

**Oregon Country Fair Board of Directors' Meeting  
September 13, 2010, 7:10pm on site in the Hub Yurt**

**All Board members were present:** Diane Albino, John "Chewie" Burgess (co-facilitator, time keeper), Katie Cousins, Paxton Hoag, Lara Howe, Jack Makarchek, Deane Morrow, Jon Pincus (alternate), Indigo Ronlov (co-facilitator), Anna Scott, Jon Silvermoon (alternate), Lawrence "LT" Taylor

**Agenda Review**

**Old business:** Budget - Treasure's report; Five-year OCF Transportation Plan Task Group formation was tabled (Jon S); Executive Director contract (Katie)

**New Business:** Intergenerational Committee formation (Deane); \$1000 donation to Lane Extension (Deane); Change Line allocation for Proposition 19 (LT); Check Signer changes.

**Announcements**

Speakers will be limited to two minutes and will get a 30 second warning. (Chewie)

Gregory Howard, a vaudeville volunteer, passed away August 24th. (norma)  
Culture Jam was awesome and photos are being circulated during the meeting. (Robin)

The Culture Jam scholarship fundraiser treat this month is baklava. (Jen-Lin)

Board of Directors election deadlines are September 16th to register to vote and October 1 for getting an absentee ballot. The 2010 Board member election will be held on October 16th during the Annual Meeting at the Knights of Pythias, 420 West 12th, Eugene, OR. (Jen-Lin)

The Network Charter School will operate one more year in their downtown location but it's only one year and they need financial assistance. (Joseph)

The Fair Library will continue during the off season in the Whiteaker neighborhood in conjunction with the Reality Kitchen. (Jim Evangelista)

A Community Center workshop will be held at the Knights of Pythias, 4:30pm before the annual meeting. (Hilary)

An apology was offered due to a need to leave early for a legal defense obligation. (LT)

My ninth grandchild was born two days ago. (Janet)

Hello! I'm Jennifer James-Long. You probably don't know me, but the Board voted me in this year as a coordinator of External Security, where I have been a volunteer for twenty-one years. Recent events have forced me to ask myself some hard questions about the Fair and its relationship to its membership and eligible non-members. Being part of second-generation Fair Family, and experiencing the Fair for 26 years, I feel there is great potential for the Fair's communication to improve. I am here tonight for two reasons: one is obvious, but I am also here to resign from my position of Coordinator of External Security. I have the support of my co-coordinators in this decision and Spirit, who is here tonight, will confirm this. I have already sent my letter of resignation to the Board. My announcement is this: I am willing to accept almost any volunteer position at the Fair so that I might have time to give to Intergenerational communication and Membership issues. I would like to see a constructive approach to these issues and am willing to put my time there. I hope the Board

considers the motion under New Business for an Intergenerational Committee. (Jennifer)

### **Approval of minutes**

**Indigo moved, Chewie seconded, to approve the minutes of the August 2nd, 2010 meeting.** The motion passed 10-0.

### **Donation Requests**

**Donation status:** The SE Works request, the only item on the Consent Calendar, was removed from business by the Board sponsor due to a lack of contact. Four Board members offered to support the new requests.

#### **Consent Calendar for October 2010 donation requests:**

1. Ayla Birth (EIN 27-0503314) asks for a grant of \$500. They support and advocate for vulnerable pregnant women. The funds would be used for brochures and a presentation kit. (Lara)
2. Mother Health International (tax status t.b.d.) asks for event tickets to be used in an on-line auction. (Jon P)
3. Whiteaker Free Community Thanksgiving Dinner (tax #93-1219425) asks for \$2000 for socks, blankets and sleeping bags to be given away at the event. (Chewie)
4. Eugene Tree Foundation (tax #93-1236985) asks for a \$500 grant to subsidize tree purchases by low-income residents. (Jon S)

### **Budget**

**Treasure's Report: Hilary-** Reminded crews and coordinators that all receipts for re-imburement must be turned in by September 30. The current Board designated endowment is \$425,000. An endowment contribution was not made last year but the Board did designate \$150,000 for a Community Center. A joint committee meeting of Budget and Financial Planning is scheduled for September 30th. Revenue projections will be determined and operating budgets will be started. The 990 and the financial statement reviews are being finalized. The Jill Heiman Vision Fund, the Peach Power funds and the Green Ticket accounts are also reconciled. **Jon S-** There are crew budgets that went over. Can we get the reasons? (Hilary affirmed.)

### **Old Business**

**Executive Director contract: Katie-** The current Executive Director contract expires at the close of this meeting. A resignation and employment separation agreement was offered and was signed by Marcus. **Katie moved, Deane seconded, to ratify that agreement.**

**Staff: Marcus-** "Board Members, Officers, staff, voting membership, and broader fair family: All of you who are here tonight, including myself, have chosen to be here out of love, and a sincere interest in doing what we believe is right. Over the past couple years I have learned so much about this place, so many people I have grown to love, respect and admire, so many things have inspired me. Thank you all for that. Because of these things, I have extended my heart and soul without hesitation, and have listened intently to both membership and the Board, and I have invested my energy in efforts which I felt connected all of these things together. My part has been done without the benefit of decades of

experience from within this community. Tonight, I stand humbly in center of a dialog between an elected Board of Directors and the membership who have elected them – with my personal future hanging in the balance - and will whole heartedly accepting the result of this dialog. Yes, this is awkward for all of us, yet this dialog is healthy, normal and necessary. If the balance of this dialog results in my continued employment OR results in the severance of my employment, I will enthusiastically serve in good faith for the betterment of the Fair. It is important for us to remind ourselves that it is the quality of our stewardship of this place and of the people we love that defines 'who we are' 'what we believe in'. Let us be extraordinarily thoughtful and deliberate in our dialog tonight not only about the leadership you choose but mostly about the future you want. Thank You, Much Love,"

**Peach Gallery: Joseph-** I have had good jobs and bad and I know the differences in the way employers treat people. I have always felt proud of how we treat our employees but I am not proud now. Marcus came here with an open heart and incredible energy. The Board did not work to support this employee in his efforts. There have been communication difficulties and some bristled feelings. He has been kind and reasonable and deserves the right to be a partner. **Virgil C-** I don't support the dismissal of Marcus. He should be given another year. The members don't get to vote on this but they do get to vote next month. **Kyle-** As an employer and employee, I know there are hiring, firing, evaluation, and probation processes. This employee was brought in and has signed a contract and made living arrangements. The process of probation and extending probation seems unclear and feels unjust. The process feels broken. This news of a separation agreement has changed the discussion. The process, for any ED, needs to be discussed. **Jim E-** I support keeping Marcus on as the ED. My letter was delivered to the Board. It's not good business to change at this time considering the investment. **Jennifer J-L-** "Twenty-four years before Marcus ever came to the Fair, I experienced the Fair's magic for the first time. With Zak's humanistic intervention training, I have been working Security for 21 years. In fact, last year, I realized that I have enough volunteer years to qualify as an Elder – if only I was born 19 years earlier. I grew up hearing about Fair politics at home. I'm sure some of you know my dad here, Mike James-Long. I think he's a pretty agreeable person. Or maybe you know my mom, Penny. She owns and performs on the Gypsy Stage. We're not rabble-rousers; we're not conspiracy-theorists. We're just part of the Fair Family. I'm really sorry this has created so much discomfort for the Board – I really am. But I am glad to see this dialogue happening here tonight, because I, and many others, have felt a large gap between "us the members", and the Fair Board, committees and management. It is important that we have this opportunity for our many different interests to come together and share their concerns or support before an important vote like this is made. I understand that feedback forms were available and there was a process conducted. You may not see it necessary for further conversation. But some of us do. We are here because the Board bravely took a chance on someone from the outside. You took a chance and gave it a year and a half to see if it would work. It is apparent that it hasn't worked for the Board. But once it's over, you still need to consider why we're all here. You need to consider what's at the root of why Marcus has inspired the conversation now happening between us all, despite our different viewpoints. In my case, it

was because Marcus reached out to the second generation. He did what many of us have been wanting you to do. It's because many Fair family over the years have been asking for the Fair to reach out and treat them like members of this organization, not an expense line in the budget. For some of us, this is not about the complexities behind the budget processes. It is about the members trying to be heard through the paperwork of membership forms, feedback forms and misprinted absentee ballots. So I ask you to please listen with open hearts and minds." **Mike J-L-** I'm a past External Security coordinator and Elder, and feel that Alan Cohen's on-line statements express things very well. Alan thinks, having observed Marcus, he shows remarkable abilities to gather information by attending meetings and interacting with fair folks at all levels. With the views of many he has considered the future while optimizing the present. Family secrets create many more problems than getting the issues on the table. The Fair should be informed as much as possible. Gathering information from a variety of perspectives and viewpoints enables good decisions to come out of our collective database. **Kiwina-** There is consciousness and confusion really active right now and some of us come to the Fair to the tribal call, and some to the family call, and some for the business only. Some of the Fair runs by Robert's Rules and some by consensus. The Family is from the Rainbow Tribe, from the Gypsy Jokers, and it is recognized that all the best music, food, and acts come from the youth coming in, from the next generation. We are disorganized, come from different places, and don't have a way to form a single family expression at this time. **Todd P-** As someone fairly attuned to Fair business, this came to my attention about a week ago. Marcus should continue in his employment and many of the Fair family feel that way. As a voting member and volunteer, and along with many others, we feel the Board is about to make a big mistake. **Dean M-** It feels like the energy coming from this side of the room is hitting a wall and the Board has made up their minds. The Board has information and that is the weird part about this and the state laws. Marcus is a good person, a heart to trust, and his work with the young people has been great. A decision to end his employment will make the intergenerational rift worse. **Gaylen-** Living in the local community, the information in the economic impact report that Marcus brought out this year really made a local difference in the regard for the Fair. With teachers, when a new teacher arrives, the new person is challenged to negotiate the processes. They are on probation and fellow teachers make an effort to help the new teacher to succeed. Knowing about process rules and restrictions, there is a question about the timing of this process. **Ruth-** Speaking to timing, the evaluation, during pre-Fair came at a difficult time and there were rumors of his being let go during the Fair which indicates something was going on. The trust to bring in an outsider was good and it was a breath of fresh air. Two Fairs is not long enough so give him another run. **Nancy C-** Marcus has done an excellent job and everyone agrees about that. Compared to the GM from the past, Marcus has been helpful and available and wants to go forward. Letting him go does not make sense. If you let him go, then with the board election, we should let you go too. We have bent over backwards to help the Operations Manager but not for this man. It is wrong. We are supposed to all be equal here and that is not obvious. **Cathy C-** A rush to decisions can lead to mistakes. As a crafter, it can take years and trials and money to get a product right. The change our national president promised didn't come fast enough and now people are turning on him.

Change can happen but it takes support. Maybe there is something criminal or terrible that you know about but I can't understand what is going on. **Jay-** Earlier this year I heard Marcus was on his third probation, and then when the evaluation came in July, it seemed like the writing was on the wall. This is an embarrassment. In last month's minutes the agenda said "Executive Director contract" and it didn't say "termination of the ED" and it feels like the Board is hiding behind a State Secrets law. Daniel Berrigan once told me if your superiors don't ask you to step down once in a while, you are probably not living up to your vocation. I hope Marcus will be here for many years to rock this boat.

**Amber P-** As someone with only four years at the Fair, my first reaction, coming from Minnesota, was "how the hell do they get away with this?" A couple of people drew me in, beyond the fun, to be a part of the purpose, and one of those was Marcus. There is a vision beyond pettiness and beyond partying and beyond the arguments that don't go anywhere. I posted a call to action to each individual Board member as well as on the OCF discuss list. In the call I outlined how I interpreted the mission in regards to the ED position and asked for individuals to do the same. The one response I received did not answer the call. I heard nothing and it makes me cry; really cry for something I see as hope, this Fair, this family. Where is the mission? Where are the human intervention's three chips of respect, business and fun? Please think about what your job is, to live the mission, for the good of the vision. **Bill W-** I like Marcus and felt disturbed by something in his statement. He said he is standing between a dialog between the Board and the membership but everyone on the Board is also a member. **Janet T-** Marcus is doing a great job and there was nothing illegal and most anything else could be explained as just differences in perceptions. It only leaves one thing and that is a conspiracy theory! There is an intergenerational thing and we need to trust Marcus. I have seen him working with and helping people. **Spirit L-** To be really clear, Jennifer's resignation doesn't have anything to do with Marcus and this conversation. Jennifer has great things to offer the Fair and we (External Security co-coordinators) support her in her future endeavors. In regard to the Executive Director position, while Marcus has done wonderful things for the Fair, I am not certain he is our ED. The decision is up to you, the Board, and you have my trust and wholehearted support. **Jenny-** From a long history with the Fair and a history with services in local communities recognizes the schism of past years between Fair support and activities and local community membership and work. Now, my world that I love and my professional world have been joined and Marcus helped with that by his positive presence in the professional world and in all his supportive ways for the youth of the area. **Jessica-** Marcus has helped me bring my marketing experience to the Fair and has enabled me to contribute to the Fair in ways beyond my entertainment work. I just heard about this a few weeks ago and I need to let you know that he has had fantastic ideas and has eloquently tried to solve issues and problems.

**Jack-** Asked for an interruption in the discussion to consider the request of Taylor Robard to use a laptop pc, with Skype, so his mother in Boston could listen to this meeting discussion. **Indigo-** Are there any objections? **Taylor-** The discussion is not recorded. **Paxton-** The quality of Skype is not reliable but I have used it to attend meeting long distance. **Jack-** Bring it in - this is a complicated question but doesn't violate our policy on not recording. **Jack**

**moved, Paxton seconded, to proceed with the Skype call.** **LT-** According to the rules, a procedural motion can intercede when a regular motion is on the floor. **David H-** Is it working? Are our voices heard and are we understood? **Taylor-** The mic works well and all the discussion is heard clearly. **Brad L-** This has been debated in the past. **Jen-Lin-** For this meeting only? **Michael R-** Using new technology is worth supporting but this is an interruption to a very important discussion. (another member agreed) Jack withdrew his motion. **Jon P moved, Deane seconded, to proceed with the Skype call.** **Chewie-** This interruption is disconcerting and is very inappropriate during this discussion. The motion failed 2-8 (Indigo, Chewie, Jack, LT, Diane, Anna, Katie and Lara opposed)

**David H-** Suggested the ED contract be extended to February and be reconsidered at that time. **Sara R-** As a member of the Management Team and the Personnel Committee and part of the evaluation process, the Board is fully supported but with a heavy heart. We need to go forward with love and respect for everybody. (A member asked Marcus if he knows why. Marcus replied he has no clue.) **Ron-** All of you have been here forever. This man is new and he brings new, and young, people to us and he has new ideas. We need to listen. This is totally embarrassing. I found out a week ago. I don't understand. We are all here so please explain it. **Jen-Lin-** On the issue of timing, I'm on the Personnel Committee, and after the probation period, the contract was extended for 7 months to this meeting. The evaluation was circulated right before Fair which gave the committee time to collate it all and get it to the Board. There was no conspiracy or any foregone conclusion before the evaluation. Rumors breed on half-truths. Ask and get the whole truth. **Brad L-** As a member of the Management Team, past Board member, and Personnel Committee member, and I have sat with Marcus at meetings and he is a good honorable person. The Board is limited in what they can say, legally. This many people at this meeting show the importance and ripeness of the intergenerational issue. It is hard to get people to participate and weigh in on issues. Many people come to the Fair just for the event. We need to honor Marcus for the job he has done and support the Board for the decision they are making. We all need to reach to our best place inside. **Ben-** Will this decision be explained? **Indigo-** The Board will speak after member input. **Ben-** Can we change that? **Chelsea L-** My dad, Marshall, worked to bring people into community in hope of a better tomorrow. Marcus arrived, from the outside, with an open heart, and he has represented what we are, what we stand for, and our mission. His ideas and visions speak for us who attend the intergenerational dialogs and now I am through the roof, I don't understand. I am disillusioned and I can't see the direction. We all collectively want to know. My Dad is rolling around in his grave. **Michael-** Marshall, rolling in his grave, one leg in...one leg out...shaking all about...This meeting was opened with a signed resignation agreement and its the Board decision whether to accept it. **Marcus-** I had no choice, the agreement was presented to me to sign or not sign. **Alan-** I'm a therapist and on my office wall is a statement, "if you can't change your mind, are you sure you still have one?" Please, all keep an open heart. **Rebecca B-** How many people are on the Personnel Committee, how many evaluations were turned in and how many people here turned one in? (Seven people are on the committee, 47 evaluations were turned in, and a number of hands went up as having filled one out.) It seems like a lot of people we know and trust have been involved in this issue. **Kiwina-** Many of our ideas and concepts come from being

different and our freedom to be different. We have the freedom to change and grow and be open. The same laws you might be bound to might be the same laws that almost took this place. It might be scary and might be new and a law might be protecting and might be binding. **Lucy K-** I was on the hiring committee and I'm glad we hired Marcus. He has been in a difficult situation as an outsider with this huge, cantankerous, cranky, grumpy family. I was saddened to hear Marcus had signed the severance agreement. I am trusting this will unfold for the greatest good. **David-** It seems like the Board has a conundrum it can't discuss and I hope at that at some point the Board will say "now, here is the good news!" **Dean-** There seems to be some confusion with the process and it might be good to table for a month. **Jim-** We have a process and this is an appropriate time to step back and reexamine the process. **Janet-** It is a waste of our money, and my money, to go through all this and then let the person go. **Marcus-** I wish I knew what was going on. It would be nice if someone would tell me what the horrible thing is. The Board does have a choice. Any Board member could make a motion to extend my contract and another Board member could second the motion. There could be a vote. This is not stuck on process. **Kenny H-** If this pans out without a contract will you still be with us and come back to the Fair? **Marcus-** Yes, I will be here and enthusiastically serve this organization. **Rudolfo-** It seems there is a feedback process but it seems to lack fact. With a bad feedback, there should be an example given so there is some obvious truth, and not just a feeling.

**Board Discussion: Chewie-** When the Board extended Marcus's contract in February, I was beating the drum to give him a chance. This has been a long process, 18 months, and I truly like Marcus. This is one of the hardest things I've had to do and it's not being done to make points. It's all in the interest of the Fair and I want this to work out. Marcus, you were given a choice to sign the contract and you chose to sign it, whether or not you knew what a severance package is. I resent the fact you said you were told to do something. You are not fired at this point and there is no severance until there is a vote by the Board at this meeting. I personally resent this character assassination of each person on this Board. I resent it, I'm done and it's not done lightly. **Jon S-** I am an Executive Director at a non-profit and I serve at the pleasure of my board and need to have a working relationship with my board. At any point my board could decide to not continue my employment. Personnel matters are discussed in executive session and straw votes are taken in executive session to learn the direction that a board is leaning. Official votes are made in an open meeting. If my board decided there were not enough votes to continue my employment, my board would offer me a severance package and I could sign it or I could take my chances with an actual contract vote. If I thought this was a railroading attempt I would stop it. I don't see an intergenerational conflict at the Fair but there is a problem with general disenfranchisement, regardless of age. **Paxton-** As Board members we can't talk about employment law stuff. Board members get instructed about what they can and cannot say. In our family we try to be open and in this area it is difficult and unfortunate. This evaluation is one of the best ever and it too is a confidential document. I have worked with Marcus for eighteen months, met with him monthly leading up to the Fair and gave him my views about getting integrated into the Fair. I have a list of things that were not getting done and I have concluded he is *an* executive director but not *the* executive director. There was a

nine month probation period, a second probation period and a short contract period. We thought that would raise questions from our Executive Director about long term underlying problems but there was no effort to work for some understanding. **Katie-** We all have issues with authority or we would not be involved with the Oregon Country Fair. We all have had experiences that have lead to beliefs that authority figures cannot be trusted. We've all been betrayed - someone quoted Daniel Berrigan. It is hard being an authority figure in this organization. We all, on the Board, have these same issues and we recognize them and we try to be good authority figures. We have information due to the position. If all the Board was replaced with new members who got the same information, the new Board would probably come to the same conclusion. No one is guaranteed a position as a paid employee. I support this motion because the Fair tends to err on the side of kindness, compassion, generosity and a strong sense of fairness and this agreement embodies all those things. **LT-** We heard some things like, if Marcus did not commit a crime, we should continue his employment. There are different standards for an Executive Director and the standard of "not being a criminal" is not it. The standard of being a really good fit for the job is what applies here. We are all fine human beings and most of us would not fit in the job. It is an extraordinarily special position. There are two trains of thought - one is the Board members are in a conspiracy in reaction to the intergenerational work. The other is this is a failed process and rush to judgment due to the way the probation was extended. The probation extension was an attempt to try to make this work. **Deane-** I did not fill out an evaluation. If everyone did, things might have been different. I will call for a workshop after the retreat to deal with what we want, an executive director or not. We are going to start over and we need input and it will be a public workshop for the family. **Anna-** I am up for election and here is the dirt on me. Once upon a time there was a girl named Anna who thought she could change the Fair and well, you can't do that, but you can join committees and have fun at meetings, all night long. Not good enough so I joined the budget process and the personnel committee and started another committee and this gave me many ways to dis myself and still get all the love in return. I helped craft the Executive Director position. There's feedback, maybe it's a feeding frenzy, so thanks for giving for as good as you get. Every time you go to the event I hope you get as much juice off it as I do. I was part of the Hiring Committee and I am sitting on the Board and have voted several times to try to help us figure out our governance thing. Stay tuned and stay here; we'll need you for the next step. **Katie-** I want to apologize to all those who feel like they were left out of the ED evaluation process. The process is defined in the Personnel Manual. The number of evaluation responses we got back far exceeds any past evaluation and it probably was because of the timing and when we were all here together. We got a great response. All of the information on the internet is not different than the evaluation information and nothing new has come forward. I conducted many one-on-one interviews with volunteers at Main Camp and after. The Board individually interviewed each of the other six employees. This decision was not arrived at quickly or lightly. There is not any attempt to keep a secret from the membership but only a desire to protect the employee. **Jack-** I am absolutely amazed at the campaign that has come forth. It is amazing thing to work this hard and try our best and deal with processing all the information. I had no

expectations, I wouldn't even think of asking others to come and support where my heart leads. I've had to make heavy decisions before. I am up for election and it's all the same to me. I've tried to work this out and so I am standing before you, as I have many times, and I have no fear in my heart - it's my truth and I rely on it. Thank you and I appreciate everything that all you have had to say.

**Chewie-** The members who voted for the people up here know that we are you and you are us. We are doing this with a clear thought process and LT put it succinctly about the time it has taken. I hope you can trust us knowing where we are going. I have talked with hundreds of people.

**Indigo-** I want to extend my gratitude to everyone here regardless of how you feel. The fact you are here means you love the Oregon Country Fair and that's why we are all here and doing this work and are interested in seeing it happen. I have given 20 years of my life to the Fair and live in Eugene because of the Fair. It is part of what I am. I understand the fact that Marcus has had to face a Board of twelve and try to hear them all tell him what he should do. We can't speak as one until we gather and vote. We did not come here to screw Marcus or make his life miserable. We have had his highest good and highest honor in mind through this. It is Marcus's right to not have the details made public. I am confident I am voting correctly for the voices of the many people I have talked with over many months. My vote is solid. I really like you Marcus and think you are a great guy.

**Diane-** Thanks all you guys for coming I know you are here for the good of the Fair and I hope you accept that those of us on the Board also have the good of the Fair at heart too. I want to thank Marcus for being a respectful, approachable, enthusiastic person and a breath of fresh air at the Fair. I hope you continue to participate in the Fair because any number of crews or committees would love to have your energy. As far as the election, I have never been a one-issue Board member and hope the voters will not be one-issue voters either.

**Lara-** I feel all the love in the room and my words are shaking. This has been incredibly hard on these Board members who have such large hearts and great heads. We don't take anything we do for you lightly. When I ran for the Board, I promised to have the best intentions of the Fair guide me at all times and sometimes that is really hard. I'm on the Recycling Crew and know all about that.

**Deane-** Marcus, thank you. Please stay. My vote will not be against Marcus but for the agreement.

**LT-** Regarding what Virgil said, and out of an enormous amount of respect for him, his family and everyone here, I want to speak on behalf of everyone on the Board who is running for re-election and particularly for our President, with whom everyone in this room has had a connection and understands why he is our President. If you decide on his continuation on the basis of this decision then "you don't know Jack."

**Paxton-** Thanks to all of you, I have learned a lot about the directions of the Fair and I want to see Marcus as a volunteer. Welcome to the family.

**Jon P-** I had some exceptions to the process. However, even though I had some exceptions, I can assure the membership that the severance agreement was offered to Marcus with the intent of the providing best possible conditions for him. I can also report with confidence that regardless of their position on the matter, each individual board member put their heart and soul into finding the best outcome that they could identify for both Marcus and the Oregon Country Fair. The motion passed 10-0.

**Check Signers: Chewie moved, Indigo seconded, to shift Check Signer Changes from new business to old business.** The motion passed 10-0.

**Chewie moved, Indigo seconded, to remove Marcus Hinz as a Check Signer for the Oregon Country Fair from all financial accounts.** The motion passed 10-0.

### **Member Input**

**Joseph-** There is one big piece of business according to the PPPM. There is no supervision mechanism for our paid staff. **Jen-Lin-** (She gave an Election Committee report - the report is published in the Fair Family News) Thanks to Kate Newhall and everyone at GOTV who made the Candidate Forum a big success. Thanks to everyone who participated at the Evaluation Meeting on Sunday after the picnic. There were a number of great discussions and the notes will be available soon. Thanks to Charlie, Norma and Steve for their support.

**Bill W-** Declared his enormous respect for the Board. **Amber-** From much past experience, I understand that creating and holding onto a vision is vital for dynamic individuals to get past the 12-headed monster. I request, as strongly as I can, that the board find a way to get us on track. We have the vision goals, but how can we use them to truly create a sense of empathy, of identity, of purpose on our Board? **Jim-** A workshop afterwards, as was suggested, to talk about the vision and the process and the things we can share coming out of this would be a vital experience for all of us. **Santos N-** I am moving to England and may not be back here, this year. I'm in love and going through a whole process with borders and applications. I want to say good bye for now. **Jon P-** The

following statement does not reflect the views of the OCF Board or the Fair. As we discuss our internal challenges let's remember that the nation will be having elections in less than a month and a half. If the current political trends persist and people of good faith don't rise to change the trend, many of the social and political advances that are valued by much of the Fair family may be lost or compromised more profoundly than in any recent times. Please Wake Up! Help turn this election around! (Paxton encouraged everyone to vote and to get their friends and neighbors out to vote.)

**Katie-** I started attending Board meetings after the 1991 Fair, a truly contentious time for the Board. I was new to the meetings, didn't know the issues but was awed at the passion of the people on all sides of the issues. It is amazing how much we all passionately care about the issues that confront this organization. **Indigo-** If I am elected for the next two years or not, I would like to see workshops next year about sound amplification, camping and path planning but also workshops to look at our governance, our structures and our growth in population or property. Regardless of the make-up of the new Board, I hope that all of you come to the work sessions to make this happen for the thousands of people who show up. This is a call to show up and be involved and participate.

**Janet-** I don't dislike the Board for this and I know most of the Board members and I hope that in a year or two that Marcus will run for the Board. **Jim E-** There are a lot of folks in the Upper Loop that are very worried about the Long Tom flooding and taking that area. There is a history up there and livelihoods that depend on the path. Can we get this concern out and work on how to prevent it from happening. **Steve W-** Path Planning has been watching the river for several years and we are doing things to armour the bank like planting trees and trying to slow down the progress to buy time. The next

Path Planning meeting, this fall, is on Sunday at noon on Sept 26th. The next LUMP committee meeting is in town on the 21st at 7pm and it is mostly agenda setting and so forth but will provide another focus. **Michael-** I am running for the Board this year, I live on Shady Lane and I've been watching the river in the winter and the river could feasibly punch through and take Community Village and everything north. If such a thing could possibly happen, I want to be sure the Fair to be ready with new places. I've got a cushy site and I'm not going to move unless it's from the river or my health. Our places are important to us, so vote for me. **Chewie-** Speaking of the river it's not likely to take the entire area from Strawberry Lane and Community Village and north. That kind of flood would be an amazing if it could possibly happen. The river does change and it is going to do what it is going to do. In the last twenty years we have lost bank and space. If it does happen, it could be all of a sudden. **David-** First, looking at the map, the closest place to the river is Shady Grove. Next, working S.O.'s don't count as members and we need to look into that. Finally, I am hoping the Board will have an announcement, something along the lines of a new position, where previous ED experience is needed.

### Staff Reports

**Operations Manager:** norma filled in for Charlie who is on a bike tour event (Cycle Oregon) that was planned months ago. He and Andy did a hundred miles today. norma said Charlie doesn't have anything immediate to report and will be with us next month.

**Administrative Assistant:** norma- Thanks to everyone for a wonderful picnic, especially my colleagues who worked to make it a success, and to Buffalo who was grilling, Toby Alves at the potluck, Bob Fennessey who booked our music and to the handsome Dick Stewart. The picnic is a participatory event and everyone helping each year - grilling, potluck, cleanup, and greeting- would be great. I've just had a vacation and Robin's staffing of the office was appreciated and stellar. My sabbatical starts October 1st. I'll be gone for the first couple of weeks and then back into town and on-call if needed. The Fair Family News will be mailed on the Sept. 23 because it is a week late due to this meeting. Thanks Kate, for the candidate forum. We had more money than originally thought for the Jill Heiman Vision Fund giving and it was wonderful to be able to send the extra money to the recipients. People were incredibly generous this year.

**Office Assistant:** Robin- Year nine, unbelievable, and the kids walk out feeling incredible. We had sixteen kids graduate after years of attending Culture Jam and they are asking "now what?" Thanks to the site crew for all the hard work, the Beaver Open folks who helped set up, and thanks for all the kitchen crew for feeding us eight days in a row, and thanks to Leslie, and norma, and everyone. We are all really proud. Two kids came from overseas, Australia and London, and they were great. Year nine, unbelievable, was strong and successful! People come to us and ask us to organize and help produce youth events based on what we do with Culture Jam. Deane asked "Is it true if you are a member of the Board of Directors you are invited to dinner and entertainment at Culture Jam on open mic night?" Robin, "Yep." Deane, "That's the main reason I'm here!"

**Site Manager:** Steve- The Beaver Open is a national association of hacky-sackers and they rent part of the site for Labor Day weekend (Main Camp, Dragon and Crafts Lot). They are well organized, celebrating their 30th event anniversary, into their third generation and know how to have fun. A number of the Beaver folk are Fair Family, they have been having their event here for about six years and a couple of years ago they wanted to start doing something more to show their appreciation for the Fair. Now they show up the weekend before Culture Jam and in a day's time they do an incredible amount of work for the set-up. It's becoming a more meaningful collaboration and there are members of Beaver Open that run other youth programs and we're exploring cross-over possibilities. Concerns raised this year about fire danger were unfounded. The Beaver Open group is always very well prepared. We stationed our best fire engine at Main Camp and the lead organizers were trained on its operation. In addition, this year the weather cooperated with rain a few days before the event. On site, the clean-up deadline has passed and the picking up is going on and on. It's all going well and the site looks great with the recent rain. During post-Fair week, Recycling and DeCon did a sweep to pick-up the trash in the lots. It made a huge difference and is much appreciated. There is a lot of hay left out in the lots. It was baled wet due to the pre-Fair weather so it will be composted.

### **Committee Reports**

**Peach Power:** Anna- The next meeting is Sept 27th at 6pm PDT at 442 Lawrence. A conference call line is available. Our goal is to have a Peach Power draft plan for the Board retreat that will outline the uses and stewardship of the Green Ticket funds.

**Crafts Committee:** Lara- The next meeting is the second Wednesday of the month at 6pm at the Fair office.

**Community Center Committee:** Lara- The next meeting is on the fourth Monday of the month at 6pm.

### **President's Peace**

**Jack-** I had a lot of fun at the candidate's forum and was nervous and excited. It was reaffirming. I appreciate whatever support arrives and I want to continue to serve as a Board member and President. This employment decision, and tonight's effort, was a hard one. Somewhere in the process in front of us, this will sort and settle. I appreciate and want to thank the Board for all its hard work. This was real hard work. The challenges, presented in whatever language, were met by this Board.

### **Adjourn**

The meeting was adjourned at 10 pm. The next regular Board meeting will be held on October 4th, at 7pm, at EWEB

The tentative agenda includes Donation requests, Budget Issues, Five-year OCF Transportation Plan Task Group formation (Jon S), Intergenerational Committee formation (Deane); \$1000 donation to Lane Extension (Deane); Change Line allocation for Proposition 19 (LT)