

Attendance: Jim Sahr, Ken Kirby, Cathy Coulson-Keegan, Kim Allen, James Nason, Vince LaRochelle, Diane McWhorter, Sue Theolass, Amy Ehn (by Go-To-Meeting) Absent: Lucy Kingsley

Other Participants: Wally Bomgaars, Crystalyn Frank (by GTM), Adam Budd, Bill Wright, Donna Murray, Wren Davidson, Jeffrey Falkenstein (by GTM) Scribe: Diane McWhorter

Introductions and Announcements: Kareng Fund Art Bingo, Feb. 23rd. Open House for the Committee Best Practices Committee, March 1st, 12-3, potluck at the LCC Longhouse.

Agenda Approval: New Items added to the Agenda format include Coordinators' Reports and Staff Reports, which will appear every month to build in an opportunity for them to address the committee. Request to add Booth Rep Responsibilities: will be added to a future agenda along with the current list of discussion topics: Booth Rep Job Description, Crafter's Rights and Responsibilities, Booth Rep Transfer System, Compassionate Response to Emergencies, Booth Classification (on tonight's agenda)

***Motion: Accept the agenda (Jim/Sue) 9-0-0

Minutes Approval: Minutes of January 29, 2020

***Motion: Accept the minutes (Jim/Sue) 7-0-2 (Kim, Cathy)

Guest Concerns: Jeffrey Falkenstein: With Fair since 1976, booth since 1982, Charter Member, coming to help out and thank the committee. His main concern was that Craft Committee in his experience in 1992, when coming with a Booth Rep dispute, was a helpful resource by being a representative of crafters, a place to bring problems and find solutions. Seems to be tilting to the side of staff and operations. His experience includes the original Elders concept and Committee, The Barter Fair Task Force, the Internet committee, and he is planning to attend CC meetings. He doesn't feel the guideline changes were weighted toward the crafters, and makes his situation harder in the future. He hopes to be more constructive than critical.

Donna Murray: Her experience includes being a longterm Booth Rep (25 years,) after going through the rejury process and being in one-year-only booths for three years. She was then invited into a booth and eventually made the Booth Rep, and invited in another crafter. She had a lot of concerns, including the guideline changes, booths that don't have much in them to sell, what the enforcement system is for booth guidelines, and encouraging Booth Reps to share space to work in new crafters. She has a full booth but tries to find people to share, and is concerned that the current situation she is in will be impacted by the change in guidelines. She's concerned about emergencies and doesn't have an emergency plan. She's concerned about growth, communication, and was not aware that minutes were posted on the .net site. She wanted the Committee to get more input and reconsider the change.

Wren Davidson: There are six crafters in her booth, and she has long experience. She is also concerned about what Craft Committee does, so wants to hear more about how the decisions were made and the basis for them, to educate herself. She wants to make sure family is prioritized over business.

Committee Response to specific concerns: **Please note: comments are those of individuals and not necessarily a consensus of the group.**

- Craft Inventory is in charge of enforcing guidelines and does that work through the Pathwalkers who gather the information. Registration Crew also works with crafters on solutions to problems. The committee has one staff member now while in the past had three, so crafters are better represented now. Adam, the Coordinator is present at the meeting but not a voting member.
- Guideline changes project forward and won't disqualify anyone in the process already. No one will be thrown out of compliance or disenfranchised.
- Compassionate responses by Fair are the common way to solve emergencies and other problems. Temporary Booth Reps are easy to appoint and Leaves of Absence are always a choice.
- Generally in cases of death or other emergency, the most sensible response that will work for the most crafters involved is found. If there are already crafters in a booth, they have remained in the booth through the Booth Rep change made by Registration in all cases in memory.
- There are 800 crafters at Fair, but 250 Booth Reps, so Booth Reps are only one third of the crafters. Other people's concerns are also considered in making guidelines, to balance needs.
- These topics have been discussed for over five years and the minutes have been posted on the oregoncountryfair.net site. The packet letters each year contain information about the topics in discussion.
- The crafters on the committee are very concerned with crafters, all crafters. They don't come to represent themselves. They hear the needs of many types of crafters and try to address them.

Board Liaison Report: Sue reported that two of the three guideline changes submitted passed. The one concerning sales of crafts in food booths did not pass. [Guideline 80 currently reads "No craft item (e.g. t-shirts) may be sold during public hours. The change requested was a clarification aimed at addressing after-hours sales and was supported by the Food Committee] In the discussion of the other two guidelines, Sue addressed the Board to let the previous liaison know that if they'd worked with the two committees as expected, they wouldn't have been surprised by the changes. She was pleased that the Board did work to understand the submissions. Diane and Justin were present and able to provide needed information to the Board. She mentioned the intention of the committee to attach an assurance that those in the process would have their situations individually handled, but the Board did not accept an amendment. She wanted the committee to know she has done a lot of Board education on craft issues and that all the management staff has been very supportive and always asks questions to research topics under discussion.

Coordinators' Reports: Adam reported that the applications are in progress, and he has helped a few people access the internet or find answers to their questions. The Zapplication system has been in use since 2016 and is now functioning well. The Jury will happen April 11th at the LCC Longhouse. In response to a question about the esoteric crafter jury system process and transparency, he said that most aspects are not different from the regular jury, in that it is confidential to a degree, but also a fairly open process. He said jurors are chosen by Jeff as in the past and they are different every year, people drawn from the arts community who have an interest and knowledge of crafts but no direct connection to OCF. Ken corroborated that impartial jurors are used, not staff members.

Staff Reports: Crystalyn (Operations Manager) reported from the staff. She thanked Craft Inventory for the great amount of time they each put in for the process to work. She said that OCF does have a program of Compassion Passes for people in emergencies, which works by request. It is most often used in medical emergencies and has been used for craft and food booth participants in the past. Reach out to her or ask someone to do that if you have needs. The site did flood last week but if there was any damage, it is still unknown.

Old Business: Guideline Changes Review: Ten guideline changes were submitted, but seven were operational, such as changing the word “vendor” and will be done by staff in the regular revision process for the guidelines booklet. The Board is transitioning to being a policy Board, not an operational one, so everyone concerned is working to shift to that. That is why only three guideline changes were printed in the FFN and taken to the Board. There is also a document called the Craft Policy Summary where the guidelines are arranged into a little more readable form, so people should read both. Many of the questions raised in the guest concerns are addressed in the guidelines and summary. Both are on the .net site

- The Board seemed not as familiar with craft guidelines as the committee is, since CC focuses on them, so there was some confusion and questioning by them. It’s CC’s job to try to figure out how those guidelines are working for people and recommend things to the Board.
- The committee is mostly Booth Reps, but not all, and also reads the feedback and post-Fair reports so is aware of a range of concerns that not everyone is aware of. CC works carefully through the guidelines to see if there are little changes that can improve the system to address the problems that come to the Committee.
- There is no way to include or get 800 crafters to agree on changes. The packet letters and minutes published have not gotten much response, but the committee has tried to involve people. There should be some trust extended to the committee that self-interest isn’t its mode.
- There is only one chance per year to submit changes, in December.
- Since Fair is so important to people, future planning should be taking place already.
- The goals of policy making include: fairness, equal treatment, transparency, accountability, clear communication, respect, honorable intentions, consistency, and a clear path from past to future.
- The system needs changes. The Committee appreciates participation.
- Putting more information in the FFN and in the Board minutes would help communicate.
- The interval between the FFN and Board meeting was really short, so effective communication was not as good as it should have been.
- For three years Committee members were having two meetings a month (one on Sundays) to gather and study the guidelines, with the result being the CPS and greater knowledge.
- The question was asked of how the change from 2 to 5 years benefits Booth Reps. The change seemed to be more significant than in the past and needed more notification.
- Many people don’t know about the .net site.
- Starting the guideline discussion earlier in the year, say in August, would be better.
- Staff is in charge of putting the guideline changes through the system after they are submitted, and puts them in the FFN

***Motion: The Craft Committee would start talking about Guideline changes in August, finishing them up in September, publishing them via letter, not official Board minutes, by a letter from the Craft Committee in the FFN, in the October issue, so it gets time for comment (Kim/Jim)

Discussion on the motion (individual opinions):

- It takes so long to talk about the issues, that there might not be enough time to finish in September. Asks for an amendment; accepted by the maker, refused by the second.

- The other business, like permanent placements takes a lot of time, but discussion of these items does take place all year.
- We can put more articles in the FFN; it takes efforts by someone. The last two articles have not been about guideline changes at all.
- The operational staff has been talking about changing the timeline, for a longer communication period
- Based on that, it would be better to work carefully rather than respond to an artificial deadline.
- These things can be mentioned in the packet
- If we don't make any guideline changes, the guidelines we have are working
- Sometimes the committee decides on changes that are not big changes, and rigid timelines seem shortsighted
- Not having an active Board liaison has made it harder for CC to communicate with the Board in the last year. Making a Board report takes a person going to the meeting. Going forward we will have a better liaison so communication should improve.
- Be more concerned and aware that people might not know how to keep up on the information
- The concerns have been heard and the timeline is likely to change
- Amendment request to change to October rescinded
- The committee has not traditionally met in August though it has in recent years

***Motion: Call the question (Jim/Sue) 9-0-0 Discussion ended

Vote on the motion: 3-6-0 Motion does not pass.

An explanation of the work plan and committee process was given. Last year no guideline changes were submitted. They are presently submitted in December.

Guideline Changes Review resumed:

- Thankful for people who do the work; still a question about why the change was made
- It is a difficult show to do
- The One-Year-Only system is very difficult, involving jurying every year, taking a third year off (now fixed) and never having any certainty about participating. Now one or two permanent spaces are awarded every year. OYO crafters are really high quality, and in general the new crafters are really high quality, so it is unwise for the organization to discourage these crafters.
- It takes five years to be awarded a booth through the permanent placement system. The reason for the change was to equalize the effort a Booth Rep has to make to what new crafters have to put in.
- To be awarded a permanent booth, it takes five years, for top-scoring crafters, and the decision is made by a group that includes Craft Inventory, Registration, Craft Committee, and Management. It is far more rigorous than the process a current Booth Rep has to go through to hand off their booth.
- The guidelines are not just fine; they are not working well for everyone
- The system works for the privileged, who were grandfathered in for life, got space of their choosing, and people at the top of the hierarchy don't see the rest of it. It is far more fair to think of the other two thirds of crafters and ask Booth Reps to be more accountable and more thoughtful about handing off their booths. They are being asked to make a five-year plan.
- Re-jurying the Fair is an alternative. That would be a really tough change.
- Appreciate the framing to include the process for the new crafters
- It is hoped that with a 5-year plan, the Booth Rep can take the time to make sure the person knows all the little ways to function, such as how to get a path-watering barrel, how to deal with

site issues, and how to interface with all of the systems. It takes a long time to learn all of those things. Passing on the body of knowledge would be an improvement.

- The motivation was to be consistent with the permanent placement process requirement of 5 years.
- Family means different things to different people. Having empathy is good, but nepotism isn't good for the organization and not everyone supports that.
- The change isn't meant to make it easier for Booth Reps, but for the other two-thirds of crafters.
- Fair is an entity, a binding source. We want the best for Fair. People come for the arts, so the obligation to bring the best presentation should be the goal for all of us.
- The Elders program exists as an alternative for people to still participate if they no longer want to sell crafts. The aging need the young.
- Maybe the guideline can be tweaked to allow people who are in the process to just meet the two-year requirement that was in place
- There aren't many "party booths" any more, just a few
- CI has no authority to force people to share space. They can encourage it.
- Some people have the five-year plan to pass their booth on to Fair
- The culture is changing, and this may encourage change that will benefit Fair as a whole
- This should encourage more highly involved, dedicated Booth Reps
- It is not intended to force anyone out of a booth

Booth Classification: no time left

Consider Sale of Business policy?: no time left

Adjourned 7:45

Next meeting March 11, 2020 5:30