

# FAIR FAMILY NEWS

OREGON COUNTRY FAIR ONE CREATIVE FAMILY

VOLUME 27 ISSUE 9

FEBRUARY 2020

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## FAIR FAMILY CALENDAR

### FEBRUARY

- 17 BoD Work Session, 7 pm, Northwest Youth Corps, Columbia Room.  
Topic: NAO Report Part 1 & 2
- 18 Committee Best Practice Work Group, 10 am-noon, OCF Office
- 24 Diversity Committee, 6 pm, OCF Office
- 26 Food Committee, 5:30 pm, OCF Office
- 27 Elders Committee, 7 pm, Growers Market, 454 Willamette St., Eugene

### MARCH

- 1 Teen Crew applications available online at [www.oregoncountryfair.net](http://www.oregoncountryfair.net)
- 1 Committee Open House and Best Practice Review, noon-3 pm, LCC Long House, 400 E. 30th Ave., Eugene
- 2 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 3 Peach Power, 6 pm, OCF Office
- 4 FAIR FAMILY NEWS DEADLINE
- 10 LUMP, 6 pm, OCF Office
- 11 Craft Committee, 5:30 pm, OCF Office
- 12 Community Village General Meeting, 7 pm, United Methodist Church, 1376 Olive St., Eugene
- 13 Pre-Sale Tickets available online only
- 15 Path Planning, noon, Alice's
- 16 BoD Work Session, 7 pm, Northwest Youth Corps, Columbia Room.  
Topic: Bylaws and Elections
- 23 Diversity Committee, 6 pm, OCF Office
- 25 Food Committee, 5:30 pm, OCF Office
- 26 Elders Committee, 7 pm, Growers Market, 454 Willamette St., Eugene
- 27 Deadline for grant applications from environmental agencies to the Jill Heiman Vision Fund
- 28-29 Elders Spring Retreat, 10 am-dinner. Elders Camp Cleanup is also included as part of this Retreat.
- 30 Registration packets mailed to booth reps

### APRIL

- 1 Deadline for craft jury application submissions, including logo items
- 1 Registration, Craft and Food Packets mailed to booth reps.
- 6 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 7 Peach Power, 6 pm, OCF Office
- 8 FAIR FAMILY NEWS DEADLINE
- 9 Community Village General Meeting, 7 pm, United Methodist Church, 1376 Olive St., Eugene
- 9 Booth Registration, 6-8:30 pm, OCF Office

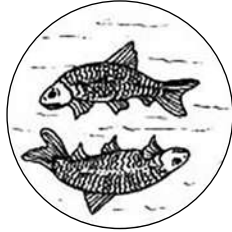
### JULY

- 10-12 We love OCF!



## Happy Birthday Pisces!

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!



## Non-Voters to be Removed from OCF Voting List

by Heidi Doscher, OCF Membership Secretary

Are you a voting member of the Fair? Maybe not!

The Oregon Country Fair Bylaws on membership requirements changed a few years ago. In order to stay on the Member List, one has to vote at least once every three years. One does not have to be a voting member to retain their role during the Fair.

We have many people who have signed up but who do not vote in the annual elections. If we have a current address, we will send a postcard to those being removed from the voting member list. If we don't have a current address, non-voters will still be removed but we won't be able to notify them.

If someone is removed from the voting list, they can still vote for Board members if they fill out and return a new voting member registration form 30 (or more) days before the Annual Meeting in October.

Member registration forms are available during the Fair at the quartermaster desk in Main Camp, at most Info booths, and from the Get Out the Vote team. Year round they can be found at the Fair office, downloaded to print from <http://www.oregoncountryfair.net> or email [elections@oregoncountryfair.com](mailto:elections@oregoncountryfair.com) to have one sent to you.

If you have any questions about your voting member status or need to update your address, please contact [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org).

## OCF Committee Best Practices Open House

March 1, 2020, Noon to 3 pm

LCC Longhouse, 400 East 30th Ave. at the north end of LCC parking lots  
Potluck! Snacks and finger food.

Join us for a rousing discussion of how our committees work. What are best practices? How do we become more transparent and efficient? How do we communicate the work of the committees?

More information to follow. Please RSVP to [peachey.cynthia@gmail.com](mailto:peachey.cynthia@gmail.com)

## KEEP IN TOUCH



Oregon Country Fair  
442 Lawrence St.  
Eugene, OR. 97401  
(541) 343-4298

[FFN@OREGONCOUNTRYFAIR.ORG](mailto:FFN@OREGONCOUNTRYFAIR.ORG)  
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## Diversity Committee Reaches Out

The Diversity Committee strives to support the Oregon Country Fair's goal to increase the diversity of all aspects of the OCF community. Some things we'll be working on this year with Fair Family include:

- assessing Fair family demographics;
- articulating inclusion, diversity, and equity expectations for coordinators and other Fair leaders;
- organizing an April learning opportunity that will educate on how to foster a welcoming, inclusive, diverse, and equitable environment.

In an effort to have a way for folks to offer suggestions, concerns, and experiences pertaining to these and other subjects of diversity at OCF, the committee has set up an email address: [diversity@oregoncountryfair.org](mailto:diversity@oregoncountryfair.org). We look forward to hearing from you!

BE MINE

## FFN SWEETIE PIES

Brad "Spanish Coffee" Lerch  
 Mary "Champaign" Doyon  
 norma "chocolate naughty" sax  
 Kim "Strawberry Shortcake" Griggs  
 Niki "Bon Bons" Harris  
 Daniel "Death by Chocolate Cake" Cohn  
 Suzi "Chocolate Cheesecake" Prozanski  
 Michael "Rum Cake" Ottenhausen  
 Mary "Truffles" Callaghan

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

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

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

Or Email to: [office@oregoncountryfair.org](mailto:office@oregoncountryfair.org)

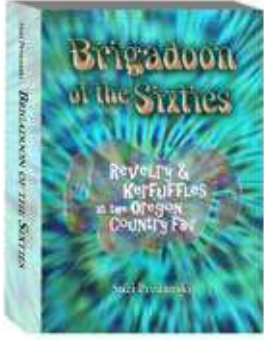


**Recently  
Unclassified Material**

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

**Now on sale!  
Brigadoon of the Sixties**

Another epic slice of Fair history from  
Suzi Prozanski



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**WE LOVE YOU!**

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**Art Bingo!**  
A benefit for  
**The Karen's Fund**  
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www.karengfund.org • 541-686-8885

Sunday, February 23<sup>rd</sup>-4pm-7pm  
Gratitude Brewing - 540 E. 8<sup>th</sup>

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<b>WOW HALL</b> 8th & Lincoln All Ages 687-2746	2/28	Eugene LIVE!: Novacane / Spiller Laundry / Fashion Jackson
	3/10	Wishbone Ash Argus Live
	3/14	Jam Into the Dead III: Help On the Way / Brothers Jam
	3/15	Eugene LIVE!: Critical Shakes Yuvees / The Shaky Harlots
	3/18	Brent Faiyaz / Grip
	3/19	SteveH
	3/20	Sweater For An Astronaut
	3/25	Full Moonalice

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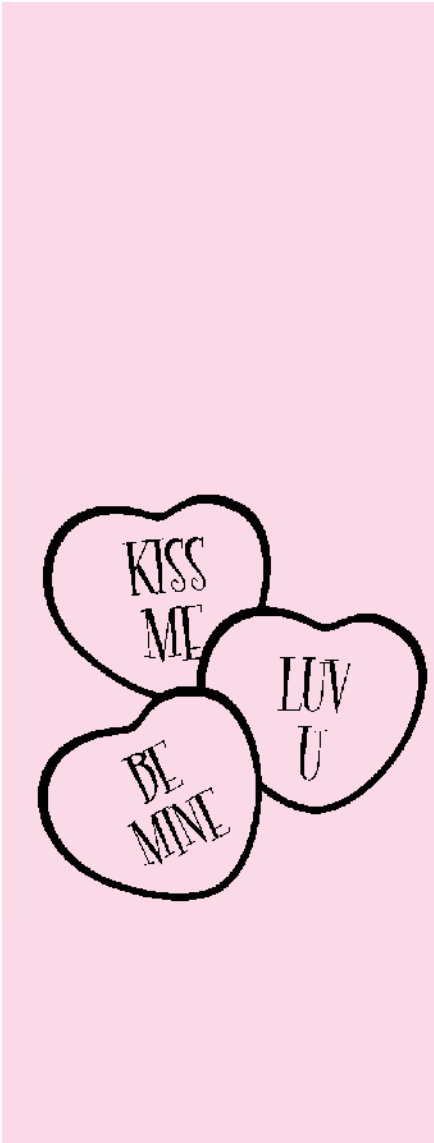
**Scribe Tribe**

The Fair is seeking volunteers to take meeting notes and assist meeting conveners.

Duties include attending meetings year-round, approximately once a month, and recording minutes, transcribing and distributing minutes, making edits, and possibly helping with reminders, notices, and calendars.

These positions earn a wristband either for the Scribe or an SO (if you already get wristband from elsewhere). Need to have computer skills.

Join the Scribe Tribe!  
Contact peachy.cynthia@gmail.com for more info.



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## No Excuses — Clean Air For All

### 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).*

Dear Fair Family,

I have been a part of Fair since the first Fair. I have been reading the editorials imploring the ban of tobacco inside the Fair. I was very disappointed to read the Board Minutes and responses of Board members in the January issue of Fair Family News.

We have a responsibility to stand up for what's right, and allowing tobacco smoke to contaminate the air we all breathe is just wrong.

I was once burned on the arm by someone with a cigarette on the crowded path.

I have asked people to please go to a smoking area and received unpleasant responses.

The smoking "area" by the drum tower is impossible to avoid. Standing in line to get a calzone is wretched. Then there is no place to sit and eat

— it's taken up by smokers. I can only imagine how horrible it must be for booths next to these smoking zones.

At least move smoking outside the gates. Create a fire-safe zone by parking. If people can't bear to walk outside the gate, perhaps they could get a nicotine patch for the weekend.

Saying people will just smoke anyway or go in the bushes is a poor excuse for putting off making a safe and healthy Fair and a statement for healthy standards.

Please ban smoking tobacco inside the Fair!

In health,

Linda Brittain  
Elder

## Needs of the Many Outweigh the Needs of the Few

Dear Fair Family,

OCF powers that be: Please consider moving the Main Stage Smoking Area! The Smoking Area has a deluxe, large footprint with shade trees and many benches, which could be used by nursing mothers or some of the elder folks.

It has become quite difficult to maneuver around it. One has to go by the smokers to get to the toilets, the Alter Abled area, the ATMs, the water station, the General Store, and to get to the Security door for Backstage.

The blowback of smoke is bad for children and families sitting in the Main Stage Meadow. When the Meadow is full of people, one has to climb over a very uneven, high mound of dirt to get around the Smoking Area. (That mound could be flattened.)

Please consider moving the Smoking Area away from the highly trafficked area.

Deb Trist

KLCC, Entertainment



## Health Over Habits

Dear folks,

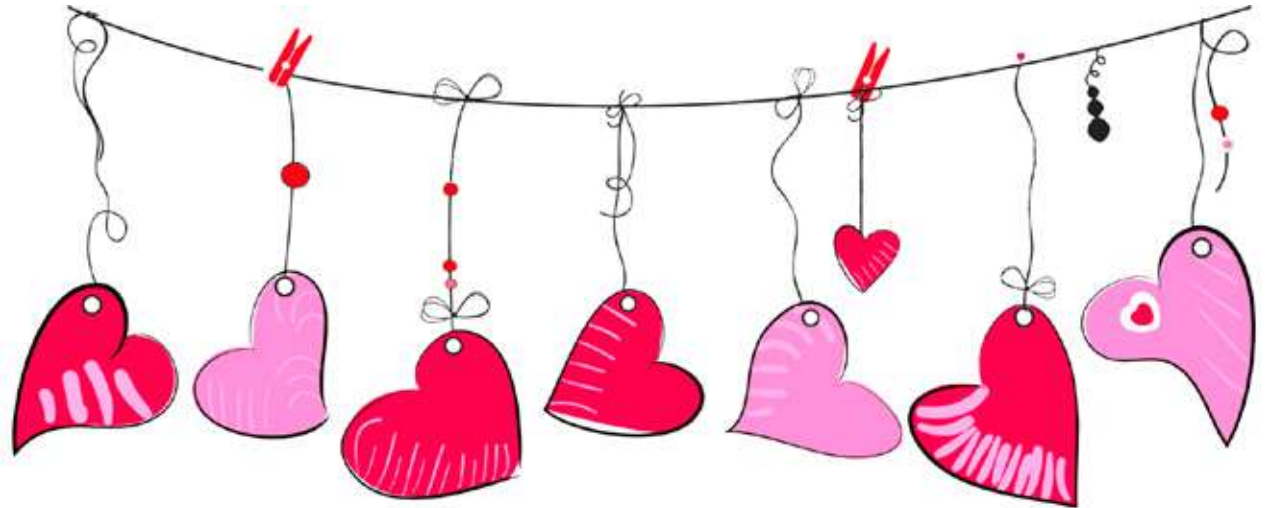
I was very pleased to see so many letters about the smoking policy.

For me, it's a serious health problem. I am asthmatic and it is torture to be at the Midnight Show with so many people smoking cigs around me. I also have several young children connected to my booth and it is so wrong to subject them to tobacco.

I suggest that smoking areas be out in the parking lot and away from our outhouses. Yes it might be inconvenient to have to walk out to the parking lot, but our health concerns are more important. Board members do the right thing.

Sincerely,

Devora Kaufman  
Booth rep W13



## Fair Thee Well: Craig A. Schulze

June 10, 1967 — January 23, 2020

by Jar Smith, Decon Crew

Craig A. Schulze, aka "Roadie," "The Bee Guy" at Quartermaster, and "That biker-looking pirate dude" had a massive heart attack on Jan. 20, 2020, that later proved fatal while walking home from a friend's house. As an organ donor, parts of him will live beyond the stories we have to share about him.

Convention would list facts: where he was born, what family he left behind, his jobs and awards and accomplishments. But that's not Craig. He was a pirate, and a rebel, and a joker in all sorts of fun ways. He'd be the first to humbly admit that he hadn't really accomplished much in life in the material sense, except his child, Rowan, which was the best thing he said he's ever done. He would also mention that he lucked out finding his love, Maylorie. If we are going to make a list for Craig, it would have to be immaterial, as in not something you can hold in your hand. It's of the heart.

It's obvious now that he somehow managed to make connections and share his kindness with far more people than you'd guess. With a story or a joke, a prank or sly smile, he had a way of getting to you. He was kind and caring, loyal, and generous with what he had. He wasn't perfect, but he gave what was most important — something of himself.

He also had a magic way of drinking your beer and bumming your



smokes and making you feel glad about it. He could even offer the occasional sage insight when the moment was right, with the kind of wisdom and compassion that hard roads scar a person with, and he did it because we mattered to him. That says something.

Through every twist and turn of his road less traveled, stubbornly ignoring traffic signs the whole way, Craig managed to become the kind of person who lives on in our stories now, in the good times we share, and in the hearts of those he connected with.

It's said that not all who wander are lost, but sometimes he was, and that's just fine. Craig danced with his devils and wrestled angels to the ground, and he'd be heckling us by now for being so fucking somber about our loss. He'd look down at the toe of his boots, a trickster's smile on his face, firelight

in his eyes, and raise a beer, and then yell at the band to play more Dead. Craig was a Saint of Circumstance, and he is already missed. Perhaps that's what he most lived for.

There will be a gathering to talk story and remember good times March 8 (Portland TBD- call Rebecca 503-753-4267) and March 14 (Eugene TBD-call Smurf 503-989-6805).

# Elder Happenings, Staying Informed

submitted by Carolyn Gsell, Fair Elder and Scribe for Elders Committee

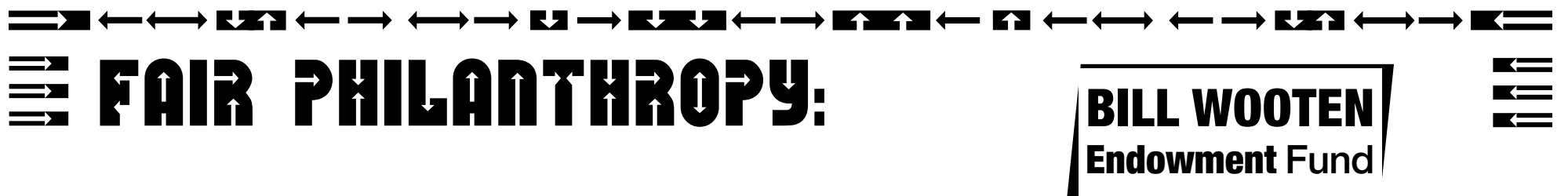
Greetings Fair Family! Did you know there is a committee that represents Fair Elders? The Elders Committee meets regularly every fourth Thursday of the month at Growers Market. Elders and other Fair family are always welcome to attend. We schedule two retreats annually, typically late October and late March; a holiday party in December; and our famous "Meet and Greet" event held at Alice's on Thursday night of the Fair.

To become an official Fair "Elder," a candidate must be at least 55 years of age and have served a minimum of 20 years at the Fair. There is an application process that is vetted by an Elders' subcommittee, with final approval by the committee at large. Once an Elder Application is approved, the Elder is eligible to purchase a wristband or day pass for each Fair. For the 2019 Fair, \$100,000 in revenue was generated for the Fair through the collection of money for Elder passes and Elder

vehicle stickers. Thank you Elders!

There are three ways for Elders to stay informed. An easy way is to check the FFN calendar and review the committee meeting notes on the oregoncountryfair.net site. Elders may also submit a request to be on the Wonderful OCF Elders Yahoo listserv group. Simply email your request to wonderfulOCFElders-subscribe@yahoogroups.com. The listserv not only announces events, it's the best electronic means for Elder discussions. We also have a new Facebook page, Elders of the Oregon Country Fair. The page is intended as a third means of communication for Elders who are more accustomed to this social media platform.

Come and join us at a meeting or any one of our retreats and parties. We Elders are well experienced at getting things done, and having a good time doing it!



## Oregon Country Fair Announces 2020 Endowment Fund Recipients

by Linda Reymers, OCF Bill Wooten Endowment Fund

The Oregon Country Fair Bill Wooten Endowment Fund has awarded a total of \$16,000 in grants to nonprofit organizations serving youth in the Fair's neighboring Fern Ridge communities. This funding tangibly represents the Fair's deep appreciation of our home community. Endowment Fund supported projects reflect the Fair's commitment to the arts, education, cultural diversity, peace, community building and the environment.

### Culture Jam

Fern Ridge area youth will receive scholarships to attend the eight-day arts-based Culture Jam empowerment camp for teenagers held each summer at the Fair site. The camp helps each youth discover their talents in a supportive environment.

### Elmira Elementary School

Students will design and create their own flags, after studying other cultures' use of fiber arts to enhance their communities. The resulting class bunting combining individual student flags will be hung at the school — representing how each student contributes to the beauty of the community.

### Fern Ridge Middle School

Fern Ridge's commitment to engaging students in its music program has paid off with 99 young musicians now in band classes; however, there are not enough instruments. Their grant will be used to purchase additional band instruments, and replace aging instruments that are often in need of repair.

### Lane Arts Council

Fern Ridge area children will be able to participate in a local "All About Art" immersive summer camp, which blends an exploration of ecology with exciting experiences in the visual

and performance arts. Artwork produced by campers will be showcased during a community showcase and gallery walk.

### Rural Art Center

The Crow-Applegate-Lorane School District depends on the Center to provide multi-cultural art instruction after school on shortened school days—which is especially valuable since there is no art teacher at the elementary school. Older students will develop playing skills and socialize at the Center's Ukulele Club.

### Veneta Elementary School

An artist-in-residence will teach all students about the science and method behind tie-dyeing. They will take home the wearable works of art that they create and contribute to a "Strolling Art Gallery" that will take place during parent-teacher conferences.

### Wordcrafters

This collaborative project with Elmira High School will provide an arts residency focusing on creative writing/spoken word performance. Teachers welcome Wordcrafters' residencies for their ability to engage students and enlarge their writing experience and skills — skills that help build school success.

The annual Leslie Scott Imagine Grant Award is given to the funded project that best represents former Fair General Manager Leslie Scott's contributions to the Fair, which included providing opportunities for youth, reaching out to our neighbors, and nurturing creativity. This year's awardee is Wordcrafters.

The Fair also makes grants to social service agencies and nonprofit organizations in Oregon through both the Jill Heiman Vision Fund and the Board of Directors' Donations Fund. To date, the Fair's total philanthropic giving exceeds \$1.5 million dollars.

## Environmental Proposals



The Oregon Country Fair's Jill Heiman Vision Fund is seeking grant proposals from Lane County nonprofit agencies with programs addressing environmental needs. Deadline is March 27, 2020. Application guidelines are available online at <https://www.oregoncountryfair.org/about-ocf/philanthropy/philanthropy-vision/>

The JHVF committee will consider a broad range of projects related to environmental needs, including but not limited to legal efforts to mitigate climate change, clean air and water efforts, anti-pollution efforts, recycling, alternative transportation, and efforts to eliminate toxic chemicals.



## Sound Bites

by Dean Middleton, Station Manager, KOCF-FM

Following up from last month's Sound Bites on the idea that the Oregon Country Fair is a strong community partner year-round, not just three days in July, I want to go deeper into the thought that we can broadcast the change we want to see in the world.

The Fair is investing more into the idea that it is a 365-day-a-year organization/community partner. With the recent hiring of the Executive Director, Wally Bomgaars, more focus is being placed on the organization, not just the event. This is evident by the creation of his first work group on Community Standards of Behavior. Bravo Wally!

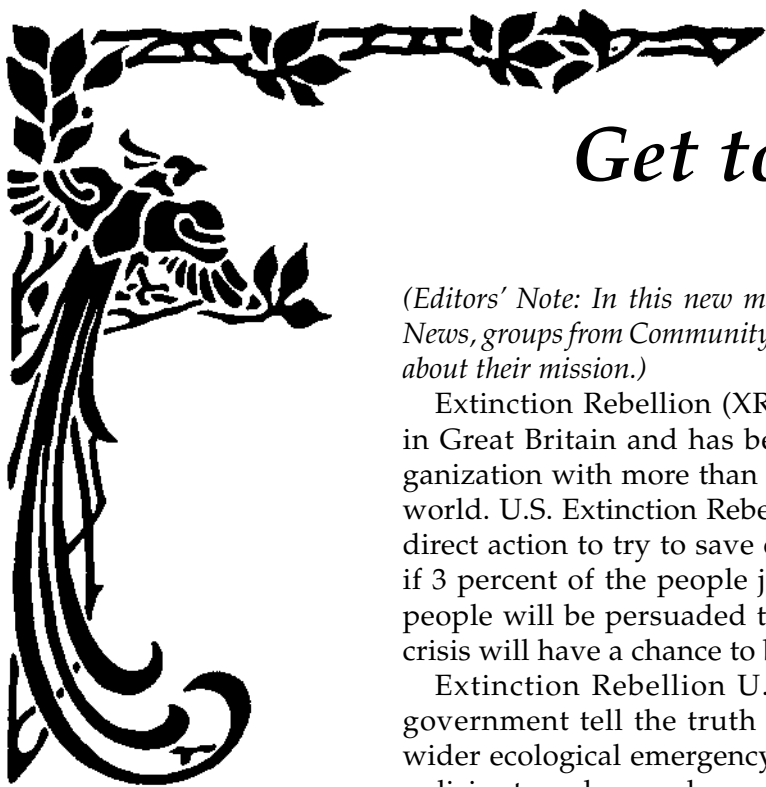
So you're asking what does this have to do with broadcasting the change we want to see in the world? Our organization has been reacting to the chaos around us in ways that are not healthy. Strengthening/reminding our community with Standards of Behavior will allow us to refocus on the important things we want to change. Counterculture was and still is a set of values we want to see in the world.

So how can your radio station make change in the world? We can start to broadcast stories on the things we want to change, on the things that are doing well, and stories that support other organizations that have similar ideas and ideals. In the broadcasting business we call this NEWS.

I would like to put a call out for folks who have experience in doing news, or a strong background in investigative writing, and knowledge in audio production, or the willingness and ability to learn audio production to apply to become the first KOCF News Director. This is a volunteer position. We will likely start off by doing a weekly broadcast.

We currently run two news shows: Democracy Now, five days a week at 11 pm and Alternative Radio, Thursdays at 9 pm. I can't wait to see what kind of News show KOCF-FM 92.7 can produce.

If you're interested please apply to: dean@kocf.org.  
That's a wrap!



## Get to Know Community Village

*Extinction Rebellion Eugene*

*(Editors' Note: In this new monthly feature in Fair Family News, groups from Community Village will share information about their mission.)*

Extinction Rebellion (XR) was founded a year ago in Great Britain and has become an international organization with more than 485 groups throughout the world. U.S. Extinction Rebellion advocates nonviolent direct action to try to save our planet. We believe that if 3 percent of the people join us in the streets, more people will be persuaded to join and that the climate crisis will have a chance to be mitigated.

Extinction Rebellion U.S. is demanding that the government tell the truth about the climate and the wider ecological emergency and enact legally binding policies to reduce carbon emissions to net zero. A just transition must prioritize the most vulnerable people

and repair the effect of ongoing ecocide to prevent extinction of human and all species, in order to maintain a livable planet for all.

Extinction Rebellion Eugene started in the Spring of 2019 and took part in the Oregon Country Fair in the Community Village Peace and Justice Booth during the past fair. XR Eugene has a public meeting the fourth Wednesday of the month at 7 pm at the Unitarian Church, 1685 West 13th Ave. in Eugene. You can contact us through our Facebook page called Extinction Rebellion XR Eugene.

We are working in coalition with other environmental groups to do our part to save the planet from the sixth extinction. Look for a week of actions around Earth Day, April 22. Join us in the streets!

## Positively Neutral

*Looking Forward to a Carbon-Neutral Future*

*by the Peach Power Committee and Carbon Neutrality Initiative Team*

Welcome to Positively Neutral, a new column highlighting the Oregon Country Fair's dedication to sustainability and our love for Mother Earth. This column will be a collaborative effort between the Peach Power Committee and our Carbon Neutrality Initiative Team to inform, educate and generate excitement and inclusivity throughout our entire family.

We are in this together! Our planet is in crisis. The Fair family has expressed its concern and prioritized this issue through Stewardship surveys; through a Board of Directors (BoD) motion to strive for a carbon neutral event by 2025; by voting to select environmental causes for the Jill Heiman Vision Fund giving in 2020, and as outlined in the Fair's policy to consider the seventh generation impacts of our choices.

The family has spoken, the time is now and it's going to take all of us working together to reach these goals. If a bunch of outspoken, creative, alternatively minded, motivated, smart, dirt-worshipping hippies with a common aim can't do it, then the world is in bigger trouble than we think.

The Peach Power Committee is currently working on addressing the Fair's energy use and generation with several on-the-ground projects, including a new solar array on the HUB structure and incorporation

of a solar roofing system for the upcoming composting system on the Outer Limits Winery property. They are also conducting Fair-wide energy surveys. The committee meeting minutes are posted on the oregoncountryfair.net site. We will be posting updates in Positively Neutral along with more outreach and education on what you can do to prioritize energy efficiency at our big event, and at home.

At its February meeting, the Board passed a motion for the Carbon Neutrality Initiative to enter into a partnership with Portland State University Institute for Sustainable Solutions. This collaboration is just the beginning of mapping out our strategies and plans for reaching our carbon neutrality goals. You can read the partnership agreement on the oregoncountryfair.net site under Board Working Documents and see the discussion in the February BoD meeting minutes. Stay tuned to Positively Neutral for updates, information and opportunities to get involved.

This column in the Fair Family News will feature information and education about ways that you can help be a part of the movement. There will be articles from a diverse group of contributors with a range of topics to inspire and motivate each and every one of us. Picture a bright blue ball just spinning free, dizzy with eternity.



**BOARD OF DIRECTORS'  
BUDGET MEETING  
JANUARY 27, 2020**

**7 pm, Northwest Youth Corps, Columbia Room**  
(subject to approval by the Board at the March 2, 2020, meeting)

**Board Directors present:** Aaron Kenton, Cynthia "Peaches" Peachey, George Braddock (Vice President 1), Jack Makarchek (President, alternate), Lily Harmon-Gross (Vice President 2), Lisa Cooley, Lisa Parker, Palmer Parker (alternate), Paxton Hoag, Sandra Bauer, and Sue Theolass. **Board Officers present:** Hilary Anthony, Kimberly "Kimmo" Howard, Lynda Gingerich. **Staff present:** Crystalyn Frank, Robin Bernardi, Shane Harvey, Stephanie Talbott, and Wally Bomgaars; plus nine members and guests. Sam Rutledge facilitated the meeting. **Board Directors absent:** Spirit Leatherwood, so Jack voted in her stead.

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. Thank you, Stephanie Talbott, for recording the meeting.

*Note: A different recording system was used for the budget meeting, resulting in two archived video links with a short lapse of about 14 minutes. The following minutes are noted with time-stamps for both videos.*

Hilary gave big thanks to the Budget Committee and staff for their work at the meetings on the proposed budget that was presented. Since Grumpy retired, we have gone through some transitions with how tasks are distributed, and staff is more involved. As our organization has gotten more complicated there have been some challenges, but we are working through them.

To give some context, the Fair had some predictable patterns until about 2015 when we opened Xavanadu. Since then it has been less predictable with attendance numbers. We bought the winery property, and are expecting to spend more on personnel. In budget planning we are adjusting to these changes, trying to anticipate and provide stability and predict revenue based on sales and pricing. The proposed budget is what we might spend, and revenue projections are typically conservative.

The Board approving the budget proposal means they are authorizing how much can be spent. Oftentimes, we do not spend what is budgeted. The budget proposal does not include capital projects, the money we earn on endowment, or donations we receive. Our operating expenses have been increasing consistently due to payroll, health insurance, and cost of living.

Hilary's perspective is that the Fair needs to get some control over the continued growth. We do have money set aside for special projects. There is still come reconciliation to complete for 2019, but the current review shows we had \$1.6 million in the bank as of December 31, 2019. Of that, \$28,000 will go out right away for payables, \$100,000 is set aside for deferred maintenance, and the combination of monies set aside for a new office, community center, Peach Power, and Green Ticket is about \$750,000. There is \$60,000 in restricted money that was donated. It will cost a total of about \$400,000 to get us from January 1 to May 1, 2020.

We have about \$100,000 in the bank right now with no designation. We may want to save it for

a rainy day, or if we have low ticket sales this year. It could also be used for capital projects. Hilary would like to see us build this reserve up to \$300,000 or \$350,000. She also hopes the Budget Committee can set some higher-level goals, and focus on strategic planning.

Hilary noted the Board had already approved 2020 revenue projections, but after reviewing it some more, she feels the pass sales revenue projection should be raised by \$50,000. While ticket sales may be less than 2019, she said the number of Elders is increasing by more than 100 people.

**Jack moved and Paxton seconded to amend the 2020 revenue projections and add \$50,000 to pass sales. (first video, 14:23)**

Wally asked for clarification about attendance sales. Hilary noted attendance projections were not part of the pass sales revenue amendment in the stated motion.

Aaron asked if this would cause the budget to be \$32,000 in the red, versus \$82,000. Hilary said no, it was only changing revenue projections. Lynda noted it was a more realistic figure.

**Motion passed: 10-0. (End of first video)**

Lynda said Fair growth is a big deal, and spoke to wristband allocations. When the number of wristbands increases, the number of food vouchers also increases. Lynda reviewed the 2020 wristband allocation data for volunteer crews, trade wristbands, trade wristbands to sell, SO passes, and worker day passes for the event. She feels it is important to objectively see the data vs. subjective bias, and is passionate about transparency.

The allocations show what was budgeted for wristbands in 2018 and 2019, but all wristbands may not have all been used. In reviewing the data, it shows the areas of the Fair where growth has been happening, and will help in analysis of long-term planning and the direction we want to the Fair to go in to remain sustainable.

Sandra asked if the wristbands specific to the 50th in 2019 were carried over into the 2020 allocations. Lynda and Hilary said there were not many of those, and were not in the figures. Crystalyn confirmed the wristbands specific to the 50th came out of the GM budget. Hilary said there is an effort to review the trade and crew pass allocations to ensure we are validating the need.

Lynda emphasized the number of wristband allocations is not confidential, but is sensitive information and we should be mindful in using the data in a respectful manner.

Member Jon S. asked to clarify trade passes for those staying overnight, and asked if it excluded food and craft booths. Lynda confirmed the wristband allocation for vendors is budgeted at a count of 5,000 wristbands. Note, the total 2020 proposed wristband count for all crews, trades, vendors and teens is 9,802. Jon S. also asked about SO passes, and clarified that would bring the wristband total to over 12,000 people who stay overnight. Lynda said the formula of the total figures on the wristband handout may need to be verified.

Aaron thanked the Budget Committee for including their meeting notes in the budget proposal handouts. She asked to verify the budget increase for Community Village. Hilary said changes were made to their trade wristbands. Crystalyn noted some of the trade wristbands for the 4A and nonprofit folks of Community Village will now be budgeted instead of recipients paying a fee. Sam, from Community Village, said there are a lot of people who are doing jobs that are also done by other Fair crews and to make it more equal for those doing the same types of jobs. Stephanie noted Community Village's supplies and services budget also increased for their stage.

**(Beginning of second video)**

Aaron asked about Entertainment Solar Stages asking for 19 more trade and crew wristbands. Hilary said there have been discrepancies for the past six years with how the Solar Stage coordinators have been issuing trade and crew passes. She said trade passes should be given to the radio station folks, and crew passes should be given to the stage managers and sound people. The Budget

Committee agreed on an increase of eight total crew wristbands. The committee also agreed to give them \$1,000 more for supplies and services.

Aaron asked about the Far Side Traffic wristband count increasing from 14 to 25. Crystalyn said in the past we paid for outside security at the Far Side because of agreements with the city of Veneta. Now that we will have our own road, we no longer need outside security and will be using our own crews.

Aaron asked about the Photo Booth wristband count increase from 17 to 23. Crystalyn said they are expanding their hours and getting another photographer. Aaron asked if this was the photo booth that generated revenue for Fair. Crystalyn clarified it was for the Fair photo crew, and not the ocf.smugmug.com photo portraits.

Aaron also commented on the Recycling wristband count increase from 169 to 184, and said she supports this 100 percent for composting at the winery.

Lynda spoke to crews requesting increases in supplies and services, and/or wristbands. She referred to a handout showing what was budgeted in 2019, what the crew requested in 2020, and what the Budget Committee recommended for 2020. Last year the budget was \$340,049. The requests for budget increases by crew totaled \$436,472, meaning crews asked for \$96,423 more than the year before. The Budget Committee's recommendation total is \$401,099.

Hilary said there has been a large increase in crews asking for golf carts and gators. It used to be there were only a few onsite, and it is shocking to her how many are being requested.

Peaches noted she saw two different amounts of 11 and 15 for proposed wristband allocations to the Craft Demo team. Lynda said it is the difference between trade and crew passes.

Paxton asked about a new team called Dug's Green Entertainment. Hilary clarified it is to shuttle entertainment crews to stages other than Main Stage and solar stages.

Lynda noted Durables has moved from a team to a crew. It has opened up larger discussions about the process to become a team, or the process to come a crew, that needs further review by the Budget Committee and others.

**(Second video, 10:53)**

Lynda referred to a handout with profit and loss vs. actual figures. It shows the proposed 2019 budget, the 2019 amount we actually spent, and the 2020 proposed budget. Lynda asked the Board to clarify Board line item 5065 for "other events" that was budgeted \$2,000 in 2019, and was not included in 2020.

**Jack and Sue moved to approve the Board of Directors budget of \$166,600. (Second video, 13:32)**

MEMBERS: Jon S. said the Diversity Committee has been working on proposals for learning opportunities this year. In the past, it has come out of the Board change line item 5041, but there is nothing budgeted in this line item for 2020. He asked about a budget for diversity efforts.

Lily said instead of using the Board change line item for a planned event, new line item 5078 was created for training. There is also research and education line item 5072. Both of those line items total \$20,000. If there is something in the future we want to support, like Standing Rock, then we can adjust the Board change line item as needed.

Jon S. said the Diversity Committee is proposing \$12,000 for the planned event in the spring in Eugene, working with operations to figure out some small things to do pre-Fair onsite for those who do not live in Eugene. After the event, we would like to plan something in Portland, as well as having somebody to work with the Board who comes into office in November. The committee is pursuing two consultants for the spring event and pre-Fair: Dr. Johnny Lake and Gilda Montenegro-Fix.

Jen-Lin expressed concern with no budget in the Board change line 5041, especially with it being an election year. Traditionally, there have been funds to support initiatives that resonate with

our values. She asked if this would be considered anywhere else in the Fair budget.

Hilary said the Board prioritized their budget, and have a total of \$50,000 proposed for research and education, strategic planning, and training based on consultants they want to contract with.

Grumpy suggested we may be able to get volunteers to consult instead of paying thousands for one, since the Fair is mainly a group of volunteers.

Dean spoke to the work of Committee Best Practices, and the need for scribes, which may be an added operational expense. He also said they are planning an open house, and wondered if funds for Board advisory committees are included in the budget.

Lily said the Board could add back in the other events line item 5065 for things like committee expenses. She noted the Board work session also will incur expenses, like for renting space for the sessions, and the meeting line item 5060 is proposed to increase from \$3,000 to \$4,000 for 2020.

Jen-Lin asked about expenses for printing copies of documents for meetings and work sessions. Crystalyn said there are some funds in the Staff budget for copies, and Lily said the Board also has a line item for copies and postage.

In response to what Grumpy said, Jon S. said the Diversity Committee is getting discounted rates from the consultants they want to work with. In contracting with them, the committee needs to know how much they have to work with. Given that diversity is our No. 1 Vision goal, he hopes the Board will indicate a budget and parameters to work within.

BOARD: Aaron said she would speak to specific line items later, but wanted to ask the Board if the plan is to deal with our deficit and discuss it. She agrees with Grumpy, and encouraged the Diversity Committee to reach out to volunteers who might be able to provide the services for the events being planned.

Aaron noted the Board line items for orientation (retreat), research and education, strategic planning, and training total \$56,700. She suggested the Board try to assist with getting the overall budget more in line, and reduce it by \$10,000. Aaron said we have been budgeting in the red for years, and need to stop doing that.

Lily said the current proposed budget is about \$10,000 less than budgeted last year, and is \$30,000 less than what was actually spent. As a Board, we worked on this year's budget and decided to pare it down. She does not think it would be a good idea to reduce the proposed amounts for the research and education, strategic planning, and training line items. We hope we can remain within budget and not inflate ourselves like we did last year.

Wally noted in consideration of budgeting for strategic planning, the associated cost has gone down from \$40,000 to \$27,000. Stephanie asked about Board picnic line item 5068, and Lily replied that it had been moved to the operations budget.

**Aaron offered a friendly amendment to reduce both research and education, and training line items by \$5,000 each. The motion was not amended.**

Palmer said \$50,000 for consultants to talk at and with us is a lot of money. He also wants the Board to keep in mind a new Fair office in Eugene. Palmer said it is his eighth term on the Board, and it's usually budgeted in the red because we budget conservatively, which he thinks is good.

That said, Palmer spoke to the Fair being a philanthropic organization. He hopes the Board does not reduce the donation request amounts by 10 percent, like was done in 2019. **Palmer offered a friendly amendment to increase the Board donation line item 5046 from \$25,000 to \$35,000. Sue noted the Board went \$12,000 over their donation budget in 2019. The motion was not amended.**

Jack said our budget process allows for adjustments in the future. As the year progresses, we'll take it case by case, as we have done in the past.

Sandra said diversity is important and we should support it, but would feel more comfortable if the Diversity Committee had a proposal to present to the Board with more specific

details.

Paxton regrets seeing the change line item not included, and thinks it has been a valuable asset to the Board. He thanked the Budget Committee for all of the tremendous work they have done.

**Motion passed: 10-0.**

Lynda advised the Culture Jam budget proposal was missing \$750 for water bottle line item 5939.

**Jack moved and Sue seconded to approve the Culture Jam budget of \$58,900. (Second video, 36:12)**

**Motion passed: 10-0.**

Lynda advised the Administrative Assistant budget proposal needed further adjustments: household line item 5019 — \$1,850, miscellaneous line item 5020 — \$100, repair and maintenance line item 5028 — \$1,500.

**Jack moved and Paxton seconded to approve the Administrative Assistant budget of \$33,950. (Second video, 38:33)**

BOARD: Peaches asked what the household line item was for. Lynda said it was for cleaning expenses.

**Motion passed: 10-0.**

Lynda advised the total Crew budget proposal needed further adjustments: Team Big Boys supplies line item 6153 — \$4,050, and Site Crew supplies line item 7573 — \$750.

**Jack and Paxton seconded to approve the total Crew budget of \$1,020,784. (Second video, 42:08)**

MEMBERS: Jon S. said it would be nice for members see the proposed budget in advance of the budget meeting, so they have more time for review.

Dan, Main Stage Coordinator, spoke to their request for a budget increase. He said that the Fair underpays our professional musicians. If we want to have world-class entertainment, we have to pay for it. We are trying to bring more people in for the experience, even if it can't be a big name like Phish at Main Stage, and make it an amazing weekend.

Hilary said the Budget Committee has offered \$15,000 additional support for Main Stage entertainment, knowing they were doing a lot with not much. She would like to see a market survey, and realizes headliner acts can cost \$100,000 to \$200,000. We may not pay as much, but we need to consider what we want the Fair to be. There needs to be some data to include in a dialogue about this issue so we can come to a common vision about the future.

BOARD: Lily read a statement from Spirit, endorsing a \$10,000 increase to the Main Stage budget, and no less than \$5,000. Music is an art too. These artists no longer get the bulk of their pay from CDs or vinyl. If we can't offer our resources to up our game we'll plateau, and continue to have the same bands that play at the Whiteaker Block Party for free. We learned last year that music generates tickets sales, and we should find a middle ground.

Peaches said Main Stage does a fabulous job with strapped resources. She would like to be able to support artists in a way that feels good, with the experience we offer. She understands some acts bring in new attendees to Fair. But as we look at strategic planning and how to move forward, Peaches is feeling protective for all of the parts of the Fair. We have creative experiences — like the Dance Pavilion — that can bring in people, as well. She supports the current budget proposal, but wants more consideration about the direction of the Fair.

Aaron said the world we live in is a lot different than it was 50 years ago. She supports Spirit's recommendation. **Aaron offered a friendly amendment to increase the Main Stage supplies line item 6573 by \$5,000. The motion was not amended.**

Paxton feels the proposed budget is good.

Sandra asked if the additional \$15,000 the Budget Committee offered to Main Stage was just for entertainers. Dan said some of it goes to rentals

and contracts, and they do get a discount from single-source suppliers. It is basically a risk abatement if one of our suppliers changes and is not able to offer the same discount. Brian said they need to upgrade some rental equipment.

Aaron clarified the previous Green Thumb Crew budget was now separated into Flower Crew and Garden Crew. She asked for more information about the Recycling Crew budget increasing substantially, and asked if it was for the composting. Hilary said it is for the composting rental equipment, and Shane confirmed some of the increase is so the compost can be moved to the winery property.

George said one of the issues with getting headliner acts at Main Stage is the size of the venue, and is a factor to consider.

**Motion passed: 10-0.**

**Jack moved and Sue seconded to approve the Site Manager budget of \$261,360. (Second video, 59:24)**

BOARD: Aaron asked why utilities line item 5340 went down from last year. Shane said there are attempts to turn off some phones that don't register with Century Link in the offseason. She also asked why the outhouses line item 5322 increased, and if it was for needing more restrooms. Shane replied it was for the Honey Buckets service, and reflects 34 additional units to be placed in strategic locations. He noted last year was the 50th event, which brought in a record number of attendees.

**Motion passed: 10-0.**

**Jack moved and Palmer seconded to approve the Operations Manager budget of \$287,232. (Second video, 1:04:30)**

MEMBERS: Dean said KOFC just found out that internet service at Bolton Hill will be about \$900 for the year. With cost of \$1,200 to the city for rent and other expenses, we will still need another \$500 for the next year. Crystalyn said she would be in favor of increasing their budget, based on new information and that is part of the basic costs to keep KOFC on the air. Hilary noted KOFC also has a line item for donations, and they are able to utilize those funds.

BOARD: **Paxton offered a friendly amendment to increase the LPFM (KOFC) line item 9821 by \$500, for a total of \$6,800. Jack and Palmer agreed.**

**As amended, Jack moved and Palmer seconded to approve the Operations Manager budget of \$287,732. (Second video, 1:07:38)**

**Motion passed: 10-0.**

Lynda advised the General Manager budget proposal needed further adjustments to payroll, based on the Board's closed session prior to the budget meeting.

**Jack moved and Peaches seconded to approve the General Manager budget of \$942,865. (Second video, 1:20:24)**

MEMBERS: Jon S. noted archives line item 9884 was less than last year and there was no grant money. He thinks it should be higher so we don't short-change ourselves. Crystalyn said a lot of purchases last year were one-time expenses for hard drives, boxes and storage.

BOARD: Palmer clarified with Wally the General Management budget is the Executive Director budget, which includes payroll for staff.

**Motion passed: 9-1; Aaron opposed.**







**BOARD OF DIRECTORS'  
MEETING  
FEBRUARY 3, 2020**

**7 pm, Northwest Youth Corps, Columbia Room**  
(subject to approval by the Board at the March 2, 2020, meeting)

**Board Directors present:** Aaron Kenton, Cynthia "Peaches" Peachey, George Braddock (Vice President 1), Jack Makarchek (President, alternate), Lily Harmon-Gross, (Vice President 2), Lisa Cooley, Lisa Parker, Palmer Parker (alternate) Paxton Hoag, Sandra Bauer, and Sue Theolass. **Board Officers present:** Laurie "Heidi" Doscher, Hilary Anthony, and Kimberly "Kimmo" Howard. **Staff present:** Shane Harvey, Stephanie Talbott, and Wally Bomgaars; plus 15 members and guests. Sam Rutledge facilitated the meeting. **Board Directors absent:** Spirit Leatherwood, so Jack voted in her stead.

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. Thank you, Sean Bonsell, for recording the meeting.

The following items were tabled from old business:

- Closed session recording and minutes — Aaron
- OCF Smoking Policy — Sue
- Safety requirements for OCF vehicles — George
- Restructuring Board giving and philanthropy — Lily
- OCF membership database — Aaron

Regarding closed session recording and minutes, Aaron said she will be posting some information on the oregoncountryfair.net site under "Board of Directors Working Documents."

Lily said in an effort to get more input from membership regarding Board giving and philanthropy, a survey is being created and will be available in the near future on the oregoncountryfair.net site. It will also be announced on Facebook when the survey is ready.

**New Business (video 4:14)**

Appoint Britania Pousson-Nicastro to the Diversity Committee — Lisa P.

Allow grievance item to proceed — Sue

**Announcements (video 5:36)**

Sue announced the Kareng Fund will host an Art Bingo benefit on Sunday, February 23, from 4 pm to 7 pm at Gratitude Brewing, 540 East Eighth Ave. in Eugene. The Kareng Fund is a nonprofit emergency relief fund to help self-employed artisans experiencing a serious career threatening crisis.

Peaches said Committee Best Practices will host an open house on Sunday, March 1, from noon to 3 pm, at the LCC Longhouse, 400 East 30th Ave., Eugene. Join the discussion for a committee best practices manual, and bring a potluck snack or finger food to share. Please RSVP to [peachey.cynthia@gmail.com](mailto:peachey.cynthia@gmail.com).

Peaches said she is also taking letters of interest from people who want to volunteer to be a committee scribe and takes notes at meetings. Please contact Peaches via email at [peachey.cynthia@gmail.com](mailto:peachey.cynthia@gmail.com).

Fire Weenie said he went to Salem on Feb. 4 to protest the Jordan Cove pipeline project.

Yah Mon Pete said his birthday party raised

\$500 for WomenSpace.

Lily said she created a Facebook page called OCF Booth Family for people affiliated with booths. She hopes it will be a discussion board and place to meet online.

Lily said the Board Work Sessions will be held the third Monday of every month, and a calendar of topics has been proposed. NAO will be discussed in February, bylaws and elections in March, winery property in April, and creating a safe and inclusive Fair in May. The work sessions start at 7 pm at Northwest Youth Corps' Columbia Room. The plan is to record the work sessions for viewing online by those not able to attend in person.

Amy said Willy Breninghouse of Recycling Crew passed away. He was avid about recycling, and regularly worked at Saturday Market, OCF, Lane County Fair, and Cuthbert Amphitheater. Jen-Lin said there is a gofundme campaign for his end-of-life costs.

Peaches said Craig Schultze of Quartermaster passed away.

George said he lost his sister to lung cancer.

Jon P. said Eugene community activist and photographer John Bauguess passed away.

**Staff Reports (video 15:05)**

**Staff Reports:** Stephanie said Veneta's city administrator, Ric Ingham, is retiring. Fair management had lunch with his replacement, Matt Michel, along with the city Community Development Manager, Evan MacKenzie. We look forward to continuing our relationship with them.

Fair Staff gave congratulations to Breeze Powell-Spivey for being the first coordinator to go through the interim coordinator appointment process. Breeze helps coordinate the Xavanadu Area Movement program.

Now that the Board is no longer appointing coordinators, there have been some questions about how someone becomes a coordinator. There is a vetting process that will be published in the Fair Family News.

OCF 2020 event discounted ticket pre-sales will begin March 13 through April 13 with TicketsWest. The discount is \$10 on a three-day pass. Encourage your friends to shop early! As a reminder, children 12 and under will be admitted for free beginning this year.

There was an OCF Membership Database town hall meeting on Wednesday, February 5. For more information on the Fair database project, please email [database@oregoncountryfair.org](mailto:database@oregoncountryfair.org).

The oregoncountryfair.net website will be getting a fresh, new look as of February 14. There will be a way to provide feedback. The old .net site information will still be available for a while to ensure people have access to the tools they need.

The Fair IT Team will continue expansion of wifi throughout the Eight for booth participants. The expansion is an ongoing project that will continue each year, based on the extent of what the volunteers can accomplish.

The Budget Committee will be meeting to review capital project requests that will be considered for approval at the March 2 Board meeting.

Shane said the road vacation process has moved forward for Aero and Chickadee Roads. Lane County will be checking the roads, and a commissioners meeting on February 25 will determine if it is acceptable.

Work on the new Far Side road has started, but there is a delay due to needing our archaeologist before we begin digging.

The first flood of the season crested at 11 ½ feet, and then receded quickly. Please let the Fair onsite staff know if you come out to canoe, for safety reasons. The kiosk at The Hub has some paperwork where we ask folks to sign in and provide a phone number, and sign out when they leave.

Steph thanked James Bateman for his work on the reissue of anniversary commemorative sales items.

**Wally's report:** The days are getting longer and we are getting into our stride for Fair 2020. We continue to grow and evolve as a community with some exciting things in the works for our future.

We are close to signing a contract to work with Marc Smiley from Solid Ground Consulting (the same organization that helped with the ED

search) to work with the Board and the ED on a Cultural Compact and a Strategic Plan.

I'm still working on bids for grading and laying gravel behind the office building to make room for more parking, and to open up the wall between the front room and the copy room in the office to have more room for meetings. The copy room is currently underutilized.

Lily and I are moving forward with putting together the Behavior Standards work group.

The Caretaker hiring is in process.

The Office Search is waiting on new properties to go on the market, though we may revisit some we've seen before.

I'm looking forward to the upcoming Board work sessions and related work.

The 2020 budgets are complete! Capital Projects are next.

I've been working on contracts and other legal matters, and attending a lot of meetings with committees, crews, groups, and other individuals.

Personal note: Sugar is moving to Eugene full time and in with me. I was happy to be invited by Charlie Ruff to help cook for the Oregon Truffle Festival! The abundance of Oregon's mushroom culture is such a gift!

Aaron asked to clarify the coordinator appointment process, and wanted to reiterate it is an interim process for Staff to appoint coordinators. She said the CRG (Coordinator Resource Group) is creating a coordinator appointment process for review.

Note the motions previously passed by the Board regarding appointment of coordinators:

October 2018 - Jon S. moved and Paxton seconded to approve codification of coordinator appointments and dismissals:

1) The Board accepts the NAO consultant Mary Miller's recommendations under #10 of her Final Report dated September 2018 concerning coordinators as a starting point for change and directs Operations to work with coordinators to refine and implement the recommendations with the objective of forming the proposed Coordinator Resource Groups no later than January 31, 2019.

2) The Board transfers coordinator appointment approval and dismissal authority to the management team effective no later than March 31, 2019, or when an Executive Director is hired — whichever comes first.

March 2019 - Amended motion as moved by Spirit and seconded by Aaron: In effort for a collaborative process in shaping policy and/or implementing bylaw changes, the Board directs the Management team, or members thereof, to work with the Coordinator Resource Group (CRG) to develop and recommend Coordinator Policies and Procedures (CPPs), including but not limited to:

1. Define the basic roles, responsibilities, and scope of authority for Coordinators in managing their crews.

2. Explore and refine the Coordinator appointment and dismissal process.

3. Recommend a protocol for dealing with issues, including the potential for progressive disciplinary action that may result in verbal/written warnings, probation, suspension and/or dismissal from the coordinator position.

4. Determine a mechanism to both present expectations to and conduct evaluations of Coordinators.

For a full review of the NAO report, please visit [oregoncountryfair.net](http://oregoncountryfair.net), and click on the links under Reports from our Nonprofit Consultant: First Report to the Board — September 2018 and second Report to the Board — December 2018. In the first report, the Coordinator recommendations begin on page 10.

(Note: To clarify how the interim coordinator appointment process works, the OCF management team submitted a written response that was not part of the actual BoD meeting.)

We (the management team) have created an interim process for the appointment of coordinators. We look forward to working with the Coordinator Resource Group 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 Operations Manager (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.

The 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 the Fair would not be moving forward at that 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 autumn 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 that we will not be moving forward at this time and why.

Some things we would like to develop ASAP:

1) 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 Back Up Manager(s) aka BUMs.

2) Work with CRG and coordinators to develop a manual for coordinators (budget process, Virtual Sticker Booth, inventory protocols, meeting schedule, deadlines, responsibilities to the organization, volunteer injury claims process, etc).

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

4) 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.

### **Committee and Working Group Reports** *(video 26:27)*

**LUMP (Land Use Management Plan):** Our Request for Qualifications for the greywater recycling project was answered by a firm with a new Portland office that sent engineers down for a walk through with Dennis, Shane, Paxton, and Jack Detweiler, who's been consulting with us. They had some good ideas, and we'll probably be working with them.

We discussed outreach to colleges that should be using the Fair for their science projects and for rural emergency preparedness, and how LUMP can help with the Carbon Neutral Proposal. The next LUMP meeting will be March 10 at 6 pm at the Fair Office.

**Path Planning:** Community Village presented a request for space and a new structure to house a LGBTQ+ BIPOC friendly zone called Rainbow Connection in Xavanadu. The intent is to make it a reality for the 2020 Fair.

The smoking subcommittee report was accepted, for addition to the 2020 work plan. Reports were also accepted from cultural resources, Upper River Loop, and path repair sub-committees. The current work plan includes studying possible actions to mitigate areas lost due to erosion at Upper River Loop. The next meeting will be at noon on March 15 on site at Alice's.

**KOCF:** The KOCF Advisory Group met on Jan. 28. This group discusses and provides guidance on a variety of topics. We received a Development Group report, Programming Group Report, Financial and Budget updates, Engineering and new transmitter site updates. Last Tuesday we found out that Crystalyn has been designated as staff representative for the Advisory Group. We had a discussion about our relationship with Elmira High School and that it has been awhile since we have met with the principal and staff to confirm our commitments and relationship, which we plan to remedy in the next month or so.

We also discussed our financial condition. Our current bank balance is approximately \$15,500, nearly enough to complete the transmitter project. Given our current cash flow, Dean believes we'll have enough to complete the project by its conclusion. However, given that it has taken nearly five years to develop this cash reserve, we are concerned that emptying our reserve could put us in a difficult place if we should experience a technical problem requiring money to solve. Because of this, we have submitted an application for a capital project proposal. We are asking for \$8,415 — half of the estimated costs for project completion. We urge the capital project budget committee to support our request. The completion of this transmitter move will allow our voice to be heard throughout the lower Willamette Valley and give the Oregon Country Fair greater access to its local community.

Finally, we discussed our need for a studio. KOCF has no physical location other than our 7-foot-tall and 20-by-30-inch-wide equipment rack at the Lane Fire Authority building in downtown Veneta. Currently we have no place to do studio interviews, have a physical music library, or to do live music programs other than a remote broadcast, which is time consuming to set up and take down. We don't have a location to put a phone. We don't have a place to put a file cabinet. We don't have a reception location to do a ticket give away, have administrative support and a public face. We plan to create a multifaceted proposal to begin the search for office/studio space that will have very little or no overhead to the station.

**Diversity Committee:** The next meeting is Monday, Feb. 24, at 6 pm, at the Fair Office. The committee is pursuing two consultants for a spring learning opportunity (probably last weekend in April 2020) and pre-Fair event: Dr. Johnny Lake and Gilda Montenegro-Fix. The two consultants are working together for a combined proposal, which the committee hopes to present to the Board in March for funding.

The Diversity Committee still welcomes folks who want to participate.

**Personnel Policies Procedure Committee:** The committee is diligently working to update the personnel policy manual.

**Food Committee:** A recent food town hall meeting included reps from about 17 booths in addition to the committee members. They discussed non-public hours for food, and creating a buying club to save money on quality ingredients.

Sue wanted to personally thank Dave Wagenheim, Dan Mix, and Caitlyn Roberts, who have been attending the meetings and helping immensely.

**Bylaws:** The committee is reviewing recent changes to Oregon nonprofit regulations, and how they will affect OCF. The plan is to consult with an attorney.

### **Member Input** *(video 40:10)*

Fire Weenie wanted to speak to the proposed

smoking ban, and said prohibitions do not work.

Craig Smith said he feels like Fair family is starting to communicate better and appreciates the efforts being made. Even though we have had controversy, the 50th event was the best ever and came off so well. In the long run, that is what we are about. We can communicate more respectfully and change the adversarial culture of social media.

Jon P. asked if the written agenda for Board meetings could be posted in a place where it can be better seen by the audience.

### **Treasurer Report and Budget Items** *(video 44:10)*

Hilary said there are no budget items for this meeting. She thanked the Board for reviewing the budget paperwork and passing the operating budget at the Jan. 27 meeting. She also thanked the Budget Committee and Staff for their hard work. Capital projects will be presented for approval at the March 2 Board meeting.

### **Old Business** *(video 45:10)*

**Peaches moved and Palmer seconded to approve the January 6, 2020, meeting minutes.**

Kimmo said she received two correction requests: 1) in announcements, OCAN has helped free 12 asylum seekers from ICE detention and 2) in old business, Jon P. said there is no smoking in some state parks, and many festivals.

Amy appreciated the timestamp notation for different parts of where to find the discussions in the video for the minutes summary.

**Motion passed: 10-0.**

**Peaches moved and Lily seconded to approve \$8,925 from the Green Ticket fund to be used to enter into the submitted partnership agreement with Portland State University Institute for Sustainable Solutions Foundation, for the development of a carbon neutrality plan and carbon footprint mapping.** *(video 47:07)*

COMMENTS: Jon S. asked if it was a sole source agreement, or if they solicited other proposals. Peaches said they looked into the University of Oregon, but it was not able to provide a program that would meet our needs. Jon S. said a larger issue is how the Fair conducts its finances and enters into contracts. There should be a process for soliciting multiple proposals from others we may not know about. That said, he is in support of this motion.

Hilary agreed with some of Jon S.' comments, and thought there was a past motion that contracts over \$5,000 needed to get competitive bids. In her conversations with Peaches, her view is that it is not a contract but a memo of understanding. Hilary would like there to be more of a contractual agreement with business-like terms, in order to protect both parties. While she has some objections, she hopes this will be a meaningful contribution for OCF and other festivals reaching carbon neutrality.

Jon P. agrees with the general principles Jon S. and Hilary mentioned. Not every engagement needs to have a formalized bidding process, but at the very least some documentation of the search. Regarding the objective, he heard a report on NPR about cities in Germany reaching their carbon neutrality goals, and thinks we should check it out.

Dean asked if there has been thought to releasing the findings report through Spoken Word at the Fair event, and to be available to other festivals who might want to review it.

Craig said we need to start with education. There is nobody else that does this kind of work without paying an awful lot of money. This agreement allows them to provide things to us that we are not paying for, and they will do the work. We hope we will have a rough idea of our carbon footprint by the event, and we can certainly talk about it at the event. By gathering the needed data, we can develop cost-effective strategies to reduce our carbon footprint.

Palmer agrees Requests For Proposals and contracts are good practice. He asked if we are committed to an outcome, and questioned a \$425 management fee included in the total.

Lily supported the motion, said it was innovative, and she is proud to be part of an organization taking this step. In addition to the education for us about becoming carbon neutral, we are paying back into another educational system and giving students opportunities to learn and grow.

Aaron supports it a hundred percent. She feels we can trust our higher education, and the offer to help us. She does not foresee bad things happening, and said sometimes we worry too much about trust.

Paxton likes being on the cutting edge of technology, and noted the math part of how much carbon we use is tough to figure out. We have so many variables with our event and people coming from far away, and we need help with this project.

**Motion passed: 10-0.**

**Lily moved and Sue seconded to approve the proposed 2020 Guideline changes, except the proposed change to Guideline 13 regarding smoking. (video 1:02:43)**

COMMENTS: Jon S. was pleased to see a guideline change for active displaced crafters, and thinks it's trying to address the unfairness a lot of those folks have experienced over the years. He said this is long overdue, and a small step toward rectifying this situation.

Aaron requested to also separate from the motion proposed change to Guideline 69 regarding passes for cart and booth participants.

**Lily said she was surprised there was not more member input to the proposed change to Guideline 70 regarding booth changes, and offered a friendly amendment to review each proposed guideline change. Sue agreed.**

**As amended, Lily moved and Sue seconded to approve the proposed change to Guideline 80 regarding selling craft items in food booths. (video 1:05:14)**

*Proposed revision: No craft items may be sold in food booths during public hours or after-hours. Food booths cannot be used for after-hours craft sales.*

COMMENTS: Stephanie said some food booths are nonprofit, who may sell T-shirts as part of their fundraising.

Sandra said the Board received feedback on the proposed guideline changes from people it would affect, and feels they were not given enough time to review. She said it would be appropriate to refer the proposed guideline changes back to the respective committees for vetting.

Peaches wondered why this motion was necessary, and if there has been a problem.

Palmer noted the proposed change was brought by the Craft Committee, and submission of the change was approved by the Food Committee.

Sue said she has received feedback from food booths who are in favor of the change.

Paxton wasn't sure if this change was needed, and said setting up an item to sell in front of a food booth is different than inside. He asked if this was solving a particular problem. He was curious if that was part of county food safety regulations.

Sue said it was not due to a safety regulation, but was intended to keep food and crafts separate.

Peaches said she was trying to determine what problem this was fixing.

Jack asked to clarify if the Craft or Food Committee submitted the change request.

Sue said the Food Committee agreed with the proposed change from the Craft Committee, and asked Diane of the Craft Committee to comment.

Diane is the scribe for the Craft Committee, and said they have been working on improvements to the craft policies for five years. She said there are issues with non-handcrafted items being sold after-hours. Crafters cannot sell food items in their booths, and it seems logical that food booths should not sell crafts.

Aaron questioned what this proposed guideline change was actually helping.

Lisa asked if this would preclude a nonprofit booth from selling fundraising merchandise after-hours.

Diane said the current guideline allows only hand-crafted items sold after-hours. An issue is that there is no enforcement body. Things are being sold after-hours that are not approved, and in

many unapproved locations.

Lily said this motion clarifies that a food booth that has a restaurant in town that sells T-shirts, will not be able to sell their T-shirts at Fair since it is commercially made. This proposed change is not addressing blanket vending.

Paxton said if there are issues with people selling things after-hours, it is a separate issue from this. He does not feel this is an issue with food booths.

Stephanie was unclear how this would be enforced, and by whom.

Sue read the following from the 2019 craft guidelines: Before or after the hours the Fair is open to the public, sale of handmade or hand-crafted items is allowed inside booths so long as the person or persons who made them are present at the Fair with a valid wristband or pass.

Hilary takes our status as a craft-based event very seriously, and encouraged the Board to support Fair crafters. There should be no manufactured goods sold in booths.

Peaches said the crafter guidelines already don't permit manufactured items. She does not understand how this change will help prevent bootleg blanket sales.

George said there seems to be emphasis on manufactured goods, and not made by the person. Many things at Fair are manufactured, like posters and commemorative sale items. Most blanket vendors are selling their own stuff, and how important is it and how will it be enforced knowing some crafters may feel like they are losing revenue. There are many facets to this issue. It is good to have this conversation, but feels the proposed guideline change needs more work.

Jack said both Craft and Food Committees are wanting this to be passed. It does not have anything to do with blanket vendors. He sees the main issue as food booths selling T-shirts to promote their business. The criteria to be a Fair food booth is to sell food, and this is a way to hold food booths accountable to their contract with the Fair.

Sue said someone selling a handmade craft item in a craft booth after-hours only needs to have a wristband, and does not have to be a juried crafter.

Palmer said this change proposal does not specify T-shirts in the verbiage, and you could have food booths selling eight-track tapes.

Aaron said the bulk of people affected by this change were not aware of this until the FFN was released. She feels we can over legislate sometimes. She does not support the motion.

Stephanie said historically, the proposed guideline changes are published in the FFN one month before the Board votes on them, and there is opportunity for members to review them. Due to a tight production schedule with publication of the guidelines, if anything goes back to a committee for reconsideration, then it is not able to be proposed again until next year.

Palmer asked who will enforce this if it passes? That should be part of the consideration.

Jack does not see this as an enforcement issue. It's about being able to sell food at the Fair. If we don't pass this, what happens if a food booth starts selling something other than food and T-shirts.

Lily said this is supported by both Craft and Food Committees. We need to establish rules for food booths going into the event. She supports the motion, and feels it is supportive of our crafters.

Sandra said food booths are juried, so they also have list of items they can sell. So, this is about enforcement. She does not think this change is needed, and expressed that stakeholders need more time in this process to have a say about proposed guideline changes and be able to give feedback.

Wally asked for clarification on what craft booths can sell after hours.

Sue said as a way to help support our volunteers who make things, they can sell their items after-hours in a craft booth as long as they have wristbands and have made arrangements with the crafter.

Peaches said she wants to trust this recommendation and work by the committees. In researching committee minutes, she had trouble finding communication about this issue. She believes the committees' concerns should be addressed, so she

will support the motion.

Paxton thinks the current guidelines for after-hours sales items does not need to be changed. Given we no longer have the Barter Fair, he feels it is appropriate.

Lisa P. agrees with Paxton. She also sees a lot of mass-produced items that are not being sold at food booths. She would feel more comfortable if there was an exception for nonprofit booths.

**Motion failed: 6-4; Lisa P., Paxton, Aaron, and Sandra opposed.**

**Lily moved and Sue seconded to approve the proposed change to Guideline 69 regarding passes for booth and cart participants. (video 1:41:44)**

*Proposed revision: Only a booth representative or a delegate with a written authorization from the booth representative may order or purchase wristbands, worker day passes, or vehicle stickers. The craft booth representative must be an approved crafter with at least five years crafting at OCF (except in the case of registration-dedicated booths) and must have a booth wristband.*

COMMENTS: Diane said the Craft Committee does vet their work, regularly post their minutes, and has a craft policy summary on the .net site. The committee also publishes a letter that is included in booth registration packets every year, to keep crafters informed. She feels the Craft Committee members well represent the community of crafters at the Fair, work closely with Craft Inventory and Booth Registration, and have been very communicative about their work.

Thom said the work of both Craft and Food Committees is done by and for crafters and food booths. Guidelines and rules are not made for criminals or to police. They are made to give instruction and be consistent.

Jen-Lin agreed with Thom. She noted most of the Board members are not juried artisans, and encouraged the Board to listen to the recommendations by committees who are working hard to maintain integrity, and respect them. Every year we have guideline change proposals that are published the month prior for review, so this is not a sudden change to how guideline change proposals are processed.

Justin said these issues have been talked about for years, in terms of an understanding and alignment between food and craft booths. Being a booth rep is a big job with responsibility and preparation, which is why we onboard new booth reps to ensure there is an understanding of expectations.

Dean said as an active volunteer and committee member, he understands the ire he is hearing from the committee representatives. We are going through a process to clarify the work various committees do for the Board, and most of that work takes lots of hours. When a recommendation comes, it's not just being pulled out of a hat. Dean also commented that there seems to be a rush to approve guidelines changes for publication purposes, but there always seem to be revisions prior to the event.

Jon P. is glad to see movement toward giving rights to people who are not the booth representatives. This proposed guideline change makes sense to him, but he is glad Board members are asking questions about the process. He also likes the Committee Best Practices working on creating standards.

Ed feels there are serious problems with the structure of booth representatives who can arbitrarily kick out others who have been in their same booth for years. Our organization was built on handmade crafts, food and music, and we need to focus on those people, not something outside of it.

Lisa P. reviewed past Craft Committee minutes, and noticed the themes and discussions in past years were about the same things being brought up in the proposed Guideline changes. She feels people don't participate or engage until there something they don't agree with, and understands the proposed changes are not new ideas.

Peaches agreed this conversation about booth and cart participants has been going on for a long time. She relies on committees to advise the Board and to educate her about their work, and gave

appreciation and thanks for their hard work. She asked for clarification about the requirements for years of experience for booth reps.

Justin confirmed five years of experience is needed to become a new booth rep, and currently two years of experience as a booth rep for consideration in a booth transfer process.

Lily likes the new verbiage of taking out the word vendor and replacing it with booth representative, as more respectful language.

Aaron has concerns with requiring at least five years of experience, and feels it makes it hard. She thinks it should be two years. This proposed change could inadvertently throw people out of their booth if there are unforeseen emergencies that arise. She would like a clause, for issues like medical emergencies.

Jack said the proposed change seems like a stop gap, and seems like an issue with people who have been in a booth allowed to come back. The real issue is when do we start deciding who, and when, the booth rep can restrict somebody from participating. This change is a response to the problem of people being displaced.

Sue said the Craft Committee proposed change, specific to Guideline 69, was also to include: **booth reps currently involved in making a booth rep change are encouraged to come to the Craft Committee for guidance. The intention is that any new booth rep in a booth transfer knows what is expected. Sue offered a friendly amendment.**

Lily thought instead of amending the motion, it would be better to include it in the booth packet information, and appreciated the clarification. **The motion was not amended.**

Sue said in order to get new permanent booth space, there is criteria of being an active crafter for five years. To be a food booth rep, it requires five years for a booth transfer and we want to do the same for crafters. It will result in better trained booth reps and better energy regarding the nuances of how the Fair works.

Paxton likes the verbiage change from vendor to booth. He does not think the five-year requirement is needed in this situation, and thinks it is overreaching. He is not in favor of the motion as written.

Palmer acknowledged the concerns of the committee members, and knows it is nice to have the Board appreciate the committee work and make it effective. He agreed with Ed that the booth rep system could use some changes and is outdated. He feels the committees know best, and a lot of time and research has gone into the proposed changes. There has got to be a way of coordinating the hundreds of booths and thousands of people. He is in favor of the proposed changes regarding booth participants and booth changes.

George said the idea is to create parity between food and craft booths, and thinks this is well thought through. He agrees it takes five years of experience to be effective as a booth representative. There is a process for people who have medical emergencies, and managing unexpected events. He supports the work of the committees and will vote in favor.

Lily clarified the criteria of five years of experience for Guideline 69 is as a crafter at Fair, but does not have to be in one specific booth for five years.

Sandra is very concerned about passing something that may have unintended consequences. She has received a lot of feedback that this requirement will impede the ability to transfer a booth to someone else. People are worried about losing their booths forever. It's a global problem we need to figure out. A shorter time requirement gives more flexibility, should something happen like illness. In addition to selling crafts, Fair is a community and a family and Sandra believes in preserving a place for Fair family. She is not clear about this proposed change.

Aaron feels we are comparing apples to oranges. She feels this policy is not about criteria for how long someone has to be a booth rep, and instead is about a booth rep delegating written authorization to someone else. **Aaron offered a friendly amendment to change the criteria from five to two years. The motion was not amended.**

Aaron also wants consideration for emergency situations for booth reps.

Sue noted Guideline 70 offers consideration for a booth rep to get a temporary replacement for unexpected circumstances. We are compassionate about helping make the booths operate when there are emergencies.

Jack asked if a crafter becomes an Elder, does that craft booth rep get to decide who replaces them in the booth? Diane said crafters must be juried in, and there is a booth transfer process.

Peaches clarified the proposed change affects new booth reps, and not those who have already invested at least two years but not a total of five as a crafter.

Sandra asked about families engaged in cooperatively producing their craft, knowing there is only one designated booth rep, and how they can change their booth rep designation.

Diane said if you are the only crafter in your booth and you decide to retire, then someone else has to be juried in. Even if it is a family member or a crafter who wants to change to another craft, they have to go through the jury process.

Sandra asked to clarify when there is a family or group with multiple people who make the craft, but there is only one of them who was considered the approved booth rep, then do the others still have to be juried in if the original booth rep steps down?

Justin said this is not a new idea, but there is a precedent and sometimes tough choices have to be made. If there are going to be co-crafters or a team of crafters, they still have to be juried in. The booth rep should be the primary artisan. While there are unexpected emergencies that are given kind consideration, booth reps should be planning their succession in advance.

Katy said a booth packet with details and information about booth succession is provided every year, so this is not a new concept.

Lisa P. wanted to refocus the discussion specific to Guideline 69. It's a verbiage change, and the actual rule is stated in Guideline 70. She would like the voted called so they can move onto the motion for Guideline 70.

Aaron agreed with Lisa P., and said Guidelines 69 and 70 are tied together.

**Motion passed: 7-3; Paxton, Aaron, and Sandra opposed.**

**Sue moved and George seconded to approve the proposed change to Guideline 70 regarding booth changes. (video 2:36:46)**

*Proposed revisions: Booth Sharing — Craft booths may share space with any active juried craftsperson. Booth representatives must notify Booth Registration as soon as possible to ensure that the added craftsperson gets credit for participating.*

*Displaced Active Crafter — If a crafter becomes displaced from a booth they have been sharing with a booth rep, the crafter should notify boothreg@oregoncountryfair.org. Booth Registration will add the crafter's name to the Wait/Share list and do its best to work with the displaced crafter to find them a booth to share. Booth Registration does not guarantee a booth for displaced crafters while seeking a sharing solution.*

*If a booth rep wishes to remove a crafter who has participated in the booth for two years or more, they must give the crafter a one-year written notice by July 1 so the displaced crafter can network at Fair for a new location for the following year.*

*New Booth Representatives — Booth representatives may request approval for a temporary, a one-year-only, or a new permanent booth representative. A new crafts booth representative must have been an approved craftsperson in that booth for five years, including the two previous consecutive Fairs. Booth Registration will approve these requests.*

Hilary said this is related to our growing pains, the difficulty with our system, and being hard to get a pass for those who want to be involved at the Fair. We know there are many juried-in artisans who don't get booth space.

Sam reflected on policy vs. operations. We've just had a long conversation about whether the booth rep should be two or five years, and spoke to some big policy questions. He said maybe this is an operational issue that should not be decided by the Board.

Katy said it is very disheartening when someone finds out they don't have a booth, and there is no process for appeals.

Jon S. said it is important to help displaced ac-

tive crafters. He does not want to see the motion defeated because of disagreements about two or five years, and said it is important to fix the problem of displaced crafters.

Ed said trying to compare food and craft booths is apples to oranges. He does not agree with the criteria of five years for crafters.

Justin said we are short-changing our organization if we minimize the amount of understanding we are asking our volunteers for the safety of our event. We ask everybody to read the guidelines and related information. Some booth reps are responsible for many others, and it's important we have these guidelines for all that are impacted. We work really hard to place those who are on the wait/share list. This is a step to give rights to others in a booth, besides the booth rep. Booth registration works very hard to help when there are disputes, and to help displaced crafters.

Thom agreed with Justin, and begged the Board to listen to the committee's recommendations.

Aaron understands trying to be consistent, but is not convinced it takes five years to become a booth rep. She thinks it should be two years.

Peaches spoke to the bigger picture, relating to our growth and balancing long-term family and new opportunities. She understands a directive was previously given to the Craft Committee to bring in new artisans, and believes this relates to that. She thanked the committees for their work in bringing in new artisans, and honoring those who have unexpected changes due to death and unforeseen circumstances.

Palmer agreed with Thom, and said crafters are asking for this. Booth Registration bends over backwards for crafts people. In a lot of ways, the booth rep is a god to the others in the same booth, and the booth rep determines who participates. This is about giving rights to other booth members as we move forward, fixing our booth rep system. He encouraged the Board to vote in favor.

**Motion passed: 7-3; Paxton, Aaron, and Sandra opposed.**

Lily mentioned CDR (Center for Dialogue and Resolution) is excellent for inter-personal conflicts. She said the Fair Camping Mediation Team can be contacted for booth or location disputes during the event.

#### **President's Peace (video 2:51:47)**

Jack said we are moving forward with this issue of general discord regarding Fair family, new participants, and how we treat each other. Change is happening, and some big decisions will be made. Many say we are on an unsustainable growth trajectory. It's easy to protect one's own and status quo. Or, do we make efforts to maximize our site and internal capacities for the number of people it will take to settle this discussion. We have camping space, but booth space is tighter and bound by county regulations.

Personally, Jack has always been a proponent of growth, and in being creative so we grow to our fullest potential. He does not think we are there yet.

#### **Draft Agenda for March 2, 2020, Board Meeting 7 pm, Northwest Youth Corps, Columbia Room**

Approve February 3, 2020, Board meeting minutes

Closed session recording and minutes — Aaron

OCF Smoking Policy — Sue

Safety requirements for OCF vehicles — George

Restructuring Board giving and philanthropy — Lily

OCF membership database — Aaron

Canvas the membership regarding voting age — Aaron

Appoint Britania Pousson-Nicastro to the Diversity Committee — Lisa P.

Allow grievance item to proceed — Sue

Membership and Board dialogue