almost two months. The Budget committee has done the good work to go through the budget and make recommendations. There are honestly not that many changes. The only big items are the public parking increase and the vehicle stickers. This is not insurmountable.

Jack: It is difficult to sit through budget process and pass a budget then increase the revenue after the fact. Passing a budget and then going back and paying for it is not a good precedent. Either we take the time to parse out the difference or we vote on the revenue to pass the budget.

Jon: Can we look at the expenditure side of the budget and see where we end up, before adjusting the revenue side?

Martha: We could do this by changing the order of the agenda.

Jon: That makes more sense to me to see where we end up on the expense side.

Hilary: I don't care if we do income or expense first. I would be happy if we found expenses to cut. I want to remind people that we are doing a lot of transition. We opened up a big new area, we've hired new staff and are providing family health insurance. Our personnel costs went up \$83,000. We tried to do more revenue increases, but you guys refused them when we proposed them. We are coming back and saying we are in a growth spurt. We need to make some increases and pass the budget.

**Motion to consider revenue projections passed: 7-3; Jon, Diane and Indigo opposed.**

Steve: We will go through the budgets in the order that they occur. Crew, Board of Directors, General Manager, Site Manager, Administrative Assistant, OM and last, Culture Jam. Crew budgets consist of coordinator expense and food vouchers. Budget is \$30,850, with food vouchers 79,357 costing \$238,071. Supplies are \$555,510. Total crews: \$824,431.

**Jack moved and Bear seconded to pass the Crew budget.**

Jon: Crew Services budget is going up by \$1,000 in supplies, reason?

Hilary: They are doing more of their own drinks, as well as serving the South Woods and the parking lots.

Lucy: We also simply have more crew that we are providing services for.

Jon: With the food vouchers and the crews staying the same, seems if you are serving more areas. That's where you would have an increase.

Bennett: We decided to not ask for an increase in crew but they did have a reason for increasing supplies with hotter weather.

Jon: Ambiance food vouchers went up \$1,000. Reason?

Hilary: That is actually rolling fire dancing into ambiance.

Jon: Main Stage went over budget last year and you are increasing it by \$10,000. Reason?

Hilary: Main Stage is a hard one.

Steve: It depends a lot on whom you hire as the main acts. Someone that is well known versus a band that is not so well known. Charlie Ruff and the coordinator at Main Stage balanced these two types of bands.

Hilary: Brian, the Main Stage coordinator, goes to booking conferences, but we are getting the names that are just the right size. When you look at his transaction report and you see what he is paying bands, we work with him and yes, the budget went up.

Jon: Is it going up because he is bringing in larger

acts or he's paying more to all bands?

Hilary: He tries to get two larger regional acts per day that anchor Main Stage.

Jon: What is the distribution of pay among all the acts?

Hilary: Two acts per day tend to take half of the money.

Jon: I have not seen the distribution for the acts at the Main Stage. I think this is a point in the budget that we can cut.

**Jon moved to keep the supply budget for Main Stage the same as last year.**

**Motion failed for lack of a second.**

**Jon moved to reduce the supply budget for Main Stage by \$5,000.**

**Motion failed for lack of a second.**

Jon: Vaudeville's budget went up \$7,000. Is that accurate?

Hilary: There were detailed proposals for this budget increase. It is different with vaudeville in trying to reach equity among the entertainers. There is careful analysis and what you see is a reasonable rate for entertainers. The high in vaudeville is somewhere between \$400 and \$600, with many getting paid only \$100.

Jon: I can support this to provide equity in vaudeville; I don't see this at Main Stage.

Hilary: There is such a mix of entertainers from professional, to semi-professional to amateur. We rely on the judgment of our coordinators.

Jon: This is minor, but under Green Thumb, there is a temporary increase for redoing boxes. Should this not be a Capital Project?

Hilary: It's the same amount of money either way.

Jon: The pre-Fair Kitchen budget is going up.

Steve: It is going up by \$400 over the actual.

Hilary: This is a much more efficient way to feed our volunteers.

Jon: Main Camp going up due to supplies?

Hilary: One of the trends in the budget that bothers me is the number of gators and other rental vehicles we have. If these are not claimed by another budget, a lot of it gets put in this line item.

Jon: What concerns me is I see people overspending last year and then increasing that budget by what they overspent last year. I'm not sure people are being held accountable for their budgets.

Hilary: We are trying to operate where the budgets are authorized to be spent, but they are not authorized to overspend. For norma to hand someone a check for overspending, she has to get authorization from either a Backup Manager or the General Manager. You can be sure this happened at Main Stage. This is why the Budget committee looks carefully at the transaction reports and they all go to the coordinators of the various crews. There are different levels of necessity with budget items. Main Camp is very necessary. You can look at the transaction report, but we are sure we need this increase.

Bear: Main Camp is a crew that provides services to other crews. Additionally, Main Camp is taxed for a huge amount of rental vehicles and the maintenance for these rental vehicles. I strongly suspect that this is the reason for this increase.

Jon: There was an increase in the food vouchers for Traffic, is this an increase in crew size?

Steve: Yes it is. This is the first increase in the Traffic crew size in 19 years.

Sheldon: Traffic asked for 21 new crewmembers so they can staff crosswalks on Aero, Bus and Suttle. We have around 5,000 three-day patrons that come from the camps in the neighborhoods.

Jack: At some point when we did our projections, we were protective of the crews and the increases they were going to have to face. Now we are going over the crew budget with a fine-toothed comb, when this is for our crews. These are issues we've been hoping to solve and address incrementally as our revenues increase. Everything we've talked about so far relates to an enhancement for our volunteers. Sitting here for such a long time, I understand we need to be diligent, but we also need to take care of our crews. Most of these enhancements are to get more patrons to come and spend money or to support our crews.

Jon: What is the increase in the water budget?

Sheldon: This is related to staffing for pre-Fair volunteers to wash barrels. This is for eight people with no food vouchers.

Hilary: There is also an extra gator for 10 days and a de-chlorination process. Jon, as I've often said to you, you have had these budgets for weeks. If you sent the Budget committee emails ahead of time we could have provided all these answers.

Jon: New area supplies, how much of this is related to the Dance pavilion?

Hilary: None is going to construction.

Jon: Where in the budget are we covering the penalties for the Dance pavilion?

Steve: We have no penalties to pay. We are working it out so that there will not be any expense.

Kirk: We are in conversation with Lane County and will make changes accordingly.

Jon: Get Out The Vote goes down in food vouchers in an election year?

Hilary: That is due to the "motor voter registration."

**Jon moved to take out the \$900 for the fish ladder.**

**Motion failed for lack of a second.**

Indigo: There are a number of crews getting substantial increases. There is about \$16,000 from crews that underspent last year.

Hilary: All of entertainment gets trade passes and many groups request trade passes to buy and they tend to use these for emergencies — like they need a drummer. If they say to their coordinator, take them out of my contract, then the contract is written for less. We have not had good success getting the entertainment coordinators to turn those in, so the contract looks underspent, but we do not get the non-cash items.

Indigo: Fire crew underspent, but got an increase in the 2016 budget.

Hilary: They made a case to us on the need to recharge fire extinguishers. Again, we are going over line-by-line the transaction reports from last year. I would really help if the Board were to look over the line items before the meeting so you can get answers.

Aaron: There were two crews affected — Decon and Fire crew both had expenses transferred to them this year.

Shane: What has happened in the past, a road watering truck was rented during the event. We did not know who rented it, thus we did not know where to place it in the budget. Fire crew said they would take it and we put this cost in their line item.

Indigo: With a budget in the red, and with a lot of crews that underspent that are getting a larger budget, on the surface it looks odd.

Jack: The notion of revenue adjustment after we've passed a revenue adjustment allows us to absorb it this year but we need to look at our trajectory and create a long-term process. This is an important exercise if our margins become less. An important part of this exercise is how we deal with a revenue increase. This is a complicated process and I'm sad more members aren't here to see it. The trend is that it is costing more for us to keep our volunteers coming and happy than it has in the past.

**Motion to pass Crew budget passed: 9-1; Jon opposed.**

**Jack moved and Indigo seconded to pass the Board of Directors budget.**

Jen-Lin: Can we have board discussion first, then member input because I had more input on the Crew budget after the board discussion.

Kirk: For this meeting why don't we just reverse the discussion?

Indigo: I don't know if the retreat budget has cost increases, but the retreat line item could shift upwards.

Jon: On recurring donations, for this \$5,000, are there particular recurring donations that we are specifically including in that \$5,000? For instance, the Whitaker Thanksgiving — could they just get the check for their recurring donation?

Indigo: Randy and I worked on a document that was provided to the Board that showed our donations over the last five years, what was regular donations and what was recurring.

Jon: Refreshments were over budget, presumably

for executive sessions. On the Research, Educational and Financial line item, when was the last time we spent out of that line item?

Hilary: This is for the Site Manager's training and continuing professional education. It is a requirement in the job description. It is the only thing we have for continuing education for our staff.

Jon: I think it is better placed somewhere else, perhaps the GM's budget.

Steve: This is clearly a residual and we've not spent out of it in years.

LT: Several years ago some of us did trainings on volunteer and nonprofit organizations. I presume this is the line items those trainings came from.

Diane: For diversity training, is this the line item to pay for those trainers?

Jack: It is available.

**Jon moved and Kirk seconded to reduce the Research, Education and Financial line item from \$1,500 to \$1,000.**

Bear: I object to this arbitrary cut coming out of this motion.

Dean: The Fair did a diversity training seven or eight years ago. Is this what funded that training?

Hilary: We don't know but it could also come out of change line item. We would have the capacity to have a diversity training without that line item.

Jack: The Board budget was under \$10,599. We have to have some flexibility.

**Motion failed: 2-8; Casey, Sue, Indigo, Lucy, Bear, Diane, Justin and Jack opposed.**

**Kirk moved Casey seconded to reduce Change line item by \$2,700.**

Jon: I am opposed to this cut. It's a general election year and we might want to expend this money. There may be a number of ballot measures we might want to support.

Kirk: If we are running a deficit budget, we ought to do something. We've parsed through Crews budgets that I don't think deserved to be parsed through. On our own Board budget can we save the Fair \$2,000 or \$3,000?

Jack: A little general history on Change line item — this changes Board to Board. It originally was for a second event. In '97 it morphed into "obey the law, change the law" and it became a metaphor for change. I understand we are working toward arbitrary cuts. I'm not seeing why we would want to limit our ability for new, innovative things or political change.

Indigo: I agree with Jack on the Change line item. Also, just because we budgeted certain amounts in our budgets, it does not mean we have to spend them.

LT: I see the Change line is turning our vision out and to the community at large.

Kirk: For me, we are going to revisit raising parking passes for staff, and I am going to have a hard time voting for that, knowing we need the revenue without us showing something as well.

Jack: In the line item for Other Events, we could cut the whole outreach piece out.

Hilary: We have \$3,500 in the GM budget for outreach. This is used for things like the Light Parade in Veneta.

**Kirk rescinded his motion.**

**Jack moved and Kirk seconded to remove the line item for Other Events from the budget.**

Lucy: What we do for our youth is essential.

Jack: This line item has never been used for Culture Jam.

Bennett: I am respectful of the Board to cut their own budget. Being the philosophical person on the Budget committee, doing things that benefit the community indicates we are working hard to walk our talk. Cutting budget items to do other events makes us complicit if we are not going to act upon it.

JonP: I agree it is good to reach the world outside. This line item has not been used in a long time.

Jack: If a Board member came up with something to fill this, we could be flexible to fill the need. The original second-event budget was \$50,000 and we carried it for years. If this is something that we honestly don't need, and we are going to pick budgets apart, then it shouldn't be in the budget.

Hilary: I support simplifying and consolidat-

ing the budget. What this was intended to cover is adequately covered in the GM budget. However, cutting a line item we have not used in years is not saving us money.

Steve: You can nitpick this line item, but it does not really apply to the overall budget. We've only put \$50,000 for Capital projects. We need to spend a lot more. The requests for Capital projects have always been greater than its resources.

**Motion to remove Change line item passed: 7-2-1; Jack and Indigo opposed, Lucy abstained.**

**Motion on Board of Directors budget as amended passed: 10-0.**

Indigo: There is still a budget separated out for an Operations Manager. There is no longer an OM who is in charge of the OM budget, or if that should be back in the GM's budget.

Steve: Tom's in charge of the OM budget. At some point these line items will be put back into the GM budget.

**Jack moved Justin seconded to pass the Site Manager's budget for \$112,500.**

Casey: I want to commend Shane for doing such a great job.

Jon: This is a budget that is lower than last year.

Shane: The lower budget is due to some security measures we've taken. Equipment rental was down due to chipper rental being down from several months to a month and a half.

Mambo: I commend Shane for putting together people and equipment to get deferred maintenance done. I believe there needs to continue to be more deferred maintenance done.

Aaron: \$1,800 of this budget was the truck that was transferred to the Fire crew.

Shane: This budget is similar to what we did last year with some items being moved from Fire crew to my Site Manager's budget.

**Motion passed: 10-0.**

**Jack moved and Indigo seconded to accept the Administrative Assistant budget for \$30,350.**

Jon: Are the phones noted in the item landlines?

Steve: Yes.

Jon: So, they are going up by about \$2,000?

Steve: They were over budget about the same amount that we raised it.

LT: This is a remarkably well-administered budget.

**Motion passed: 10-0.**

**Jack moved and Bear seconded to approve the OM budget for \$151,400.**

Steve: The OM budget will not change unless we have a Barter Fair. No one has given us a budget concerning the Barter Fair.

Jack: What was previously attached to the Barter Fair?

Lucy: \$4,000.

Diane: When you are short in a budget, you either have to cut expenses or get more money. For the toilets and showers, it is hard to tell what money is paid for the toilets and showers and how much we pay to haul the water away. It seems to me that if we stopped renting the showers at Shower Central and built a double one, we could pay for it pretty fast. Why can we not figure what to do with the water, perhaps treating it and putting it on the roads?

Indigo: For the T-shirt line item, will the Board add \$1,000 due to crew increases?

**Indigo asked for a friendly amendment to increase this line item by \$1,000.**

**Bear: I accept that as a friendly amendment to Jack's motion.** In response to Diane's comment, I suspect there are environmental laws preventing us from spreading grey water on the road.

Jon: How is the telephone in OM budget different from the telephone in the last budget?

Hilary: The OM telephone was Tony's personal phone that he was reimbursed for. The AA budget included the office, site and Tinkerbelle phones. We could benefit from a phone audit toward consolidating all phones in one line item.

Jon: Could we take this out of the budget?

Tom: No, we have an Assistant Manager now that will need a phone for volunteer management.

Jon: Do you anticipate OM to become the AM budget in the future?

Tom: Probably not.

Hilary: Diane, I'd love to find a way to use the grey water and the budget process is a good time to point this out, but the hard work and operational pieces come at other times.

**Motion passed: 10-0.**

**Jack moved and LT seconded to approve the Culture Jam budget of \$43,500.**

**Motion passed: 10-0.**

**Jack moved and Bear seconded to approve the General Manager budget of \$790,491.**

Steve: The Community Center and the LPFM line items are dedicated funds for those uses only and do not appear in the total. The Payroll line items are our best estimates today. Health and dental insurance will vary as we do not know when our new hires will start, thus it could be a lot more.

Tom: Accounting goes to \$10,500. Buses go to \$78,500. Expenses go to \$6,500. Insurance goes to \$56,000. Medical contract goes to \$66,000. ODOT goes to \$13,000. Community outreach goes to \$5,000. Property taxes go to \$21,000. Rentals go down to \$6,000. Telephone goes to \$1,900.

Bear: So now we have telephone budgets in the AA, OM and GM budgets.

Hilary: Exactly, all different spending authorities. But it is an issue.

Steve: The total comes to \$794,491. This number added to the OM budget is \$945,891. This is the combined budget for GM and OM.

Tom: The Rental line item went down to \$6,000 after our negotiations with Andy on his property.

Steve: This makes the total \$790,491 with the OM budget combined at \$941,891.

Jon: The Community Center committee was trying to project what they needed to spend this year on survey work and other things to keep the project moving forward. The committee wanted to get a line item designated from Community Center funds into the budget so that they don't have to come to the Board for every expense. I don't see it here and am not sure how to move the committee's wishes forward on that.

Tom: I apologize, I forgot about this.

Jon: I would hope we could revisit this to make it smoother for the Community Center committee. Also, what is the level of liability insurance?

Tom: I believe it is \$2,000,000.

Hilary: There are a lot of policies.

Jon: When do we do a policy review?

Tom: We do it every year.

Casey: The Repairs and maintenance went over budget, what was that?

Tom: Alice's heat pump.

Sue: Payroll tax was budgeted for \$30,000, and it was \$67,000.

Hilary: I believe that was a mistake. Look at payroll taxes and salaries combined to see the actual.

Jon: Property taxes — we could get an exemption, but we do not. Is this the total amount we are required to pay?

Hilary: We have asked the county to see if as a nonprofit we were exempt from property taxes and they've told us no. We were told we do not meet the standard to be exempt.

Steve: To change this the county would audit us. We don't want to nitpick with the county.

Hilary: We have appealed and gotten refunds on property tax assessment.

Jon: Not advocating to apply for it, but we could look at their criteria.

**Motion passed: 10-0.**

**Jon moved and Bear seconded to increase Friday ticket prices by \$1.**

Hilary: The revenue projection we have before you is an increase of Sunday by \$1 and the three-day ticket price by \$1. This is a modest change to the pricing structure. This results in a \$10,000 increase of revenue. We have much better metrics on our attendance and revenue.

Jon: Per my motion, I can see increasing the ticket prices, but not Sunday.

Indigo: Jon, you are suggesting we have Friday at \$29?

Jon: Yes, this results in \$10,000 more revenue. Part of our discussion at the Financial Planning meeting was that Sunday is our lowest price ticket. We needed to raise prices, but left Sunday the same. This is to try to get more people coming on Sunday when we have the capacity to handle more, unlike on Friday.

Hilary: Where we are really underpriced is on the three-day ticket.

Bear: I will support all revenue increases. I agree with Hilary we should increase the three-day tickets. We have vast cash reserves, but we have expenses beyond our revenue, so we need to continue to monitor the revenue closely.

Jack: If we are worried about Friday and Sunday, and we change the pricing for those two days, people will simply switch and come on the day that is cheaper.

Jon: If it is all right with my second, I'd like to increase the three-day ticket \$1, increase the Saturday ticket \$1, which would add another \$10,000.

Hilary: This would make the three-day ticket \$67.

Indigo: An additional \$1 is not a lot. I'd like to have us add \$1 to all the days and all the prices and make the revenue a \$45,000 increase.

Jon: I'm fine with Saturday and all other, but not Sunday.

Bear: Yes to all.

Casey: We all have different ideas on what deters our patrons. None of these increases get to the next \$10 range.

**Indigo moved and Casey seconded to add \$1 to all prices for a total of \$45,000.**

Jon: I am opposed to the motion as stated. What if we increase Saturday day of and Saturday in the three-day by \$2, which would result in a larger overall revenue increase?

Indigo: No, I'm a mind to raise all three days.

JonP: I agree with Jon's logic on Sunday.

Mambo: Three-day ticket is the smallest expense for someone coming all three days. I'm in favor of Indigo's motion.

Hilary: We will be talking next year about other increases for our revenue, and we don't want to continue to rely on our patrons for revenue. We get a lot of benefit too. We are getting value above and beyond what volunteers at other events expect.

**Motion to amend passed: 8-2; Jon and Jack opposed.**

Indigo: My motion increased the three-day, and all three days of tickets by \$1.

Bear: Indigo's motion replaced Jon's motion.

Jack: The notion of the three-day ticket should be proportional. That is what we did with this motion. The reason that I voted against it is because the differential between the three-day ticket and two one-day tickets should be bigger.

Bear: If a person bought normally priced individual tickets in advance, for all three days of the Fair, they would spend \$79.00. If they bought the three-day ticket they would spend \$68.

**Jon moved to increase all Saturday passes by an additional \$1.**

**Motion failed for lack of a second.**

**Bear moved and Justin seconded to increase the onsite public parking fee from \$10 to \$15.**

LT: As Tom has already indicated, this is not only a revenue increase it is an inducement to ride the bus.

Jon: If you want it to be an inducement, it will have to be more than \$5.

**Jon moved to increase the onsite public parking fee from \$10 to \$20.**

**Motion failed for lack of a second.**

Bear: An increase of 50 percent in one year is sticker shock. I support increasing the parking fee, as over-use of parking lots is real and growing problem.

Jon: The very fact it is sticker shock might make them take the bus.

Justin: It is not fair to overwhelm them with sticker shock.

LT: The word will get out on the parking prices.

Jack: Parking at a statewide event is a different dynamic. It will come down to people in Eugene coming via a bus and others will come by car and pay more. Those coming from outside Eugene will pay disproportionately.

Kirk: Jack's right but we've not increased advance parking that is still \$10. We advertise the advance tickets for parking, so those that need to be concerned will take advantage.

Erin: It is important to look at parking pricing for the public and the volunteers.

Dean: With parking prices increasing, the neighbors begin opening up their pastures for parking. That's not a bad thing.

**Motion passed: 10-0.**

**Justin moved and Lucy seconded to raise Craft Inventory's fee from \$10 to \$15.**

Kirk: It is my understanding that this does not raise revenue, but takes care of an online cost.

Lucy: Yes.

Robin: If someone wants to apply for additional crafts they will get a discount code for \$10.

Justin: You are pushing the bar with online registration, so thank you to Craft Inventory!

**Motion passed: 10-0.**

Bear: I am not going to make a motion to increase the price of Fair family parking although I made that motion in November. It was roundly rejected.

Jen-Lin: The raising of the Fair family parking should be considered. It was brought up at the financial planning meeting. I don't understand why you balk now.

Indigo: What are the fees for parking? I understand that some are paying \$10 and some are paying \$20.

Hilary: The first allotment for entertainers is free parking due to their contracts. Crew are \$10 and booths are \$20.

Lucy: Out in the field is \$20.

Indigo: Is there a way to level the playing field so that all vehicle stickers purchased pre-deadline are \$15 and after that time they are \$20?

Hilary: The original proposal from Financial Planning was to have them all at \$20 for crews and booths.

Sue: At the December meeting, everyone wanted to assure that we got health insurance for the staff. That is a cost I think everyone should cover. I would be glad to make the motion for the parking pass increase, but I don't think there is support for it.

**Sue moved and Justin seconded to increase volunteer vehicle stickers \$15.**

Diane: If it's true some people get two vehicle stickers, I wouldn't mind if the second one cost more.

Jon: I didn't support raising this at the December board meeting, but after speaking with a number of booth people I've changed my mind.

Kirk: I believe there is a difference for working crews pre-Fair for those that put in a lot of hours to get their pass. There is no equity for entertainers to get it for free and volunteers and booth people to pay.

Justin: Kirk, I love you but I completely disagree. This conversation is getting framed as them and us. I see crafters that put out a lot of time and energy into their booths. Look around the Fair and see what equity there is — some put in a couple of shifts and are done, and others work a lot of hours. This is a happy medium.

Indigo: I'd like to point out the Fair family can also take the bus or carpool.

Jon: Take a look at photos of the parking lots. At the rate we're going it'll be all cars soon. This is a small incentive for people to get to the Fair another way than their car.

Jack: How many parking passes do crafters get?

Justin: Half as many as those in a booth.

Jack: We already have a deterrent to cars coming. Now we are making it an economic issue.

Diane: I agree with Kirk. People who come from out of town also have it harder and will have to pay.

**Motion failed: 6-4; Diane, Kirk, Casey and Jack opposed.**



## BOARD OF DIRECTORS MEETING FEBRUARY 1, 2016

7:00 pm, NW Youth Corps, Columbia Room

**Board members present:** Diane Albino, Casey Marks Fife, Justin Honea, Lucy Kingsley, Jack Markarchek (president), Indigo Ronlov (vice-president), Kirk Shultz, Jon Silvermoon, Lawrence Taylor (Alternate), Sue Theolass, Bear Wilner-Nugent. **Peach Gallery present:** Staff (Tom, Crystalyn, Robin and Shane), Officers (Hilary, Steve and Randy), and 41 members and guests.

Indigo: I would like to move the reports for committee and staff after the Old business due to the amount of business that we have to cover tonight.

Everyone agreed.

### New Business

Approve Capital Projects (Bear)

Approve Caretaker job description (Jon)

Appoint Caretaker hiring committee (Jon)

Appoint Pablo Bristow to the Vision Action committee

Appoint Carmella Fleming to the Diversity Task Force

Appoint Paxton to the Community Center Committee (Kirk)

Policy for naming New Area (Kirk)

Appoint Becky Lamarsh as Site crew coordinator (Bear)

### Announcements

Peggy: KOCF fundraiser is March 5, 2016, at Domaine Meriwether winery from 6 pm to 8:30 pm. It will be a silent auction and we are accepting donations. Etouffee will be the band.

Gary: My wife, Monica, and I bought the Noti High School. We will keep it a school and open it up for camping during this year's Fair.

Sue: Sunday, February 7, 2016, is the second annual Kareng fund art bingo at the Broadway Commerce Center at 44 W Broadway. There will be select goodies from Dana's cheesecake with all of those proceeds going to the Kareng fund. The Kareng Fund aids Oregon crafters and artisans experiencing a career-threatening crisis.

### Member Input

Joseph: After many years of support, I think it is time we look at our relationship with KLCC. They are losing the special qualities that justified the relationship. Most recently they have dropped Alternative Radio.

Alfredo: I get an elder pass and am frustrated with the process to get a camping pass. There are deadlines to meet and if we miss the deadline we have to pay \$80 for a pass. I'd like some consideration for elders, less rigidity.

### Old Business

**Indigo moved to approve minutes from December 2015 Board of Directors' meeting.**

Sue: Jeff Harrison made note of John Trudell being in the process of passing. The minutes noted he had died. I'd like that corrected.

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

**Bear moved and Sue seconded to appoint Amy Hand to the Path Planning committee.**

Justin: I'd like to thank Amy for continuing to come and be a part of Path Planning. She is amazing and we are lucky to have her.

**Motion passed: 10-0.**

**Sue moved and Kirk seconded to appoint Spirit Leatherwood to Path Planning committee.**

Sue: Thank you, thank you, thank you! We're so happy you are willing to step up.



**Motion passed: 10-0.**

Bear moved and Sue seconded to amend Section 33 of the Guidelines as written in the Fair Family News in January 2016.

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

**Bear moved and Sue seconded to amend Section 49 of the Guidelines proposed by the Craft Committee and Craft Inventory as written in the Fair Family News in January 2016.**

Bear: This amendment revises the list of prohibited items.

**Motion passed: 10-0.**

**Bear moved and Sue seconded to amend Section 51 of the Guidelines proposed by the Craft Committee and Craft Inventory as written in the Fair Family News in January 2016.**

Bear: This amendment has to do with how long someone can be considered to be a returning crafter-person.

Jon: The sentence "Crafters are required to have items in their inventory that they have made within the previous twelve months." Is this for items that have already been juried?

Sue: Yes.

**Motion passed: 10-0.**

**Bear moved and Sue seconded to delete one sentence in Section 54 of the Guidelines proposed by the Craft Committee and Craft Inventory.**

Bear: This amendment will allow crafters to get a one-year-only booth the third year in a row.

Cathy: I understand this amendment, but the result is the best of the best are unwelcome every third year. This could mean an artisan goes to another show in interim years and they may not come back to the Fair. Some artisans' crafts take a lot more room than others, furniture for instance, making it hard to find a booth to share. We've created the elders program that allows crafters to choose to come to the Fair, but no longer work at their arts. This is a real opportunity for those who are bringing the same things back every year. This is the path to getting new art.

Lisa: I am a juried crafter for eight years with no booth. Year to year I go from one shared booth to another shared booth. Is there anything that can be done about that?

Jon: With this change, someone could have a one-year booth for 10 years in a row?

Sue: That is possible, but they would be sharing that booth.

Jon: Each year they have to have their craft juried again?

Sue: Yes, they have to have a high score to be considered for a one-year booth.

Justin: That is a top-tier crafter.

Jon: If they are part of another crafter's booth, they do not have to be juried every year, correct?

Justin: That's correct, so long as they are active. I had the pleasure of sitting with Craft Committee, with my Booth Registration hat on, through all these amendments and this is great work to clarify ambiguous situations. Craft Committee clarified this situation because it does leave people in the lurch whether you jury in as a top-tier crafter for a couple of years in a row and you don't have the opportunity to share a booth with someone. These folks can then only go to the wait-share list and hope they will get placed from this list.

**Motion passed: 10-0.**

**Bear moved and Sue seconded to amend Section 55 of the Guidelines proposed by Craft Committee and Craft Inventory.**

Bear: The change here is to get a permanent booth space you have to have been at the Fair at least two of the last three Fairs.

JonP: You have to have been at two Fairs?

Bear: There are three rules for getting a permanent booth space. You have to have five years of verifiable presence at the Fair as an active crafter. You have to be present at the Fair as an active crafter for at least two of the previous three Fairs. You have to have top jury scores through Craft Inventory jury process in the current year of application.

**Motion passed: 10-0.**

**Bear moved and Sue seconded to amend Section 59 of the Guidelines proposed by Craft Committee and Craft Inventory.**

Bear: This changes the rules about youth and elder crafters.

Jon: The sentence "When kids are not present selling their crafts, their crafts should not be on display," would not preclude someone from coming to the booth when the kid wasn't there and buying their crafts. Would this preclude making a sale?

Justin: The child would still have to be the seller, but you raise a unique scenario.

Sue: If the kid's taking a break, someone else could sell his or her craft. If the kid was done for the day, they could not. We did not go into this level of detail in the guideline.

Kirk: In the sentence, "A crafter may come out of retirement and resume selling and obtaining a pass as a crafter in the two subsequent calendar years" if they come back it must be in the two subsequent calendar years, correct?

Sue: They would have to have been there for two of the last three years.

Indigo: I would like to offer a friendly amendment to say, "**when kids are done selling their crafts for the day the craft should not be on display.**"

Sue and Bear OK with that friendly amendment.

Jon: On the crafter coming out of retirement, if someone comes out of retirement and three years later they want to sell their crafts; they would have to be juried in, correct?

Bear: Yes.

**Motion passed as amended: 10-0.**

**Bear moved and Sue seconded to amend Section 60 of the Guidelines as proposed by the Crafts Committee and Craft Inventory.**

Bear: This clarifies craft-related customer complaints.

Cathy: This amendment brings the Guidelines into meeting standard applications for all good craft shows.

Mambo: My one concern is that the Crafts Committee will have the final decision.

JonP: There should always be a right of grievance.

Joseph: We have a grievance procedure.

Jon: Is the Craft Committee authorized to deny crafter status?

Sue: No.

Jon: I am not sure this is clear since adding, "complaints will be forwarded to the Craft Committee." Then in the next sentence it says, "The OCF may deny status."

Bear: The only thing we are adding is the last sentence.

Justin: To clarify, complaints come to Craft Committee, then go to Craft Inventory where in conjunction with management, a final judgment will be made. The decision-making lies with Craft Inventory.

**Motion passed: 10-0.**

**Indigo moved and Casey seconded to amend Section 11 of the Guidelines.**

Indigo: This change says we as a family need to be respectful of each other and points to Guideline 48 on Sound.

Jon: Does this Guideline pertain to all of the property or just in the Eight, Chela Mela and the New Area?

Indigo: There is a lot more on what you are asking in Guideline 48. This guideline adds three sentences: "Late night acoustical venues respectful of the camp-hoods and needs of the Fair Family are encouraged. Tolerance of those who want to dance and celebrate is also appreciated."

Jon: You have taken out an important phrase, "With the exception of Main Stage on Saturday night, no OCF stage under the supervision of an OCF entertainment crew will have amplification after midnight," hence my confusion on the after midnight part and inside the Eight, Chela Mela and the New Area.

Indigo: That sentence was not supposed to be taken out. I apologize.

LT: Could I recommend a minor change: "and potentially a yet-to-be-determined location on Saturday night."

Indigo: I accept that wording change. Which will result in Section 11 reading: "Friday through Sunday of the Fair, battery carts devoted to stages will be used only for acts coordinated and scheduled by entertainment coordinators. With the exception of Main Stage on Saturday night, no OCF stage under the supervision of an OCF entertainment crew will have amplification after midnight. Late night acoustical venues respectful of the camp-hoods and needs of the Fair Family are encouraged. Tolerance of those who want to dance and celebrate is also appreciated. See Guideline 48 for additional Sound Amplification and Sound Permit information."

**Motion passed: 8-2; Bear and Justin opposed.**

**Indigo moved and Casey seconded to amend Section 47 of the Guidelines to make it Guideline Section 48 and consecutively change all after it.**

Indigo: This change is so that this Guideline has its own designation of "Sound Amplification." There are sections that are community agreements, amplified sound permits, timing, types of amplified sound, and future.

Jon: I have a question for our General Manger. With the Special Use Permit (SUP), what time is the outdoor music to end according to the county? I remember it being 10 pm.

Tom: The time for the SUP is the same as for Lane County. I believe it is 11 pm, but will check.

Jon: I would like to make sure that the times in this guideline conform with Lane County and the SUP.

Indigo: I suggest we get clarification and make sure the Guidelines are reflective of the Lane County legal time limit. Also, this guideline change happened with extensive work with the Board, Path Planning, the Subwoofers subcommittee and with the Fair Family. This is not a policy change, but policy evolution as we continue to assess the needs of the family.

Justin: A lot of hard work went into this guideline change. It is an attempt to start managing the biggest feedback points we have out of the survey and through the sound summit. We tried to get to a point where we are managing sound through technology, sound abatement and directional sound equipment to mitigate impacts on the Fair Family, move the venues around and find quiet zones.

Jon: I am voting against the motions since it is not having times meet what the county ordinance or SUP says. I want to make sure the times meet what the SUP application says. If we have a time that is later than the county ordinance or SUP, we are giving ammunition to the opponents of the SUP.

Jack: Tom, would we put on the SUP a time that was under the Lane County noise ordinance?

Tom: I don't think we would have done that.

Casey: I'd like a friendly amendment in the Timing section to strike "no later than 11 pm" so it would read, "**amplified will end in accordance with the Lane County ordinance Sunday through Thursday.**"

Indigo: I accept that amendment.

Jon: I guess I also have issue an issue with event time being 12 am Monday. We are grandfathered in for the three-day event. We have expanded that over the years to include Thursday and Monday. This is providing ammunition for those opposed to the SUP.

Indigo: In 2015 guidelines, the same times and days of the week are noted. I have not changed anything from last year's Guidelines.

Tom: Jon, I looked and you are right, the outdoor music deadline by the Lane County statues is 10 pm.

**Motion as amended passed: 9-1; Jon opposed.**

**Justin moved and Lucy seconded to amend Section 66 of the Guidelines.**

Justin: This amendment is an operational clarification to booth changes that outlines the process for displaced and active crafters. The language of this amendment is: "If you become displaced from a booth that you have been sharing with the booth rep, notify [boothreg@oregoncountryfair.org](mailto:boothreg@oregoncountryfair.org). Booth reg will add your name to the wait/share list and will do its best working with its team and the displaced crafter to find a new booth to share with. Displacement does not guarantee a booth from booth registration while seeking a sharing solution."

**Motion passed: 10-0.**

**Casey moved and Indigo seconded to amend Section 87 of the Guidelines.**

Casey: This amendment is a clarification on Durables used in food booths. Many of the recommendations are given in the annual mandatory meeting for food booths.

Removal of "The single exception is coffee cup lids, which should be provided only upon request."

Removal of the word "other" in "All other service ware and utensils ..."

Adding: "Only Durable cutlery can be used and must be obtained through the OCF. Used Durables may not be collected washed and or reused by a food booth."

Hilary: How does this affect Bubbles project?

Amy: The agreement with OCF and the Bubbles project superseded the Durables and they are an exception to the durable flatware.

Joseph: This is a clarifying in nature and note of the Bubbles project and the Durables might be in order.

**Motion passed: 10-0.**

**Bear moved and Kirk seconded to add a new section in the Guidelines called Tree Inspection and Maintenance.**

Bear: This was submitted by the Site and Facilities manager and printed in the FFN in January.

Codi: Does this pertain to all of the OCF campus including roadways?

Bear: Yes.

Joseph: This new section has LUMP support.

**Motion passed: 10-0.**

Kirk: The Guidelines submitted from the Aesthetics subcommittee on Path Planning was withdrawn, for those who may wonder where that Guidelines amendment went.

**Treasurers' Report/Budget Items**

Steve: The proposed budgets we bring tonight are to clarify what was done last week. One is the updated bottom line, as well as changes you made. I was directed to consolidate the OM budget into GM budget. The GM budget grew by the amount in the OM budget on most lines. This new GM budget should include what was voted on last week. The new revenue projection is \$2,173,338. This results in a positive budget of about \$11,000.

Hilary: We discovered we had the wrong email address on Capital Project cover sheets. Crystalyn had the emails redirected and Robin sent information to the coordinators in question.

Steve: For the Capital Projects, the deadline was yesterday, but if you get them to us by February 5, 2016, we'll include them.

**Jon moved and Bear seconded to approve recommendations of Diversity Task Force and Archaeology Committee.**

Steve: Do not pass these recommendations. It appears that the Diversity Task Force and the Archaeology Committee statement about diversity are recommending that the Oregon Country Fair cede its control over the land that we currently own to others. The recommendation will stop the installation of the story pole and probably the building of the community center. It recommends formal consultation, whatever that means, with those that have at times camped on the same land that we now own, the six federally recognized tribes representing the Kalapuya. Why not include the others who in the past have camped here, because the Diversity Task Force purpose is to stop the progress of the Fair and to stop what these individuals do not like, the story pole and community center. If the Kalapuya people still in existence had concerns, they would have been at the table without the task force and committee's intervention. My ancestors and I am sure many others who make up the OCF came to America in the 1890s fleeing European oppression. Each one of us has diversity in our backgrounds and a history that either includes genocidal murder or not. One does not have to go back very long in history to see how the tribal system of living has led on this land and other lands throughout history to the killing of others who we think are not like ourselves. The Christian, Muslims, Shiites, Sunnis, Native American

tribes on their own have for generations, probably even up to yesterday, killed others that they viewed as being different than themselves. This should not stop us from moving forward. This recommendation does, whatever your view of Native American and American history. It uses the excuse of consulting a small portion of those who came before us to stop us from moving forward and will prevent us from making the Oregon Country Fair a better place for us and our descendants. I have heard the term "cultural appropriation" and we should not allow the story pole because of it. Frankly, I don't care about the story pole. George Braddock, the proponent of the story pole, and I have had problems in the past. I have heard that we should not allow non-Native Americans from crafting art that some think is cultural appropriation. Should we not let a Jew craft a cross? Should we not let a Christian craft a Star of David? Shall we not let a Christian or a Jew craft a Crescent because they are not Muslim? I hope you do not vote for this recommendation.

Joseph: I wish we had caught the story pole before we enlisted the public in an interactive project. Now we have a piece that people have put energy into in good faith. We've run an event and culture where we attested to respect for first people of the land. Make it real and more than theoretical – we have a direct debt to the first peoples on the site.

Michelle: I am part of the management team at the Ritz sauna. George Braddock asked me to come here today. What we are asking is for the Board to separate the engagement with the local tribes and representatives from the story pole project. For our part, a single art project is not the appropriate venue to address this larger issue of land use. The story pole has been a multi-year process starting in 2009. The name of the story pole art project is called "Working Together." I would like to recognize that a very positive tone has been set. The Ritz has worked with Path Planning, Charlie, Tom Gannon, Archaeology, safety and construction. We've moved the site and handed over the final engineering documents. We want to finish the project that thousands of people have carved on to debut it at the Fortieth Anniversary of the Ritz this year. Let the art project go forward and deal with the larger issues separately.

Mary: This is from Autumn De Poe Hughes, a Fair Family person who lives in England.

As a registered Oregon Tribal member and a Fair Family member, I oppose the raising of the Story Pole. We all know it is not a story pole, it is a totem pole. Only it was not created by tribal members, because the tribes here did not make totem poles. The tribes up North made them, and there are still skilled tribal members from those tribes out there today who could have been tasked with doing the carving and raising of this pole. Some tribal members are reliant upon this artwork because all of the other opportunities for work were taken from them when their families were moved onto reservations out in the middle of nowhere. Do we really want to take their art, their work, and their culture in addition to all that has already been taken? I am aware that family who have now passed had a hand at making this pole. To their memory, I would suggest that the pole stay horizontal as it has these past few years.

Ann: In addition to Autumn's points, Robert Kentta, a cultural resources director for the Siletz Tribe, noted this sort of issue had not been brought to the tribe before, so he weighed in with his own personal feelings. He said, "that many people who wish to be respectful develop their own interpretation of what that means, and how to go about it ... and it very often goes awry into an even more insidious and amorphous brand of stereotyping, theft of cultural imagery, and hijacking of cultural representation and meaning ... leading to a "mish-mash" elemental object or point of view, or practices, which takes on its own meaning ... and yet seem to still give people the impression that it DOES Represent the Native people and their culture(s). I have a limited understanding of the Ritz Family Story-pole/Totem pole conceptual genesis is — the motivation, the philosophy or cultural background of the carvers or participants — BUT, I have a long history of trying to get people to understand the damage that even well-intentioned people do by borrowing, stealing, buying their way into a workshop (and then it's

"theirs") ... something that is NOT THEIRS by birth-right and deep personal connection by genetics, and ancestral cultural practice ... and do their own take on it, and place it in a location where it not only has lost its cultural meaning and appropriateness, but actually causes harm to another culture."

Ann, also read a piece from David Lewis, "The product they are creating is not a Haida totem pole, it's a representation of white privilege to assume they can use any tribal name, and define any tribal culture in any way. The pole does not have the depth of spiritual meaning, represent the work of the Haida people, or have the benefit of Haida cultural techniques. The tribes of western Oregon, in particular the Kalapuya people are a part of the community. The Kalapuya are artists and have their own artistic and intellectual traditions. They have lived here for more than 10,000 years. It seems very odd with all of the work that has occurred in the Eugene area to bring accurate Kalapuya representations to the community that the project proponents did not choose to reach out to the Kalapuya to request a traditional product."

Virgil: In the '80s when they wanted to run a highway through the land we did not have any problem using the Indian stuff to stop them. Let's show them the respect that they deserve.

Sheldon: I don't want to disrespect anyone. The Kalapuya, the Siletz, the Grand Ronde, they don't own the Country Fair property, they don't pay the taxes on the property, therefore I don't think they should be allowed to make decisions on the Country Fair land. It is not their land or decision-making, it is ours. If you allow this, promote this, it will carry forward with other things that will be detrimental to us in the future. This opens the door for the Kalapuya to run the Country Fair.

Peggy: This is our land and it was our decision to be respectful and find out if we were insulting them or not. We are making the decision.

Hilary: I'd like to have good relationship with the local tribes and the cultural history of the land. I don't think that means giving up ownership rights to our land. To me, the problem is a lot bigger than the story pole. There is lots of imagery already on Fair property that was done with affection and good intention, including a ton of imagery at the sauna and a thirty-foot hemp teepee made by white people. I'd like to be more informed and develop the relationships.

Mambo: We need to separate the cultural appropriation from the construction of the story pole. Chela Mela is a Kalapuya phrase. The cultural appropriation horse is out of the barn. What bothers me the most is the violation for so long of our ideals. Back 1985, the Ritz was in violation of the county's non-conforming permit by being other than a temporary structure. Path Planning was not involved with the story pole until the gravel was put down and George was brought in. This is an entity of the Fair that has flaunted rules for years and not been dealt with.

Michelle: I want to correct some of the statements. A backhoe was used with Archaeology on the project. The log came from First Nations tribal land in British Columbia with the local tribe's approval. This style of art has no meaning to the local tribes. We can't possibly be appropriating something that has no meaning to this tribe. The larger issue is the land use, which is why we respectfully declined the offer from Path Planning to work with the tribes directly. We felt it was a larger issue. We have worked with Path Planning and Archaeology on this project. We know in the past feelings were hurt, we are sorry and we are here today showing up and engaging. We were not engaged by the Diversity Task Force and we are stakeholders in this discussion. This is a work of art, a sculpture that tells the story of the Ritz sauna. It might be inspired by some First Nations art, but it is celebrating the history and the art of the people of the Ritz. We worked with Charlie and the gravel that was put down has an underlayment so we could get the gravel up when we were done.

DJ: Working with archaeology has been a little bit misrepresented. The excavation done was more than would have been agreed to by a member of Archaeology.

Bear: The motion that Jon made is to accept the two recommendations of the Diversity Task Force

and Archaeology – one is that we consult with each of the six federally recognized tribes, who among them represent the Kalapuya people. Secondly, all ground-disturbing activity associated with the story pole is ceased until the consultation has taken place, and we get the tribe’s feedback. We had a helpful letter in our packets from Robert Kenta. We’d like to hear feedback from other tribes as well. The Fair is part of a counterculture with problems of its own. I think cultural appropriation is one of the biggest of those. One of the grossest, most disgusting things about the Fair and hippie culture in general is the wide appropriation of other people’s cultural practices without any recognition of historical power or division of cultural spoils in our society.

LT: I support this motion while I think there are larger issues including relation between genetics and culture. What culture it is and if we have control over it. The thought process of ceding control when we look for input troubles me. We are trying to be smarter about what we do. I understand in a matter of law that it is our property, but it is land we liberated from the property system.

Indigo: I’m sorry that this has come before us in the eleventh hour. This was a discussion that should have begun when the vision of the story pole began. I am sorry that at each step of the way those who were making decisions ended us up here with this discussion. I think it is essential that we honor the peoples who lived here before us, no matter whose ancestors. We should make sure the archaeologically sensitive sites are preserved. And that we are not doing anything that would jeopardize our property in a greater sense. For me as a woman born on the west coast from European ancestors, I don’t get it fully. I think I get it at an intellectual level, but I don’t live in a way I can fully understand what cultural appropriation means. In that light, sitting here, I want to foster the relationships and the dialogues for people that it does matter.

Justin: I’ve heard stories of the past on sauna, the sauna in the present and the sauna in the future. When we get into culture appropriation, I’m having a hard time applying it to the story pole. I think overall as a community, there has been a lot of cultural appropriation from our family. This is a larger discussion. Tribal involvement does not need to be over the totem pole. Native involvement is something we should have been doing for a long time. Indians are not the only ones needing representation to be a part of the Oregon Country Fair. I have been a part of Path Planning and a part of trying to create a culture of not holding them hostage for past behaviors. Path Planning, Archaeology and Charlie’s intent has always been to try to create a memory of the huge tragedy on the land. They did get the pole blessed where it was harvested. This is a unique story and a larger issue and should go forward. There are a lot of situations at the Fair around cultural appropriation. We can do better with diversity than holding up this totem pole as the reason that we are culturally inappropriate.

Casey: What we are talking about here is a piece of art. I am in support of consulting. This does not require us to do what tribe says. We are asking for us collectively to reach out and create a dialogue. It says the Board will initiate a formal consultation. I would like a friendly amendment that the Board direct the GM to initiate. This has clearly become an emotionally charged issue between the Diversity Task Force and the Ritz sauna that has way more to do with an abused relationship than the specifics of cultural appropriation or this art piece. I don’t feel that this conversation will be presented in an unbiased manner if directed by anyone other than the General Manager. Also, I don’t want us to be so naïve as to grasp at all that we think are cool or make us like-minded. My realization about the Country Fair over the last few years as a leader; I wanted the Fair to be front-runners and a model of everything that I wanted to see in the world. I wanted a revolution around the food we serve at the Fair, how we source it, how we take care of our land – all of these things. What I’ve become aware of is that there are places for people to do that, and as much as we trend that way, I’ll be in support of it. I’ve also learned that our event is not for people that have had a lot of awakenings. It is for the average joe that doesn’t get out of the corporate civilization and by coming

to the Country Fair they get the biggest amount of alternative lifestyle and awareness that they get in their lives. For many of the people coming to the Fair and the icons, community, and the culture they encounter at the Ark Park, at the sauna, and the crafters that do Native American crafts – this is their only exposure that they get. Have some awareness that this is a piece of art that was created with love and some awareness surrounding the tribes where it was sourced. Taking this piece of art and not having it a part of what is going on does not bring education or learning. I would like a friendly amendment to have **the Board of directors direct the General Manager to initiate a formal consultation.**

Jon: My expectation was that Tom would be the agent that would be making the contact. I am willing to accept the friendly amendment.

Bear: I too am OK with the friendly amendment.

Kirk: This thing scares the hell out of me, so I am not going to vote for it. It could radically and fundamentally change us, not necessarily in a good way. I don’t feel it has been thought out. It feel it is a policy driven on a lot of good intentions. Nobody wants to be offensive, but this thing is driven by a series of incidents and frustrations around it. It will set a policy that I don’t think we know that we are setting. Our job as the Board is to set policy. In this, we are dealing with an incidence and response that sounds nice, but is huge. Where do we stop? On cultural appropriation, we do come from an alternative culture based on ‘60s, white Anglo-Saxons going out and exploring. We created an alternative culture that combined things and I’m worried that this moment sets precedent for policy that we don’t know the repercussions of. I would prefer we don’t pass this, but continue with the Diversity Task Force. We want to develop policy that allows us to be what we are better.

Diane: I have tried to educate myself on cultural appropriation. Both of the letters have said they don’t think the story pole should necessarily go away, but something has to happen. It seems like we are late since Path Planning has had it on their radar for several years. Are we going to have to get rid of the name of Chela Mela, get rid of the teepee, the Tibetan spinning drums, Sufi dancing, can we have blue people if they are not Hindu? If there were not cultural appropriation there would never have been hippies. I don’t mean to be flippant, but we turned away from the culture of the time and looked elsewhere and adopted many things from many cultures. The Fair is a three-day art event that represents, to me, a global culture and not just one or another. I’d like to see a work session.

Jack: This has a lot less to do with anything but how objectionable art can be. Art saves lives and projects our future. I have a difficult time thinking about art that has been put to task. Artists around the world are willing to die for their art. My biggest difficulty is bringing in some sense of a great spirit or religion to this. Art is one of those things that transcends all cultures. Art is the important part of this discussion right now. For us, as the Oregon Country Fair, it is a basis of this discussion. Art offends people – do I support art, yes. Do I support this discussion about what is considered art? Of course I do. Art is what the artist calls it. We judge art. How we judge art is how we will be judged.

Lucy: As someone sitting on the Board of Directors, the hat I try to wear is that of the steward. I have a responsibility to consider what is in the best interest of the Oregon Country Fair not only now, but moving forward seven generations. I don’t view us as an organization that owns the land. I’m trying to decide if I want to say that property is theft. I am like Indigo, there are a lot of ways as someone who is English, Irish, Scotch and Welch in heritage and culture. There are many things of which I am not only ignorant, but oblivious to because I’m privileged. I have no objection to educating myself and wanting to learn how I can be more fully respectful. I seek additional information.

Jon: This came to the Diversity Task Force due to a Fair Family member with Kalapuya background bringing this as an issue/concern. I don’t see it as setting policy, but it will inform policy. If the well-meaning words on respect for land and people mean anything, we need to do this. It doesn’t mean after the consultation comes we don’t put it up. This could

be the first step in lengthy process on who we are as a community. I don’t know where it leads. Uncertain journeys are embarked on with trepidation. It is the right thing to do.

Indigo: I want to reiterate what we are voting on is a conversation, reaching out to these people. We are not voting on a policy of how we use cultural images in the future. We are reaching into the seven generations. We need to make sure we are respectful to our hippie culture and all those that made us who we are.

**Motion passed: 7-3; Kirk, Justin and Jack opposed.**

**Indigo moved and Casey seconded to ask the Bylaws committee to look at language to be more inclusive to other volunteers outside of the three-day event.**

JonP: We have volunteers who donate time, energy and resources that don’t occur during the three-day event. There are very trackable ways to do this.

Joseph: We need to add this to our long-term organization and programs.

Jen-Lin: I appreciate Bylaws looking at this. I’d be interested in what they bring back.

Indigo: To make my motion more clear I would like to add the words to the end **“to become an OCF member.”** We expanded idea of membership recently, but it still left me wanting. There still might be those who want to be actively involved. I want the Bylaws committee to explore this more deeply.

LT: If the motion passes, the Bylaws committee will discuss, as we have discussed this idea periodically since Culture Jam was founded. This is not a new idea. The question of whether membership should be based upon participation in the event or a program that is created by the community and if they are equivalent and have a stake in the culture is a question we’ve addressed. If it passes we will talk about it and I anticipate the recommendations will be similar to the previous ones.

**Motion failed: 5-5, Jack, Diane, Jon, Bear and Justin opposed.**

### Donations/Secretary Report

No Donations this month

Donations on the Consent calendar for March:  
Circle of Children \$500 (no sponsor yet)  
Community Rights Lane County \$1,000 (Diane)  
Eugene PeaceWorks \$550 (no sponsor yet)  
SIREN (Speech Igniting Revolutionarily Empowered Narratives) \$500 (no sponsor yet)

### Committee Reports

Kirk: Path Planning committee – Community Village has come to a consensus about working with Plath Planning and new path design. They are excited about Path Expansion. The neighbors are starting to hear about the village expansion. We have received a letter of concern that we have not reached out to the possibly affected neighbors. Now that we know there will be work in that area, we will reach out to stakeholders and begin to discuss options. The work on the Village Path is planned to be completed by the 2017 Fair. Information from the Peach Power meeting described a new 2,000-square-foot solar array that is moving forward. The initial plan for the array is at the current site of the Peach Power project. The location is near the front entrance of the Fair. Because of the recent opening of the New Area, re-design for the Front of Fair by the Path Planning had been put on hold until traffic patterns and controls are sussed out. We are just beginning to discuss if the committee should revisit assigned Board duties. The discussion was first pointed towards mission creep. Is this evolving process “mission creep” or does the Board want the PP committee to continue the work and course it’s currently on? We’d like to get an agreement with the Board as to what this new scope is. We are also hoping to refine the process of how business is conducted between the Board and its Committees. There was a discussion on the work needed around the Library/Stage known as Daredevil. PP received several complaints around the rerouting of the path in this area during the last Fair. The path has eroded to the point where the use of the cantilever bridge is no longer safe. Discussions around new entrances and exits to the stage and

changes in fence design have begun. A subcommittee was on the ground before the PP meeting and will continue the work up to this year's event.

Kirk: Community Center committee is getting closer to having a bid for survey work that is needed to prepare a site plan for the SUP. It is also getting closer to having the budget numbers to include in the SUP. The Community Center committee will be bringing these items to the Board this spring. We are continuing to work on adding new members and will be bringing recommendations to the Board this spring. We will meet again on Feb 15, 2016.

Ann: Archaeology noted two instances from the 2015 Fair of digging holes onsite without Archaeology involved, and another post Fair. The incident reports will be prepared and submitted to the GM.

Patty: The OCF Poster Committee received a record-breaking 56 submissions for the 2016 poster contest. The deadline was September 15. The large increase is due, we believe, to having a story/ad in the 2015 Peach Pit, advertising on the OCF Facebook page, advertising on poster artist forums, and printing a beautiful postcard (designed by James Bateman) that was distributed to artists and galleries, and The American Poster Institute's "Flatstock" poster art show at Bumbershoot. Artists are also referred to the OCF poster website ([www.oregoncountryfairposter.com](http://www.oregoncountryfairposter.com)), which includes information about the submission process as well as containing a complete archive of all of the past OCF poster designs. We picked four semi-finalists who created sketches of their proposed poster ideas. The committee then picked the winning finalist, Ila Kreigh, who has just finished a gorgeous poster for this year's fair. It will be unveiled to the Fair family and public in early March. Ila is an extremely talented artist and musician, and is a long-time member of the Fair family. We ask interested artists to submit examples from their portfolio, then we pick three to four semi-finalists from the submissions, and ask them to submit sketches of poster ideas. They are compensated \$100 for their efforts, and the current year's OCF poster artist is then selected from the semi-finalists. We currently pay \$2,500 to the poster artist for the final design. An additional \$500 is paid to the artist if they assist with OCF Commemorative Sales designs. Increasing the compensation for artists is a goal the committee has, as it will attract more high-caliber artists working in the poster design field. The OCF Poster Committee's current members are: James Bateman, coordinator of the OCF advertising crew; Ruby Steinbrecher, coordinator of OCF Commemorative Sales; Jeanne Sharpy and Patti Lomont, founding poster committee members and Fair artists; and Jon Silvermoon, Board liaison.

Bear: Do you get now that Board members are fully voting members of every committee?

Patty: Absolutely.

Kirk: I need to apologize and step out. I am deeply afraid that we may have voted on something to end multi-culturalism.

Jon: On the Poster Committee, my understanding is that the Poster Committee process started earlier this year, so we are not committed to an artist that might not be able to deliver.

The LUMP committee had a lot of discussion around the arborist and having it go through our Site and Facilities manager. The Emerald Ash Borer is an invasive species that has made it to Colorado. Most of the trees on our property are ash trees and LUMP is working on a plan to deal with the threat.

Peggy: The Elders committee met on January 28, 2016. A discussion was held to determine if Growers Market was the desired meeting place for Elders meetings and it was felt the space and large round table outweighed the inconvenient parking, so it will continue. The decision was made to keep our current vendor for rental of the Geezer Pleezer. We need more drivers for Fair time Tuesday-Sunday for four-hour shifts. We need to establish, advertise and keep a schedule. Forty-six new members have been vetted and accepted into the Elders. Three applications are

still in process. The following dates and activities were decided:

Elder's Retreat: Alice's, March 12-13, 2016

Work Party: April 16, May 14, and June 18, from 10 am to 2 pm each day

Old Timer's Picnic: June 25, Youth Stage

Marcola Grange Dance: April 6, Marcola Grange Hall

Meet 'n' Greet: 7 pm - 10 pm, July 7, Alice's Firepit

Elder's Meeting: Feb. 25, March 24, April 28, 7 pm

Sue: Food committee is doing a callout to existing food booth reps for a possible move to the New Area. Please submit a brief letter of interest to [ocf.food@gmail.com](mailto:ocf.food@gmail.com). The deadline is Monday, March 7, 2016, at 5 pm. We are sorting through the food booth applications and should be doing taste tests the middle of March.

Jon: Personnel Committee is looking at Caretaker job description. We expect to post this updated job description some time the week of February 8, 2016. Comments on this job description are due by February 29, 2016. We are also doing a callout for the Caretaker Hiring Committee with the same February 29, 2016, deadline.

Jen-Lin: From our last hiring we learned, those that join the hiring committee will come to the first Hiring committee meeting and collectively schedule the next meetings for the process. Those interested in these hiring committees should understand that we'll be meeting two to three times per week for several weeks.

Jon: The first meeting for the Caretaker Hiring Committee is scheduled for March 14, 2016.

### Staff Reports

Tom: I hope everyone had a great holiday season. It was my family's first Christmas in Eugene and it was splendid. My sons' bedroom is now, essentially, a Lego storage unit. As many know, Milo, my 3 year old, did swallow his brother Jack's Lego Spiderman causing us to go to the emergency room but there was little the medical staff could do other than tell us to monitor the situation and hope spidey turns up with minimal discomfort. Several weeks later Spiderman has still not shown up and Jack has proposed that we send Captain America in after him. Hopefully, Spiderman has already passed and we just missed him.

Our Fair is continuing with some significant personnel changes. We've had a new-ish Site Manager, a new GM, a new AM, and now we will be hiring a new AA. I'd like to welcome Stephanie Talbot aboard! It was a very competitive hiring process and I'd like to thank everyone who applied as well as everyone who served on the hiring committee. We had nearly 50 resume submissions and it was difficult to whittle that down to a manageable number and even more difficult to settle on our final candidates, each of whom was excellent. Stephanie will be taking over norma's job and will be trained by norma herself. Stephanie really impressed everyone with her professionalism and experience. And she's bilingual in English and Spanish! I really think we found the right person to fill what is a critical position within the Fair.

I have one additional upcoming change to report and that is that our very own and much loved Andy Strickland's last day as Caretaker will be March 31. Thankfully, Andy will remain our next door neighbor and will still be contributing to the Fair and Fair Family. It is difficult to overstate Andy's contributions to the Fair. If ever there was a "go-to" person at the Fair Andy was it. Whether it was last-minute help to finish a complicated art project, getting some critical piece of equipment, talk Fair politics, or, in my case, wish out loud for a bicycle and have one show up the next day, Andy stepped up. Andy will remain Fair Family, we will still be counting on him and his Art Barn, and I am very much looking forward to see what comes out of the Dodeca Art Center, a new 501(c)3 dedicated to the Arts and Sciences of which Andy is the Executive Director. This is not an end to a relationship but a new beginning and one that will benefit the Fair greatly.

Regarding the SUP: After quite a bit of back and forth the TIA analysis is done, finally, I hope, to the

satisfaction of the county and state. As a result we should have an administrative decision on our application in the next month or so. I'm sorry it keeps getting pushed back but that is the nature of these things. If the SUP is approved, we can more confidently prepare for Barter Fair and other potential projects, events and uses, all yet to be determined.

Upcoming on my "to do" list are the contract with LTD which has been scoped and our arrangements with Tickets West so we can get those tickets on sale in April as well as working on the new White Bird scope for 2016. I have met with a few of the IT committee and we have discussed some of the challenges facing us this upcoming year including the membership database and improving vendor and general wifi service at the Fair.

Our budgeting process has been a great learning experience and the work of the Budget Committee has been phenomenal. Crew coordinators should be getting their approved budgets when norma gets back and I look forward to reviewing the proposed Capital Projects.

I am finding that the closer we get to Fair the more popular I become. As a result, if I have failed to return your call or email, please do not despair! Crystalyn is proving to be a great asset and I am learning to better manage my time so I hope to be catching up with some loose ends over the next few weeks.

Shane: Before Christmas we had a flood that crested at fifteen feet on the river gauge. A lot of fences were knocked over and we lost riverbank at Ark Park. The next weather event another smaller flood and wind storm that took down oak and fir trees. We are working on eradicating geranium lucidum, a noxious weed that has taken off around Alice's. Other projects include planting willows and rehabilitating the area around the Indian creek culvert.

Robin: I have been covering for norma while she is away and the breadth of her institutional knowledge to answer all those questions is vast. Andy has been a real treasure for the Fair. With Culture Jam, he's been so respectful from the beginning. It is humility at its best. I sincerely applaud Andy.

### President's Peace

I want to sincerely thank the Diversity Task Force for bringing up hard issues. I look forward to being on the passionate side in the future. I spoke my heart and I'm glad everyone spoke their heart. We are a super majority Board. I've been involved with Andy as long as anybody. I love Andy. I want us to put out good thoughts for the best fun Fair Andy has ever had.

### Old Business for March BoD

Redefine Cartography and appoint coordinator (Kirk) **table**

Board of Directors Conflict of Interest form (Jon) **table**

Approve Capital Projects (Bear)

Approve Caretaker job description (Jon)

Caretaker hiring committee (Jon)

Appoint Pablo Bristow to the Vision Action Committee

Appoint Carmella Fleming to the Diversity Task Force

Appoint Paxton to the Community Center Committee (Kirk)

Policy for naming New Area (Kirk)

Appoint Becky Lamarsh as Site Crew coordinator (Bear)

Norma's transition

