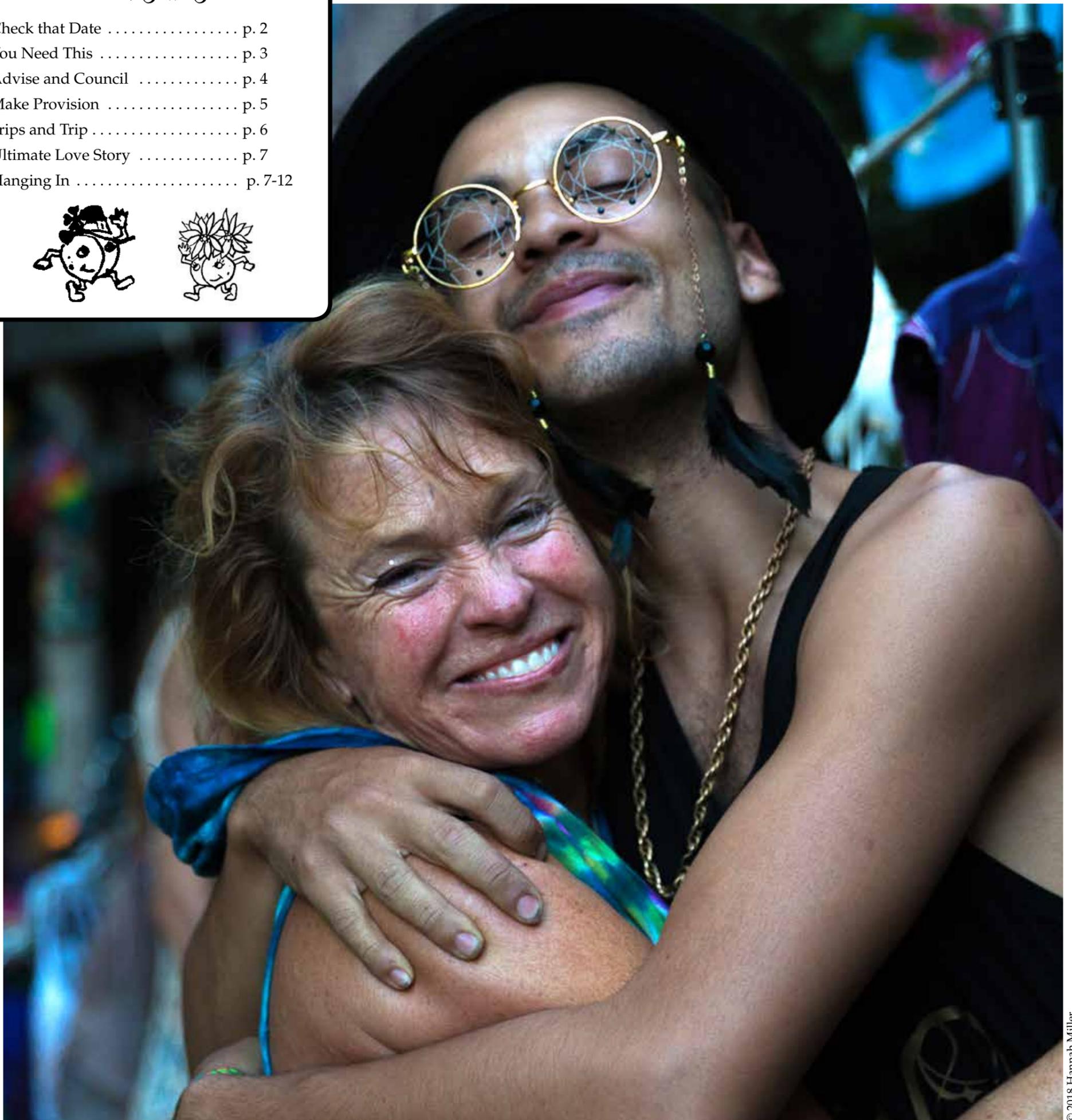




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## FAIR FAMILY CALENDAR

### April

- 16 Booth Registration, 6-8:30 pm, OCF Office
- 18 Booth Registration, 6-8:30 pm, OCF Office
- 20 Booth Registration, 10 am-5 pm, Eugene Saturday Market
- 22 Diversity Committee, 6 pm, OCF Office
- 23 Booth Registration, 6-8:30 pm, OCF Office
- 24 Craft Committee, 5:30 pm, OCF Office
- 25 Elders Committee, 7 pm, Grower's Market, 454 Willamette St., Eugene
- 25 Booth Registration, 6-8:30 pm, OCF Office
- 27 Booth Registration, 10 am-5 pm, Eugene Saturday Market
- 30 Booth Registration, 10-8 pm, OCF Office
- 30 All new craft applicants notified of approval status

### May

- 1 Deadline to return craft/food booth registration packet
- 1 Booth Registration 10 am-8 pm, OCF Office
- 2 Booth Registration 6-8:30 pm, OCF Office
- 4 Spring Fling! 2019 Fair Kick Off Party, 7 pm, McDonald Theater, 1010 Willamette St., Eug.
- 5 Vision Action Committee, 2 pm, location TBA
- 6 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 7 Booth Registration 6-8:30 pm, OCF Office
- 7 Peach Power Committee, 6-8 pm, OCF Office
- 8 Craft Committee, 5:30 pm, OCF Office
- 8 FAIR FAMILY NEWS DEADLINE
- 9 Community Village meeting, 7 pm, 1685 W. 13th, Eugene
- 9 Booth Registration 6-8:30 pm, OCF Office
- 10 Food Committee, 5 pm, OCF Office
- 14 Booth Registration 6-8:30 pm, OCF Office
- 14 LUMP, 6 pm, OCF Office
- 16 Booth Registration 6-8:30 pm, OCF Office
- 18 Elder Camp Claim/Clean up, 10 am-2 pm, OCF site, meet at the HUB parking lot
- 21 Booth Registration 6-8:30 pm, OCF Office
- 22 Food Committee, 5 pm, OCF Office
- 23 Booth Registration 6-8:30 pm, OCF Office
- 23 Elders Committee, 7 pm, Grower's Market, 454 Willamette St., Eugene
- 27 Diversity Committee, 6 pm, OCF Office
- 28 Booth Registration 6-8:30 pm, OCF Office
- 29 Food Committee, 5 pm, OCF Office
- 30 Booth Registration 6-8:30 pm, OCF Office

### June

- 1 Main Camp Opens
- 1 NO DOGS allowed on OCF property
- 1 Booth registration on-site office opens
- 1 All booth fees must be paid in full
- 1 No work on booths permitted prior to this date
- 1 Booth claim begins
- 1 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St, Eugene
- 3 FAIR FAMILY NEWS DEADLINE
- 9 One-year only Booth Claim Day
- 12 Mandatory food vendors meeting, 6:30 pm, Harris Hall, 125 E. 8th, Eugene
- 12 Proof of Insurance for food booths must be received by OCF Office. Bring to food booth meeting
- 13 Community Village General Meeting, 1685 W. 13th, Eugene
- 15 Elder Camp Claim/Clean up, 10 am-2 pm, OCF site, meet at the HUB parking lot
- 15 Last day for total refund of booth fees
- 22 Last day for partial refund of booth fees
- 22 Community Village General Meeting, 1 pm, OCF Site
- 23 Human Intervention Training at Fair Site
- 23 Board of Directors meeting, 4 pm, OCF Site
- 28 Last day to submit plans for major booth work
- 30 Last day for regular priced passes

### July

- 12,13,14 The BIG 5-0



## Happy Birthday Taurus!

Here's a shout out to all our great Fair family members! Every one of you deserves recognition for your hard work for the Fair!



**Attention Booth Members:** The 50th Anniversary Task Force is taking a survey and are hoping you would let us know when you first started selling your craft or food item at the fair. Please write to 50thocf@oregoncountryfair.org with the subject line BOOTH HISTORY. Thanks so much.

## Attention, Show Goers!

Daredevil Stage is now known as: DuCaniveaux Vaudeville Palace.

This change has been approved by Fair management, is already changed with maps, is getting updated with new signage, and will be an exciting new update for our 50th anniversary celebration. The Royal Famille DuCaniveaux helped build this stage many years ago and has committed to two performances per day ever since. We're thrilled to be able to honor them after all this time by naming the stage after this incredible group!

## Your Great Fair Story?

Our Essential Event will be having our fiftieth anniversary this year, 2019. To celebrate, we are collecting Fair Tales and Memories to share in the *Fair Family News*. Volunteers, staff, crafters, food booth participants, Elders, teens, entertainers, Community Village, Energy Park, Culture Jam participants have all played a significant role in creating the rich history of the Fair — so tell us your story.

Fifty years of gatherings, of family, food, music and fun have left impressions and memories that illuminate your Fair life. Stories about what it was like to work in a booth, to pull a Security or Traffic shift, stories of the people you worked with and met and came to consider family.

So get those stories to us, any way you can, in prose or poetry. Dictate a tale to someone who can get it down on paper. Word docs, typewritten, handwritten, composed in crayon — whatever! — send those yarns to the *Fair Family News*!



## THE FFN APRIL SHOWERS

Michael "Flood" Ottenhausen  
 Suzi "Puddles" Prozanski  
 Mary "Deluge" Doyon  
 Kim "Liquid Sunshine" Griggs  
 Brad "Precipitation" Lerch  
 Mary "Mist" Callaghan  
 Niki "Cloud Burst" Harris  
 Dan "Downpour" Cohn  
 norma "is back" sax

## KEEP IN TOUCH



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

## Commemorate the 50th with a Photo ID!

Photo ID celebrates our 26th year! From archaic polaroid tech to the digital age, through rain, sleet, mud, dust, skeeters and occasional power outages, we deliver the "lams."

For the past 26 years we've charged only \$5. Collect 'em all and see how much better you're looking over the years! Enjoy our friendly, comfortable, shaded waiting area, and dress up with our costumes and props!

If you have a year missing from your Photo ID collection, we may be able to create a retro-pass from our previous year(s) leftovers — just ask at the booth (a retro-pass is not an official Fair ID). See you at the Tail o' the Dragon!

### Photo ID Hours:

Wednesday, July 10:	8 am - 8 pm
Thursday, July 11:	8 am - 8 pm
Friday, July 12:	8 am - 8 pm
Saturday, July 13:	11am - 12:30 pm & 5:30 pm - 7 pm
Sunday, July 14:	Closed

## Vision Action for the Next 50!

The Vision Action Committee will be meeting on Sunday, May 5, at 2 pm, location to be announced. We are excited to carry our Vision Quest Goals into the next 50 years. We invite everyone to participate and share their ideas and spirit. The Vision Quest Goals — our guiding principles — can be found on the oregoncountryfair.net website under the documents section. Please check the .net site for the location update. If you need more information, please contact us through the office at office@oregoncountryfair.org

## Get on the FFN and/or Voting Membership List

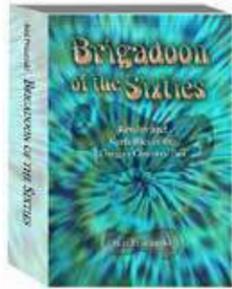
Tell us your name; your email address to be notified of the online version of the newsletter; your crew or booth number; name of your leader or booth rep; name of person who can verify your participation, and your mailing address if applying for membership.

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

Or Email to: office@oregoncountryfair.org



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- ritual transformations
- OCF Art Barn support

**WE LOVE YOU!**

Recently Unclassified  
Material

We accept UnClassifieds up to 30 words for \$5 each, per issue. Send listing with \$5 to O.C.F.-F.F.N. 442 Lawrence St. Eugene, OR 97401. For questions, information about display underwriting and to submit listings, Email bradlerch@aol.com

**BOOTH NEEDING REPAIRS?** OCF crafter will custom cut fir lumber from recent storms. Rough cut, any dimension- paneling, posts, beams, joists.

Great prices. Located 10 minutes outside Eugene. Morgan 541-517-4836.

*Jewels in This Light*, haiku and other short poems by Shasta Hatter is now available at amazon.com. Includes 2016 and 2017 OCF poems. \$8

**Vendor Seeking Boothspace.** Hello! I carve marionettes and have been a juried crafter since 2012. My Tolkien-esque and fairy-tale inspired puppets will add texture and intrigue to your

booth. Skills include carpentry, optimism, heavy-lifting. Call or text Mat for more info: 503-720-8525 or https://www.instagram.com/blacklantern-workshop/

Lisa Gladiola is looking for a booth to share, only need 4' by 2'. I have dolls and finger puppets & a doll house. Been doing fair since '08 and would love a permanent share. Good References 541-228-4082.

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- 5/10 Swingrowers & High Step Society
- 5/12 Dimmer Twins of Drive-By Truckers
- 5/16 Slocan Ramblers & Breakers Yard
- 5/18 Warrior King with DJ King Toby
- 5/19 Historic Preservation Talk & Tour
- 5/20 Yheti, NastyNasty, Eazybaked
- 5/26 Poor Man's Whiskey and Moonlight Jubilee

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&  
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If you are able to donate or volunteer please contact Mary at the Fair office, office@oregoncountryfair.org, 541-343-4298

## Prohibition Doesn't Work

Dear FFN,

In the last few issues of Fair Family News, I have read about people wanting to get rid of the smoking sections. While I appreciate their point of view and concerns, I wanted to point out that there are two sides to every coin.

For the last several years, there has been a lot of judgment going around. About everything. And while judgment is necessary and useful, it can also get out of hand. The arguments I read regarding banning smoking could easily be used to ban other things like sugar, or the vegetable oil used to fry foods. The argument about how companies target lower income/education individuals could be made for food or fashion as well. Furthermore, it ignores the fact that oftentimes people choose to smoke tobacco because it relieves stress. Being in a crowd all day can be stressful, and the smoking sections not only allow people to take a bit of a "break," but also

encourage new friendships and conversations with strangers, which isn't as easy to do while wandering The Eight.

I am the third generation in my family to be a part of the Fair, and I relish every year that I get to spend with both my elders and youngsters alike — together. But the interesting thing about family: Everyone is different. And I would like to hope that the Fair continues to be a safe place of no judgment for everyone.

I think history shows pretty clearly that prohibition of something with a long history of use doesn't really work. To me, it doesn't seem realistic that by banning smoking, all the smokers would just suddenly quit. I think that there would be far more health and safety issues if people felt forced to hide or sneak around to smoke cigarettes.

Ramona Freeborn

### FAMILY LETTERS

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

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

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

## Don't Want to Be Cranky

First I don't want to be a cranky person always complaining, and in that spirit I would like to offer some positive feedback. Watching Monday's Board meeting, it was apparent to me that our paid staff were not illuminated in the white blue light of a digital screen and if they were, they weren't playing games. Also the staff reports were submitted in writing! Thank you! When compared to previous meetings I noticed an improvement, which was more respectful to both the Board and the membership. Keep up the good work!

While on the subject of feedback, feedback is

a critical thing. The red and green paper — or binary preference indicator as I like to call it — is a simple way for the membership in attendance to unobtrusively share their sentiments in real time. It is unfortunate that our Board seemingly does not want feedback outside of curtailed facilitated abbreviated membership commentary. As a membership organization, it would seem to me that membership participation and engagement was something our Board would support. I hope they reconsider.

Doug Richards

Co-coordinator Cream Puff Sparkles/Crew Services



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## Fair Thee Well: Connie Debra Bender

by Margaret Joyce, sister of Connie Bender

It is with a great sense of loss that we say goodbye to Connie Bender, a beloved member of our Fair Family, who transitioned from this world on February 4 of this year from a stroke. She was 67 years old. Her passing was unexpected and a great shock to all who were close to her.

She had a great love of Oregon Country Fair and her "Fair Family." She will be greatly missed by them and by the many, many Fairgoers who came to her for readings and insight year after year..

In 1995 Connie was the first metaphysical, "non-product" vendor to ever be juried into the Fair. There was a question as to how would it be possible to go through the jury process without the ability to present slides. Connie presented herself to the board and did readings for everyone on it. She made it in.

Her booth registration sheets states the following:

Connie's product: Tarot Reading/Astrology

Technique: Insight

Material: Soul

Connie became a fixture at the Fair, holding down her beautiful, magical space close to the front gates, across from Dana's Cheesecake in the Left Bank area. Her booth was never empty and always had people waiting for their turn with a master Tarot reader.

She would start readings early in the morning for Fair folk before the gates opened to the public. She would read well into the evening for Fair folk after the gates were closed. She would read so much that she would have



trouble feeling her feet ... so she started wearing dance bells on her ankles to remind herself where her feet were. She could be heard jingling across the path in the morning toward Dana's to get a splash of cream for her tea and in the evening as she strolled around to get dinner and take in the sights.

Connie was an amazing being, a gifted Wise Woman, who was incredibly psychic. She was part fairy and contained a whole lot of magic in a tiny frame. She was able to deliver insightful, powerful and impactful readings in such a way that people could understand and take them in. Many people made a reading with Connie part of their annual Oregon Country Fair experience.

She created a private space for the people she read for in the middle of all the activity, creativity, chaos and sound of the Fair. In that space you felt safe and able to listen to the guidance that she had for you which she presented in a practical, down to earth way.

Behind that was her own private space affectionately named The Hilton. It was definitely "glamping" with its own bed, closet space, shelving and lighting — a space that got improved upon year after year. Having that space to relax in after a long energetic day was a blessing for her.

So, we say goodbye to our beloved OCF sister, friend and guide. She will be greatly missed but her magic will linger and touch all that come through the gates and past her space in the Left Bank.

If we listen, we will hear her bells jingling as she passes us making her rounds, saying hello, spreading her joy and her magic.



# OCF Child Care: From Picket Fence to Kid Palace

by Child Care Crew

Greetings from the Oregon Country Fair Child Care Crew! Ahead of the big 50th anniversary, we thought we'd take a moment to reintroduce ourselves and share some highlights from our little corners of Fair.

Since 1973, the OCF Child Care Crew has grown from a small group of Fair Family watching over a few kids behind a picket fence, to a crew of more than 120 trained, talented and amazingly qualified volunteers serving thousands of kids each year in two beautiful, secure, permanent locations. Despite the incredible heat last year, we had more than 3,000 individual visits. We can say with certainty we saw a whole bunch of hydrated, shaded, happy younglings and many, many happy parents and caregivers — and had at least a million smiles and laughs! We strive to take the magic of Fair, shrink it down to kid-size, and make countless special memories.

We offer safe, fun, enriching and entertaining spaces for children to enjoy some time doing kids-only Fair activities, while giving their caregivers a break to enjoy some grown-up time at the Fair. We are proud to offer a great variety of early childhood focused activities, including huge sand boxes, a massive "oobleck" table, fully programmed arts and crafts centers, quiet reading and game playing spaces, a dress-up area, puppets, and fully stocked play-kitchens and play-workshops. We also have an extensive entertainment lineup including visits from characters like Timber the Wolf, the Tooth Fairy, theatrical performances, live music, acrobats, jugglers, puppeteers, dance performances, among many others.

In addition to our two main locations, we have offered several attractions on Wally's Way, including a natural science exhibit, art installations,



New Kids Child Care on Wally's Way

and storytellers, which are available to all Fairgoers. We also staff two shaded, mellow spaces adjacent to each location, where we encourage kids and their grown-ups to find some respite from the commotion.

Our crew is full of highly trained, background-checked staff, including special educators for early childhood and for deaf and hard of hearing children, plus specialists in Sensory Processing Disorder, ADHD, and Autism Spectrum Disorder. We have our own retired State Child Care Licensor, who helps ensure that we maintain appropriate adult-to-child ratios as outlined by the state of Oregon, and a

full contingent of emergency and medical personnel, social workers, and camp counselors.

Come find us during Fair hours at either of our locations inside the Eight: Sesame Street Child Care is across from the Ritz, and New Kids Child Care is on Wally's Way between the Gypsy Caravan and Front Porch stages. There is no charge for wristbanded Fair Family, and the cost to the public is only \$2 per hour.

Children must be potty-trained and comfortable with the portable toilets. No bare butts, diapers, or training pants, please! We have a two-hour time limit for each visit, but caregivers are welcome to pick up their kids, offer something to eat and drink, and return as often as they like. So, come visit this year. We promise that your little people will be glad you did. Also, check us out on the internet at [ocfchildcare.org](http://ocfchildcare.org) or on the OCF Child Care Facebook page. Happy 50th, Family!

## Fire Extinguisher Update

by Fire Pye, The Extinguisher Guy, Fire Crew

Hi Fair Family! To begin, let me remind you that every fire we have ever had on-site during Fair the past five years has been put out using a fire extinguisher. This includes the car fire, which happened Sunday post-Fair at Far Side last year. Thanks Fire Lizzard for a great job!

I have a few things to update you about annual certification and Sanderson Safety.

Sadly, Mallory Safety, at 645 Wilson St., Eugene, does not do the annual certification anymore. But Mallory has a place for us to leave our extinguishers for servicing with Sanderson like we always have. This includes the three kinds of certification: annuals, six-year and hydrotest. When you leave your extinguishers with Mallory, be sure to label it "OCF Happy Days" with your contact info so James can let you know when they are ready for pickup. James: 541-221-6464.

The prices have gone up, so an annual will cost \$5 this year instead of

\$4. The six-year and hydrotest certifications have increased a little also.

This year I have arranged for Sanderson Safety to be at the Fair site on Monday, July 8, in the afternoon, to do annual certifications only. So if you have one or more extinguishers that are in the green on the gage and haven't been discharged, and do not need a 6-year or a hydrotest, you can have them certified then. Please RSVP me if you plan on using this new service so I can schedule the appropriate amount of time with Sanderson to accommodate everybody. To schedule, or if you have questions about six-years or hydrotesting certifications or anything else, here is my contact info and a link to learn more about fire extinguishers testing and use:

[https://www.bettendorf.org/egov/docs/1160167747\\_549163.pdf](https://www.bettendorf.org/egov/docs/1160167747_549163.pdf)

My e-mail is [uelgibbons@gmail.com](mailto:uelgibbons@gmail.com) My phone is: 541-870-1255. Please call before 8 pm.

Thank you!

**Each fire extinguisher needs to be certified every year.**



## Sound Bites

by Dean Middleton, KOCF Station Manager

We're just days away from the switch over to 92.7 FM and there's a lot of activity at KOCF. I have been updating our website, getting all our pages current. We have new art/logos and will unveil the new look on the website Saturday 4-20. I encourage you to check out the [KOCF.ORG](http://KOCF.ORG) site.

New to the site is the Upcoming Events on the home page. If you want to know about what KOCF is doing, check out Up Coming Events at [KOCF.ORG](http://KOCF.ORG)!

Just above the Upcoming Events is a new feature called Public File. It is required to be available for inspection by the public and FCC, if they should arrive at the station without notice. I figured this would be a place to keep it where anyone can find it. Please visit the site.

Andy Goldfinger has just ordered 250 each of 3-inch circle stickers, 4-inch black oval stickers and bumper stickers. We also ordered 100 new T-shirts to be printed and then tie-dyed with our new logo. We hope all will be available for the transmitter party at Whirled Pies on Saturday,

April 20. We are planning to do the switch-over during the show that night with a stage act to highlight the event at 8 pm. I just finished writing the script for the activities. It should be a lot of fun. If you don't see me there, it's because I'll likely be in Veneta, switching the transmitter over on cue.

I hope you all can make it as it looks like an incredible evening of fun, food, several raffles and good music for all ages, children until 9:30 pm. Again that's Whirled Pies in Eugene for the KOCF 92.7 FM transmitter party 4-20 starts at 6 pm. The opening act is The Beat Crunchers; Dragon Rose Caravan are the headliners with special guest Henry Holden.

I hope you all know about the Spring Fling this year. It's a 50th celebration event at the McDonald Theater. It will be on Saturday, May 4, starting at 7 pm. This year it will be a combined fund-raiser for Culture Jam, the Jill Heiman Vision Fund and KOCF 92.7FM. The evening starts out with Mood Area 52 and wraps up with the MarchFourth Band. Wow — what a lineup! KOCF will also be at the Saturday Market that day to broadcast live and represent the Fair, so please drop by and get a sticker or buy a T-shirt. That's a wrap.



# LATE NIGHT TRIPS



## Get Your Ticket to Ride ... And So Much More See you at the Fair and on The Bus

by Jerry Joffe and Mark Yarabinec

After our announcement in March's FFN about all the benefits, swag and reduced cost with 2019 Late Night Trips, we got lots of requests for Registration Forms. We want to expand ridership this year, and here is some information about Late Night Trips.

- I don't know how we do it, but the cost for a whole weekend LNT bus pass, including Thursday (see below), has been reduced to only \$20. And if that doesn't excite your bank account, we are also lowering the cost for all family members less than 18 years of age to absolutely FREE. The first 100 registered riders will also receive a free copy of the 50th Anniversary poster and a VIP laminate. I know it's crazy, so please spread the word to your crew or booth members and bring the whole family.
- Once again, Valley River Center (VRC) will be the shuttle site where Late Night Trippers can leave their cars. You will receive a special sticker for your car and VRC security will be aware of cars being left late in the parking lot. We will also be dropping people off at the Eugene Downtown Library.
- There will be buses on Thursday, July 11, from and to Valley River Center and the Downtown Library. Fair Family members who have registered for Late Night Trips can ride the bus out to the Fair at either 10 am or 3 pm on Thursday, get their wristbands and bus laminates, spend the day at the Fair site and then take a bus back to Eugene at 10 pm.
- To get out to the Fair on Friday, Saturday and Sunday, Late Night Trippers can use either the worker buses, which leave starting around 6:45 am until around 9:30 am from VRC, or LTD buses which start about 9:30 am from VRC and the Downtown LTD station and continue until around 5:30 pm each day.
- On Friday, Saturday and Sunday evenings, there will be two LNT buses after the Sweep: one each night at 10 pm and another at mid-

night on Friday and Sunday nights and 1 am on Saturday night (really Sunday morning, but who's counting). All the final information can be found in the 2019 LNT Registration Form and in the May FFN. The latest updates and the Registration Form can also be found at: [http://oregoncountryfair.net/2019\\_LNT\\_Registration\\_F.pdf](http://oregoncountryfair.net/2019_LNT_Registration_F.pdf).

- To encourage families to use the after-hours buses, all family members under 18 ride free and like before, anyone under 18 riding a LNT bus will have to be listed on the Registration Form and accompanied by an adult who is a signatory on that form.
- The bus pass laminate is once again outrageously beautiful and sure to amaze your friends. The first 100 registered Trippers will receive a special VIP laminate. Pick up your Bus passes at the Trouble-Shooting window, which is around the right side corner of the Wristband Booth, where you go to get your camping passes. Any adult who wants to use LNT must have an OCF issued camping pass.
- Late Night Trips is also looking for a couple of fun and responsible folks who like to stay up late and want to earn a free bus pass, to join the Late Night Trips team. If you are already planning to take the bus, please send your contact information and some convincing sentences to the email below on why you would be perfect for the job.
- Please consider all the benefits: You know, no camping gear or driving, sleeping in your own bed — need we say more? Of course, all the extra goodies offered to the first 100 riders and the lower prices make it a no-brainer. To receive a Registration Form, which will be sent out at the end of April, just send an email to [ocflatetrips@gmail.com](mailto:ocflatetrips@gmail.com) or go to: [http://oregoncountryfair.net/2019\\_LNT\\_Registration\\_F.pdf](http://oregoncountryfair.net/2019_LNT_Registration_F.pdf) and download the form.

## Site Report

There have been many Fairies canoeing the Fairsite, what with all the rain leaving it flooded. A few of the folks have come back with some odd stories—although, what is an odd story at the Fair. Am I right?

So anyway, folks have been coming back saying they have seen something swimming in the floodwaters. Not just the usual sticks, logs or stray plastic trash. It's one of those things where you see it, and look back again a minute later and everything else but that is still there, kinda things.

Now the current can be pretty strong among

those trees, so who knows what is floating just under the surface. And what with recreational combustion and all, can we be sure about what they thought they saw?

There were some dudes who told the story of some other group of folks; they didn't see it themselves, but were pretty impressed with what they had heard. So, some people have seen something and some people have not. There were emphatic declarations there was something alive in there, but not native: not a beaver or a nutria, or a carp.

Somebody who went out claimed they saw a

water dragon swimming in the floodwaters. They were canoeing through the Eight and did a double take on something moving in the water. Though there was a lot of brush, they saw it come through Community Village and follow the current towards Main Stage Meadow. When they tried to get closer, it ducked under some floating debris. It had tall ears or horns on its head, maybe, but it was only about two feet long. They couldn't get a real clear look at it, and none of the pictures they took with their phones came out either. If you believe this, you have been April Fooled!

## Oregon Country Fair/Burning Man Exchange Program

Have you ever thought about going to Burning Man? Do you want to go as part of the Oregon Country Fair/Burning Man Exchange?

The purpose of the Oregon Country Fair/Burning Man Exchange is to nurture the sharing of skills and knowledge about ways to create amazing event experiences. This application process is designed to make the exchange more intentional. It requires a commitment to meaningfully contribute at Burning Man, and then explicitly share your new-found knowledge with the Oregon Country Fair.

Each year a few people will be provided with passes to Burning Man and introduced to a few people or experiences that will (hopefully) benefit both events and enrich your experience.

If you are selected to take part in the exchange program, you will be asked to complete a survey after the event about what you learned and how the Oregon Country Fair would benefit from that knowledge.

Burning Man is the week leading up to and including Labor Day each year, which is Sunday, August 25, to Monday, September 2, in 2019. To participate in the program you must be on site for at least most of the week.

If you would like to apply to be part of the exchange, please fill out the Exchange Program Application, <https://bit.ly/2UcwAUp> (2019 Exchange Program — OCF to BMP). The application deadline is April 30. The results of your application will be sent by the end of May. If you have any questions you can send them to: [exchange@oregoncountryfair.org](mailto:exchange@oregoncountryfair.org).



Burning Man exchange participants from the Fair in 2018 (from left); Back row: Karen, Chard, Brad, Wally, Nicopetina, FireCat Tom, and Hailey; Front row: Cotterpin, Sallie, and Charlie Z.

Photograph © Geoffrey Squier Silver



# Coming Home: A Long Lost Son's First Experience at the Oregon Country Fair

by John Lyle, Child Care Crew

When some people speak about their home, they describe an actual physical place, a landscape or perhaps a structure. For others, home is bit more intangible, perhaps a sense or emotion that lives in one's mind or heart. For me it's very much the latter, as I realized the summer of 2006 at the Oregon Country Fair. It was there that I was moved by waves of happiness and gratitude after returning home after an extended absence. I had finally returned home — for the first time.

Though my experiences and reflections at the OCF were certainly not unique, they were profound to me and came at a significant time in my life. For the past several years I'd been growing cynical, disappointed, even angry when reflecting on what humanity does to each other and this incredible planet which gives us life. I was also feeling increasingly sad and guilty knowing our generation had essentially been given everything on a silver platter. We had so much potential, so many opportunities to change the world for the better. Indeed, our generation sought to change the world, yet it seemed that much of what we did was to buy into the corporate, consumer world and focus on money and things rather than on loving, sharing and networking.

This negative image was soon to be shattered by a separate reality. Watching the Fair unfold slowly from the start and gradually gain intensity was like the tide rising higher and higher on the shore of my heart. Blissful blurs of beautiful bodies of all sizes, colors and shapes accompanied sensuous, soulful smiles as amazing art, music and dance embraced me like I've never been embraced before. Once in the safe confines of the front gate, it seemed time was indefinitely suspended and the outside world, as I'd previously known it, simply did not exist.

Wandering up and down the winding trails and paths, I often had no idea where I was in a sense. Yet in a larger sense, it didn't matter. No matter where I wandered, I was precisely where I needed to be. Traversing the same little loops 40 times, each time was the first time. It was the ultimate love story: sensuous, safe, comfortingly familiar and excitingly new.

Until that time all the large events I'd ever attended were tainted by people who were moderately to seriously impaired. But not only were these people not impaired, they were the polar opposite. From what I could see, the drug of choice was bliss, produced by the united physical and spiritual force of thousands of hearts, minds and spirits connecting and re-connecting; affirm-

ing and re-affirming; creating and re-creating on a very high plane.

I've been blessed with being able to travel and live in many wild, remote places in the world and have met many amazing people, yet I'd never experienced anything quite like this before. Such a profoundly sacred psychic vibe of so many people grooving on the same wavelength was something I didn't know existed, much less where and how to tap into it. It became increasingly clear that here were friends and family. Everyone had a place and played an integral part. My world suddenly became larger and much more hopeful. I actually had a voice, and it was beautiful.

People looked at each other with eyes wide open; eyes filled with respect, acceptance and wisdom. At several points I was so overwhelmed with the whole scene that I found a place off the path to weep healing tears of gratitude. At one point I broke down and began sobbing. I felt a hand on my shoulder. It was a man many years my senior. Like me, he also had tears in his eyes, and he said to me, "It's OK brother. You're home now."

"For me there is only traveling on paths that have a heart, on any path that may have a heart. And there I travel, and the only worthwhile challenge is to traverse its full length. And there I travel, looking, looking breathlessly."

—Carlos Castenada from *The Teachings of Don Juan: A Yaqui Way of Knowledge*

I remember reading Carlos Castenada's first book while living and traveling in remote parts of the Amazon Basin in 1973. One of the many things that stuck with me all these years is Castenada's contention that the world is truly incomprehensible. We won't ever completely understand it; we won't ever unravel all its secrets. Thus we must treat it as it is: a sheer mystery. This is how I regard my experience at the Oregon Country Fair. When I ask myself the rhetorical question, "How could the OCF possibly be?" I think to myself, "because it was meant to be."

So to all you organizers and dreamers, planners and helpers, musicians and vendors, crews and more crews: thank you for being there. Not so much for my benefit but for your own; for the benefit of your children and grandchildren and all the young people who will carry on in this crazy, uncertain world. Thank you for creating and keeping alive an environment of the spirit which reflects the very best in humanity. Thank you for adopting me into your family. I will try my best to be a worthy son. I love you.



## BOARD OF DIRECTORS' BUDGET MEETING APRIL 1, 2019

7 pm, NW Youth Corps, Columbia Room  
(subject to approval by the Board at the May 6, 2019, meeting)

**Board Directors present:** Aaron Kenton, Cynthia "Peaches" Peachey, Diane Albino, George Braddock (Vice President), Jack Makarchek (President, alternate), Jon Silvermoon (alternate), Justin Honea, Lily Harmon-Gross, Lisa Parker, Paxton Hoag, and Spirit Leatherwood. **Board Officers present:** Hilary Anthony, Lynda Gingerich, and Kimberly "Kimmo" Howard. **Staff present:** Crystalyn Autuchovich, Shane Harvey, Stephanie Talbott, and 40 members and guests. Sam Rutledge facilitated the meeting. Note, Laurel Blaser has resigned from the OCF Board of Directors, so alternate Jon S. will move into the voting consensus.

This Board of Directors meeting is being videotaped and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings here tonight. To get links for this and all Board meetings, go to the Board section of oregoncountryfair.net and click on "Sign up to receive videos of monthly Board meetings." Please note, Board meetings held at the OCF site are not live-streamed due to intermittent access to the internet.

### Agenda Review

Jack announced the Board meeting would go until 10 pm and told members the red and green cards were distracting to Board and to not use them. Sam expressed some guidelines for the process of the Board meeting and confirmed the opportunity for member input. Some members expressed concerns and objections with not using the cards to express themselves.

The Board of Directors reviewed the agenda and discussed what items could be tabled or reconsidered, in order to prioritize them and make best use of the meeting time:

Jon S. said the appointment of coordinators has been shifted to Operations as of April 1, 2019, so unless the

Board makes a decision to change that then it would not be an agenda item. Aaron stated there was another motion on the agenda to extend the Board authority. Lily, Peaches, and Justin tabled the coordinator appointments.

Jon S. tabled his motion on membership input in committee business. Spirit tabled her motion regarding Board member disciplinary actions.

Crystalyn suggested Staff and Committee reports could be moved to the end of the meeting, and if there was not enough time the reports could be submitted to the Recording Secretary.

### New Business

Logo jury of craft items submitted for review – Justin  
The Ritz Sauna MOU 2019 – Justin  
Consider Office Task Force recommendations – Lily  
Authorize Operations Manager to approve use of winery property – Jon S.

50th sustainability initiative and carbon neutrality goals – Peaches

Board member job description – Lisa  
Code of Conduct review – Lisa  
OCF anti-retaliation policy – Lisa  
Secretaries bylaw amendment – Lisa

**Justin moved and Aaron seconded to move the logo jury of craft items from new to old business.**

STAFF: Crystalyn said the Ritz Sauna also has a logo proposal for review for one side of their coin, but was not a craft item.

MEMBERS: Jeff H. of Craft Inventory questioned the Board policy on logo use, and said only previously approved crafters are allowed to use the logo and thought the Ritz proposal would be circumventing this process.

BOARD: Justin and Aaron agreed to amend the motion to include the Ritz coin proposal in the logo items for Board review.

**Justin moved and Aaron seconded to move the logo jury of craft items and the Ritz coin logo proposal from new to old business.**

**Motion passed: 10-0.**

**Jon S. moved and Justin seconded the following motion, and request it be moved from new to old business: The Board authorizes the Operations Manager to approve, on a case-by-case basis and, as appropriate, in consultation with legal counsel, crew trainings to be held on the winery property when components of those trainings involve the property itself.**

**Motion passed: 10-0.**

### Donations

The Board received the following donation requests: \$1,000 for Bethel Farm, \$2,000 for Walama Restoration Project, \$500 for Greater Eugene Area Riders, and \$1,000 for the Leukemia and Lymphoma Society.

Jon S. said he would like to change the Walama Restoration Project amount to \$1,500. He also suggested the other Board sponsors of Bethel Farm and the Leukemia and Lymphoma Society be willing to reduce the requested amounts by 10 percent, and Justin and Spirit agreed.

**The Board approved \$900 for Bethel Farm, \$1,500 for Walama Restoration Project, \$500 for Greater Eugene Area Riders, and \$900 for the Leukemia and Lymphoma Society.**

### Announcements

Sue T. said the Eugene Saturday Market's 50th season started April 6. She said she would not be at the market opening as she recently took a fall, causing a broken thumb and concussion.

Jon P. said The WOW Hall annual membership meeting was April 3.

Jeff H. from Craft Inventory said the annual Lane Community College Pow Wow was April 6.

Jeff H. also said Craft Inventory creates inventory books every year (Information Book Experience) which is a database of the Fair crafters and crafts. They are at the Fair event Information booths, and housed in the office basement off-season. He said they are available for the Board or management if they would like to review it.

Chewie said the Coordinator Resource Group (CRG) has a report to provide to the Board and is moving forward functionally.

Stephanie said we are gearing up for an amazing Spring Fling featuring MarchFourth and Mood Area 52. This celebration of our 50th is open to the whole community and we are asking for a sliding donation at the door to support the Jill Heiman Vision Fund and KOCF. Our amazing auction will, as always, support Culture Jam. Please join us at the McDonald Theater at 7 pm on May 4. A big thank you to the Kesey family for donating the use of the space and to the McDonald staff for being so helpful.

Culture Jam is also holding a fund-raiser Monday, April 22, at Mazzi's in Eugene. Thirty percent of the night's proceeds will be donated if you present this coupon to your server. Please come see me after the meeting for your coupon.

Dean said KOCF would be broadcasting live

from the opening of Eugene Saturday Market. KOCF will soon be changing their frequency to 92.7 FM. There will be a Transmitter Party on April 20 at Whirled Pies in Eugene starting at 6 pm. See Dean's full report at the end of the meeting minutes.

Lily said the Vision Action Committee is starting up again and their next meeting is May 5 at 2 pm, upstairs at the Fair Office. If you are interested in being on this committee, please email the Fair office at [office@oregon-countryfair.org](mailto:office@oregon-countryfair.org). If you have questions about the committee, please email Lily at [lilyclearwater@gmail.com](mailto:lilyclearwater@gmail.com).

DJ said in a recent visit to Fair site and looking at the tree damage, he saw at least two stumps with grey water wells. Please contact the Archaeology Team via email at [ocfarchaeology@gmail.com](mailto:ocfarchaeology@gmail.com) for further guidance with downed trees and ground-disturbance issues.

Yah Mon Pete said he was hoping to show a new guitar he was making for the KOCF Transmitter party, but his workshop and house were recently broken into and many items were stolen, including two violins and an OCF bag. He is offering a \$1,000 reward for help locating the items, and is devastated. He wants us all to remember we are here because we love the Fair and love each other, and he will be playing at the KOCF Transmitter Party on April 20.

Peaches said the Peach Power Committee will be meeting each month on the Tuesday after the monthly Board meeting (usually the first Tuesday of each month), at the Fair Office at 6 pm.

Justin said Booth Registration packets have been sent out. If you are a crafter or food vendor and have not received your packet, please contact the Fair office to verify your email and address information. This is the second year Booth Registration has created a user-friendly portal for crafters to update their Peach Pit information, and booths can email [peachpitupdate@gmail.com](mailto:peachpitupdate@gmail.com).

Ichabod said after the storm damage, they did a survey of the phone system at Fair site. Most of the phone system is still good but there is one major phone cable to replace.

Jon S. thanked Fair family who attended the Eugene Women in the Blues benefit, and said they raised \$1,145 for WomenSpace.

#### Member Input

Firecat Tom expressed he liked the cards used by members at the prior Board meeting to express their opinions on issues, said it is a polite way for members to give input to the Board, and thought it worked out well.

Brad said he had been depressed after the last Board meeting and struggling with his response, feeling like he was not able to say anything — even to help bring peace to a room in chaos. He said it is a hard place to be in, thinks we are better than this and that we can learn to disagree with each other civilly. Brad said the cards could potentially be used effectively with guidelines on their use, and said the cards should be given to all members in attendance for fairness as a free-speech tool. He feels sorry for us and thinks we can collectively do better.

Bennett said he watched the video of the last meeting and thought it was hilarious. He is impressed with us, said we are a family, and families disagree. He continued, passion is an emotion, emotions are irrational, and that is OK. We are allowed to disagree on anything at Fair. A lot of us disagree about really silly things, but we still love each other and still respect each other. He said we could probably be more civil to each other and gave a reminder that we are putting on the world's greatest show (50th anniversary event) in less than four months: We know how to do this really well. We welcome anybody who comes to Fair and we say "welcome home" because we are a chosen family. It's OK to disagree but when we come back together to celebrate, it's important to acknowledge each other's individuality within the family.

Jon P. said from his experiences at Board meetings, if you don't agree with something then it sounds chaotic and disrespectful, and when you hear something you agree with then it sounds orderly and rational. He thought the majority of the people at the last Board meeting were respectful, on both sides of the issues, and thought the cards were good as a tool for efficiency and was useful.

Ann said a problem with the cards, with respect to alter-abled, is that if you are colorblind, they are grey.

Jen-Lin disagreed with Bennett, noting her 30-year experience with Community Village meetings where they operate by consensus, saying we can disagree and be civil but often when the passion gets high then the content gets lost, they hear passion and not reason.

Fire Dic said opinions of the last Board meeting are matters of perspective and that some extreme issues were being discussed. He thought it was civil with some passionate outbursts, and said we need to respect each other's disagreement and allow some expression. He said banning the cards from being used at the Board

meetings is a mistake and sends the wrong message to membership about being heard.

Spirit apologized for her use of "f-bombs" at last meeting, and said she would work on it.

Aaron said the cards were helpful for her, especially after membership was asked to not shake them to prevent the noise distraction. For future reference, she thought they were great.

#### Treasurers' Report and Budget Items

Lynda said the Capital Projects budget was tabled last month due to the need to assess storm damage on site. The total for storm-related damage is \$40,000. That amount needs to be increased by \$700 for damaged carts. The Budget Committee is recommending delaying the Main Stage rebuild for one year, and instead recommend stage rental and moving the sound booth at a cost of \$12,000, which brings the storm-damage total to \$52,700. There were no other changes to the other capital projects that were recommended to the Board last month, and that total is \$43,250 out of unrestricted funds. There is also \$24,550 in Green Ticket designated funds to be used for various projects, and \$6,000 for IT. The Board was provided with a list of all recommended projects and Lynda reviewed them.

Hilary said the Board was given a spreadsheet showing where the different funds will be coming from, and a projection of what can happen with the spending recommendations. This spreadsheet is showing our December 31, 2018, cash, which is \$1,430,990 total for restricted, designated and unrestricted cash. The 2019 end of year projection is \$1,259,709 and includes an Executive Director budget and one-time-only expenses for consultants and legal (about \$70,000) and for the 50th anniversary (about \$140,000). She explained the various expenses and allocations in the projected budget, and explained it was very difficult to determine what capital projects to recommend because there were so many proposals. Hilary noted Main Stage was disappointed, and hopes some concerns will be discussed more in the future such as staff involvement with projects where permitting is required and who is being held financially accountable for how funds are used.

Crystalyn said due to the Little Wing expansion, they have asked Deconstruction Crew to move their camp and are asking for funds to provide shade at their new campsite. She said this year's ticket sales are going very well, and compared to this time last year ticket sales are up \$30,000.

#### Paxton moved and Diane seconded to approve the Capital Project recommendations as submitted by the Budget Committee.

MEMBERS: Jennifer said she had a problem with providing funds to Deconstruction Crew for a shade canopy, saying she did not like special treatment for one crew. She said a few years ago many alter-abled folks were moved out of the old Craft Lot into Miss Piggy's and SCOF Lot with no provisions for shade. She said they were basically told, tough luck.

Jon P. agreed with Jennifer, saying that a situation like that for alter-abled people was unacceptable. He also said Deconstruction Crew is one of the most unrecognized, hard-working crews of the Fair, and without them the Fair would not happen the following year. He said they deserve shade because they have been working hard for decades, and need it to keep functioning.

Somerfield said he supported providing shade funds for Deconstruction Crew.

Chewie said he understands Deconstruction Crew puts in a lot of work, and noted they were previously offered one of the best shaded camping areas. He said Decon chose not to move their camp even though they knew they would have to eventually and were told several times. Chewie said he is in favor of all crews and people not having to bake in the hot sun, but he has reservations about providing shade only to Decon when they knew six years ago their camp would have to be moved.

Palmer said the newest Decon crew member is Jar and Vika's baby.

BOARD: Jon S. questioned Hilary, and asked if it would be a correct statement to say that if the budget the Board adopted is exact that we would actually be short \$245,000 and not \$45,000? He asked if these projections are based on some assumptions that are not in the budget? Hilary said the spreadsheet shows the actual spending budget previously described, the only difference is the positive \$30,000 allowance for underspending. She said the revenue projection on the spreadsheet is based on actuals for 2018. Jon S. said that was not his question, and asked what would be the bottom line if this budget proposal was adopted? Hilary said she did not have the number currently available. Lynda said there were several scenarios presented to the Board at the January Board Budget meeting. Hilary said the Board members get a copy of the adopted budget every month in their Board packet, and that

the revenue for admissions is almost exactly the same. She also said that in the budget that was passed, the pass sales and registration amounts were lower than our recent actuals for those categories. Hilary said she hopes they revise how they do revenue projections in the future to allow for more realistic numbers in some areas, and that the spreadsheet was more realistic to what may happen.

Jon S. also asked about the low and high range figures on the capital project list, and if the number budgeted is for the low range, is the assumption that the difference between the low and the high numbers is something we can expect to see next year? Lynda said no, that was not the expectation. She said the expectation is that projects will be reduced in scale. Hilary noted the Daredevil Stage is broken down into a two-year plan. Jon S. asked about a Construction Crew request for a reefer dock move, with a low amount of \$4,400 and high amount of \$14,100. It was confirmed the Budget Committee recommended \$4,400.

In regard to a reefer dock move, Crystalyn said there is a lot of potentially amazing things that could be put in, like a solar array. The capital project requests included some of those things that we don't have the capacity to complete this year. This year we will just move the reefer dock, and sometime in the future we may be able to do some other things.

George said he had the opportunity to be on the Budget Committee this past year participated in the capital projects review. He said going forward with strategic planning, there should be an increased emphasis on the comfort of people and how to make the experience more comfortable for everyone in terms of accessibility, health and safety. He suggested more hand-washing stations near food booths, and transportation to bring people from the lots comfortably.

Spirit wanted to acknowledge Jennifer's concerns about 4-A camping, said we may be able to address those concerns in the future.

**Motion passed: 10-0.**

Shane asked the Board to approve accessing the \$5,000 designated funds for roads to pay for the submittal price for the Far Side road vacation project.

#### Lily moved and Peaches seconded to approve access to the \$5,000 designated funds for the road vacation project submission to Lane County.

MEMBERS: Fire Dic asked Shane to explain the road vacation. Brad said he supports this motion as it will help our infrastructure.

STAFF: Shane said with our SUP, it relates to Aero Road and Chickadee Lane and the ability to have turn-outs instead of widening. Crystalyn said it will also allow us to secure the site better.

**Motion passed: 10-0.**

#### Jon S. moved and Diane seconded to approve changing the Board line item for research and education to \$6,000 to be used for a Board Retreat with Solid Ground Consulting.

MEMBERS: Shawn K. said he supports the motion knowing the Board members have a hard job and need all the tools they can get.

BOARD: Spirit supports the motion. Paxton said he has always appreciated the Board training he has received over the years.

**Motion passed: 10-0.**

#### Old Business

#### Spirit moved and Aaron seconded to approve the March 4, 2019, meeting minutes.

MEMBERS: Palmer gave blessings to Sam for facilitating, and Kimmo for recording the meeting minutes.

BOARD: Jon S. said there was a correction request submitted by Jain, which reads as follows: Under Staff Reports, CRG Report, where it says "The election process for these initial coordinator positions took place using Survey Monkey and was administered by the Elder's Council," it should say "...was administered by Katie Cousins and Michael James-Long, Elders." Spirit and Aaron agreed to amend the motion to include the change request.

#### Spirit moved and Aaron seconded to approve the March 4, 2019, meeting minutes as amended.

**Motion passed: 10-0.**

Aaron said that in October 2018 the Board approved transferring coordinator appointment approval and dismissal authority to the management team effective no later than March 31, 2019. She apologized for not addressing her concerns prior but feels at this time the Board should retain their authority over coordinators for the best interest of the Fair for stability until an ED is hired. She said the Board is used to making these decisions, that Staff is really busy, and that the CRG is just getting up and running. She said the Board is the final appeals process, in how she is understanding the NAO recommendations and what the Board has done in the

past. With the NAO recommending the final appeals process be with the ED, Aaron thinks if this authority is handed to management now then there would be no final appeals process.

**Aaron moved and Spirit seconded for the Board to regain authority April 1, 2019, over coordinator appointment approval and dismissal, until further notice. The Board removes authority from the Management team effective April 1, 2019.**

STAFF: Crystalyn encouraged the Board to read the letter Charlie Ruff wrote in October 2018 about his opinion on this. She thinks it will drastically affect our ability to hire and/or maintain management staff and said the CRG has some proposals for a dismissal process and will be meeting with them soon. Crystalyn has an interim process for appointing coordinators and will also be discussing it with the CRG. She believes the ultimate authority is always in the Board's hands under our Bylaws in Article VII, and that the Board could overturn decisions made by management.

MEMBERS: DJ said it is a bad idea, and we should not be stepping back in time.

Jon P. supports the motion of the Board retaining general authority, saying that our proposed system to have an ED does not exist in reality now. With the system having the ED as the linchpin, with a role in accountability between the Board and organization, he thinks it is irresponsible at this time to move authority without an ED or policies and procedures. With the extra load of the upcoming anniversary event and winter storm damage, this is not a good time to go into "question-mark-land" where none of this is defined.

Tom said if the Board intends to have an ED in three months, he sees absolutely no reason to extend an authority the Board clearly has no intention of exercising, and he referenced the last Board meeting. The only reason to extend authority would be to obstruct hiring an ED, and this would be the worst possible thing you could do.

Fire Dic said he hopes we can all be civil, calm, and not take things personally. He disagrees that this would taking a step back in time, it is a continuation of where we are, and sees a lot of changes going on and rushing to makes those changes happen. He said the CRG is still forming, and clarified they are not working on a dismissal process but a model for management-coordinator engagement. He said the CRG is still working on the structure of the processes of discipline and dismissal. He does not think management should have their own interpretation until those processes are in place, and that it makes sense to keep doing what we have been doing while moving forward and working on the system structures.

Ann said change is what we are about, and read our Bylaws Article VII, section one: "The activities, affairs and property of the Fair shall be managed and directed, and its powers exercise by and vested in, the Board of Directors." The Board is not giving anything up by letting things go to operations.

Chewie wants to understand the reason why to extend authority, when there are still no policies and procedures yet for coordinators. He said it is March 32 and we are completely dysfunctional in that we don't have a "buck stopper." Going with status quo until we have an ED is a better procedural way to move forward. CRG and Management are working together on this. Please don't change what works, at this point it is not functional to move authority.

Jen-Lin does not agree with the motion. She agrees with the sentiment that if we are looking for a lead professional, having already given "buck stopper" authority to our current GM, then this motion would make management question how they are being treated. To say moving authority would be adding to their workload is shortsighted and a slap in the face, with all that management has been doing the past two years. Jen-Lin said we have excellent management and should go with Crystalyn's interim planning while the CRG continues to work on their proposal.

Palmer said there was a potential conflict of interest due to Katy being appointed as a Registration Co-Coordinator and joked he could not talk her out of it. He said with the Board moving to a governance role, he can't think of anyone who does a better job of running the Fair than Crystalyn and is impressed she is still willing to do it after what she has gone through. He does not think Crystalyn should be chastised for having her computer open at meetings, and said she knows where to find the information when asked a clarifying question. Palmer wants the Board to continue moving forward with the authority change and know that Crystalyn is the "buck stopper," she has backup and the Board maintains ultimate authority.

Somerfield said all of this was movement forward, that it would be good to know more information about Crystalyn's interim plan and expressed it needs to be discussed openly and honestly with the CRG. He said right now this is our mediation process and these are

the people we come to when we have conflict; the last few months have been pivotal and now are regaining trust. We need to be at a place where we say of course we can hand it over to management, but there needs to be a process. He said we've been doing this for 49 years, so let's not change it until we get over this hump.

Chrissy agreed with Somerfield.

STAFF: Crystalyn said she agrees completely the CRG should have open meetings for member input and has been advocating for it.

BOARD: Spirit said it's not about whether somebody is excellent or not, but that there are a lot of unresolved things in the organization right now and are still working on an ED hire. She said it does not make sense to change things right now, and as a Board member has not seen any staff evaluations, which is weighing on her decision to move authority. She would also like to discuss more about Crystalyn's interim plan and hoped she'd had more details of it before the Board meeting.

Spirit said it feels like déjà vu in that there are no protocols, procedures and policies in place, even if other people say there are. She said if there are procedures, they are only known by few and are not consistent in coordinator expectations. She feels personally the Board should not be making certain decisions right now unless somebody makes an egregious incident. She wants the Board to pause, get its feet underneath them with stability and said they haven't made the steps yet to move to governance. Spirit feels the Board still needs to discuss the transition, wants an ED in place before authority is moved, and wants more stability within the Board, Staff and organization.

Lily thinks the Board clearly does not have authority to, or could effectively remove a coordinator, at this point. She does not support the motion to extend Board authority, but does want to support Staff. She supports sending a message to anyone we might hire that we support our Staff, and that moving authority will help take it off the Board's plate and make dealing with coordinator issues more quickly. She said it should not be a decision that comes down to time, but feels comfortable with the Board's authority under Article VII of the Bylaws. Lily noted that the Board was asked last month to put their trust and support in the CRG, and that Management has been directed to work with the CRG.

Aaron commented that if authority is moved, it will be perceived that Crystalyn is making the decision to remove a coordinator, even if it's a group of people making the decision. She said the CRG is critically important and is still getting started. She feels handing controversial issues over to management is asking a little bit too much, and said the lead professional will likely have a lot to say about what happens with the CRG and Staff. Aaron said it would be de-stabilizing to transfer authority right now.

Justin said he does not support the motion, and thinks we have amazing Staff. He said with all the operational things that have come to Board the past few months and the inability for the Board to come together shows a point in the transition to move toward governance. He thinks the Board has other things to address in terms of their duties, and trusts Staff to do their jobs and make those decisions. He often feels slights from some on the Board and membership around our Staff and he does not understand it. He said Staff gives and gives, they make good decisions and present us with opportunities to make informed decisions. Justin sees the transition of authority as moving forward and hopes in the future we can align with a leader to move our organization into the future. In the meantime, he trusts Staff, not just adequately but amazingly.

Diane agrees with Justin that our Staff has done an amazing job, and has been in it for a couple of years with not as much support as she would like to see. She wanted to clarify with Aaron that authority was not being passed to CRG but to our top management positions.

Jon S. stated a motion passed last year gave Crystalyn the authority of General Manager, so during Main Camp she has authority by herself to temporarily relieve any coordinator. She had that authority at the 2018 event.

**Motion failed: 2-8; Diane, Jon S., George, Peaches, Lily, Justin, Paxton and Lisa opposed.**

**Peaches moved and Lily seconded to approve appointment of Aimee Fischer, Suzi Prozanski, Richie Weinman, norma sax, and Jeya Aerensten to the Jill Heiman Vision Fund Allocations Committee.**

MEMBERS: Chewie said his only issue was the names weren't put forward before, but did not have a problem with any of the people. Kimmo clarified the names were not written on the post-it note agenda on the wall at the meeting, but that names were printed in last month's minutes and on the agenda sent to the Board members.

BOARD: Peaches read a statement from the JHVF Chair, Suzi Prozanski, and said the committee members

sent letters of intent to the Board for review.

Jon S. said he would vote for this motion, but since there is another proposed motion for committee processes he wanted to ask two questions: 1) if there was a call out for anyone interested in serving on this committee, and 2) if we move forward, he wants definition of the skills and qualifications that people on this particular committee should have, and how do the people we are appointing meet those skills and qualifications. He added if it is Aimee Fischer who used to be on his crew, then he is all in favor of that.

**Motion passed: 10-0.**

Justin moved and Paxton seconded to approve the submitted 2019 logo jury item list from approved Fair crafters. Jon S. asked to remove items numbered 1, 4, and 4b for further discussion. Jeff H. said item 1 had two things, so Jon S. clarified he wants further discussion on a T-shirt with arrows.

**Justin moved and Paxton seconded to approve the submitted 2019 logo jury item list from approved Fair crafters except item numbers 1 (T-shirt), 4, and 4b for further discussion.**

MEMBERS: Mouseman noted that for the first time he saw a logo item that was a marijuana pipe, and said we have come a long way.

**Motion passed 9-1; Spirit abstained.**

Discussion on logo item number 1 (T-shirt with arrows and peach logo):

BOARD: Jon S. said we have struggled with issued of cultural appropriation. He understands arrows are not exclusively Native American but, to err on the side of caution, he did not want it to be approved before considering that someone may find a T-shirt with arrows as being potentially offensive and cultural appropriation. He thought the decision should be made knowingly, if it's decided to be approved. He said he could go both ways on the issue, but wanted to make a conscious decision on that item.

Aaron's said her first reaction when she saw the T-shirt was, well this is not a bow shoot. Jeff H. held up the T-shirt and said the back had an image what looked like a quill feather and the words Oregon Country Fair, 1969-2019. The Board agreed the T-shirt would not be approved.

Discussion on logo item number 4 (A Day at the Fair songbook):

**Jon S. moved and Paxton seconded to approve the songbook, subject to confirmation from the crafter that all the songs are in the public domain or have received permission to use the songs.**

MEMBERS: Jeff H. said we have been selling the book for years, it's known that many of the songs are in the public domain, and he would be happy to contact the maker of the songbook for confirmation.

Ichabod said the copyright law is 17 years and then they become public domain. Palmer said it sounds like cheap insurance to verify the permissions. Firecat Tom wanted to point out this was a perfect opportunity for members to use cards to show how they feel.

BOARD: Justin wants to approve the songbook and get it into people's hands, saying they are common songs and fun to sing. He agrees with confirming the song permissions.

**Motion passed: 10-0.**

Discussion on logo item number 4b (T-shirt with OCF logo and name):

MEMBERS: Jeff H. said this T-shirt item was questioned last year but has been approved for four years in a row. He noted at five years a logo item becomes grand-elderly.

**Lily moved and Diane seconded to approve the logo item 4b, a short-sleeved T-shirt with the OCF logo and name.**

STAFF: Crystalyn expressed concern they look a lot like Staff T-shirts, especially in situations where someone might be seeking out Staff as a resource.

MEMBERS: Sue T. said she has shared the same concern the past couple years, but considering it is a multi-colored screen print thinks it looks more like a festive shirt than a staff shirt. Brad said there was one year when staff shirts had multi-colored printing. Komo said you can say the same for every previous year staff shirts, that they are the same but each year the shirts are different colors and the volunteers can differentiate those.

Shelly said you can buy old staff T-shirts on eBay anytime. Theanna said she has seen dozens of old Fair T-shirts at St. Vinnie's and Goodwill.

BOARD: Spirit said it was a beautiful shirt, but shared her concerns that it resembles staff T-shirts. As part of Security Crew, when they are checking laminates and wristbands, she said it can get conflicting at night or when there are large crowds, or when asking for help on the path of someone you might think is part of staff.

Jon S. was also concerned how closely it looks like a staff T-shirt. He realizes staff T-shirts are different each year, and understands that if he is wearing a staff T-shirt from previous years and there is an incident, he can be expected to be pulled into the incident to help if there needs to be additional bodies. He said buying the shirt and wearing it somewhere else would not be a problem, and that he has expressed his concerns in previous years.

Justin clarified the shirt says "2019, We are 50" on the front. Jeff H. said changes could be requested of the crafter. Crystalyn suggested the logo design be used on anything besides a T-shirt. Jeff replied it is on a pillow, bandana and several other items.

Lisa thinks they are beautiful shirts, but expressed the same concern about looking so close to staff T-shirts. She noted the crafter has other items that the Board would approve the logo on. Spirit said she would be OK with a sweatshirt, but not the T-shirt. Jack suggested long-sleeved T-shirts.

**Lily offered an amendment to the motion to approve the logo on all items of clothing, except short-sleeved T-shirts for adults. Diane agreed.**

**Motion passed as amended: 9-0-1; Lisa abstained.**

Justin clarified with Jeff H. that the current motion would apply to the crafter's logo items moving forward, since they will be grand-elderred into logo approval process.

**Justin moved and Paxton seconded to approve the Ritz coin logo proposal.**

George recused himself.

STAFF: Crystalyn said the Ritz token is different than a craft, since it is selling admittance into something, and this would be for a one-year approval.

MEMBERS: Fire Weenie supports because he likes the Ritz and likes the coins. Somerfield asked if the process was the approval of the peach logo on the coin. Chrissy clarified the two designs for the coin are the peach logo, and a drawing of a sauna. Ichabod likes it since he collects them. Theanna said she has a lot of respect for what the Ritz has done over the years, and thinks it's a great opportunity to represent us going into our 50th year.

**Jon S. said since what we are doing is authorizing the use of the trademarked logo, he offered a friendly amendment that the Ritz Sauna is authorized to use it this year in 2019, only manufactured once and not allowed to use the logo for any other purposes on future coins. Justin and Paxton agreed.**

**Motion passed as amended: 10-0; George recused, so Jack voted.**

**Jon S. moved and Paxton seconded the Board authorizes the Operations Manager to approve, on a case-by-case basis and, as appropriate, in consultation with legal counsel, crew trainings to be held on the winery property when components of those trainings involve the property itself.**

MEMBERS: Chewie asked what legal counsel was used. Crystalyn replied that Michael Gelardi from Hershner Hunter was the land use attorney, as well as Bill Kloos, who is getting ready to retire.

Fire Dic asked what was meant by "components of those trainings," if it meant a meeting in the buildings, and does it have to be integral to that setting only? Jon S. replied the intent has to do with what the crew would actually do on that site. In the case of White Bird having a training, part of that includes having to respond to a call on the winery property. If Traffic had training, then it might include how they direct traffic on the property. If Lot Crew has a training, it might include how they station their folks on the winery property. So, the training would have to need to use the property as part of that training, because of the nature of the training.

BOARD: Spirit asked to clarify if the training would be one of the four events needed to qualify for the current permitting on the winery property. Crystalyn said we would need to consult with the attorneys to ensure we are following those guidelines.

Diane said if we can only have four winery property events, she supports the White Bird training, and said we should try to get ahead before we run out of them because we are filling these requests.

Jon S. said that's why it is on a case-by-case basis, and Crystalyn would have to evaluate that need and also evaluate on the context of other kinds of non-training activities that we might be trying to put there in accordance with the permits that we have in place. So, this could only be one training approved this year, or could be more than one. Crystalyn added that Shane was our resident expert on land-use.

Aaron said she wants clarification on what the building can be used for other than an actual event. She believes we should be able to have meetings of some sort or form without it necessarily being against the rules, having to do with the building use and not the SUP. She thought it could be used for regular crew meetings that

weren't necessarily under the land use laws.

Jack said we have a motion on the table right now that gives us some use, and suggested that when it becomes clearer what we can do, then we can get more use out of it.

Spirit asked Wren if there was a greater benefit to White Bird having their training on the wine property. Wren said there are a variety of different reasons to make the training more concrete, and it would allow them the opportunity for a large group of people to get to see the layout of the property, how the first aid gear would be stored, how to enter the property and protocols for emergency response.

**Motion passed: 10-0.**

**Jon S. moved and Justin seconded the first motion regarding the Personnel Policy Committee:**

**Motion 1 - Purposed of Personnel Policy Committee (PPC)**

The Personnel Policy Committee is chartered to advise and assist the Board of Directors on personnel matters including:

1. Ensuring that a Personnel Policies Manual is maintained, updated annually as needed, and distributed to all employees.

2. Reviewing for consistency with adopted policy any Employee Handbook or employee procedures developed by operations.

3. Ensuring a comprehensive, fair, and equitable employee compensation system including both pay and benefits.

4. Assisting the Board of Directors in developing procedures to handle grievances concerning the Executive Director (or other lead professional).

5. As requested by the Board, advise or assist on matters concerning the performance, evaluation, and compensation of the Oregon Country Fair's lead Professional.

6. As requested by the Board or Lead Professional, advise or assist the Oregon Country Fair's Lead Professional.

7. Others such tasks as the Board of Directors requests or directs.

The Committee shall develop an annual work plan to guide the discharge of its duties. Note: The committee felt that an employee handbook, determining employee salary ranges, specifics concerning benefits, and employee grievance procedures were primarily operational issues that belonged in the purview of the Executive Director's responsibilities within the parameters set by any Board policies.

MEMBERS: Chewie said he was confused how it is governance and not operational. Jean was curious about what other such tasks the Board might direct to the PP Committee.

BOARD: Jon S. said he did not know what other tasks the Board might request. He said it's in the motion so the PP Committee knows they may be asked since the committee was renamed and a lot of the functions of the old personnel committee have been shifted, such as the hiring of employees has been shifted to the ED and on a temporary basis to Crystalyn. This attempts to try to give a framework for what the committee as a policy committee should be focused on doing.

Spirit asked if there were any changes that were not in the original NAO recommendations, as far as what the Personnel Policies Committee would be? Jon S. said he did not recollect the NAO recommendations addressing employee handbooks. Spirit also asked about employee salary ranges and Jon S. replied he did not know.

Peaches said the NAO recommendations included the PP Committee develop policies around employee work-life balance, as well. She asked in developing the policies, where is that process at right now with the PP manual in terms of separating the policies from the procedures? Jon S. said it has been turned over to the HR consultant and he suspects the PP Committee will use them as a resource, but the Board will need to ultimately decide if it wants an HR consultant for Board purposes that is the same or different as the HR consultant that Operations would have. He said it is a topic for future discussion.

Aaron asked Justin about the PP Committee providing a report about where they are at with determining the separation of policy and procedure. Justin said he thought it had already been talked about, that it was moved to the HR consultant. Aaron questioned if the motions were premature and if the Board should wait for the HR review. Justin said the PP Committee was trying to get some directive to move forward, and feels the motions are safe within a policy purview and scope of the committee, and that the motions can always be amended.

Jon S. said he does not see them as mutually exclusive goals, and the means by which the PP Committee is using them to ensure a PP manual is being made and he does not see a conflict. The committee had its name

and function changed, and has been waiting for directions on what they are supposed to be doing.

Spirit asked who was on the committee and Jon S. said it would be clarified in the second motion.

**Motion passed 9-1; Spirit opposed.**

**Jon moved and Justin seconded the second motion regarding the Personnel Policy Committee:**

**Motion 2 - Call out for Personnel Policy Committee Members**

**A two-month call out is issued for interested members to submit letters of interest for appointment to the committee at the June 2019 Board meeting. Applicants should indicate the skills, qualifications, and experience they would bring to the committee.**

**Note: Four members of the committee wish to continue to serve: Marlene Monette, Palmer Parker, Jen-Lin Hodgden, and Robert Jacobs. Currently the PPPM specifies that the Personnel Committee should have four to eight members and at least two Board liaisons. With the call out for new members, the Board has the option of appointing two to four new members. The committee did not feel it appropriate to set term limits or require reapplication without also doing so for all other committees.**

MEMBERS: Brad stated he has been on the Personnel Committee since 1992, and will not serve after the changes recently made, so will be retiring. He said as a member of the committee and it being his last opportunity to speak up, the last several years has been really hard being on the committee. He does not like as an organization how we are treating our employees, thinks social media is a disservice to all of us with the cultural wars we are going through, and wants to support our employees and hopes others do, too, moving forward. He was thankful for being able to serve.

BOARD: Peaches asked Jon S. about a previous draft of the motion that included terms for the PP Committee members, and he confirmed that language was removed. She also asked how many total committee members there would be. Jon S. said the current Personnel Policies and Procedure Manual refers to a Personnel Committee that can be comprised of up to eight members. In theory, the Board could appoint up to four new members.

Jon S. said he discussed his previous motion drafts with the committee and made some changes because the Board motion last October asked that the committee come back with recommendations. He tailored the motions to reflect what the committee wanted to do. The committee felt that setting term limits for just this committee was unfair, and that if terms limits will be set, it should be in the context of pertaining to all committees. He apologized for not noting that it had been edited from the original motion draft sent out.

Peaches expressed concern if there were more than four qualified applicants who wanted to join the committee, with some of the existing committee members having been involved for 10-15 years, she would expect a new committee with a new purpose to be opened up to everybody and that we start with a clean slate. She noted the NAO recommendations included a succession plan for committee members.

Aaron said it made sense to her that members on the old Personnel Committee would send in letters of intent stating their experience and knowledge to be considered for the new committee.

Justin said he did not mean to be snarky, but he hopes there is awareness of the irony of not calling out appointments of members to the JHVF Allocations Committee like there just was with the Personnel Committee. He said if there is a future move to put term limits on all committees across the organization, then that is a valid conversation to have. He does not see the need to remove those already on the committee, and said three people had resigned already. He has concerns with setting terms for a highly skilled-set committee, and said he does not see people knocking down doors to get on committees. He thinks we should always reinvigorate a committee when we have the opportunity.

Jon S. said if there were six qualified applicants interested, then the Board could amend the composition to be 10 people instead of eight. Peaches said it's about getting to a place where we are reaching out to membership, engaging membership, making room for new voices and having a succession plan. She hopes we can get more volunteers to join committees, but there are reasons why some are not interested because they feel things are locked-in, established and rooted in old ways with no opportunities for turnover. She said the knowledge of repeat committee members is important, but we should also be making space for new and making people feel welcome.

Diane said she can see making room for new committee members, but it's also good to have members with institutional experience on employment law and HR knowledge where you don't have to spend so much time catching people up to speed. If you toss them all

and start with new people, then you are starting a totally new committee where you lose a lot. Diane prefers a balance of experienced and new members.

Aaron said she wouldn't toss them all, she was just saying she would like to see everyone's qualifications and it was not a put down to those who have put in their time and effort. She said it is a new committee with a different directive and should be approached that way, and she hopes those with experience who have done such a great job will still want to serve and encourages that institutional knowledge.

Spirit said the institutional knowledge is important for continuity and believes the Board liaison accomplishes that. She thinks the PP Committee should have term limits and should be further discussed. For that reason, and wanting anyone who is interested, returning or not, to provide letters of interest, she will be voting no on the motion unless Jon S. wants to make an amendment. Spirit said this charge is different from the JHVF appointments, and the PP Committee has a lot of responsibilities. She said it is interesting that the Board put all sorts of limitations on the CRG, but with the PP Committee it's OK to serve for 20 years. She is looking forward to Peaches' motion regarding Committee Best Practices.

Paxton said he has no trouble with experienced members staying on committees, and that it is actually quite important for continuity. He supports the motion as it is.

Jon S. said most all the duties that are outlined here for the Personnel Policy Committee are things that the previous Personnel Committee was doing. So, he does not think it is quite accurate to say this is a new committee with a new charge because the PC was doing most of these things. As far as term limits, when the Board decides to address the question of committees in general, we can establish term limits and apply them to any of the committees that we so choose and move forward there.

Jon S. said if the motion is not passed, we have a reformatted committee that is going to want to know exactly what it is the Board wants them to be doing. He said this is one of the few instances where they are defining what the committee should be doing, and that all Board committees should have a defined charter and a defined purpose.

Peaches asked if the committee needed a Board motion passed for the Board to do a call out for interested members? Diane said yes, and Justin said we always have. Spirit said she thought they could be working with HR in the meantime. Aaron asked Jon S. if he would consider a friendly amendment to add that members of the current PC are encouraged to submit letters of interest.

Jon S. said there is no Personnel Committee, the Board renamed the Personnel Policy Committee last fall, and no he would not accept a friendly amendment that required the current incumbents to reapply to serve.

Peaches asked if the PPC wants to solicit new members, why does it require a Board motion to conduct the call out for new members? Jack said it can be confusing, and that there are some committees that have a certain level of importance that require more thought from the Board, such as the Budget Committee. If the committee came to the Board and said they would like new members, we would put a call out for the committee. Otherwise, committees come to the Board and ask to put a person on that committee, such as Path Planning. He said as we work through new policies and procedures for committees, that might get straightened out. Some committees are weighted because of the nature of that committee's role in the organization.

Lily said with what was being discussed, she wanted to make a call out for new members to join the Vision Action Committee.

Jon S. clarified this was a two-month call out for PPC members, to be appointed at the June meeting. The deadline to submit letters of interest would be before the June meeting to be considered, so the sooner they are submitted, the more consideration can be given to your letter of interest to be on the committee.

**Motion failed: 6-4; Lily, Peaches, Spirit and Aaron opposed.**

Peaches said she will put her proposal for Board Committee Best Practices up on the .net site or in the FFN. She said they may form a workgroup where committees can get together and discuss it, and said it was difficult to create a succinct motion. She will table the motion tonight and encourages those who are interested to give her feedback via email to [peachey.cynthia@gmail.com](mailto:peachey.cynthia@gmail.com). Her proposal is as follows:

#### BOARD COMMITTEE BEST PRACTICES BACKGROUND:

The OCF Board of Directors currently has 15 standing, active Board committees. Committees are delegated bodies charged with accomplishing certain work and

bringing information or recommendations to the Board for consideration. The existing Board committees vary quite widely in their work, timing, number of members, structure and charge and charter. The following motion outline is an attempt to develop a standardized set of best practices for all Board committees to ensure the most effective communication between the Board and the committees and to foster active flow of information to and from all members of the Oregon Country Fair. An attempt has been made to allow room for the committees to tailor these practices in a way that makes the most sense for the committees themselves.

#### DRAFT MOTION:

1) COMMITTEE CHARGE: Why the committee exists. a) With the assistance of its Board liaisons, existing Board committees will review any originating charter and revise to come up with a brief written purpose of their work to be submitted to the full Board annually.

2) MEETING SCHEDULE: How often and when. a) Board committees will submit a general outline to the Board for how often they intend to meet during different phases of the OCF calendar year. b) Upcoming meeting dates, times and locations will be posted on the oregoncountryfair.net calendar at least two weeks ahead of meeting dates and sooner, if possible, in the Fair Family News (FFN).

3) MEETING AGENDA: What will be covered. a) The draft agenda for upcoming committee meetings will be posted in the committee link on the .net site at least one week prior to meetings and sooner, if possible, in the FFN.

4) COMMITTEE MEMBERS: Who has a vote. a) Committees shall determine how many voting members, in even numbers, are most practical for their committees. b) With input and recommendation from the committees, board and staff liaisons, the BOD will appoint voting committee members. c) Committee members will serve for terms no longer than four consecutive years but may be reappointed for an additional term if vacancies are not filled or after a two-year hiatus has been taken. d) Committee appointments will be staggered with half of the members appointed every two years. e) Each committee will develop an attendance policy for its members. f) Committees will review and update their membership list yearly and submit the names and contact information for members to the Fair office.

5) OFFICERS: a) Each committee will determine its officer configuration but all must have at least a Committee Chair who is responsible for the effective functioning of the committee and its execution of charge. Other officers may include vice or co-chair, secretary and/or scribe. b) Officers will be elected annually by the committee members in a manner determined by the members. c) Each committee will develop a succession plan for its officers.

6) MINUTES: What's happening a) Draft meeting minutes will be posted to the committee link on the .net site no later than two weeks after meetings and updated after committees approve their final version.

7) BOARD REPORTS: a) Summary Committee reports will be submitted to the BoD, in writing, at least quarterly by the first January, April, July and October or more frequently if the committee meets on a regular basis throughout the year. b) Committee chairs or their designees are encouraged to attend Board meetings after reports have been submitted to answer any questions that the Board may have.

8) BOARD RESPONSE: a) The BoD will discuss and consider information and recommendations brought by committees and give reasons for action or non-action in a timely manner and may ask committees for further research. Board liaisons will act as conduits of communication between committees and the BoD, presenting communications and requests from the committee to the Board and relaying responses back to the committees.

All Board committee meetings shall be designated as open to the membership. Confidential meetings may be held, if necessary, for prudent or legal reasons. Committees may determine their own processes for member and non-member participation in meetings (i.e. designated periods for non-committee member input).

Spirit said a work session on the Board Committee Best Practices might be good.

Aaron tabled her motion about membership involvement. She also said she was not sure if the Board can agree on her proposed motion to create a task force regarding the Code of Conduct and wondered if there was still time to include it in the meeting. Jon S. said the Board should go on to the next item on the agenda, the topic of transparent open meeting laws. Due to lack of time for further discussion on the next agenda items, the Board agreed to end the meeting.

#### Staff and Committee Reports

*(the following reports were provided to the Recording Secretary after the meeting to be included)*

Crystalyn: Hi everyone,

Ticket sales have been outstanding so far! We are excited for everyone to come and enjoy the 50th event.

We are planning a meeting with the neighboring campgrounds, our other neighbors, and other key stakeholders for later this month. We are looking forward to collaborating with everyone to address various concerns.

As you already know we delayed the BoD voting on capital projects until this month so that we had time to assess damage from the snow storm. Shane will say more on this, but the damage was not as bad as we expected. Thank you so much to everyone who came out and helped with the collapsed barn.

We had a coordinator meeting in March that was at a new location that was not ADA accessible. We apologize for this oversight and we will make sure that it does not happen again.

I read the letter in the March FFN regarding staff having their computers open and I feel the need to respond. Yes - I am in fact working. I am taking notes, looking things up, setting reminders for myself, and sometimes sending emails that pertain to discussions and motions that occur during the meetings. I have been attending Board meetings for years, long before I became an employee, and I have seen employees on their computers that entire time. I also see staff on their computers at meetings such as Lane County Commissioners meetings.

We (the management team) have created an interim process for the appointment of coordinators. We look forward to working with the CRG and all other interested coordinators on this subject. The interim process is:

In taking on the role of being a coordinator for the Oregon Country Fair, people are taking on significantly increased responsibility, and at times their actions could have legal repercussions for the organization. Coordinators are also taking on significant financial responsibility for OCF resources and budgets. For that reason it is important that we have a process for making sure we work together to find the right people for the roles.

#### Nominations:

A current or exiting coordinator sends a letter or email to the OM nominating the new coordinator for their crew with info about why they are a good fit. All efforts will be made to honor the processes that individual crews have developed to choose their new coordinators.

The nominee will also send a letter or email introducing themselves, highlighting their qualifications/experiences and indicating they are willing to take on the responsibilities of being a coordinator.

OM will then discuss with the rest of management team

A member of the management team will reach out to the current coordinators, the potential new coordinator, and coordinators of other crews. This process may be more extensive in some cases especially if this is someone who is new to the family.

Assuming all is good, the OM will email the current and new coordinators and let them know. The OM will also announce the appointment at the following BoD meeting

If there are concerns, those concerns will be discussed with the potential new coordinator(s) and they can hopefully be addressed. If the concerns are severe or cannot be addressed, then the OM will let the person know that we will not be moving forward at this time and why.

Initial appointments will be provisional through the following event. Those appointments will still have the same roles, responsibilities, and budgetary increases. In the Fall following their first event, management will meet with new coordinators to discuss how things went. If there are concerns, provisional appointment may be extended for an additional event season.

As part of this initial review, the management team will seek feedback from crew members and other coordinators regarding the new appointees performance.

If there are concerns, then those concerns will be discussed with potential new coordinator(s) and they can hopefully be addressed. If the concerns are severe or cannot be addressed, then the OM will let the person know that we will not be moving forward at this time and why.

Some things we would like to develop ASAP:

Ideally we would receive feedback from crew members about potential new coordinators. Right now we do not have a way to get that. We hope that with provisional appointments, if concerns come up then crew members would have opportunities during event season to reach out to their BUM(s).

Work with CRG and coordinators to develop a manual for coordinators (budget process, VSB, inventory protocols, meeting schedule, deadlines, responsibilities

to the organization, volunteer injury claims process, etc).

Work with CRG and coordinators to develop an onboarding program. We hope this includes some training (CPR/First Aid, HI Training, etc).

Work with CRG and coordinators to develop job descriptions, first a general one that applies to all coordinators (or groups within the Fair such as entertainment, security, etc) and then eventually develop more crew specific ones.

**KOCF/Dean's report:** On Thursday, March 21, KOCF had a meet and greet fund-raiser at the Broadway Grill in Veneta. The event filled the grill and raised more than \$280 for the station. This is the second event we've done at the Broadway Grill. They are a big supporter of the Fair and KOCF.

With just 20 days away from the switch-over to 92.7 FM, there's a lot of activity at KOCF. I have been updating our website, getting all our pages current. We have new art/logos and will unveil the new look on the website Saturday, 4-20. I encourage you to check out the site: [KOCF.ORG](http://KOCF.ORG). New to the site is the Upcoming Event on the home page. For example, [on April 6] KOCF broadcast a live remote from the Saturday Market. Also on the website is a new feature called Public File. It is required to be available for inspection by the FCC if they should arrive at the station without notice. I figured this would be a place to keep it where anyone can find it. Please visit the site.

Andy Goldfinger has just cut a deal to get 250 each of 3-inch circle stickers, 4-inch black oval stickers and bumper stickers valued at about \$600 for an underwriting trade out. We also are paying hard dollars for 100 new logo T-shirts to be printed and then tie-dyed.

We hope all will be available for the transmitter party at Whirled Pies on Saturday, April 20. We are planning to do the switch over during the show, with a stage act to highlight the event at 8 pm. We have placed posters announcing the party all over town. There will be an ad in the Weekly. I hope you all can make a little time in your schedules for what looks like an incredible evening of fun, food and good music for all ages. Again, that's Whirled Pies for the KOCF 92.7 FM transmitter party 4-20 starts at 6 pm, Beat Crunchers (opening act) and Dragon Rose Caravan (headliners), with special guest Henry Holden.

Thank you all for responding to my request. We will be filing the FCC change of control (form 318) in the next few days.

Recently KOCF switched over from Century Link to Spectrum for our internet and phone line at the Lane Fire Authority building in Veneta. The change-over was challenging, with four installation attempts before we actually got it done. Last week I spent several days on the phone working with a couple of technicians getting one of our finicky devices to work on the new network. The operation was a success! We have some new shows starting soon and some other programming changes coming soon. I'll save that information for the [Sound Bites] article in the Fair Family Newsletter.

**LUMP:** The LUMP committee met Tuesday, March 12, at 6 pm upstairs at the Fair office. We'll be inviting representatives of crews affected by our gray water recycling proposal to our next meetings if funding is approved by the Board.

We gathered more information for the descriptive part of the Outer Limits management plan for the LUMP manual, for which we may print a 50th anniversary edition.

**Path Planning:** Path planning met on March 17. During a morning walkabout, a green space was trialed for mapping with Avenza and cardinal points were retrieved by drone. Some smoking locations will need to be rebuilt this year and improved with fans installed to divert smoke.

The committee would like to invite a rep from Info Crew to the April and/or May meetings to conference about resources they provide and ways they can be better supported.

There is a strong desire from Recycling to move compost over to the winery and they would like a disposition from the Board in order to do so.

The 2020 work plan will be drafted at the next meeting on April 14 at Alice's from noon to 3 pm.

**CRG:** The CRG has had some growing pains. Within these growing pains there has been a commitment to continue working together and tackling the necessary and important work ahead of us. We are simultaneously working on our mission, vision and internal processes.

We held our first large, open meeting where we worked on obtaining coordinator expectations for a discipline and dismissal policy, and we are working on that policy. We are making progress. The CRG is also working on a more detailed document that will further describe the group's function and processes, and how the group will interact with other Fair stakeholders. We are working on obtaining a facilitator and have determined an internal decision-making process for

the group.

**Diversity Committee:** They met March 25 and discussed the renaming of the Committee now that it is not a task force. We decided to continue calling it the Diversity Committee. We are seeking new members and will put a call out at the Board meeting. We agreed to remove the members who have missed three meetings as per our committee agreement, if they don't resign. The Committee wants to encourage folks from a cross-section of the Fair to apply.

It would be beneficial to have representation from craft and food booths, Entertainment, Security, Traffic, Recycling, and other areas of the Fair. It would be great to get more folks involved who have experience with the many issues around diversity, equity and inclusion. How to get diversity among craft booths was discussed as well as increasing diversity on crews. Recycling has openings and is actively seeking diversity on their crew.

Another idea was to reach out to past participants in the Diversity Pass Program to see if there is interest in being a volunteer at the Fair. Also discussed was whether this was a policy or an operations committee, and it seems to be both. The next Diversity Committee meeting is on April 22 at 6 pm at the Fair office.

**JHVF Committee:** The JHVF Committee met last Dec. 4. Discussion included a review of last year's process and successes. There is planning for the 50th that includes designing and creating a resting, lounge type informational and donation space in the area allocated at the southwest (?) corner of Jill's crossing that may be called Jill's Joint. There has been much coordinating via email and plans are being drawn up for the design. The members of the allocations subcommittee are currently reviewing all donation applications (there were around 20!) and will meet on April 15 for the selection process. Last year the Fund raised more than \$45,000 which was a new record. The committee is excited about its goal for this year of \$50,000 for the 50th!

**Peach Power Committee:** There have been a consistent attendance of six to seven people for the recent three meetings of the Rebooted Peach Power. We have been discussing the current Solar Array at the front of the Fair and ways for expending it to closer to its capacity. At the April meeting a proposal for upgraded panels that will increase the capacity significantly without needing to expand the current structure's footprint was brought by George P. and approved. There will be a motion for a budget adjustment for the project from the Peach Power funds at the May Board meeting and work can get started right away with the goal of having the upgrade completed by this year's Fair.

At the April meeting there was a selection of officers. Paxton is treasurer and Peaches is filling the roll of secretary and chair until more new members can be recruited. There is active outreach for meeting participation.

The committee charge has been revised and updated as follows, to be submitted to the Board for approval: The Peach Power Committee will:

Make recommendations to the Board of Directors concerning the annual investments to and use of the Peach Power Fund.

Prioritize Peach Power and/or capital projects for implementation that will demonstrate the Oregon Country Fair's investment strategy values of sustainability and responsible stewardship.

Educate the general public and Fair family, in cooperation with relevant committees and crews, about renewable energy, energy efficiency, water conservation, grey water disposal, solid materials disposal management, composting technology, soil conservation, and using low-impact transportation through the projects funded.

We have started the process of reviewing the priority planning list last updated in 2012, checking off completed work and updating work priorities.

**Bylaws/Elections Committees:** At our last meeting we reviewed the motions that are directing our work. We feel we have completed a good portion of the work requested in the first motion and we started working on election procedures. Please see reports from our other meetings. The full reports for each meeting are on the .net site under Committees and Bylaws & Elections.

We are working on a survey to get membership input. We hope to get assistance from someone with expertise in survey writing to make sure that it is not biased.

A summary of our suggestions follows:

We looked at Mary Miller's recommendations regarding elections. One of her recommendations was to change to 12 board members with three-year terms, then each year four board members would be elected. There would no longer be alternates. She also recommended that Board members step down for one year, after six years on the Board. This group does not feel strongly for or against these ideas. We will put questions about length of Board member terms and possible term limits on the survey. We wonder how changing the

number of Board members would affect the quorum required at a Board meeting. A quorum is now six for a decision to be made. Could it stay the same or would it need to go up? These changes would require bylaw changes.

The set of requirements Mary suggests for Board candidates also provide fodder for the survey. Her requirements include attending a two-hour orientation, attending at least three Board meetings over 18 months, and answering specific questions in their candidate statement. This group does not feel strongly that they need to be required but they could be recommended. We generally support the idea of increasing candidate statements to 400 words. We strongly support the idea of asking candidates to answer three or four questions in their candidate statement but brainstormed more than four questions. Maybe we were thinking of forum questions too. Elections already has info on the .net site for potential candidates. Legal and managerial responsibilities and expectations of Board members could/should be added to that info. These suggestions do not require bylaw changes.

We suggest candidates include answers to these questions in their candidate statements.

1. What is your experience with or on a nonprofit board?
2. Describe the skills and experience you bring from the non-Fair world that would be an asset to the Board.
3. How many Board meetings have you attended (virtually or in person) in the past two years?
4. What are the main issues you see the Board working on and how would you prioritize them?
5. What is your experience with risk management?
6. How would you balance transparency with the need for confidentiality?
7. What does it mean to you to be a Board member?

The next Bylaw/Election Committee meeting will be on April 28, 1-3 pm at the Fair Office.

#### President's Peace

Jack thanked everybody for the courtesy in allowing him to set some expectations at the beginning of the meeting, and said the meeting went well. He announced that Laurel Blaser resigned from the Board and wanted to thank her for her service and diligence. He is looking forward to the 50th, knows there is a lot to be done to put on a successful event, and has positive thoughts about moving forward through the next 50 years.

Jack said everything that was in place to allow the Board and membership to come to a conclusion was done. He said we can only move forward and he thinks the process of a super majority is important. He thinks we might have a better understanding of exactly how much we'll be dealing with that notion moving forward into the future, and that consensus is the goal. Jack thanked everyone.

#### Draft Agenda for May 6, 2019, Board Meeting

##### 7 pm at NW Youth Corps, Columbia Room:

- Approve April 1, 2019, Board meeting minutes
- Approve January 28, 2019, Board Budget meeting minutes
- Membership Input in Committee Business — Jon S. (previously tabled)
- Board Committee Best Practices — Peaches (previously tabled)
- Membership Involvement — Aaron (previously tabled)
- Transparent open meeting laws — Aaron
- Closed session recordings and minutes — Aaron
- Board legal representation — Spirit
- Create Task Force regarding Code of Conduct — Aaron
- Rights of the Board to potentially suspend a Board member — Spirit (previously tabled)
- The Ritz Sauna MOU 2019 — Justin
- Consider Office Task Force recommendations — Lily
- 50th sustainability initiative and carbon neutrality goals — Peaches
- Board member job description — Lisa
- Code of Conduct review — Lisa
- OCF anti-retaliation policy — Lisa
- Secretaries bylaw amendment — Lisa

