FAIR FAMILY NEWS

OREGON COUNTRY FAIR ❂ ONE CREATIVE FAMILY

VOLUME 28 ISSUE 2 JUNE 2020

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Cover Photo © 2019 Geoffrey Squier Silver

LATE BREAKING

OCF 2020 logo shirts, stickers, bags, etc.
Merch for "The Fair That Wasn't There"
https://merch.oregoncountryfair.org/

FAIR FAMILY CALENDAR

Editor's Note: Because of physical distancing required during this COVID-19 pandemic, many OCF meetings have been cancelled, and those that will go forward are being held virtually. For the latest information on Fair meetings and how to join them online, please check the calendar of events on the OregonCountryFair.net site.

JUNE

15 BoD Work Assembly: Elections Bylaws, 7 pm – 10 pm, online
21 Sunday Office Hours with Crystalyn, 4:30 pm – 6 pm, online
22 Diversity Committee, 6 pm, online
25 Elders Committee, 7 pm – 9 pm, online
28 BoD Meeting, time & location TBA
28 Sunday Office Hours with Crystalyn, 4:30 pm – 6 pm, online

JULY

10-12 VIRTUAL OREGON COUNTRY FAIR!
Physically Distant Yet We're All in This Together.
See page 9 for details
11 Virtual Community Village, 10 am – 9 pm, streaming online: communityvillageocf.org – ocfcvcc@gmail.com
NO FAIR FAMILY NEWS in July
Stay Safe Everyone!

AUGUST

3 BoD Meeting, 7 pm, online or location TBA
5 FAIR FAMILY NEWS DEADLINE
23 Deadline to submit candidate statements to run for the Board of Directors

SEPTEMBER

13 Tentative date for Candidate Forum
14 BoD Meeting, 7 pm, online or location TBA
17 FAIR FAMILY NEWS DEADLINE
24 Last day to sign up as a voting Fair member (to vote on Board members at the Annual Meeteing)
Absentee balloting v. all-mail voting decisions TBA

OCTOBER

5 BoD Meeting, 7 pm, online or location TBA
24 OCF Annual Meeting, TBA

FFN ESSENTIAL WORK

Suzi "Communication" Prozanski
Daniel "Clarity" Cohn
Kim "Playfulness" Griggs
Mary "Calm" Doyon
Niki "Imagination" Harris
Michael "Common Sense" Ottenhausen
Brad "Estimation" Lerch
Mary "Three Chips" Callaghan
norma "optimism" sax

Happy Birthday Cancers!

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!

WASH HANDS IN SOAP AND WATER!

KEEP IN TOUCH

Oregon Country Fair
442 Lawrence St.
Eugene, OR. 97401
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OREGONCOUNTRYFAIR.ORG (EVENT INFO)
OREGONCOUNTRYFAIR.NET (BUSINESS SITE)

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

OCF Site Reopening

Site visits are very important to our Fair Family. Some find it rejuvenating, full of energy and life, others find it quiet, peaceful, meditative, rich with culture and history. All of these fill our soul and nourish the spirit, providing energy to help navigate these difficult times. Visiting the site can be extra important during these hard times. We would like to take this opportunity to thank Family members for their patience while the site was closed and as we assessed how to open it in a way that keeps our staff and Family safe.

Now that Governor Brown has reduced restrictions in public spaces, we are excited to announce the reopening of the Fair site. To that end, we will begin allowing people on site for day walkabouts, alone or with members of their own households, starting June 10, 2020, from 10 am - 4 pm daily.

For the safety of our Family, there are guidelines and protocols that will need to be followed in order to make this successful. These should be familiar to most of you, and are intended to ensure everyone can enjoy the property safely during these uncertain times. If folks have suggestions of what could be different, please feel free to email site@oregoncountryfair.org.

If the Governor moves Lane County back to a stay-at-home situation or if we find visitors are not following safety protocols, we may have to close the site or limit access again.

THE SITE WILL BE CLOSED
FOR ALL PURPOSES
JULY 3 THROUGH JULY 13

In addition to a place that offers psycho-spiritual rejuvenation and an opportunity to be in nature, it's also a work site for our employees and others. Therefore, some portions of the site may be temporarily closed to facilitate their work. Finally, as with everyone else you might encounter on site, please practice physical distancing at all times.

© 2017 MEAD

OCF Site Reopening: Protocols and Guidelines

- Aero Gate will be open daily 10am - 4pm, please park at Main Camp
- Park only at Main Camp or in front of Traffic
- Warebarn, Hub, Alices, Zenn, and Dug's are closed unless folks are affiliated with work parties
- Hand Wash stations will be identified on maps at Main Camp, and hand sanitizer will be available at all info booths.
- Restrooms are not available at this time, plan accordingly.
- **NO DOGS** allowed until after Labor Day
- Please follow the one-way walking patterns. This is to keep everyone safe and reduce congestion in areas.

    ★ **Access to the 8:** Enter through Main Camp, and follow Strawberry Lane to Upper River Loop North to Pooh Corner, then follow East 13, South, back to Wally's Way or continue straight out Bus Admissions. **(Please See Maps At Kiosk in Main Camp)**

    ★ **Access to Left Bank, Chela Mela, Xavanadu:** Enter through Dragon Admissions to Leslie's Lead following to Dharma Garden via Star Lane, **Alternate Route:** Left Lane to Moon Path, turn right for Xavanadu, straight for Chela Mela.**(Please See Maps At Kiosk in Main Camp)**

    ★ **Please Note the following areas within the activity area are closed:** Despain Lane, Jills Crossing, Nirvana Park, Sesame, all bunny trails and camping areas, including South Woods, Marshalls, Zenn, Alice's, Dahindas, Warebarn, and the HUB. All of Chickadee and Snivel/Smile is also closed

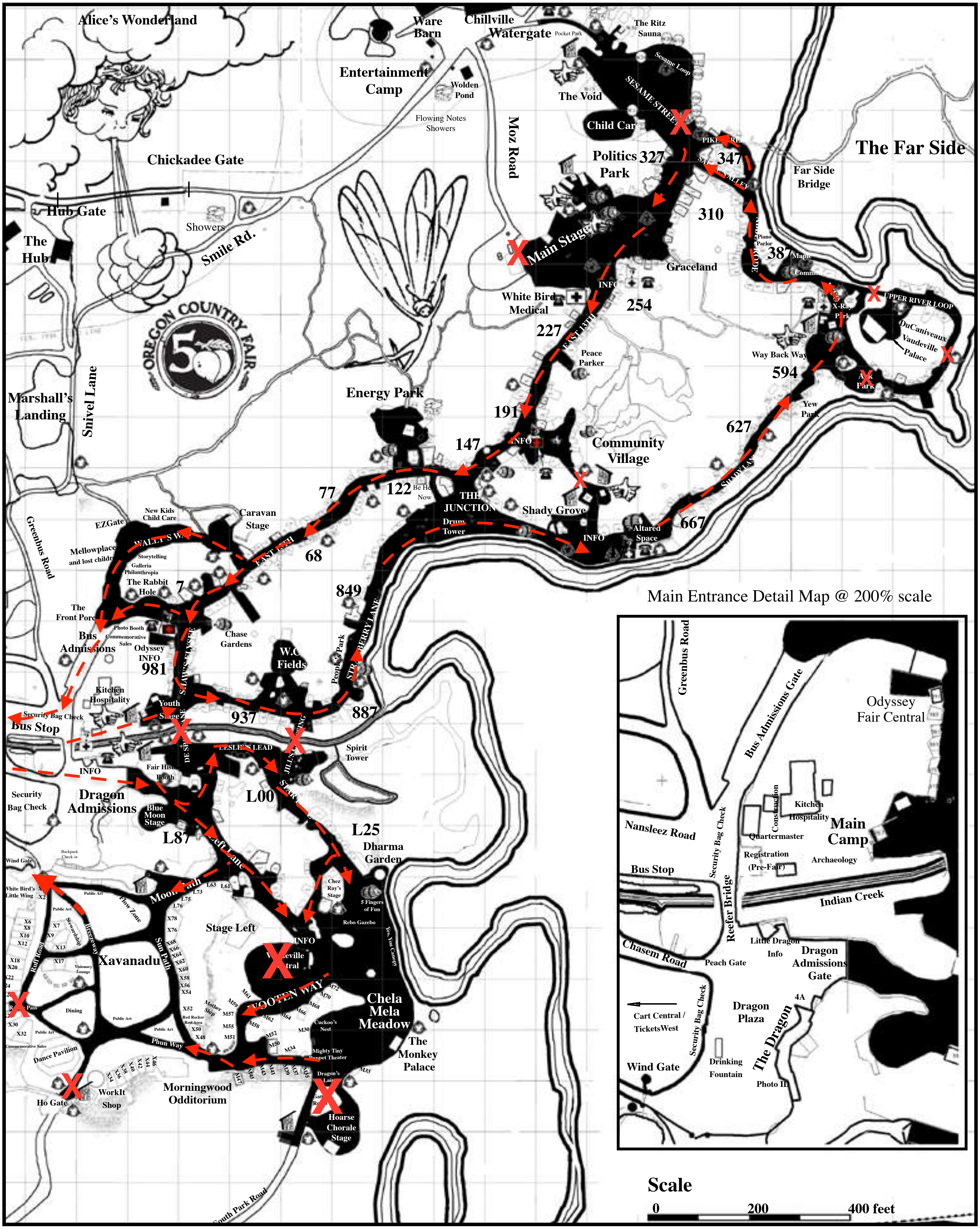
    ★ Feel free to physically distance in any of the lots.

- Maintain a distance of at least 6 feet from others not in your household. Refrain from congregating.
- Bring a mask or other face covering and use it when passing others on the path.
- Avoid touching hard surfaces.
- Do not come to site if you or any member of your household have had flu-like symptoms in the last 14 days or have been exposed to anyone who has had such symptoms, or if you feel ill.
- Pack it in Pack it out

OCF Site Reopening: Protocols and Guidelines

- Cough into your elbow or a tissue, but remember to pack your tissue out. Avoid touching your face whenever possible.
- Stick to low-risk activities to reduce strain on local emergency responders and health care agencies.
- Each individual visiting the site is responsible for providing themselves whatever may be needed during the visit. IE: food, water, gloves, etc
- Try to tread lightly, we are using this time to remediate East 13 and other areas. Our hope is to establish healthy grass with an abundant root system to help resiliency, and reduce dust during future Fairs.

Staff and others will be monitoring the situation and encouraging folks to remain safe. Failure to follow these requirements and endangering members of our Fair Family and others in the larger community may result in you being asked to leave the site.


Alice's Wonderland
Ware Barn
Chillville
Watergate
Pocket Park
The Ritz Sauna
Sesame Loop
Sesame Street
Entertainment Camp
Wolden Pond
Flowing Notes Showers
The Void
Child Care
Moz Road
Politics Park
327
347
The Far Side
Far Side Bridge
Chickadee Gate
Hub Gate
The Hub
Showers
Smile Rd.
310
Main Stage
Graceland
387
INFO
White Bird Medical
254
227
Upper River Loop
DuCaniveaux Vaudeville Palace
Way Back Way
594
Peace Parker
OREGON COUNTRY FAIR
Marshall's Landing
Snivel Lane
Energy Park
191
Yew Park
627
147
Community Village
77
122
THE JUNCTION
Drum Tower
Shady Grove
INFO
Altared Space
667
EZGate
New Kids Child Care
Caravan Stage
Greenbus Road
Mellowplace and lost children
68
Storytelling
Galleria Philanthropia
The Rabbit Hole
7
849
The Front Porch
Bus Admissions
Photo Booth
Commemorative Sales
Odyssey INFO
981
Chase Gardens
W.C. Fields
People's Park
Strawberry Lane
Kitchen Hospitality
Youth Stage
Security Bag Check
Bus Stop
937
887
Spirit Tower
INFO
Fair History Booth
L00
Security Bag Check
Dragon Admissions
Blue Moon Stage
L87
Left Lane
L25
Dharma Garden
Wind Gate
Moon Path
Flow Zone
Chez Ray's Stage
5 Fingers of Fun
Rebo Gazebo
Stage Left
Xavanadu
Sun Path
Dining
Chela Mela Meadow
Cuckoo's Nest
Mighty Tiny Puppet Theater
The Monkey Palace
Phun Way
Dance Pavilion
Ho Gate
WorkIt Shop
Morningwood Odditorium
Dragon's Lair
Hoarse Chorale Stage
South Park Road
Main Entrance Detail Map @ 200% scale
Greenbus Road
Bus Admissions Gate
Odyssey Fair Central
Kitchen Hospitality
Main Camp
Quartermaster
Registration (Pre-Fair)
Archaeology
Nansleez Road
Bus Stop
Security Bag Check
Reefer Bridge
Indian Creek
Chasem Road
Peach Gate
Little Dragon Info
Dragon Admissions Gate
Cart Central / TicketsWest
Dragon Plaza
The Dragon
Wind Gate
Drinking Fountain
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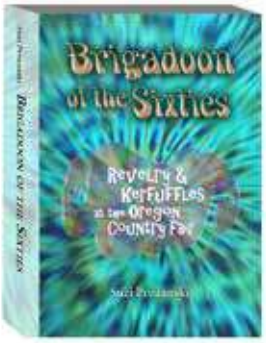
Stay Well, Stay Attuned

Button Heaven annual Crew Button Contest still happening in 2020. Link to see all entries and place online order is : www.luckymonkeyshop.com Every purchase is a vote!

Midnight Show Request
A call out to all hippy folk
To summon your muse to invoke
A limerick to go
In the Midnight Show
Between acts to keep us all woke.
Please send your best limericks to rhys@juggle-mania.com

Now on sale!
Brigadoon of the Sixties
Another epic slice of Fair history from Suzi Prozanski



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$5,000 Goal
92.7 fern ridge community radio KOCF
Turns 5 years old July 1st.
During the month of June we are asking you to donate to the station. Help us continue to bring music to our community. Go to KOCF.org and select donate.
Help make our birthday fund drive a success, donate today!

UNDERWRITERS

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Shows will return in the future

© 2017 Rick Souther

Join the Virtual OCF Event!

Although the physical Fair that we all cherish each summer on our sacred land will be absent this July, the Oregon Country Fair is taking the 2020 show online to share some joy during these trying times, and we need your help!

© 2017 Jeremy Running

Through efforts of volunteers coming from all corners of our Fair Family, we are creating something fun and engaging for those who wish to participate, while also raising awareness about what we are beyond those three days in July (the philanthropic organization).

Please visit www.oregoncountryfair.net for more details about the Virtual Event, and updates as they develop.

How to Participate

If you would like to share virtual content for the OCF Virtual Event on July 10, 11 & 12, please complete the online application by June 17: https://forms.gle/VqJWU1g-JHgdqeWV87. We are sorry for such a quick turn around, but we don't have much time! Your content does not need to be completed in order to apply. If you miss the deadline, we may be able to consider late applications.

If you are an OCF juried Crafter or approved Food Booth and want to be part of our Artisan Listings on the Fair website during the event (and after), please fill out the following form by June 30th: https://www.oregoncountryfair.org/submit-listing-details.

Most of all, please know that you DO NOT have to provide content in order to virtually join us; The OCF Virtual Event will be open to all, just come to the website over the weekend! Access details will be available at www.oregoncountryfair.org closer to the July 10, 11 & 12 dates.

OCF Statement of Solidarity and Support for Racial Justice

The Oregon Country Fair expresses our profound outrage at the killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and countless others before them whose lives have been taken by racial violence. We stand in solidarity with Black Lives Matter and the ongoing protests occurring throughout our country against the systemic racism that leads to these horrific deaths.

As an organization and community, the Oregon Country Fair is committed to the quest for social justice and the right for all people to live creative lives of dignity, respect, and meaning. This year, the COVID-19 pandemic and yet more killings of Black Americans have exposed the systemic racist underpinnings of our country and revealed how short we have fallen in creating a nation with "liberty and justice for all."

We need to call out and condemn racism, oppression, and injustice when we see them in the world — but that starts at home. We pledge to look within and prioritize the difficult and uncomfortable work of challenging and overcoming the deeply entrenched personal and organizational assumptions and biases that have hindered our progress toward becoming a more welcoming, inclusive, and equitable organization and community for Black, Indigenous, and People of Color.

Volunteer Project Manager Opportunity

The OCF Database Team is looking for an experienced Project Manager to lead the OCF Database Project. As the Project Manager, you will join a fun, interesting, knowledgeable workgroup supported by OCF staff. Your responsibilities will be typical of hands-on Project Management. In the short term, you will schedule and lead meetings, take minutes and assign action items, keeping the team on track.

In the long-term, you will create or update the various planning documents appropriate for the project as it moves through the project life cycle. Change management and communication will be key elements of your efforts.

If you have experience leading projects, especially software implementations, and want to contribute to this important, gratifying OCF work, please email database@oregoncountryfair.org and include your qualifications.

The Virtual Village Project

by Tim Mueller, Community Village Coordinating Council

© Tim Mueller

The Village Green is Hoppin'!

All of us in Community Village are broken-hearted that the Fair is canceled this year. But we still hope our sense of community can reach out to Family and to the World through our (tentatively named) Community Village Virtual Fair Experience 2020.

Our Virtual Village project is picking up steam. More than 20 music acts have applied to be featured. Booth Coordinator meetings confirmed they are planning some very special things, including a virtual Opening Circle, interviews, "This is who we are" booth videos, a Village hangout room, and, with luck, a virtual plant walk — all topped off with a virtual Sweep! Some volunteers have stepped up to help the day of show, though we'll need more (hint hint).

Our efforts — led by Villagers Adrian Acosta with the special help of Tim, Nathan and Ingrid, and with the support of Crystalyn and other Family and Village members — have inspired others to create awesome online content for this historic Fair.

© Tim Mueller

Activist banners welcome people to Community Village

Our plan involves streaming as part of the Virtual Fair Event at www.oregoncountryfair.org Saturday only — July 11 — from 10 am to 9 pm, with segments recorded for future viewing. We hope many of you will stop by and give a listen to Muddy Souls, Steel Wool Band, Jim Page and many more as we fill the airwaves with sound, activist information, and Love!

communityvillageocf.org–ocfcvcc@gmail.com

courtesy Tim Mueller

Community Village Info Booth Crew

92.7 fern ridge community radio KOCF

Sound Bites

Extending the Voice of KOCF: A Rare Opportunity to Help!

by Marshall Peter, KOCF Advisory Group Chair; and Dean Middleton, KOCF Station Manager

Since 2015, the all-volunteer team at KOCF has provided consistently great radio programming to the Veneta/Fern Ridge community. While we can reach the whole world through streaming, our goal is to offer on-air community and positivity right here where we were grown. With more and more media becoming national or global, we think this is a critical way for us to bring our community together for good times and good tunes.

Unfortunately, our low power designation and the valley floor altitude of the antenna limits our over-the-air signal to a relatively small area emanating from our home base in Veneta. The leadership team at KOCF, with strong support from the Oregon Country Fair and the city of Veneta, decided it is time to step up and broaden our reception area by putting up a new antenna. Work has begun on this phased project, but we now need friends who will quickly step up and help us raise the one-time cost of $16,875. This will make it possible for us to reach 250,000 listeners for years to come, an estimated increase of 150,000 listeners!

Opportunities to Support the Project

KOCF is now actively seeking funding to help us bring this important project to completion. Gifts of any amount are always appreciated and can be most easily accomplished by going to: kocf.org/donate. Gifts of $100 or more will get you an on-air shout-out of your choice. To explore the possibility of a larger gift including additional project details, opportunities for significant donor recognition, and answers to any other questions, please feel free to contact Station Manager Dean Middleton (dean@kocf.org) or Advisory Group Chair Marshall Peter (marshall@kocf.org).

About KOCF

Launched as a freestanding program of the Oregon Country Fair, KOCF has quickly evolved into a multi-faceted radio station with a variety of hosted programs. Offerings range from radio broadcast history to contemporary variety, jazz, blues, free form, surf, shoe-gazer, funk, edgy "new" music, and live, remote broadcasts from the Oregon Country Fair and other community locations.

Elmira High School (EHS) students regularly host music programming, and the station has produced and promoted live-remote-broadcast of EHS sporting and cultural events. KOCF, in partnership with the Lane Fire Authority and the City of Veneta, plays a critical role in the region's emergency communications command center. KOCF provides a community calendar, public service announcements and other programming tailored to the Fern Ridge community.

Miraculously, KOCF has delivered this robust radio station on an annual budget of approximately $14,000, less than half of which comes from our exceptional partner, the Oregon Country Fair. KOCF's success depends on the generosity of individuals and business donors, and a 100 percent volunteer staff who take great pride in the product of their work.

About The New Tower and Transmitter Project (TTP)

An ambitious undertaking for KOCF, the TTP involves constructing a freestanding, 40-foot tower and transmitter on the top of Bolton Hill (elevation 880 feet) on property owned by the city of Veneta. Included in project costs are establishing internet connectivity, building a cement pad to support year-round protected cabinetry, tower construction, and conduit for attaching coaxial cable and the antenna. In the cabinet will be a new transmitter, internet radio equipment, and a robust, uninterruptable power supply that will operate the site for up to 24 hours in case of power failure. Included in costs are engineering and electrical consultation. Extensive plans and budget detail support this undertaking. Contingent on needed funding being secured, the completion and go-live is scheduled for Fall 2020.

with...

Info Crew

by Suzi Prozanski, Fair Family News

The first Fair Info booth came about at the June 1971 Renaissance Faire when coordinator Cynthia Wooten drafted her friends Jack and Susie Delay to staff the booth.

"The concept remained extremely ill-defined," Jack Delay recalls, "except that it clearly was designed to support otherwise poorly or untended tasks during the hours the Faire was open to the public such as tending to TP in the toilets, water cups at the barrels and Band-Aids for cuts and scrapes."

The booth sat on 13th Street between the entrance and the Junction, across the path from Gil Harrison's pottery booth. Gil had been the Quartermaster pre-Fair and was supposed to help Susie and Jack answer questions in the Info booth. But Gil got too busy with customers to help much.

© 2016 Patty Harrington

Paul "Pizan" Moore staffing the Info Booth at Upper River Loop

"It was clear from this first Info Booth that there was a huge unfulfilled need to better serve the public, the vendors and the staff," Jack says, "not only for the bare bones support tasks Cindy had set up this first time but also to truly provide information."

For the October 1971 Faire, Info booths opened in three locations: Odyssey near the entrance, Main Stage, and Shady Grove. The Info booth at Upper River loop opened in 1972. Jack, who coordinated Info Crew for 10 years, made sure that each booth had radios so volunteers could communicate with other crews during the Fair.

"Info Crew was in many ways an outreach into the larger progressive community," Jack said. "I knew from the start it required folks who would be comfortable in the role of a public relations interface to the paying customers, have at least some aura of authority, and — above all — be reliable and have good judgment."

He invited key folks to volunteer on Info Crew, including Gretchen Miller, who had a law practice with Jill Heiman; Norah Roberts from the Springfield Creamery; computer whiz Brian Bauske, who worked for Jack at Datanex; and Chris Hofmann (later Ruby Bauske), who worked for the city of Eugene. Jack himself was elected to the Eugene City Council in 1976 and remained active in community politics along with other Info Crew volunteers. In 1978 Jack recruited Gretchen to successfully run for Eugene City Council.

Jack also helped institute an early form of Teen Crew at the Info booth, with the position of Runner. Long before cell phones were available, having someone run to a booth with a message was often the best way to communicate at the Fair. In 1981, a new Runner joined the crew who would end up becoming today's Info Crew Coordinator: Peter Mohn.

Prior to the 1981 Country Fair, Info Crew volunteers proposed numbering each booth so they could be located on the Fair map. The crew also proposed creating

a database so that people looking for a specific booth could be directed to the right place. Fair organizers liked the booth address idea, but the database generated controversy.

"People did not want to be found at the Fair," Ruby Bauske recalls. "A lot of us used aliases. … There was a lot of paranoia." Some folks grew or distributed marijuana decades before it was legal, while others had resisted the draft or otherwise had dropped out of mainstream culture. Jack said that people worried the police might somehow get the database. He had to assure people that "we only used this for the event, and we destroyed that information right after the Fair."

In the spring of 1981, Ruby Bauske, Brian Bauske and cartographer Peter Eberhardt walked the Eight with a measuring wheel to figure out the distances for each booth for an accurate map. They devised a three-digit addressing system that's still in use on Fair maps today.

In the last week running up to the 1981 Fair, Info Crew volunteers took copies of Fair Registration forms and keyed the information, including the new booth numbers, into a database at Datanex, Brian Bauske said. The Wednesday night before Fair (actually in the wee hours of Thursday morning), Brian printed out multiple copies of the updated list on 15-inch wide, blue-and-white striped computer paper. He then bound the computer printouts into big notebooks to distribute to Info booths at the Fair.

In 1983, Info Crew volunteers attended the first Crisis Intervention trainings. Fair organizers required every volunteer who worked with the public to attend the pre-Fair presentations by White Bird volunteers Zak Schwartz and Douglas Parker. The training has always offered Fair volunteers ways to make "molehills out of mountains" to keep the human relations at the Fair running smoothly. Today it's called Human Intervention training, aka HI training. Zak remains one of the main presenters, although he has trained many others, and volunteers' attendance is still required.

Over the years, the tasks assigned to Info Crew changed with the Fair. In the 1970s, Info Crew always helped with the Sweep but by the 1980s, Security Crew handled it all. After the toilets at Politics Park were constructed in the early 1980s, the Sanitation Crew took on the task of stocking the stalls with TP.

In the late 1980s, Info Crew switched from using radios to the newly installed Tinkerbell internal phone system that was connected to every Info booth, making communication much easier. In the 1990s, underground water pipes that provided fresh tap water throughout the Fair made the water barrels and paper cups obsolete.

Photo courtesy Brian Bauske

Ruby Bauske in 1980s

Photo courtesy Brian Bauske

Les Hendrickson, Scott Lieuallen, and Brian Bauske staff an Info booth in 1981

But a lot remains the same. Each Info booth is still equipped with basic first aid supplies like pain relievers and Band-Aids. Volunteers can still help people find a booth at the Fair by turning to a printed database listing that year's booths, products, and vendors. And volunteers still provide a valuable service of keeping Fairgoers informed and connecting them to other resources when needed. Info booths also collect Lost and Found items, and re-unite them with their owners at a surprisingly high rate.

As the Fair footprint grew over the years, so did the number of Info booths and the amount of staffing needed to keep them open. In 2003, the Fair added an Info booth to the Dragon Plaza and one near the Circus by Chela Mela Meadow. Another Info booth opened in Xavanadu in 2015.

Today Info Crew has 70 volunteers staffing seven booths 24 hours a day from Thursday noon to Monday morning, plus two Roving patrols every day of the Fair.

"Plus we collaborate with Community Village Information every step of the way," Info Crew Coordinator Peter Mohn says. "They are not officially on our crew in terms of inventory and staffing, but we are partners in every other way."

He says the biggest part of his job as crew coordinator is making sure he has

the right people to staff all of the shifts.

"Like many crews, it's a year-long process of compiling lists of people who are not going to be there a certain year or who want their friends on crew," Peter says. "Staffing is a huge part of it. You want the right people to be there at any given time.

"The training really starts with the type of people who gravitate toward Info Crew or who we seek to be on Info Crew," he adds. "We want people who like to interact with people. You have to like to be there to answer questions. And you have to be able to ask the right questions. The basic initiative of the crew is to help people find what they're looking for."

© 2012 Heidi Ford

Barb Bedwell (right) and daughter Sierra at Upper River Loop in 2012

Info Crew volunteers serve as resources not just for the general public, but for all of Fair Family overnight, as well. There's a lot to learn in order to be able to help the most people.

"The process involves going to the website, going through the Guidelines, knowing everything you can possibly find out about the Fair," Peter says. "You need to read the Craft Inventory manuals, which we used to produce. We work intimately with several different crews to know what we need to know about crafters, the food booths, crisis, resources, everything! So the process is to get familiar with that. To get people in the crew who are willing to seek these resources and act as a conduit for accurately communicating this information to folks who visit the booths."

© 2018 Patty Harrington

Cara Olson and Dana Marshall

Everyone has to show up for HI training every year. The crew also meets two or three times before Fair to get organized and sign up for shifts. Unlike most crews, Info Crew volunteers don't stick with a certain shift.

Until a few years ago, crew members would pick numbers from a hat and sign up for one shift at a time in rotation until all the shifts had been filled. "We're trying to make signups for 24-hour staffing more equitable," Peter says. "We have to be sure we can be staffed overnight. Not everyone wants to work overnight."

A couple of Info Crew volunteers who are good at computer programming came up with a new system that relies on people's preferences, he said. "You pick the shifts that you like and it goes into a database system that essentially deciphers what shifts need to be filled. People don't always get what they want, but we've discovered in the last couple of years that it works pretty well."

Whenever Info Crew volunteers got a chance to relax and visit, they've always shared stories about the crazy questions on shift. Here are a few.

Once Ken Kesey walked up to the Info booth at Upper River Loop and said "I got a question for you. How far is Mercury from the Sun?" Without hesitating the Info volunteer answered "Thirty-five million miles." Ken Kesey replied, "Hmm. That sounds about right." And he walked off.

One year a sweet young girl walked up to Odyssey Info and asked: "Where can I puke?" And everybody in the Info booth simultaneously exclaimed, "Not here!"

Once when Mother Zozima was playing provocative songs at Shady Grove, someone walked over to the Shady Grove Info booth and asked with a puzzled look, "Umm, is she a REAL nun?"

Norah Roberts says that after the Fair's marching band celebrated the land purchase by marching naked in 1982, Info Crew got questions for several years about when the "Naked Parade" would be held. "We explained it was a one-time experience," Norah says, laughing. "You know, an artistic happening."

(Author's Notes: Brian Bauske quietly kept one copy of each database during the 1980s. Those computer printouts now reside in the Fair Archives. Ruby Bauske served as Fair Treasurer in the 1980s (when she was known as Chris Hofmann) and had the privilege of signing the check when the Fair made its last payment on the original land purchase. Brian and Ruby married in 1990.)

Fair Family News volunteer Suzi Prozanski has written two books documenting OCF history "Fruit of the Sixties" and "Brigadoon of the Sixties." www.suzipro.com

Fair Family Profile: Peter Mohn, Info Crew Coordinator

by Suzi Prozanski, Fair Family News

In 1981, Peter Mohn accepted an invitation from his uncle to become a "Runner" on the Info Crew at the Oregon Country Fair. He hasn't missed a Fair since.

"I saw it as a kind of summer camp," Peter says. "My parents never spent the night at the Fair. This was my chance to hang out with my Uncle Larry and experience something completely different than I ever had."

Unbeknownst to Peter at the time, his uncle, Larry Moran, was Co-coordinator of Info Crew along with Jack Delay in 1981.

"My main job as a runner," Peter says, "was to make sure all info booths were supplied with everything needed for staff to do their jobs throughout Fair, including Peach Pits, first aid kit refills, office supplies, etc. This also included distributing cups for water barrels and TP for each booth to restock nearby toilets.

"With any down time that I had," he adds, "I was a person with a cart at an Info booth – Main Stage mainly – who could be basically loaned out for runs. It wasn't just for Info Crew. I remember running ice and supplies to food booths. My first year working, we got a brown heather T-shirt — that's when the staff shirts were the passes. My kids wear that now." Today his whole family camps out at the Fair: daughters Lily and Greta and his wife, Heidi.

In the mid-1990s, Peter started helping Info Crew coordinators with tasks behind the scenes, like putting together the Information Crew Manuals. "The Fair is experiential learning at its finest," he notes. In 1998 he served as Info Crew Co-coordinator along with crew veteran Norah Roberts. In 1999, Norah stepped back. Peter has been Info Crew Coordinator ever since.

Peter says he's learned to rely on his crew members instead of trying to do everything himself. "I can't say enough about them," he says. "The people on Information Crew work really hard to know what they need to know to help people out at a variety of levels. Not just for the folks during the day, but for overnight Fair Family to be the conduit to the resources and the management. It makes the Fair go much more smoothly. "

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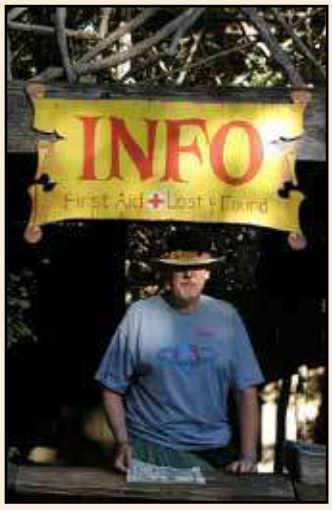
Heidi Ford holds daughter Greta Mohn while volunteering at Main Stage Info in 2007



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Info Crew volunteer Larry Moran staffing the Circus Info booth in 2002

Info Crew Coordinators

1971-78	Jack Delay
1979	Jack Delay, Indi Stern
1980	Indi Stern
1981	Larry Moran, Jack Delay
1982-83	Mary Wagner
1984-93	Norah Roberts
1994-97	Paul Moore, Norah Roberts
1998	Peter Mohn, Norah Roberts
1999-2020	Peter Mohn

FOR AMUSEMENT ONLY! THIS DOES NOT REPRESENT OFFICIAL FAIR GUIDELINES!

INFO STAFF INTERNAL-USE DICTIONARY

Quasi-historical information from 1980s Oregon Country Fairs

A GOOD TIME	The main requirement on Info Staff is that YOU have A Good Time. After all, A Good Time is the reason why we're here. Nobody in their right mind would WORK for these wages, so we must be doing it for A Good Time. If at any point you find that you are not having A Good Time, please ask your fellow Info Staff members to help you out. They will be glad to assist, unless of course they are too busy having A Good Time.
ALCOHOL	Most people think that alcohol cannot be bought at the Fair "for love or money". This is only half true: Alcohol cannot be bought for money.
BACK RUBS	Unsolicited back rubs are to be terminated immediately upon the request of the rubbee. Upon such unlikely occurrence the rubber shall attempt to make sure that the rubbee is having A Good Time (see above).
CAMPING SPACES	Camping spaces in DataBase *[now known as Info Camp]* are assigned on a first-come, first-camped basis. In order to preserve some aura of Fair-ness, staff members are not to designate their chosen camping spots prior to January 1 of each year.
CHILD CARE	We all know where Child Care is located, and that lost children and parents are to be sent there. And no, we do not change diapers at the Info Booths.
DESSERT	Dessert is a form of bribery ("Eat your spinach, Johnny, or you don't get Dessert", and should be used as such ("If you'll finish my shift for me, I'll buy you Dessert").
DRUGS	"No dogs, no drugs, no camping." Uh…what was the question again?
FIRE	As a cost-saving device, the Fair has discontinued issuing marshmallows and hot dogs during fires. Please provide your own.
FOOD	Anyone consuming something for each food booth during the Fair is entitled to request a larger staff T-shirt. You won't get it, but you're entitled to make the request.
FOOD VOUCHERS	Food vouchers shall be allotted on the basis of Info staff member's weight, it being assumed that the heaviest person needs the most food.
FORMAL DRESS	The wearing of tuxedos and/or evening gowns, while not prohibited, is discouraged, unless by entertainers. And people on stilts.
GARBAGE	See Recycling, below.
LOST & FOUND	The official version is that found items are sent to Odyssey, where they can be claimed by their owners. The truth is that we save all that junk, and after the Fair, Jean-Marie makes a collage out of it. *[Jean-Marie was an early Main Camp organizer and a dedicated practitioner of arts-and-crafts.]*

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MAIN CAMP	Main Camp staff people are to be addressed by Info staff members only in the presence of She Who Must Be Obeyed (see below).
MONDAY	This is a subject not discussed at the Fair. If it should cross your mind, please see A Good Time, above.
NUDITY	Nudity while on shift is discouraged, if only because Fair-goers can't tell you're a staff member if you don't have your staff T-shirt on.
PATH PATROL	Path Patrol is when you get to put on a uniform (staff T-shirt, radio, sunglasses, notebook) and try to spot wrong-doers before they spot you. It's a lot like being a policeperson, except your only weapon is to call Security on your radio. It's also a really good time to get your shopping done. You sometimes can get price reductions if you threaten to use your radio.
QUESTIONS TO REQUENTLY-ASKED QUESTIONS	What time is it? "Fair time or real time?" Which way is the exit? "Does it matter?" What's next on stage? "What was last?" Where do I throw up? "NOT HERE!"
RADIOS	Radios are for the privileged elite. If you are lucky enough to be entrusted with one, please do not gloat.
RECYCLING	See Garbage, above.
REEFER TRUCK	See Drugs, above.
ROCK-N-ROLL	Only non-amplified Rock-n-Roll is allowed in DataBase. Please leave your megaphones at home.
SAUNA	Cold showers. Need I say more? *[Through the 1980s Fairs, hot showers at the Sauna were intermittent, if not non-existent entirely.]*
SECURITY	Cooperate with Security people or they will shoot you.
SHE WHO MUST BE OBEYED (SWAMBO)	Our Info crew chief and Fearless Leader.
TARDINESS	Any Info staff member who is tardy for a shift shall atone by paying to his/her fellow shift-workers (shiftees?) one large-sized beverage, to be shared among the workers of that shift.
TRAFFIC	Traffic is outside of the Fair, and thus does not exist for us in Info. *[In those days, Info was expected to know only about events/protocols INSIDE the Fair.]* Fair-goers asking the whereabouts of Traffic Camp should be given a blank stare, and if persistent, a shrug of the shoulders.
VIDEO CAMERAS	Video cameras are not allowed at the Fair. The problem is getting them away from their owners. A good method is to offer to show them where there are lots of topless women, then take them into the bushes and seize the camera.
WHITEBIRD	If people are sick enough to need Whitebird, they're probably too sick to get there by themselves. Fortunately, Whitebird DOES make house calls.

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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).

Black Lives Matter

Dear Fair Family,

The Wristband Crew fully acknowledges the nationwide systemic racism that also pervades our own communities.

We have been too silent for too long. We must use our privileges, at the very least to voice our support for all people of color. We stand together in the fight against racial injustice and oppression.

We are committed to continuing to do the hard work—to listen, to learn, to evolve. We pledge to be part of change, because Black Lives Matter!

OCF Wristband Crew

Health Over Profit

Letters to the Editor:

Fair family's recently elected officials make no sense with their 8 to 2 vote to NOT change the policy of allowing tobacco smoking within the Fair itself. Why they did is found in a brief comment by a spectator that attendance dropped after alcohol was banned many years ago. Such profit-dominated thinking is diametrically opposed to the health-promoting principles the OCF claims to promote.

That the Fair would be unable to enforce a smoking ban is easily refuted. The Lane County District Attorney threatened to seize OCF property without an effective crackdown on marijuana smoking. Security did crack down. No problem.

The real problem remained however: special privileges for nicotine addicts sends a horrible message to children and young teens by normalizing and glamorizing tobacco smoking, nicotine thus becoming a true threshold drug with a lifetime of addiction ahead.

Warnings about dangers from parking lot smoking areas are also invalidated by far greater danger from expensive fireworks within the Fairgrounds, which has been officially approved for the Fourth of July.

Despite tobacco smoke being the No. 1 complaint from Fairgoers, two specific questions I submitted to candidates at the Candidate Forum weren't asked. Voters had no clue about candidates' positions on this issue.

A future crew member as young as 9 and geezers in their mid 80s called for a policy change along with retired nurses, midwives, and other medical personnel. These informed requests were ignored without explanation.

Cigarettes contain more than 4,000 chemicals that generate cancerous diseases and cause many deaths from second-hand smoke.

A health-promoting OCF would help smokers end their addictions; nicotine patches could be given out by White Bird as part of the strategy. The eight current-policy supporters might be pleased by an attendance rise as families with children and young teens stop boycotting the Fair.

Jerome Garger
Elder

BOARD OF DIRECTORS' MEETING JUNE 1, 2020

7 pm; Zoom remote online and live streamed on YouTube

(subject to approval by the Board at the June 28, 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, Spirit Leatherwood and Sue Theolass. **Board Officers present:** Hilary Anthony, Kimberly "Kimmo" Howard, Laurie "Heidi" Doscher and Lynda Gingerich. **Staff present:** Crystalyn Frank, Shane Harvey, andWally Bomgaars; plus 34 members on Zoom. Sam Rutledge facilitated the meeting.

This Board of Directors meeting is being recorded and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings. 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." Thank you, Sean, Indigo and other technical volunteers, for helping with the online presentation.

Please note, any motions with votes at the meeting were recorded by Board members sending an email to the facilitator and recording secretary.

The following items were removed from old business:

Canvas the membership regarding voting age — Aaron

Aaron thanks the Election Committee for performing this suggestion without a Board vote.

Deadline for new business agenda items — Spirit

The following items were tabled from old business:

Board requests the Craft and Food Committees collaborating with involved crews, staff, and interested members in open, posted meetings to review our current timetable for Guideline changes — Aaron

Deadline for new business agenda items — Spirit

New Business *(video 2:34)*

Appoint Sarah Garcia to the Personnel Policy Committee — Palmer

Approve contracts for OCF merchandise — Lily

2020 Executive Director evaluation — Sandra

Approve OCF Virtual Fair — Sandra

Palmer moved and Sandra seconded to move appointing Sarah Garcia to the Personnel Policy Committee from new to old business. ***(video 6:28)***

Palmer: Sarah is an HR professional and has donated her time to us, again and again.

Motion passed: 10-0.

Sandra moved and Paxton seconded to move the 2020 Executive Director evaluation from new to old business. ***(video 11:09)***

Motion passed: 10-0.

Lily moved and Sue seconded to move approving contracts for OCF merchandise from new to old business. ***(video 14:11)***

Spirit declared a conflict of interest, due to her husband being a Fair T-shirt screen printer.

Motion passed: 10-0; Spirit recused, so Jack voted.

Sandra moved and Palmer seconded to move approving OCF Virtual Fair from new to old business. ***(video 17:36)***

Motion passed: 9-1; George opposed.

Announcements *(video 19:33)*

Spirit: We lost a long time Fairgoer, Jimmer James, at the beginning of this year.

Spirit: I hope membership understands moving motions from new to old is not typical. We are not in typical times right now.

Lily: The Bylaws and Elections committees scheduled a Board Work Assembly on Monday, June 15, online at 7 pm. Please visit the oregoncountryfair.net site for the online links and phone information to join the GoToMeeting.

Lily: We need to speak to what is happening in our cities across the country and how terrible it is. I am shocked and appalled at what is still happening in our country. I stand with the groups that are peacefully protesting, those that are not, and Black Lives Matter.

Jeya: The Jill Heiman Vision Fund Committee would be happy to assist in choosing and distributing funds to Lane County 501c3 organizations that will be working to assist people who have been affected by the COVID pandemic.

We will use a similar process that has been used in the past to request grant applications and choose organizations from those applications.

Philanthropy is an essential part of what the Oregon Country Fair does. We are grateful that we can help the process.

Paxton: I talked to Vern Crawford of Decon Crew who works on a folk fest in Texas that had to reschedule its regular festival. They have been running a virtual folk fest on Zoom with different song circles you can wander into and hear some world-class musicians. This is something the Fair can do, too.

Jen-Lin: There are documents already posted on the .net site for the upcoming Bylaws/Elections Board Work Assembly. Reviewing them in advance will help facilitate the discussion.

Jon P.: The WOW Hall general membership meeting of the Community Center for the Performing Arts was held Friday, June 12. The meeting was scheduled to approve a new budget and a policy statement, and to elect Board members.

The WOW Hall special meeting of the membership of the Community Center for the Performing Arts is scheduled for Sunday, June 28, at 3 pm, to discuss the deviations in the member-approved budget.

These meetings are critical to the future of The WOW Hall and CCPA.

Crystalyn: I agree with what Lily said, and appreciate that so many people are speaking up.

Staff *Reports (video 27:48)*

Wally: May has been similar to April in that it's mostly been working on pivoting our work in light of no gathering in July.

All staff have been working extra hard in this time of pivot. Being down a staff position, the Assistant Manager, is also impactful and others are needing to pick up the slack.

Budgets are a new animal. With so much changing, and with the situation evolving as we go, this will need to be an ongoing conversation. I'd like to note that without the great financial planning over the last decades, we would be in a much more precarious position than we are. Huge gratitude is due to those who got us here. This can't be emphasized enough.

We have received funds from the Paycheck Protection Program and are following the protocols, which are complex and evolving, for maximum use of the funds.

Three of our staff, Robin, Mary, and Jeff, have started on the Work Share program and are now working at 80 percent of full time. Due to this, there might be delays in replies to questions and requests for support.

Special projects include Fair CARE (Communication Accountability Respect Equity group, formerly the Behavior Standards Working Group), database, and fund raising.

The next month will be focused on creating alternatives to gathering in person, fund raising, and how to get all we need to get done with limited staff and budget.

These times are trying for all of us. It has brought us together in some ways, but also has amplified some of our divisions. The best we can do is find ways to support each other, have extra patience and understanding, and work on being the best Fair community we can be.

I want to thank the staff, board, officers, and all the many volunteers for all the extra work put in over the last couple months. There has been a LOT to take on with the Fair and in the world. Let's keep supporting each other through these times.

Crystalyn: It is a challenging time in the world right now. I believe we will get through it, especially within the Fair family.

We are working on a virtual event. Several groups of volunteers were creating content and finding ways to connect with one another within various groups (the M8rix, Community Village, the Midnight Show, Tom Noddy, and so on). By consolidating these various groups and working together, we can create something fun and engaging for those who wish to participate, while also raising awareness about what we are beyond those three days in July (the philanthropic organization). Everything is being organized in such a way that should allow for content from most who would like to provide it. Outside of the possible costs listed above, the entire "event" is being worked on by volunteers, including entertainers who are volunteering performances (we are planning on them having a link to their virtual "tip jar" if they would like).

We have the Artisan listings on the oregoncountryfair.org site, and a few volunteers who are putting in a lot of time to help improve individual listings. I also want to say that I have heard from one person who thinks that the artisans may not be as interested as I had personally thought in the marketplace-type sale site. I hope to connect with Craft Committee, Booth Registration, and Craft Inventory soon to talk this through with them and possibly try and do a survey so that we can ensure it is something they would actually be excited about participating in.

Cartography is working on an interactive version of the Peach Pit map. The goal is to offer three different ways of reaching the same content. For example, Community Village could be accessed through the main landing page of the virtual event, by clicking on the Village on the Peach Pit map, or by moving your avatar within the M8rix. More information to come in emails and on the .net site.

We are getting ready to launch an OCF 2020 Merchandise website! We are working with independent and locally owned businesses affected by COVID-19 to create the merchandise. Items will be available for pre-order.

Sunday Office Hours on GoToMeeting continues every Sunday from 4:30 pm to around 6 pm. Although these are scheduled to end at 6 pm, they sometimes go a little later or end a little early, depending on the discussion. It is a time to ask questions, talk over thoughts and ideas, tell stories, laugh, and connect. These meetings are open to all Fair Family — please help spread the word! The GoToMeeting website and phone links are the same every week and can be found on the calendar information at the .net site.

Thank you to the volunteers and everyone who has been working hard and keeping very busy. The ways people are connecting is incredibly inspirational! Also, a huge thank you to Mary C. and norma who got up very early on a Saturday morning to check on the Fair Office after a protest event.

Shane: I too am bothered by the events happening across the nation and around the world. It is sad and scary to see what is going on, and I feel sad for the people feeling all this pain.

We have received the revised code amendment package from Lane County regarding extending the abatement clause in the Non-Comforming Use (NCU) permit for another year. I'd like to thank Thom Lanfear, Michael Giraldi, county staff and Board of Commissioners for their work in pushing this through and for their support during this unprecedented time. The final vote on this is expected in a couple weeks.

At Fair site, staff has been working hard and doing a lot of mowing with the grass growing fast. We have also done some reseeding. We had to put up no trespassing signs at Far Side due to people using the area as a dump. I'm proud to be working with Jeff and Durwin.

We are finalizing protocols for opening up the site to visitors, and it is being reviewed by human resources and lawyers. It's a bit eerie and sad that we are not getting ready for an event this year, and won't be able to gather to do the work we all love. Because of the pandemic, we will implement a group of Fair stakeholders and affected crew coordinators to work on new health and safety issues for our next event. The group will include folks from Sanitation, Water, and Construction crews. Please let Shane know if you would like to be part of the planning group. Path Planning is also creating a sub-group to work on hand washing and grey water. We look forward to making progress to protect our family and patrons.

At a recent coordinator meeting, there was discussion about off-season projects that can be worked on. We will begin with small work groups of about 10 peo-

ple, with two or three work groups on site at a time. First, we need to see how opening up site to everyone goes with new protocols regarding hand washing, social distancing, face masks, and access to specific areas of the property.

***** Please note: The Fair site will be closed for all purposes July 3 through July 13, 2020. *****

Committee and Working Group Reports *(video 45:54)*

KOCF: We are having a fund-raising event for the month of June, with a goal of raising $5,000. KOCF will celebrate its fifth birthday on July 1.

Member Input *(video 47:24)*

Some member input received via email was read by Indigo, and some members spoke on their own behalf.

Jain E.: Please add my voice to the voices of other Fair Family who support retaining an adequate skeleton staff as provided in the proposed budget you'll be voting on tonight. We will need their expertise, especially Crystalyn and Shane, to produce a Fair in 2022 (or 2021.)

Katy P.: I've heard many opinions lately in favor of laying off paid employees of OCF. I've heard things like "What are the staff doing?", "What is the work plan!" —

I would like to point out a few things:

Our salaried staff have regularly worked more than 50 hours per week August - March, more than 60 hours per week April - May and more than 70 hours per week June - July for years! We regularly get more from them than what we would if they were hourly employees.

There are many things that consume the time of our employees both salaried and hourly all year round, not just preparation for the event itself. No one puts in the sheer volume of time that our employees do for the pay; they do it because they love the Fair.

I believe that the responsibility for overseeing the staff and their workload falls to the ED and the Board.

Navigating our organization through a global plague is no small feat. Even if all our staff did was spend time dealing with county, state and local officials to ensure the future of our permits, it would be money more than well spent. But they will be and have been doing much, much more than that!

Jon S.: Listing the topics of closed sessions held during the previous month is a good addition to the monthly minutes. I note that the May 4 minutes indicate that the April 20 closed Board session included discussion of the Board's responsibility concerning fund raising. Why did that discussion need to be in closed session? It seems more fitting a topic for open session. In light of our financial situation and the difficult decisions needing to be made, the membership deserves to know the collective and individual views of Board members as to their fund-raising responsibilities.

Jon S. — regarding revisions to the operating budget:

1. I support the proposed 2020 budget revisions. We can re-evaluate when the 2021 budget is developed.

2. A table listing each staff position and showing the respective percentage change in hours and pay would facilitate membership understanding and acceptance.

3. The Board should draft and adopt a development plan including new revenue streams to be incorporated into a 2021 budget. The Fair community's fund-raising potential is an untapped resource.

4. We should get our long-range financial planning process more established and address how and when we replenish our cash reserves.

5. It's time for establishing a Development Committee.

Kirk S.: Love to everyone in challenging times, and hang in there.

Committees are still working and there is a lot going on. Committees need the staff, and I am not in favor of furloughing or cutting staff. We can fund raise our way to success! I hope I can be helpful on the virtual Fair process, and in the work already started there is creativity, fun and amazing ideas, talent and skill.

Jon P.: In echoing what Crystalyn said about current events, The WOW Hall was surrounded by members of the moving demonstration in order to keep it safe.

Chewie: I know this is difficult, and that staff is putting in a lot of time. In a year when we are not going to have an actual event and no income stream, I do not see the need to keep a full-time staff. We have done this in the past without paid staff many times. Thank you all and staff for what you do.

Grumpy: I had been Treasurer and Co-Treasurer of OCF for years. Hilary and Lynda have done a great job in creating what they call the "guardrail." The proposed adjusted budget should be passed, but you should add $50,000-$100,000 to the payroll. It is wishful thinking that volunteers can run this organization and the event, alone. Adding this amount will still allow us to have an event in 2022; however, I still believe we will have an event in 2021. Not raising the payroll budget will put us in jeopardy.

Jen-Lin: After last month's Board meeting, I noticed the meetings would end earlier if people had not repeated themselves as motions were being amended. The repeated concerns did not bring anything new or substantive, which prevents meetings ending faster and getting through more business.

Spirit: To respond to the member input about closed sessions and the topic of fund raising, there was nothing discussed that cannot be shared and it was just noting it is something we need to be looking at as an organization. We are not hiding anything.

Treasurer Report and Budget Items *(video 1:01:11)*

Hilary: The proposed budget adjustments are available on the .net site. The proposal would become the annual budget, and include amounts that have already been spent, current expenses and what would be allowed through December. Specific to the payroll budget, the proposal reduces the payroll and staff benefits by 35-40 percent from July to December. If our fund raising and sales of merchandise goes well, then we can continue to adjust the budget as needed and be nimble as we progress into the future.

Jack moved and Paxton seconded to approve the capital projects budget of $8,925.

Motion passed: 10-0.

Jack moved and Lily seconded to approve the board Budget of $66,028.
Motion passed: 10-0.

Jack moved and Paxton seconded to approve the crew budget of $27,120.
Motion passed: 10-0.

Jack moved and Paxton seconded approving the Culture Jam budget of $9,656.
Motion passed: 10-0.

Jack moved and Lily seconded the administrative assistant budget of $20,700.
Motion passed: 10-0.

Jack moved and Paxton seconded to approve the site facilities manager budget of $45,960.
Motion passed: 10-0.

Jack moved and Paxton seconded to approve the operations manager budget of $53,020.
Motion passed: 10-0.

Jack moved and Paxton seconded to approve the executive director non-payroll budget of $164,096.
Motion passed: 10-0.

Jack moved and Paxton seconded to approve the executive director payroll budget of $450,000. ***(video 1:20:17)***

Wally: In reviewing this budget with staff over the past couple of months, I always come with an open mind. I've come to the conclusion that we really need our staff throughout this year. If we are to have an event in 2021, we need to start planning for it. We are missing an assistant manager, and staff is consistently working overtime to keep this organization going. It would be helpful to have another $50,000-$100,000. This needs to be an ongoing conversation and assess as we go.

Spirit: Right now, we are embarking in new territory. I'm concerned with passing this adjusted payroll budget for various reasons and because I do not have enough information.

Spirit moved and Sandra seconded an amendment to the motion: approve the executive director payroll budget of $450,000, to be reassessed with a Board vote at the August Board meeting. ***(video 1:23:29)***

Spirit: Looking at the budget will be ongoing, and this friendly amendment would bring certainty. Our staff is extremely overworked, and I think Wally needs more time to refine and prioritize a workplan. The PPP loan gives us time to look at the budget again, as we could be proposing too many cuts for a staff that has a lot on their plates. We don't know what the future holds with fund raising, merchandise sales and how that could help with the payroll budget.

Lisa C.: I appreciate the facilitation work done by Sam, the work of the co-treasurers and everyone who has been thoughtful, dedicated and maintained integrity through this process. We also appreciate staff for how hard they are working. I agree with Hilary that we have to be nimble, flexible, and poised. I would feel more comfortable being able to re-evaluate at the end of July, and re-look at the budget more often. If we don't accept this friendly amendment, then it doesn't hold us accountable.

Paxton: We do not need a special date to review the budget as we already review financials monthly. I don't understand the need for an amended motion.

Peaches asked Spirit to clarify the intent of the amended motion.

Spirit: I would prefer to not be voting on this at all tonight because it can be challenging to increase a budget if needed. I don't want to go on assumptions, and this proposed amendment would bring certainty we would review again in August.

Peaches: I just wanted to clarify there was still support for the amount of $450,000. We are continually looking at the budget, and with the uncertainty of our current situation, it increases our duty of care to look at the budget even more closely. That is an expectation and not an assumption. As Board members we will do our job, and this amended motion is unnecessary.

Sam asked Spirit to clarify if her amended motion intended for the Board to re-vote in August on the $450,000, and if it did not pass then would the payroll budget go back to what was approved earlier in the year?

Spirit: The intent would be to stay with the $450,000 if it passes tonight, and ensure that we will look at this again in August.

Lisa P.: In the interest of time and not repeating what has already been said, I agree with Paxton and Peaches.

Aaron: I want to see what happens with fund raising, merchandise sales, staff workloads, and the current events of the world by the end of July. There are some things in the staff work plans that we do not have funding for so those need additional review. The more we can save this year, the more we will have to get us through rough patches next year. The proposed budget seems OK for a couple of months.

Aaron offered a friendly amendment to Spirit's motion: approve the executive director payroll budget of $450,000 through July 31, 2020, with another vote by the Board in August. Spirit and Sandra said they would accept the friendly amendment.

Lily: I understand the sentiment, but this can be achieved by bringing up another budget motion in August. The budget can be changed as needed without an amendment to the original motion.

Spirit moved and Sandra seconded an amendment to the motion: approve the executive director payroll budget of $450,000 through July 31, 2020, with another vote by the Board in August. ***(video 1:43:06)***

Motion failed: 4-6; Lisa P., Lily, Paxton, Sue, George, and Peaches opposed.

Sandra: I have concerns with the proposed payroll budget. The workplans had a lot of unfundable work projects, and more is needed on prioritizing and accountability. I don't think we really know what staff will be doing between now and December to justify it. My vote will be no.

Palmer: I agree with Grumpy and Wally.

Palmer offered friendly amendment to add $100,000 to the proposed payroll budget. Jack declined the friendly amendment.

Lisa C.: I want us at a bare minimum until the fall. I am not comfortable spending money in unnecessary ways, in any shape or form. I love and am appreciative of staff, know they are overworked and that Fair is in need of additional staff. But I think this is irresponsible and we need to cut back until we know more.

Peaches: I support this budget and have faith in the officers who helped create this, because it is doable. I feel this is the bare minimum we need as an organization. We will have to make adjustments along the way, frequently

and continually.

Paxton: I want to thank staff, Wally and the treasurers for the work plans and proposals. It was a lot of work and has been a collaborative process. Thank you to the current and past treasurers with their years of experience that got us to the point where we can survive another year. I trust them and process, and know we will visit this monthly. This is already a tight budget and hope in the future we can spend more on staff.

Crystalyn: I urge the Board to pass this budget. As an employee, I can say there is planning needed, especially if being furloughed for a couple months. There has to be time for work with committees and crews, to mitigate the impact. It will be hard, but is possible. An increase in the budget is easy to accommodate, but the loss in staff time will be difficult and challenging. For employees doing work share, this allows for them to spread out the financial ramification to those individuals. Every one of staff loves their job, and this is a scary time. I appreciate the thought and care you put into the decision you make on this motion.

Lisa P.: As a reminder, this budget proposal is just for the remainder of 2020. The guardrails put in place with cash reconciliation puts us in a good place to go into 2022 with some startup, even without a 2021 event. We review the budget every month. This proposal is conservative and I hope more is added. I am concerned about the burden it will put on staff and this organization, but I will support it.

Lily: I support this motion. The groundwork done by the treasurers has created a financially sound institution. That we can get through two years without an event is what separates us from other event-based festivals and organizations. Even without an event, there is still a lot of work to do because we are also a nonprofit with education and philanthropic projects.

We need staff to continue to be a shining star in our community, and to help those around us by guiding the committees, crews, and volunteers. This proposal is already a cut-back budget with not including pay for an assistant manager and other needed staff. This proposal is more than having a one-weekend event. With all the parts of our programming and what makes us unique as a nonprofit, at the center of community as fantastic as ours, is our year-round work. At the least, we need staffing at this level.

Aaron: I have been looking at a lot of numbers. We have good sources of educated people in our organization, but they are just a few. What we are dealing with right now is happening all around the world.

We have a NAO membership. With this type of crisis they recommend only spending two months of a twelve-month reserve of money for payroll. If we followed that recommendation then this proposed number should be much lower.

I know Grumpy said we have started an event year with less than $400,000, and that he agrees with the proposal by Hilary and Lynda. It's not that I don't support their work, I just want to err on the side of caution. In the past the "guardrail" for startup funds was $300,000 for a year with no income. In passing numbers for this year, we need to account for next year as well. If you look at the forecast from this July to the end of 2021, these numbers are short $129,000 without any revenue. I hope our upcoming merchandise sales help us, and the virtual event will help us get more information.

Other resources in the industry say you should never spend more than 30 percent of your revenue on payroll. These are statistics of how people look at dollars. When you take that into account, our current situation, and workplans I've seen, then we need to think about revenue, which we will know more of in a couple months. I will not be voting in favor of this motion at this time. I trust the Executive Director will use good budget sense.

Spirit: To appreciate what Crystalyn said, we are all here doing our best. All we can do is try to express ourselves and make the best decisions for the organization. I have never wavered, as a Board member, but there have been times when I've regretted a decision when I feel I did not have enough information. At this time, I do not feel informed enough to be approving cuts. I was trying to get more clarification and certainty with my amendment. I also feel I have to trust Wally to work with the budget that was approved.

I understand the lack of certainty staff is feeling, and don't see any reason Wally needs to adjust what he has worked on. I want to make sure that we have what we need. If we do well with fund raising, then we can make adjustments, so I am going to put this in Wally's hands. I will also be a no vote.

Palmer: To speak to Aaron's concerns, I don't think other nonprofits in the NAO's recommendations own the land and facilities that the Fair does. We are blessed in our asset quality and quantity, which included communal goodwill. I agree we should remain nimble and flexible. Any additional decreases should be in the future, after we know what this year brings. Staff is already overworked, and with all the unkowns, we need all hands on deck. I support this motion, and keeping our staffing levels as robust as possible. That is the way to show how much the employees and the missions are valued, and the ED said an additional payroll commitment would be prudent.

Sandra: These are hard and stressful decisions that are not pleasurable. Everybody has to do what they think is right. This budget does not have funding for things that we do need, such as increased sanitation and other projects. The current workplans have many non-emergency projects. We will need a lot of fund raising for these projects, when we would be competing with need-based organizations at the same time. We should be securing money to help our community with food and housing. If we have excess funds or staff is available, then helping our community should be our priority the next couple years. We need to pay attention, react, and give help to the world that seems to be burning down around us right now.

Jack: We have come to a default position, so let us confirm what our payroll budget is now if we don't pass the current motion.

Hilary: It would be the original budget without overtime, which is about $650,000 and included an assistant manager and one other staff person.

Jack: We are covered with where we are at. So, we need to think about this discussion we are having. I want to thank staff for bearing with us.

Lily: I want to offer a friendly amendment to add $50,000 to the payroll budget proposal.

Jack: No. I don't want to play games with the budget. People's lives are at stake.

Palmer: I misspoke earlier, and in-

stead would like to keep the payroll budget without any adjustments.

As originally stated, Jack moved and Paxton seconded to approve the executive director payroll budget of $450,000.

Motion failed: 6-4; Sandra, Spirit, Lisa C. and Aaron opposed.

Old Business *(video 2:15:18)*

Lily moved and Jack seconded to approve a draft contract for T-shirt printing, and also authorize OCF management employees to make minor edits and/or adjustments as needed as long as all such edits and/or adjustments are in the best interest and fair to OCF.

Crystalyn: I hope this gets approved because of our bylaws regarding a Board member with a conflict of interest. We normally use Grateful Designs to print our staff shirts. They and another T-shirt vendor we use are creating some designs for this year.

Motion passed: 10-0; Spirit recused, so Jack voted.

Palmer moved and Sandra seconded: 1) appoint Sarah Garcia to the Personnel Policy Committee and 2) direct the PPC to create and implement the 2020 Executive Director evaluation under the direction of committee member and HR professional Sarah Garcia. The entire evaluation process should be concluded by the end of July 2020. ***(video 2:21:50)***

Aaron: I thought the PPC would create the evaluation and the Board would implement it.

Sandra: The PPC is not taking it on as a committee. Sarah would be a member of the PPC, and is a professional HR consultant who knows our organization. The PPC would help create some of the questions, but the implementation would be by Sarah.

Aaron suggested the motion be clearer about the evaluation implementation.

Peaches: When the PPC was repurposed, it was understood they would no longer be doing the evaluations. It is great we have an HR professional to join the PPC, but employee evaluations should be up to the Board.

Sandra read an advisory by the Board to the PPC at the April 1, 2019, Board meeting: "As requested by the Board, advise or assist on matters concerning the performance, evaluation, and compensation of the Oregon Country Fair's lead Professional." That means the PPC has to come back to the Board to put the process together to do the evaluations, and it is clear it will be led by an HR professional. The evaluation reviews and write-up will come back to the Board for feedback to Sarah, who will then give further suggestions based on the job description and employment. The Board will then again review the proposed evaluation process and have final determination.

Palmer: So much for this not being controversial and thinking we could pass the motion quickly. The committee would be under the direction of the HR professional. Is the Board wanting to do the evaluation?

Aaron: Do we need a friendly amendment to say that Sarah Garcia will, specifically, implement the evaluation because the PPC is not directed to?

Sandra: It does state, "direct the PPC to create and implement the 2020 Executive Director evaluation under the direction of committee member and HR professional Sarah Garcia."

Aaron: How about a friendly amendment to say, the PPC is directed to create the evaluation procedure with the HR professional, Sarah Garcia, who will implement it.

Palmer declined the friendly amendments offered.

Sandra: I'd like to get this worked out tonight because we are on a time crunch.

Sandra restated the motion, and noted Sarah would be the lead and how the PPC would be participating. Maybe would change the motion to say that Sarah would implement the review.

Palmer: The Board can direct the PPC to do this work, based on the motion when the PPC was repurposed.

Spirit: Palmer nailed it in saying the Board would need to direct the PPC. Specific to the NAO report, the PPC was no longer to be doing evaluations for the lead professional. Personally, I prefer some of the Board working on the evaluation process with an HR professional. I do not support the PPC conducting the evaluation.

Sandra: I asked Sarah about best practices in doing the evaluation. She replied, "A best practice is to have an HR professional gather feedback from the 360-group selected with the approval set of competencies, then they can roll it up for the Board. I recommend one Board member sit down with Wally and discuss the feedback once it is completed."

The reason we have to come back to the Board is the April 2020 minutes stated the PPC will "advise or assist," but does give the PPC authority to implement.

Lily: To clarify, what if someone does not feel comfortable talking to the lead HR professional? Will there be a different touch point for people doing the evaluations, so people can be open, honest and forthcoming?

Sandra: There will be a survey, but we haven't completed the processes because we needed the authority to do so. The processes will go to the Board for approval, and there is time to do that. This motion allows the PPC to move forward.

Spirit: I think the word implement is confusing me, as far as conducting.

George: It feels like this is sophisticated and that Sarah Garcia has that capacity. But when you talk about an opportunity for review and at the same time a deadline for July, and with the current events, I'd like to see this pushed out to where the Board can actually participate in the analysis. It feels rushed, and that maybe we could extend the due date.

Palmer: We intentionally set a due date, and we also intentionally put in the word should. This motion is not guaranteeing it would be done by the end of July, but it does imply we owe Wally an evaluation after a year of employment.

Sandra re-read the part of the motion.

Sandra: We set a due date because under the current plan, Wally is due to be off in August. If it takes longer, then it takes longer, but we were taking this into consideration.

Palmer re-read the other part of the motion.

Motion passed: 9-0-1; Spirit abstained.

Palmer: For those who have additional concerns, please email me or Sandra.

Sue moved and Peaches seconded to approve the May 4, 2020, Board meeting minutes. (*video 2:48:40)*

Motion passed: 10-0.

Sandra moved and Aaron seconded to approve operations produce a Virtual Fair. ***(video 2:51:48)***

Lily: I am super excited about a virtual Fair and that it can bring some incredible participation. But I do not

think a Board motion is necessary on this topic. It's already happening by staff and volunteers, and we were able to view visuals of what this will be at the last Office Hours remote meeting. We will be able to engage in commerce, entertainment, and taking a walk down the path. The Board may be responsible for all programming of the Fair, but this is an operational task and is already happening.

Peaches: I agree with Lily.

Lisa P.: This motion is unnecessary. For example, the Board does not need to give operations approval to create contracts with vendors. The operations of a virtual Fair are already happening, and it is going to be very exciting!

Paxton: I also find it exciting and have been attending some meetings. The volunteers who have gathered to work on a virtual Fair have amazingly come from several different directions, and there is a work group led by Crystalyn to figure out how to pull it all together and ensure our Fair values are included. I don't think it needs a Board vote, but since the motion is here, I support it.

Spirit: I am also excited and enthusiastic about the virtual Fair potential for more than just one weekend. Bringing people from different areas of the Fair together by Crystalyn was well-executed. There is no harm in the Board supporting this motion, as it is a new event for the OCF name. I was never under the impression that operations could create a totally new event without being codified by the Board. Operations executes contracts, but the Board still votes on some of them. Since this is something new, it's important for Board approval.

Crystalyn: I appreciate the support. I did not know about this motion until I was online today, and no one talked to me about it. A virtual Fair is already happening, and this motion is directing me to do something I am already doing. I report to Wally and he directs me. There will not be much cost, except for IT. This will be an amazing opportunity for a whole lot of volunteers to come together, engage, and create something beautiful. If any Board member has questions, I am more than happy to communicate what work is going on.

Due to time constraints, the meeting was adjourned without a vote regarding a virtual Fair.

President's Peace *(video 2:59:03)*

Jack: Nothing is as ugly as racism and fascism that is rearing its ugly face in front of us. We have to stand in solidarity. We have to be strong. We are in a situation that is beyond fiction and very real. Whatever we thought was behind us is in front of us right now.

Draft Agenda for the June 28, 2020, Board Meeting

TBA; check Upcoming Events on the .net site

Approve June 1, 2020, Board meeting minutes

Approve and implement the Committee Best Practices Manual as presented by the Committee Best Practices Work Group. Work Group to follow up and assess progress in 6 months and yearly thereafter — Peaches

Expand Committee Reports segment of Board of Directors monthly meetings to include "Committee Reports, Requests and Recommendations," during which time dialogue may occur between committees and the Board — Peaches

Deadline for new business agenda items — Spirit

Recommendations of Bylaws and Elections Committees — Paxton

Timing of officer elections and Board retreat — Lisa Cooley

Board requests the Craft and Food Committees collaborating with involved crews, staff, and interested members in open, posted meetings to review our current timetable for Guideline changes. The intent is to have the suggested Guideline changes published for two months before the Board votes. Possibly, it could be posted in September or October and voted on at the December Board meeting. This would ensure time for proper vetting by those affected and discussion time for the Board. — Aaron

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