

**OCF Committee minutes 2019.7.10, Vision Action Committee (VAC)  
Pre-fair Meeting at the Mushroom on Wednesday, July 10, 11:00 AM to 12:30 PM**

**Meeting Summary** - Derived from the yellow highlighted parts of the transcript

Early in the meeting it was suggested that each VAC meeting focus on one goal and identify fair-wide stakeholders to help achieve goals. Take goals to the next level and create partnerships throughout the fair. Push back came with the realization that addressing one goal per VAC meeting would take an entire year.

The consensus of the 2015 Goals Review Summit Meeting was that the goals were working but the results of this meeting have never been disseminated, should we go back and do that? One goal we are missing is environment, maybe a new goal 10? These are our official goals but they are kind of expiring with the 50th.

Maybe what we should do is have more big meetings, deeper evaluation and discuss the expansiveness and comprehensiveness of these goals? It is important to do strategic planning, which the board is undertaking, to see where the goals fit in.

The fair has 9 objectives and has developed some strategies. A goal is an overarching thing, a mission statement. Each goal has different objectives, to accomplish each there are strategies. Each strategy has a feedback loop to see how we are going. We were confused about this in our list of goals.

An inventory of the goals is needed, what has been done? Consider a meeting that reviews this first. Committees should report on their progress to meet their goals to the board.

The VAC goals are separate from the boards strategic planning process although they go side by side. Our job is to ensure that the goals are in the planning process. We maintain information on whether the goals are being met and we should develop our own feedback loop.

It was agreed to conduct the post fair evaluation on August 18, to start holding monthly VAC meetings on line in the fall and consider a day or weekend retreat to look at the goals

**Transcript -**

Lily Harmon-Gross – Welcomes everyone and starts the meeting by asking people to give round robin self-introductions.

Fern – Sits on the response team and site mitigation crew (?). Interested in how the fair combines so many people.

Shirley – Leadership wants to be. Lives in Medford where it is difficult to be involved with the fair. Very opinionated and happy to throw in her 2 cents worth.

Peter Cornelison – Has been a VAC voting member since 2011. Scribe for most of those years. Interested in helping the fair go carbon neutral and using our considerable clout to advance a progressive agenda in Oregon.

Paxton Hoag – I am one of your board members and have been on the Vision Action Committee for 10 years and was involved in the tail end of the Vision Quest in 2006. For the last several years the Vision Action Committee (VAC) has been responsible for the fair evaluation meeting, the day after or before the Teddy Bear Picnic. Hope that the VAC can continue this.

Bobby Jo Newton – He has been with the committee since the inception. Need to make the goal statement meaningful. He has almost had it with the fair, he is too flamboyant for most people. Has invested a lot of energy. Wants to see stuff go on, follow through.

Wally – New ED, 4th day on the job! Interested in the VAC.

Lily – Grew up with the fair, blitz booth, Camping mediation crew for 5 or 6 years. Excited to see and be on this committee and is on the OCF Board. Board liaison with Peach's for this committee.

Peaches (Cynthia Peachey) – Worked with White Bird and is on the OCF Board. Great opportunity that will not come again. The Board is moving from operations to policy. Will be undergoing a strategic planning process. The VAC can be part of it. Vision action goals, revamp them going forward, and inform the board. Happy to be involved.

Win or Melissa – I answer to either. Wally is my dear friend. Here to support the fair and him.

Larry – Lily's parents have been friends of ours for 35 years. He is a student of process. Interested in watching our process.

Heather – Here to support Lily. Interested in words, how they shape reality, she is a wordsmith. The fair should go on for another 50 years. PhD in Organizational Development and Planning.

Johnny – Every system has a vision, excited that we have one.

Antrum – Back after several years.

Heidi – Grew up as a Fair child.

Penny – Wants to see what we can create.

*Others are in this group of about 18 people, but it's too hard to hear all their voices with the construction noise and distance.*

Lily - Goes over best practices and does an agenda review – **Suggests that each VAC meeting will focus on one goal and will identify fair-wide stakeholders to help achieve goals. Take goals to the next level, create partnerships throughout the fair.** An official strategic plan will be created, there will also be an evaluation meeting. We will set the next meeting date, and have a short evaluation of this meeting.

Bobby Jo – Primary purpose of the VAC is to ask “what are crews doing to reach the goals?” The VAC only did this once. Takes a lot of work to reach out.

Lily – Was this called the State of the Peach? There are excellent notes on the Fair Family.net site. Would like to create a State of the Peach document after our August meeting, use as a springboard towards the strategic plan. Hands out 1 copy of the goals and passes it around. Let's end this meeting at 12:30.

Peaches reads the goals to everyone.

Lily asks if anyone wants to start discussing one of the goals.

Diane Albino, OCF Board Member arrives

Do we have to stay with these goals? No. We are free to modify or drop or create.

Paxton – **Reviewing the goals one by one would be a years' worth of meetings. Do we really want to do it this way?**

Bobby Jo - Asks if everyone could attend the next on-line meeting.

Diane – Vision quest was the goal long ago. Progress on goal 1 is very slow. We still haven't surveyed our own crews to get an idea of where we are with this.

Martha – Talks about population growth of the family. We are bursting at the seams.

Lily – Asks again if people want to a focus on one goal per meeting and reach out to relevant crews for their feedback. On goal 2 for instance, ask path planning, recycling, site manager, stakeholders, what resources are need? How does this sound?

Martha – Asks if these are the appropriate goals. Stand back and look at the bigger picture.

Bobby Jo – On diversity, who we should invite? Will take a while to reach out.

Wally – I haven't seen vision statement yet. This should be incorporated in the VAC.

Diane – We are behind in diversity training re: other organizations. Really needed.

Lily - Reads vision statement for Wally.

Bobby Jo – There was never a vision statement but a mission statement. A mission statement was not acceptable to the board at the time.

Paxton – We held a Goals Summit Meeting in 2015 attended by about 60 fair family members at the Lane CC Longhouse. Consensus was that the goals were working but the results of this meeting have never been disseminated, should we go back and do that? One goal we were missing is environment, maybe a new goal 10? These are our official goals but they are kind of expiring with the 50<sup>th</sup>. I agree with Martha that we need to look at the big picture rather than try to take each goal on individually.

Lily – Maybe what we should do is have more big meetings, deeper evaluation and discuss the expansiveness and comprehensiveness of these goals?

Paxton – Important to do strategic planning to see where the goals fit in. Where are we going, what are we doing, why are we all here? Hillary mentioned there was a real difference between goals and intentions. She wanted us to develop a list of intentions, what are we trying to do?

Larry – I have done a lot of planning work, was a planning student in grad school. Heather has a PhD in organizational development and planning. A goal is an overarching thing, a mission statement. Each goal has different objectives, to accomplish each there are strategies. Each strategy has a feedback loop to see how we are going. Tweak as needed. Goals and objectives stay there until you accomplish them. Hard to keep strategies and goals separate in meetings, has seen thing many times, common problem.

Paxton – We were confused on this in our list of goals.

Peaches – Each goal has to have ways to reach the goal. An inventory of the goals is needed, what has been done? Consider a meeting that reviews this first.

Wally – Make measurable goals. Measures to reach each goal.

Martha – Objectives need to be measurable. 10% more by 2020, etc.

Peter – Siloed nature of the crews make it difficult to get feedback. Some goals don't speak to the work crews are doing. Better linkage is needed between crews doing the work and the goals. Agrees with getting crew leaders to attend, but their time, interest may be limited.

Diane – What ways can we reach diversity? Do surveys? Can we require coordinators to attend?

Peaches – First we have to decide who the stakeholders are.

A lot of us are getting older. Accessibility is becoming a bigger issue as time goes on. Getting around the fair and bathroom access.

Martha – Have we ever hired professionals?

Lily - The Board has used 3 or 4 professionals since I have been on the board. We are deciding on a compact or charter for the board. That may be the first step in the strategic planning process with our new Executive Director.

Martha - The crews are siloed. Ask crews what are you doing about the land and diversity? Just making assumptions about stakeholders may not be valid.

Bobby Jo – This could be important. Reach out to stakeholders, we are all stakeholders.

Lily – Likes the idea of reaching out to each crew. Reluctant to add too many surveys to the membership. Don't want to overload crew coordinators. Could reach out to each crew coordinator. Get statements by next meeting.

Bobby Jo – Create in person survey crews. Will take a little pushing. We won't get responses by email.

Martha – Only have so many opportunities to ask for input. What are really good questions to ask?

Lily – What if we do all this work and the VAC is siloed from the strategic plan? Are we OK with our work being redundant? Especially if we hire an outside consultant.

Paxton – Likes collecting data for feedback, we have never had this in our planning process. We have never used professionals in the planning process. Only recently have we used professional trainers. Our goals are the family's goals. He thinks **our goals are separate from the strategic planning process although they go side by side. Our job is to ensure that the goals are in the planning process. We maintain information on are the goals being met and should develop our own feedback loop.** Are people using them? In the past the VAC has passed out laminates, people stated using them. When a motion would come up at a board meeting, people would state it meets this or that goal. That has really dropped off a lot because the goals are not in the forefront.

Peaches – **Committees should report on their progress to meet their goals to the board.**

Diane – Most of our goals are current but we need a plan on how to reach those goals, that should be the function of the strategic plan.

Martha – How to integrate goals into our work? Every time the fair has a meeting, we should look at the goals.

Peter – Regarding timelines, when will the board embark on the strategic plan and could our work dovetail with them?

Lily - Would like to dovetail our goal review with the boards strategic planning effort but no real time estimate when the board will go forward except "soon".

Larry – The overall goal is for this fair to continue and evolve. **You have 9 objectives and have developed some strategies.** You have to figure out how to implement these strategies. Take diversity – the document states we will identify the background of fair goers. Have to be sure this is legal, be careful. Can't look at and decide ethnic background. Get the terms straight.

*At 44:59.61 on the second recording*

Bobby Jo – Getting voluntary responses is what we can do. We have done it before from our exit polls. Has to be coordination between processes.

Larry – Can't just make up a survey quickly, easily. Very difficult to write an unbiased, legal survey.

Pax – We have a survey crew from a professional team based out of Portland. They are doing an exit poll at the fair, a survey on elections process bylaws and can't remember third survey item.

Melissa – Diversity is a very sensitive subject. Invite people of color, LGBT, predigesting your own echo chamber, training needed. This type of concept that falls flat in the community.

Peaches- Wants to look at goal 9, organizational effectiveness. Looking at the document in totality, as a whole. Can some be melded together? Maybe some can be melded together, Venn diagram. Reach out and get input.

Lily - Has everyone's contact info.

Heather – Seems like the wish here is for immortality. The fair is an organism that has grown. Things move from growth to entropy and then rebound. Maybe this is the path for the fair? Things cannot go on forever. Very hard understanding to embrace. Growth is organic, but it also has to decline, what will replace it? How can it evolve? What is going to come next, shepherd the fair for the young voices?

Fern – That brings up the population questions again. Can we add a goal, take a goal away?

Paxton - Can we leave any goals behind? This is a Board approved document. We are supposed to review the goals. Appreciates Larry's definition of terms re: goals, objectives, strategies, etc.

Larry - Suggests a book he read in graduate school called "On being a Master Planner" book, something about community leader. (*cannot identify this book, Lily can you ask Larry?*)

Paxton - This has been Calapooia land, they have gathered here for 10,000 years. We need to figure out ways of sustaining and gathering here.

Shirley – Is this purpose of goal 1 to change the fair? Do we want to change what the fair has always been? The hippy ethnic is that everyone belongs. How to make everyone feel welcome? Should we change who we are to encourage more diversity? Do we really want to look like Lane County demographically?

Lily – To clarify, this is a misstatement of words. Now that we are learning that goal is the wrong word here, its also self-referential to that one objective. This is not the ultimate goal of the fair.

Larry – This goal comes out of the hippy ethic, wanting to make everyone feel like they do belong. How to make people feel welcome.

Do we want the fair to change to make outside people feel welcome? Remembers articles on the goals in the Fair Family News. Change ourselves, really?? This is one strategy that we can choose to change.

Bobby Jo – We could restructure the goals from the start. Regarding diversity, let's get real. Lane County and the fair is very pasty white. We will have to modify some of our stuff. The Ritz has been usurping Alaskan coastal native art, grates on Native Americans.

Lily – There are 15 minutes left in the meeting. What would serve us best at this point is to decide which types of events we want to hold? A winter retreat, the post fair evaluation, but this is about the 2019 fair rather than the organization. Hold another meeting to delve into the goals and the whole document?

Peaches- **Suggests meeting in the fall for a day long retreat to look at the goals. Hold both the post fair evaluation on August 18 and then another meeting, a retreat.**

Peter – In the past we have had day long meetings at the fair office in Eugene, overnights at Alice's during a weekend and a daylong meeting in Portland at the KBOO offices and a retreat center. Eugene people phoned in.

Lily – Does the fall feel like a good time for people? By that time, we will have more of an idea on how the strategic planning process is going to go. Being led by Wally or not. What will be the overlap between the goals and the planning process? Suggests we should start with a day long meeting not a whole weekend.

Bobby Jo – Does this mean monthly meetings?

Lily - Comfortable having monthly meetings after September and then having a one-day meeting. I can let everyone here know when we are meeting.

Paxton – Explains how the fair evaluation meeting runs. We have tried holding a vision meeting after the fair but the most recent fair is what people want to talk about. We use an open space of process, a marketplace of ideas. Put all ideas on paper then break out into two groups. Each group takes on the topics relevant to them then we get back together for an evaluation then perhaps break out into a second group. We have had food at these events, snacks since

these usually run from 11 to 4 PM. Paxton has all the materials. The last meeting was held at Entertainers Fire Pit, if rainy at the Hub Yurt.

Lily – From there we can go onto monthly meetings and see when to have a in person retreat, maybe turn it into a weekend. We are ready to wrap up so let's review action items.

Lily - will create an email list of this group; she knows everyone that is here. Will email out the meeting minutes.

Martha - Suggests getting the planning book Larry suggested and passing it around.

Peaches- Who are actual board approved voting members of the committee? If people want to be on the VAC officially, they should write a letter of intent to the board of directors. When decision points come up, we need to be clear who the actual voting members are.

Lily – Will include the link to the VAC site on the Fair Family website.

Paxton - Action item for me is to prep for fair evaluation meeting.

Peter – Would there be interest in doing goals laminates for the Teddy Bear Picnic?

Lily – Not interested in laminates for the picnic but likes having the goals available for the board members. Helpful to differentiate between governance and operations. Need to have just the goals to look at as we go through our meetings.

Sunshine – Wants to make the fair more accessible to other populations, community groups.

Lily – Quick meeting evaluation. Was the meeting place ok? Sorry for the noise but after the heavy rain last night our choices were limited. Was the facilitation ok? Good? Thanks.

Paxton – My a-ha moment was the difference between goal, objectives and strategies.

Lily – Thank you everyone, our meetings are open to all. Hope to see you at the Teddy Bear Picnic.

### Meeting ends about 12:30 PM

[Audio files of the meeting are here.](#)

Examples of past laminates:

