

**Oregon Country Fair Board of Directors' Meeting  
May 3, 2010, 7:10pm in the EWEB Community Room**

**Board members present:** Diane Albino, John "Chewie" Burgess (time keeper), Katie Cousins, Lara Howe, Jack Makarchek, Deane Morrow, Jon Pincus (alternate), Indigo Ronlov (facilitator), Anna Scott, Lawrence "LT" Taylor **not present:** Paxton Hoag; Jon Silvermoon

**Agenda Review**

Indigo- The meeting will run on an experimental agenda sequence: agenda review, announcements, approval of minutes, donation requests, old business, member input, reports and Q&A. The idea is to get the main business discussions into an earlier part of the meeting.

**Old business:** Donation requests - Centro Latino Americano (Jon P), McKenzie River Trust (Chewie), Lane County Historical Museum (Katie), Lane County Extension Service (Deane); Budget items - Shower Crew; Mycoremediation (Anna); Project Bubbles (Lara); PPPM revisions (Katie); Temporary check signers for Kitchen, Quartermaster and food vouchers (Chewie); Appointment of Judy Scott as Water Crew co-coordinator (Chewie); 2011 Barter Fair Discontinuation (Lara); Board donation process reform in three separate motions (Indigo)

**Tabled Business:** Path Planning contingency (Chewie)

**Cancelled Business:** Increase Board Donation Budget to \$40,000 (Jon S); Barter Fair Cash Sales prohibition (Jon S)

**New Business:** Donation Request- Lane Peace Center (Chewie), SE Works (Jon P), Still Point Farms - 13 Indigenous Grandmothers; Sabbatical for norma (Katie); Appoint Grievance Coordinator- candidates Jennifer Arnold, Kat Kirkpatrick, Philip Moses, and Brian O'Connell; Barter Fair Task Force (Jon S); OCF statement of support for Lane County Extension; Sound Task Force Appointments (Chewie); No July meeting donations (Jon P)

**Jon P moved, LT seconded, to advance the OCF Statement of Support for Extension from new to old business.** The motion passed 9-0 (Anna was out of the room).

The July Board meeting was scheduled for Sunday, June 27th at the site.

**Announcements**

The first Humanure toilet is working on site. Members are invited to utilize the facility to do their business. Contributions are appreciated. (Andy-man)

The 8th annual Sasquatch Brew Festival is at the Eugene Hilton on May 15th. (Chewie)

May 4th is the 40th anniversary of the Kent State Massacre. (LT)

The 40th anniversary Saturday Market Party in the Park is Sunday, May 9th, 1-6pm (potluck).

A WOW Hall Membership meeting to elect directors is May 26th, 7pm. (Liora Sponko)

**Approval of minutes**

**Indigo moved, Lara seconded, to approve the minutes of the April 5th meeting of the OCF Board of Directors.** The motion passed 10-0.

**Donation Requests**

**Secretary:** Bill- The Board has copies of the donations to date for this year. Four donation requests are on tonight's business. The Elmira High School request did not find a sponsor so they will receive a letter thanking them for asking. A new request has arrived from SE Works. Jon P agreed to sponsor.

**Jon P moved, Deane seconded, to donate \$500 to Centro Latino Americano.**

Liora Sponko, program development manager, indicated their request is for funds to help their outreach in support of a new initiative for substance and alcohol abuse intervention with Latino youth. Grumpy- Verified the money would be used for flyers and brochures. Robin-Liora worked on the Culture Jam staff three years ago. This donation will support our diversity goal. Joseph Newton (recycling)- Centro is involved in many progressive causes in our community. The motion passed 9-1 (Katie opposed)

**Chewie moved, Diane seconded, to donate \$500 to McKenzie River Trust for their good work and outreach efforts.** Joe Moll, executive director, said McKenzie River Trust works to help preserve and conserve private lands through conservation easements. The Trust used to be

a "best kept secret" in the region but with growth and outreach they are able to do more. Grumpy- What is the outreach this money would support? Joe- The money would help with tree planting events, volunteer weed pulls, and bird and insect tours. Grumpy- Spending on actual programs would be better than spending money on advertising. Michael James-Long (elder)- As a member of McKenzie River Trust, it is a great organization; our donation money should be used for programs and sometimes smaller amounts should be considered by the Board. Joseph-Leverage, through promotion, is worthwhile. Marcus- My coastal river kayak guide service depends on the water and in the big picture, water on this planet is vital for the future. This is a worthy request. **Board discussion:** Chewie- Supporting good work and outreach means not micromanaging the donation use. Clean water is imperative to good living. LT- The majority of us live downstream of the McKenzie. To paraphrase, about outreach, "what if you gave a good program and nobody came?" Jon P- Attending the Ken Kesey program at the recent McKenzie River Trust event was fabulous. One topic highlighted the depth of Kesey's environmentalism. Advertising is important and integral to the success of programs. Anna- "In this world, water is very important. As I sit here, the Willamette is coming directly at my heart." The headiness of giving money is difficult to collate with the heart of our donations. We go with the flow, speaking with our hearts, to you. Diane- The McKenzie River Trust started small, is growing, and has many volunteers. "My little river flows into the McKenzie." Jack- The language of our giving is as sincere as you can get. The sincerity is prudent and the giving is important. The donation money comes out of our excess revenues and the percent is large. That speaks volumes about our sincerity. The motion passed 9-1 (Katie opposed)

Katie- Expressed pleasure at being able to sponsor the donation request for "Tie Dye and Tofu", a donation about art. Robert Hart, museum director- The museum does major participatory exhibits in cooperation with the community. "Tie Die and Tofu, How Eugene became a Counter-Culture Haven" is presented this year. The Oregon Country Fair is featured in two major parts of the exhibit. Katie- Contributions can be made at four levels: \$250 (Yellow Submarine); \$500 (All You Need is Love); \$1000 (With a Little Help from My Friends); and for \$2000 (Lucy in the Sky with Diamonds).

**Katie moved, Deane seconded, to donate \$500 to Lane County Historical Museum's Tie Die and Tofu exhibit.** Grumpy- What is the source of the museum's normal funding? Robert- The county funds the museum through a transit room tax. Grumpy- Indicated his questioning of donations is not about just spending money but is really about how the money will be used. He supports the Philanthropic goals but feels the process needs improvement. **Board discussion:** Jon P- The Lane County Historical Museum serves one of the most important educational functions in the community. We should be supporting the museum regardless of whether we are represented in an exhibit. Diane- This should be a really fun exhibit. Go and see some of my clothes; there is a hippie pad and a coffee house; there is a '65 VW bus. LT- Our donations are considerably broader than just support for the arts. We are a full fledged alternative community. Katie- The museum couldn't have done this tie dye and tofu exhibit without our history and it would be an embarrassment for us not to donate. The motion passed 10-0.

**Deane moved, LT seconded, to donate \$1000 to the Lane County Extension Service.** David Hoffman (Community Village)- Last month, our meeting discussion was disrupted by the noise from the meeting next door. Ironically, it was a garden group. County funding for Extension runs out in June and Extension will close down unless serial levy 20-158 passes in the May 18th election. Master Gardeners, Food Preservers, Compost Specialists, and more will be lost. As hard as it is to pass a serial levy, there is opposition providing false and misleading information. Many of you know Mary O'Brian of the National Coalition for Alternatives to Pesticides. In a talk at an earlier Master Gardener seminar she did not talk about pesticides or even about gardening. She talked about all the things, other than food growing, that gardening teaches children and adults- skills in planning, development of a work ethic, business, social interaction and more. The Fair and Extension share many core values. Prioritizing grant funds should consider that food comes first among food, shelter and clothing. Food is necessary for life and is more important than health care or compassionate services. If less people steal food, less law enforcement response is needed. For nutritional, economic and political survival more people need to grow their own food. Extension is in a better position to teach people than the Eugene Permaculture Guild, Victory Gardens or Tilth. Master Gardeners have been in the

Community Village since 1983 and it would be good to continue. Please let me know when I can pick up the check at the office. Perhaps we can have a straw vote and get this over quickly.

Grumpy- Is the \$1000 for the Extension Service or for the campaign? David- It's for the political action committee. Grumpy- That's not what the motion says. Deane- The motion is for what David said. Chewie- "Deane, you need to say it." Deane- **This if for the Political Action Committee and I'm asking for \$1000 for the committee.** Chris Browne (elder)- There is some doubt if this will survive the election. The Extension Service is important but if we donate money to the ballot measure and it is defeated then the money is gone. Marcus- The vote is on the 18th so it's too late now to donate to a campaign with the hope of affecting the result. David- Donations can't go to a government program. Michael James-Long- If the measure does pass the program will have quite extensive funding. Colleen Bauman (food booth)- If the measure fails, the nutrition programs will continue. Joseph- Leverage, by giving the money, is a way to help tip the balance. **Board discussion:** LT- Our grandparents used the Extension Service but they didn't have the kind of need that exists today. Today's generations can be facing some very serious issues with food production so the culture of food production needs to be preserved. This is a political concern and its important. Jon P- Extension does more than just food production and has good specialized knowledge and is a critical service for rural communities. This measure needs to pass and the money level is significantly less than the past. Chewie- All the things about Extension, Granges, learning about the earth, is good but giving to a political campaign at this point seems like a waste due to the timing. Scholarships and education would be a better choice. **Indigo asked for a friendly amendment to give \$500 to the Extension Service or the nutrition program.** Deane- Asked David for his comments. David- There is still a Federal nutrition program. There is opposition to the measure from the no-tax factions. Deane- If we can get a check out quickly it could do some good. David doesn't ask for much. We'll lower it to \$500. LT- Agreed. Diane- The Extension people working on this could use the money but the program still won't be Extension as we know it. Extension has been part of my life since 1970. The funding rate is not a lot and it will be appalling if the measure goes down. Marcus- At this point, the voters have decided and an impact on the vote, now, is not likely. Jack- Politics is what we are talking about and cynicism is ok. A pertinent question at this time is "how much has each side raised so far." Today, \$250 is as good as a \$1000. We should be donating but the actual amount of money will not have much impact. **Chewie asked for a friendly amendment to change the amount to \$250.** David, Deane and LT agreed to the amendment. Jon P- A lot of people vote at the last minute and, "in my experience, they are typically the kinds of folks who are associated with us." An OCF endorsement could help. The motion passed 9-1 (Katie opposed)

## Old Business

### Budget

**Treasurers:** Grumpy- Hilary is not with us tonight but is taking time to heal from an eye problem. A shower facility for Zenn Acres was passed in the budget but the funds for a crew and vouchers were not included. \$240 is required.

**Chewie moved, Jon P seconded, to approve a budget change of \$240 for crew and vouchers for the shower at Zenn Acres.** Chris- The idea of the shower project is to get away from the rentals each year. A service crew is required along with the facility. Steve- Two years ago a prototype shower was erected at Alice's by the Shower Crew and it has been successful, saving the expense of a rental during both the Fair and Culture Jam. A new 2-stall unit at Zenn Acres will be built by Construction Crew based on the design of the prototype with more to follow in coming years. The motion passed 10-0.

**Anna moved, LT seconded, to provide \$1200 from the Board Change Item budget to fund experimental work on mycoremediation- \$800 for soil and water testing and \$400 for test plot construction in the Henderson area (Outer Mongolia).** Anna- This project is experimental because the concepts look good but the expertise is not developed. There is some level of skill and knowledge locally and in the Fair Family about working with fungi to help remediate and heal the soil. There is a grant opportunity with the Cascade Mycological Society and some grad students are interested. Since this is experimental it will require a leap of faith. This can help our watershed. Joseph- Toxins in the ecosystems is a growing problem and work like this is needed to help change that trend. Mark Pankratz (construction) - Asked about the timeline for the

project. Anna- The project should begin in the fall and it will probably require 1 to 5 years. Kenny Howe (recycling) - This could be throwing good money after bad. Better practices are underway in our recycling. The Henderson area clean-up is almost finished and should be completed. Marcus- The negative aspect about the mess is actually an opportunity, a situation we can study, and the world continues to create messes and will need help. This proposal is not mainstream, yet, but could be. We can push the envelope. Charlie- This is the kind of thing we should do on our property. Mark- Expressed a concern that the experiment might limit some future use of that area. **Board discussion:** LT- This is an organic experimental process that seems Fair-like. Lara- Asked if this was project went through in the capital budget process. Anna- The funding would come from the Change Line. Lara- This may be about a plastic eating mushroom (white rock fungus) which is amazing, but the plastic material must first be exposed to ultraviolet light and incubated. Anna- Plastic is one remediation concern but biota is another. The experimentation will help answer the questions. Chewie- Mycoremediation is a great idea but use of a specific mess in the Henderson area is not a good idea due to the need to finish the clean up. Chewie said he would not support this proposal. Jon P- Asked if this will impede our other recycling work and if we have the expertise to do this work. Anna- This project invites collaborations from both sides and there are Fair people who have good background who recommend a small experimental plot. The people are biologists and chemists. Outside third party verification will be required for validity. Lara- Will some cleanup be a part of this project. Anna- The project will only deal with one small plot. Deane- We have a certain responsibility to deal with our mess. We could also help the world. Jack- This Change Line Item we are dealing with should recognize the purpose of the Change Line to support the Vision Quest and Get Out The Vote work. Those groups didn't use the funds but there is a mid-term election coming. At least half of the Change Line funds should be kept available for the original designations. That means that about \$8000 could be used. Grumpy- So far this year the Change Line fund is still pretty large and only \$2500 has been used out of \$15,000. Indigo- It seems the clean-up could be finished as well as doing the experiment because the ground beneath the material could be a useful test material. Diane- The Change Line is a fund that is intended to bring about change in the world and is political in that sense. This project fits and is about political change. The idea behind this kind of funding really came out of the "obey the law, change the law" mantra. **Lara asked for a friendly amendment to add \$500 to the total to do the remaining clean-up.** Anna- The clean-up is not what this project is about. LT- There is nothing to prevent a separate motion to finish the clean-up. Marcus- This is cutting edge and Anna has crafted a thoughtful and methodical plan. We won't create a "Godzilla". Andy- Anna should be supported in this project. The area has been mostly cleaned. We should make this a positive effort and try to learn from our mistakes. The motion passed 9-0 (Chewie abstained). Lara- Requested a New Business item for funds to complete the clean-up.

**Lara moved, Anna seconded, to provide \$1000 from the Change Line to fund Project Bubbles.** Charlie- Kirk Guidici is here, from Rising Moon, and has supported the Fair with Project Bubbles for some years with the durable cutlery work and still supports the effort. He has another effort underway for durable plates. \$1000 of seed money will help boost the project with Fair owned plates. Kirk's data gathering work is an important aspect that can make the project successful. Green ticket funds will be a funding source in future years that could be used to help lead the Fair toward a future with durable utensils. Kirk- My food business started years ago and was involved at the Fair early on. Selling at the Fair was a wonderful experience but the piles of waste paper plates were not part of my vision. Rising Moon started plate and cutlery washing and has continued for 18 years. Four years ago, the dishwashing was expanded and now partners are joining and in five years there will be seven dish partners. The vision is to reach a transition when the Fair supports taking this project Fair wide. Charlie- Starting this project and supporting it will build the systems and knowledge foundation needed for our future. Colleen- Wishes the project was for cups instead of plates. The plates are paper and they do compost. The cups have plastic liners that don't recycle. Joseph- The Fair's recycled material is mostly paper plates. David- My old green Volkswagen gets great respect and in it are my personal knife, plate and cup. It's about time to lead by example toward reducing our waste. Marcus- The time is right and it is a tangible example of our values for our guests. Most other events don't take this approach. Regarding the Green ticket funds, a Green Change Line Item could be a vibrant incubator for ideas for green change. Robin- The Fair is lucky to have Kirks vision and effort in

this project. **Board discussion:** LT- Rising Moon continues to be a righteous example. We feed your products to our kids. We love you. Lara- Kirk's example inspires awe and represents the Fair. Chewie- Kirk's booth keeps me from starving to death, and Colleen's booth for dessert is just down the path. Anna- In back of the booth, there is a gray water system that Peach Power has identified as a candidate for assistance. Gray water disposal and reuse is an area to work on in support of this plan. The motion passed 10-0.

#### Policy

Katie moved, Anna seconded, to amend the PPPM with the following:

In Part IV; section C; sub-section 5. Interview Process:

The Hiring Committee will develop an appropriate process to evaluate and rank the candidates. It may use a rating system to help with candidate evaluation and may assign preference points to OCF participants. Once the candidates have been ranked, the Hiring Committee will make its recommendation to the hiring authority *in executive session* as specified below:

For all Regular and Contract positions other than Executive Director: The hiring authority is the Executive Director who will make the final hiring decision.

Executive Director hiring: The hiring authority is the BOD which will make the final hiring decision. The Hiring Committee will recommend its number one candidate. In the event that the BOD does not approve of the committee's recommendation, the next most favorable candidate will be recommended for approval at that time.

In Part VI; section A. (following the step tables):

Executive Director: Range 4-1 to 5-7.

Operations Manager: Range 3-1 to 3-7.

Site Manager: Range 3-1 to 3-7.

In Part VI; section E. Benefits:

1. Contract and Regular full-time and part-time employees under age 65 who are scheduled to work 20 or more hours per week are entitled to such benefits as authorized by the BOD. As of the date of these policies, those benefits are:

2. Contract and Regular full-time and part-time employees 65 or more years of age who are scheduled to work 20 or more hours per week are entitled to such benefits as authorized by the BOD. As of the date of these policies, those benefits are:

3. Regular part time employees scheduled to work fewer than 20 hours per week are entitled to such benefits as authorized by the BOD. As of the date of these policies, those benefits are:

4. Temporary and probationary employees are not entitled to any benefits including paid vacation, sick leave, or other form of paid leave or personal time except if required by law or as designated by the BOD.

In Part VI; section G. Personal Time:

After their probationary period, or as designated by the BOD, Regular employees are eligible for personal time.

Use of personal time should be scheduled with the employee's immediate supervisor in advance whenever possible. Up to a total of 120 hours of personal time may be carried over from one Personal Time accrual year to the next.

Marcus- Expressed some concern with not having reviewed these changes and, without a written copy of the changes at this time, asked if the Board would wait for a review. Katie- The language changes about health benefits after 65 have been addressed by the Board, the SEP-IRA was not clarified and the carry-over accrual is intentionally unspecific. Marcus- The Board already passed motions about the retirement change and about the accrual of time. This motion to amend may not be necessary and there is concern about not having the changes in writing here tonight. **Board discussion:** Jack- There is nothing new under proposal in this motion. Marcus- Nothing new makes the point about not needing this motion. Jon P- Clarified the language about Board and Executive Director authority and noted since there is no emergency we could defer until after a review by the Executive Director. Chewie- Indicated he checked the changes earlier and the language fits with the recent motions. Marcus' concern is understandable but is not necessary. Katie- Committed to provide copies of the changes to all the Board and staff. LT- By way of process, this is just housekeeping and according to the PPPM, it is the Board's responsibility. Jack- Thanked the Personnel Committee for their work and appreciates that the PPPM with be current and up to date. The motion passed 9-0 (Jon P abstained)

### **Appointments**

**Chewie moved, Lara seconded, to appoint Kris Donald as temporary check signer on the Kitchen account.** The motion passed 10-0.

**Chewie moved, LT seconded, to appoint Crow Sykora as temporary check signer on the Quartermaster account.** The motion passed 10-0.

**Chewie moved, Lara seconded, to appoint Deni Schedegg as temporary check signer on the Siuslaw Now food voucher account.** The motion passed 10-0.

**Chewie moved, Jack seconded to appoint Judy Scott interim co-coordinator for Water Crew.** Steve- This could have been done last month. The Board needs to trust the crew's requests. Charlie- Use of the term "interim" should be clarified. Chewie- The appointment is only for one year. Jack- Since this is what the candidate and crew wants, we should do this. Katie- Following our process and taking the time has allowed feedback from the membership. The by-laws say the Board shall appoint coordinators and other personnel as may be necessary. The motion passed 10-0.

### **Business - Barter Fair**

Lara- This topic has been researched and discussed by the Craft Committee for the 6 plus years I've attended meetings and now, after years of trying other methods of encouraging our family to stop selling things they don't make at the Barter Fair and watching the problem just escalate, the Craft Committee asked me to make a motion to discontinue Barter Fair all together. There are three main reasons.

1. The designation of such a large space in our lots five days before it is needed, for an event that is only open a few hours on Monday, is a highly inefficient use of prime parking which is desperately needed by everyone in our family during these days, including our paying guests.

2. The free for all of products being sold at Barter Fair violate our policies on what can and cannot be sold and by who at the OCF. Barter Fair could also be a contributing factor to selling of these items in the "8".

3. Management reports are anything but glowing about the activities and behaviors of some Barter Fair residents. This makes the Craft Committee's first recommendation, to move Barter Fair to the Outtasite lot to address the space issue, a non-solution.

I support the Craft Committee's decision as a committee member, as the committee's BOD liaison, as a juried crafter, as a BOD member and as an operations coordinator. They have come to this place through years of thoughtful discussions. It is that same thoughtfulness that feeds their desire to create an alternative to Barter Fair by 2011, working with their BOD liaison, management, Craft Inventory Crew and any other appropriate groups over this next year. The alternative would be designed a) to be set up Monday morning; b) to provide oversight to assure that what is being sold follows current guidelines; and c) to continue benefiting our juried and non-juried crafting family.

The Craft Committee works hard to support/represent/benefit all those in our family that sell what they make, including those who are not juried (see section 70, next to last paragraph of our guidelines) Some of those non-juried members are actually volunteers that use Barter Fair as a means to pay for all the hours they donate to the Fair each season. Neither the Craft Committee nor I want to see that benefit go away.

If the motion passes I ask family who would use a made-by-the-seller market on Monday, either as a crafter or a patron, to let the Craft Committee know. Write a letter; send it to the Fair office (c/o the Craft Committee) or to me personally (at ocfrecycler@comcast.net). If the Craft Committee does not receive enough interest then there really is no point to doing the work. So write those letters and help those who maybe won't read this in the Fair Family News get informed too.

**Lara moved, Katie seconded, to discontinue Barter Fair at the OCF by 2011.** Spirit Leatherwood (external security)- Asked the Board not to pass this motion tonight. Bill Wright- The Barter Fair is no longer a Barter Fair. It has become an import bazaar. Making money from imports is analogous to getting our calories from McDonalds, easy but not healthy in our unique community. Serious full time crafters and artists know that a Fair which allows imports rapidly declines causing crafters to look for shows with higher standards. The Country Fair is our home and family and crafters can't just go elsewhere. We must promote the health and vitality of our community. Please put an end to imports and make space for OCF crafters, much like the Saturday Market. This will give crafters a chance to work on their products before going to the

jury process and will help them make some money to cover the costs of doing the fair. Cathy Coulson-Keegan (crafter)- The Monday morning Barter Fair has now become an import market creating two shows on the weekend of the Fair - the Fair itself and the Import Market Fair. The import goods are sold for money and the goods get into the Fair at night through some of the booths. At Greater Goods in Eugene, import goods are "fair trade" products but the imports at the Barter Fair have no history or any certainty that the artisan was justly compensated. I support the return of a Monday morning market that presents Fair Family hand made goods by the person who makes them. In April's Fair Family News, Suzie Prozanski wrote about the Butler Green Farm and quoted Robin Winfree. (Paraphrasing) *Robin said in the early years at the Fair people could trade and there was a big barter system where anybody would trade for things that you made and you could find other things that you needed. It was a gathering of the tribes; people came from all over to trade things, to communicate, and to share. It was a very important yearly gathering and is still thought of as an annual reunion because children, old friends and everybody come back for the Country Fair.* Let us protect this sacred event. Kenny- Crafters will benefit from this and the Board should listen to their committee. Joseph- A lot of Fair trading is based on imports and to assume that this is exploitive trade is just prejudice. 300 to 700 people are involved in the Barter Fair and they camp in the space and this is part of their Fair. David- On the Fair Discussion List the comments involve interpretation of the guidelines and how rules apply only to the three-day Fair. The Barter Fair tradition should not be thrown out just because of the import issue. A lot of people think this should be put up to a referendum of the membership instead of a vote by the Board. Chris- There is misinformation and this motion should be turned down and a task force formed. Grumpy- The problems with closing the Barter Fair may be bigger than the present problems. The motion won't go into effect until the 2011 Fair so it could cause some impetus to keep the discussion going until then. The Barter Fair has gotten off cheap in the past and those making money are doing it on the backs of the rest of us who cover the expenses. The Barter Fair needs to pay its own way. The last time the Barter Fair was closed problems erupted in the surrounding neighborhoods. Charlie- The Barter Fair has changed and the Fair does not get a big benefit out of this evolved Barter Fair. The policy and the goals of the OCF need to be reconsidered. The Barter Fair as it operates now stands in complete opposition to the guidelines of the Fair and to the original intent. Pushing the Barter Fair away is not the solution. Steve- Agreeing with Grumpy and Charlie, this motion will hold our feet to the fire toward resolution and a manageable activity. This needs to be worked on before 2011. Robin- It's fun to go to the Barter Fair but the feedback from crafters shows a lot of concern and dissatisfaction about the disregard for craftwork. Lucy Kingsley (inventory) - When the Barter Fair was first implemented (she was on the Board at that time) the intention was to allow the crafters a venue for trading their extra goods after the main event. There has been an evolution and change but in an appalling direction. Marcus- A basic value at the founding of the Fair and of this community is one of "right livelihood" which is about using your skills and talents and sweat and blood to create that which sustains you. We should get back to original intent. **Board discussion:** LT- There is concern about the current state of the Barter Fair. A good process needs to be used because just cutting it off is not a good way toward having a discussion and reaching a resolution. Non-fair trade, exploitive products are bad but a foreign craftsperson making goods for export and selling them to make a living will have a different view of the importance of the Barter Fair. This discussion needs to continue. Jon P- The negative comments about the Barter Fair are true but this motion is not a good way to resolve the problem. The Barter Fair participants are a segment of the family and deserve a creative process to get the Barter Fair back to original intent. Chewie- The Barter Fair activity is a lot of work for people after the main event and there has been a lot of active discussion about solving this issue. Lara's motion is appreciated, the Craft Committee's work is appreciated, and all this effort is starting the conversation. Diane- The motion should not be supported until a task force has done some work. The Barter Fair is not open to the public and does not need the same guidelines as the public event. This is an opportunity for a good and fair world market exchange. Deane- A motion for a task force is preferable to this motion. It is known that import materials are used in some crafter's products and some of them have long term relationships with foreign suppliers. One size does not fit all in this situation. Paxton pointed out our durable cutlery is actually made in China. Katie- There has been a lot of discussion on the OCF discuss list and one comment is as follows: *I have paid close attention to the conversation about the Barter Fair and have found it interesting and provocative. My note to the Board will be a request to cancel the Barter Fair for 2010. Then a task force*

*can be formed to look at all the issues closely and make a recommendation to the Board regarding future Barter Fair's in 2011 or not. Many years ago, the concept of a Barter Fair was to offer an "after hours" opportunity for craftspeople to trade their unsold crafts from their booths to other craftspeople for their unsold goods from that just ended Fair. Beginning and end of story. And for what it is worth, that is how I believe a Barter Fair should be coordinated today. -Cynthia Wooten.* Jack- The Barter Fair is what it is because it has developed as part of the Fair. If the Board says "No", now, this process will leave us with a negative, with no value, going into this Fair. Lara- There has been a lot of work on many levels on this issue: the Craft Committee and Craft Inventory have held work sessions on this issue, reports have been sent, with discussion, to the Board and management, and the concerns have been raised on a regular basis in the committee meetings and minutes. Articles have been written and packet information has been delivered to encourage our family members involved with the Barter Fair to respond but the reasoning has been consistently rebuffed. This motion is not a snap reaction and there is no need for a task force. When do the guidelines apply? In the guidelines, the maker is the seller, and that part of the guidelines is not and has not ever been disputed. The Fair has not done a good job of policing this activity. The motion failed 3-7 (Chewie, Deane, Diane, Indigo, Jack, Jon P, LT opposed)

### **Donation reform**

Indigo read the donation reform motions that will be considered next month.

First motion: I move to have Board Donations on the agenda of the August, September, October, November, December, March, April, and May Board of Directors meetings. (Or conversely, to remove the Donation agenda item from the January, February, June, and July Board of Directors meetings.) This is to commence July 2010.

Second motion: I move to create a Donation Consent Calendar for all Board Donations to begin at the August 2010 meeting. Consent Calendar Guidelines:

For a donation to be added to the Consent Calendar for any given month: 1) An Organization requests a donation from the OCF, and is required to fill out donation form and is encouraged to provide any additional information to help in the decision. With the form, they are given a list of our 9 goals and are asked to describe how the money they are requesting fits into our goals. 2) The form and any information are returned to the Admin Assistant. The Admin Assistant includes these forms in the Board Packets for review by Board Members and officers. 3) After reading the packet, Board Members interested in sponsoring a donation must inform the Recording Secretary either before or at any given meeting in order for that donation to be written into New Business, and thus be included for consideration in the Consent Calendar the following month. 4) If no one offers to sponsor a donation request, the Organization is informed that their request will not come before the Board for consideration. 5) The Recording Secretary monitors the Consent Calendar monthly and at each meeting solicits Board Members to sponsor donations not already spoken for. 6) Once a donation is on new business with a Board Sponsor, the Secretary or Board Sponsor invites the organization's representative to the following meeting with the understanding that if the item remains on the Consent Calendar they will not be asked to present their request, but should come prepared to do so if it is taken off the Calendar.

Configuration at the Meeting: 1) Board Members agree to come to the meeting knowledgeable of the items on the Consent Calendar, having read their Board Packets before hand. 2) During the donation portion of the agenda, the Secretary or Facilitator reads the donations on the Calendar that are up for consideration that month. 3) Any Board Member may then ask to have a Donation Request removed from the Consent Calendar. It must be removed and placed on the regular agenda for further discussion. No discussion happens at this point about removed items. 4) Immediately following the opportunity to remove items from the Consent Calendar, it is moved, seconded, and approved by vote. 5) The items removed from the Consent Calendar are then handled as donations are traditionally dealt with; motion by Board Sponsor, second, organization's representative presentation, Member Input, Board Input, Vote.

Third motion: I move to set the maximum amount the Board can donate to any one organization in a given year to \$500. In order for the donation amount to increase, there must be a unanimous Board vote for that exception.

Fourth motion: I move that all donations coming before the Board must fit into or address any one of our 9 Vision Quest Goals in some way. It is up to the Board Sponsor to determine how it fits, and include this in their donation motions.

### Member input

David- Since the Fair has just given its support for the Extension levy, and since the opposition to the serial levy has identified the OCF as a supporter, any representative of the OCF can endorse the Save Lane Extension campaign and urge Lane County voters to vote YES on Measure 20-158. The Save Lane Extension campaign can use the organization name and the representative's name and title in the Save Lane Extension campaign materials and advertisements.

Joseph- Commenting on the use of ethnic terms, the use of "gypsy", while seen as positive and fanciful, in reality over the last 1000 years has been an ethnic epitaph and used to represent forced sterilization, forced adoption, and living in walled-in ghettos. Our family needs to give careful thought about appropriation of ethnic terms.

Mark- Indicated liking the way the new agenda is arranged.

Indigo- Expressed thanks for how the meeting participants supported the change and how the intent is to help streamline the meeting.

Chewie- Expressed his thanks for all the input the Board gets from the membership. The Board is just the group that sits up here and makes the decisions. These efforts are not self-serving but are a reflection of the members. "It ain't easy being up here and it ain't easy being you."

Grumpy- The Discuss List represents only a small minority of the members of the Fair.

Chris- Wondered if the reports will be written up in the minutes if they are not delivered due to the lateness of the meeting (yes).

Jack- Requested, sincerely, for the staff to deliver their reports, even though the time is late. The information from the staff is very important for the Board to hear.

### Committee Reports

**Peach Power:** Anna- The next meeting is scheduled for May 31st at the town office.

**Path Planning:** Chris Browne forwarded the report: *The committee met on April 4<sup>th</sup> in the Hub Yurt, with fifteen people in attendance. This meeting was a dress rehearsal for the Design Charrette that is scheduled for April 18<sup>th</sup>. An outline of what materials will be needed, such as pens, paper, maps, work charts and sketching materials was presented and work assignments were assigned to participating members. A run through of what each person was to do to help make the charrette a success was done. Path Planning and Site Management are working on developing a five booth replacement plan as per the board mandate, but have no definitive plans to present to date.*

*Path Planning Design Charrette Report to the OCF Board: Fifty six enthusiastic people met at the Eugene Garden Club on Sunday, April 18<sup>th</sup> to put their creativity to work on designing new possibilities for fair expansion. Introductions were made and a brief history of Path Planning's progress over the last few years was presented. An outline showing some of the reasons why expansion is necessary was also given. There were ten design layout tables set up and everyone was assigned to a table to begin expressing their thoughts and creativity. There were two complete design sessions with each forty five minute work session being followed by a presentation and description of each table's endeavors being presented to the entire group. There were a total of twenty one very interesting designs created from this process. Everyone who attended this Design Charrette came away with a much better understanding of what Path Planning is working towards- an improved design and a more user friendly environment for both the public and the fair family.*

**Elders:** Chris Browne submitted a written report: *Fourteen people attended the meeting held at the town office at 7 PM. The Elders Camp first seasonal work party has marked out seventeen sites so far. Leveling goes on each year to create more user friendly camping spots. The area was also searched for any new poison oak plants and some were found and removed. The next work party will be held on May 15<sup>th</sup> from 10 AM to 2PM.*

*The final verification of the last applications received for Elders Status in time for this year's fair were done and approved. This makes the total number of approved Elders 508. The committee reviewed the Elders pass process to be sure that everyone understands what Elders can and cannot do. There is still some confusion about what achieving Elders Status really means. Working on ways to improve this understanding is on the agenda for the Elders Retreat.*

Details on the Time Line project and related issues will be in the Elder's Retreat report. The next regular Elders Committee meeting will be held at the town office on May 27<sup>th</sup> at 7 PM.

Twenty people attended the retreat held at Alice's to work on several items relating to Elders projects for the 2010 Fair. Lengthy discussion was held pertaining to the Still Living Room project. A new Time Line mural is in the works and is progressing nicely. This mural will focus on the 80's and was a very important time for the fair. The items placed in storage from last year's fair were examined to determine how they fared thru the winter and no damage was found. The design and layout of the Still Living Room was reviewed. There will be a second mural on display this year and a small item display case is being designed and built also. The memorial kiosk will again be set up for people to use to honor their loved ones and those wonderful benches will again be available for people to relax on. An entertainment schedule is being developed for this year's fair as well.

A review of Elders budget issues was discussed. Many Elders have expressed the desire to have some sort of day pass available to them so they can enjoy the fair and their friends, but not spend the night. Another major concern was the cost of current passes. The possibility of lowering the cost of the Elders pass to a level similar to Community Village, would promote a better desire for the fair family members to change their fair affiliation when they become eligible. Doing this would also be of great help to those Elders on a fixed income, as many are, and cannot afford the current price level without some assistance. There was a review of the procedures currently in place for obtaining Elders status as well as obtaining passes for each year's fair. An easier and better way for fair family members to obtain information was discussed and will be referred to the Elders Committee for implementation as soon as possible.

As has been the case in all the past retreats, the food was excellent, the conversations stimulating and the entertainment grand, and this retreat also met those standards. In other words, we made some substantial progress and still had a good time. Sorry if you missed it.

### **Staff Reports**

**Executive Director:** Marcus- His written report follows:

Operations & Administration Reports to Coordinators: I have received great feedback and appreciation from some Coordinators about receiving these monthly reports. All Coordinators are welcome to share with me their thoughts about big picture matters and long term planning or the Fair. I will read and consider them all. Operational matters should continue to be sent to Charlie Ruff.

Website Project: The team identified to develop the Fair's new website and membership information systems has been invited to 'shadow' key aspects of the Fair's operational systems. This will provide them with an in-depth, first-hand understanding of our operational needs, and also the Fair's culture and character. Getting this experience should prove to be invaluable to them prior to entering into large-scale planning meetings with us in the fall.

Loss Prevention Follow-Up: Last year just prior to the Fair, we had a surprise safety inspection from our insurance company. Their final written report gave us a positively glowing review. Here is a quote, "Although it was a work day on Friday, I was able to find the time to enjoy the Oregon Country Fair and see why it is so special. My wife and I really enjoyed it. I would like to compliment the Oregon Country Fair for the emphasis put on loss control and the culture of safety that has developed within the organization."

This reflects the hard work and commitment of our volunteers. The report did suggest some very minor changes to our physical infrastructure, mostly around tripping hazards. These recommendations have been submitted to our Site Manager to ensure completion prior to the start of this year's Fair. You are all amazing and our safety record show this! Keep up the good work.

Vision Action Committee: On April 11<sup>th</sup> the Vision Action Committee had an all-day work session at Alice's. We reconfirmed our strategy of contacting every crew and committee to identify new projects and activities as well as creating a database to track projects and their status. Thank you, Joseph, for contributing your work toward constructing a special, tailor-made database so we can track projects and our collective progress toward the 9 Goals of the Vision Quest.

Youth Leadership Committee: An internship announcement has been posted at the University of Oregon's PPPM Program and Career Center. We are hoping to find two interns who will commit for two academic terms to help us identify areas of need on top of which we will base our effort to organize year-round youth leadership programming. This project is, in essence, a very broad youth services needs assessment that has two phases: 1) Agency Survey Phase and, 2) Youth Outreach Phase. Completion of both phases is essential for us to move forward and invest in any future youth leadership and/or youth services programming organized by the Fair and/or its future community partners.

1) *Agency Survey Phase:* We are updating an important study entitled Mayor's Task Force; Comprehensive After-School Activities for Youth "A New Beginning" May 22, 2000. Approximately 10 years has elapsed since then and we are interested in knowing what, if anything has changed. Work will entail administering surveys to over 50 social service agencies, conducting informational interviews, examining, analyzing and identifying gaps in social services provided across the greater Eugene area. Eventual product will be a concise, scientifically sound, written report that will be shared with multiple stakeholders, including government agencies, non-profits, funders, the media, etc.

2) *Youth Outreach Phase:* We intend to organize one of the broadest youth outreach efforts ever done in the greater Eugene area. The goal is to reach, at minimum, hundreds if not thousands of youth from a diversity of neighborhoods, ethnic backgrounds, income levels, etc. This will require the development and implementation of a very high-profile yet methodical outreach effort. To ensure the results of this information are valid and truly represent youth across the city, the tracking of data and demographics will be essential. Eventual product will be a concise, scientifically sound, written report that will be shared with multiple stakeholders including government agencies, non-profits, funders, the media, etc.

Personnel *Grievance Process Status:* April 30<sup>th</sup> marked the end of recruitment for a new Grievance Administrator. Two brave souls have submitted Letters of Interest, both of which I have submitted to the Board in this packet and the names of whom I have entered into New Business for consideration at the June Board meeting.

*Norma's Sabbatical:* Norma and I have discussed her potential sabbatical in great detail. She has been very proactive in chronologically documenting everything that will need to be done between October and December while she is gone. This maximizes our ability to identify volunteers to fill in where possible and gives staff an advanced notice on dividing her responsibilities among them accordingly. Norma and I also discussed how her sabbatical might benefit the Fair. I believe we have identified a great topic for her to spend time researching for the Fair: uses of social media by non-profits and multi-day festivals.

Community, Marketing, Media *CPRCD Annual Meeting:* On April 22<sup>nd</sup> and 23<sup>rd</sup> I represented the Fair at the annual meeting of Cascade-Pacific Resource Conservation Districts: [www.cascadepacific.org/news.htm](http://www.cascadepacific.org/news.htm). This was an important opportunity for the Fair to contribute to the topic of "How RC&D's Can Shape the Future of Water," through a facilitated brainstorming session. We offered suggestions on how Resource Conservation & Development Councils can diversify and incorporate water projects/programs into their strategic plans, such as water reuse, ecosystem service markets, irrigation/water efficiency, energy projects that use or conserve water, water markets/banking, rainwater capture systems, and groundwater resource use/monitoring.

*Presentations at this meeting focused on "The Future of Water." Specific presentations included: Where Does Oregon's Water Come From, and Where Is It Going in the Future? (Gordon Grant, USFS); Ecosystem Service Markets (Sally Duncan, OSU); Landowner Financing for Ecosystem Service Markets (Bruce Aylward, Consultant); Recycled Water - Irrigation Benefits from Municipal Wastewater Reclamation (Todd Miller, MWMC)*

*Spring Wildflower Walk:* What beauty abounds at the Fair site! I joined a group of about 40 people who spent several hours on a guided Wildflower Walk led by Bob Nisbet and members of the Native Plant Society. Thank you to the fabulous volunteer guides! I wish everyone reading this could have been there.

*City of Eugene, Outdoor Recreation:* On April 19<sup>th</sup> I toured the Fair property with our Site Manager and Aimme Goglia from the City of Eugene Outdoor Program. We identified many real opportunities to connect with the City's day trips for groups of children. Spring was identified as the best time of year for such trips to occur. We'll keep you posted.

*Media Collection Team:* On Saturday, April 17<sup>th</sup> Paxton Hoag, Jerry Joffe, Bob Nisbet, Chris Barr and myself met to discuss the potential structure and function of a new Media Collection Team. This team is meant to directly support the Executive Director on a year-round basis in collecting and archiving images, sounds, and other forms of media for marketing, public relations and fund raising. Rock Badger and I met separately to go over notes of the meeting and to share ideas about formation of the team. Some action items moving forward are to explore archiving grants and also possible partnerships; research advantages and disadvantages of various video format types, develop a production time line, and identify an intellectual property lawyer for guidance.

*Social Media Team:* WOW! Our Facebook page now has over 4,300 Fans!!! Norma Sax, Sara Rich and Jessyca Lewis are doing a fabulous job. I would also like to extend many "thank-yous" to everyone on Facebook who has requested their Friends join OCF's Fan's Page.

We are learning a lot as we move into the realm of social media, and have much more to learn. Starting now and moving into the future, the Fair will have a much stronger presence on social media. It

*will become an integral part of communicating with our community and guests, and, to share important information about our community involvement.*

**Contracts Equipment and Facilities Rentals:** *We are all proud of the Fair's ability to support other community groups by lending our equipment out for no charge. This practice is sure to continue into the future. There are times when charging a nominal usage fee is appropriate, particularly when it takes staff time to facilitate this. Security deposits are also a good idea for certain types of equipment.*

*Therefore, we are in the process of establishing a Rental Fee Schedule of all the things that have ever been rented from us, including our facilities. I will work with Charlie, Hilary and Steve to assign reasonable rental costs associated with each item. I will also begin drafting a standard equipment rental contract and another facility rental contract that we can use for all future rentals.*

**Operations Manager:** Charlie- There will be buses for the Fair this year but we still don't know for sure which ones. It will probably be LTD but there is a back-up plan. There is a delay at this time while a Fair / LTD petition to the Federal Transportation Authority is considered. Grumpy- This points out the importance of Fair Family TO NOT PARK IN TROTTERS, thus using up the public's space, especially if the buses are not running in the normal fashion. Please don't park in Trotter's during the event even under normal circumstances. Charlie continued- The pre-sale has been successful again and there were 150 posters given away with the pre-sale. Almost 300 of the pre-sale tickets were the 3-day tickets.

**Site Manager:** Steve- The latest edition of the OCF LUMP manual is now available in printed form, and is on-line (with occasional new edits by the committee) at <http://www.oregoncountryfair.net/Pages/Committees/LandUseManagementPlanning/LumpManualMarch2010.pdf>. The Fair site is glorious right now with a bountiful crop of wildflowers and still no mosquitoes. Here's a stewardship request for our booth families: visit and enjoy, but please wait to mow and clear your booth until those wildflowers have had a chance to sow the seeds for a more beautiful and bountiful show next year. The site action is picking up, more visitors every day, and Alice's Meeting House was busy every weekend in April with various committee and crew meetings and retreats. Thanks to David Hoffman, Tree Crew, Water Crew, those who attended and guided a big wild flower walk on Sunday, and the VegManEC's, who accomplished the annual spring heavy-lifting haul-out of the bale dams in record time.

**Administrative Assistant:** norma- Thank you for a great Spring Fling. Fair crafters, volunteers and food booth members were generous with their raffle donations. The following folks were equally generous with their time in helping making the SF a fun and successful event: Dick Stewart, Katie Cousins, Bob Fennessey, Charlie Ruff, Andy Strickland, Jacs Bruscato, Christine Frazier, Sue Theolass, Rock Badger. It was so much fun, even the coordinator took some time to dance!!!

**President:** Jack- Mostly thanks, and while I missed the first Spring Fling in a long time, I also missed seeing my friend Monty. However, he rode his bike down here tonight and we met and I'm happy. Keep up the vision with imagination.

### **Adjourn**

The meeting was adjourned at 10:20 pm. The next regular Board meeting will be held at 7pm on June 7 at EWEB in the Training Room. The tentative agenda for June includes: Donation requests- Lane Peace Center (Chewie), SE Works (Jon P), Still Point Farms-13 Indigenous Grandmothers (Lara); Sabbatical for norma (Katie); Appoint Grievance Coordinator - candidates Jennifer Arnold, Kat Kirkpatrick, Philip Moses, and Brian O'Connell; Sound Task Force Appointments - Charlie Johnson, Jim Showker, Jonathan Seraphim, Jon Silvermoon, Jon Pincus and Paxton Hoag have expressed interest (Chewie); Path Planning contingency (Chewie); Board donation process reform (Indigo); Barter Fair Task Force (Jon S); No donations at the July meeting (Jon P); Outer Mongolia clean up funds (Lara)

*If you have read to this point in the minutes, I would love to know. I am interested in how many of us read all the way through. Please send me a brief email with your fair affiliation and anything else you may want to add. Thanks! indigo (facilitator) - [indigo.ocf@gmail.com](mailto:indigo.ocf@gmail.com)*