

The annual Evaluation Meeting was held August 20, at Alice's firepit, using the Open Space meeting format.

Open Space includes:

The Four Principles

- Whenever it starts is the right time
- Whomever attends are the right people
- Whatever happens is the only thing that could have happened
- It's over when it's over

The Marketplace of Ideas

Individuals present topics they'd like to discuss which are then grouped together into multiple breakout sessions agreed upon by the participants.

The Law of Two Feet

Passion & Responsibility will move one to sessions that interest them and are empowered to take responsibility for actions they'd like to see.

Butterflies & Bumblebees

Butterflies are people who attend multiple breakout sessions that are happening at the same time.

Bumblebees also attend multiple sessions; they are the cross-pollinators, bringing concepts from one session to another as relevant

Ah Hahs !

In closing, individuals share the ideas that caused them to think "Ah Hah!" It is not a time for sharing, "our group discussed...." Those discussions are encapsulated in the session notes below.

Outcomes

Many thanks to everyone who participated, to the scribes for recording the information, and to the staff who prepared our site and supplies so we could get on

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Breakout Sessions

- **Marketing**
- **Gate/Admissions**
- **OCF Culture & Values**
- **Quality of Life**
- **Infrastructure**
- **Stewardship** *(no notes submitted)*

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Ah Hahs!

Outcomes / The Law of Two Feet passion & responsibility/commitment

A Board work session to discuss the Emerald Ash Borer is already scheduled for November 20!

Marketing

Scribe: Alex Zabala

- Remedios: Marketing is also education
- Utilize Peach Pit Listings
 - Artisan listing deadline alignment
 - Align due dates and confirmation dates for Booth Reg, Craft Committee, Food Committee, and Peach Pit in order to collect information in time for printing
 - Promotion of artist type in Peach Pit
 - Make it easier to find vendors
 - List activities of Community Village and Energy Park
 - Increase visibility of non-entertainment aspects of Fair
- Sue: Booth Reg was very stretched
 - Co-Cos retired; 2 crew members stepped up and 1 immediately resigned
 - Email went out to only some crafters re: Peach Pit listings
 - Food Committee had hard time communicating with booths
 - Food Committee, Craft Committee, and Booth Reg are discussing moving booth participation deadline to March
 - Considering getting applications out early
 - Possibly as early as December
- Vanessa: Crafters were informed why they weren't included in the Peach Pit by Booth Reg
 - Moving forward, Peach Pit Coordinator Amy Wolfson to be invited to Craft Committee meetings
 - Peach Pit may be on September agendas for Craft Committee and Food Committee
 - 248 responses received after 2nd email blast
 - We need crafters to actively participate in order to accomplish goal of representation
- On-Line Directory
 - Up year-round
 - We need people to review the directory year-round and make calls to those not listed in order to obtain their information
 - New website is on the way
 - This will make it easier to find vendors
- "Digital is the way to go, easier in the long run."
 - Have Booth Reg create list on non-email/-digital folks
 - Can send a small selection of physical booth packets each year

Marketing Notes continue on next page

- Create more signage/communication directing people to Info Booths
 - There is currently nothing instructing people to go to info
 - Nothing detailing what information Info Booths provide
- Include non-Entertainment Aspects of OCF in Peach Pit
 - Energy Park and Community Village, for example
 - These were promoted on social media in 2023
- Make sure everyone is aware we have limited internet
 - Many people use Peach Pits as guides to OCF due to lack of phone coverage
- Marketing includes radio spots, tickets, email blasts
 - OCF has \$20,000 marketing budget, compared to Saturday Market's \$30,000 budget for Holiday Market alone
- Marketing ideas:
 - Ad on OPB radio
 - Change advertising messaging
 - Promote values of OCF, not just activities
 - Offer walking tours of OCF
 - Promote efforts of EAB committee
 - Highlight recycling efforts on FairTV

Gate/Admissions

Attending: Paxton, Kirsten, norma, Pete, Jon Pincus

Scribe: norma

Paxton (PH) – Who are we putting Fair on for? Important for us to continue to support family.

Kirsten (KB) – We can have only 35,000 on site per day. We are thinking of raising price of 3-day wristband to reflect regular price of individual days.

Jon (JP) – Fair family creates a lot of ambiance. We need to recognize that more.

KB – 75% of S.O.'s are costing us more than we have resources for. Can we draw down S.O.'s and turn them into volunteers? S.O.'s cost more in resources than they contribute.

JP Most S.O.'s work as volunteers. Would like to see real system analysis. On Site Crew, everyone who was a Site Crew S.O. worked their butts off.

KP – The number of hours required to work to get a pass is unbalanced.

JP - On Site Crew we are running to keep up with doing the heavy stuff. We doubled upped with camping crew so they could pick up small stuff. It's about connecting and cooperation.

KP – Keeping appropriate crew size is a delicate line to hold.

PH – Is gate number appropriate? Observation – We could go with 1,000 fewer people. Saturday gate was 15,400.

KB – Our ATMs did almost \$1 million worth of business this year. We have Board mandate of 35,000 on site per day. If we increase price of 3-day wristbands, we'd be willing to increase number sold. We have to look at what the numbers have to be to keep up with inflation.

Paxton – Can there be variability in pricing so poor people can afford to go? Sliding scale?

KP – That would be hard to vet.

PH – Maybe Fair Family needs to pay more via S.O.'s and parking stickers.

KB – Also, durables, ice, commemorative sales.

JP – A potential revenue source might be grants and major donor funding. We could get grants because we are creating an economy.

KB _ I've scoured websites for grants. We don't fit in the molds.

PH – Our culture has always rejected grants. We don't have a need.

PH- Requirement of vendors being in booth 24/7 needs to be adjusted.

OCF Culture & Values

Scribe: Lisa Parker

Topics: Blinded by the Light; Board Code of Conduct; Alternative & Healthy Lifestyles

Blinded by the Light (Lisa):

Lisa: Multiple sources of unshielded white light around Fair at night including security checkpoints, kids with flashlights, food booths seemed worse this year. Lights pointed directly into eyes causes temporary blindness, can be painful, is extremely unpleasant.

LT: Lights can be pollution, just like smoke.

Natalie: Should have a reasonable tolerance of people working at night. Has had to drive a gator at night and needs lights to see where she is going.

Jay: Should drive slowly enough that you can see without bright lights.

Lisa: Gators should have gels on the lights. Lots of new volunteers on site, may need education/enculturation into Fair etiquette around the use of lights at night. How do we do this?

Board Code of Conduct (Natalie):

Natalie: Board should point fingers at themselves, not others. Personal agendas don't belong on the Board. Doesn't want to see people eating or drinking- need to look more professional.

Lisa: Board members know this is a problem and that decorum is important. The Board had a work session on a Board Code of Conduct. Thinks part of the problem is a lack of common understanding of procedures & rules (i.e. ORS 65, Robert's Rules, OCF Guidelines) and there is a motion on the agenda to create a Rules Committee to address this.

Jen-Lin: Used to have attorneys on the Board, this helped with interpreting Bylaws, etc. Wants the Board to adopt the Four Agreements and assume good intent from all.

Natalie: Board should work on decorum/agreements before the meetings.

Steven: Polarization around certain issues has grown just like in the broader culture. He sees a moderate population being pulled to extremes. We do have common ground.

Jay: Sometimes the tail wags the dog, as in committees running the Board.

OCF Culture & Values continue on next page

Glenn: Directors need to process information with care and come up with solutions. Directors are under pressure from the membership but are not our representatives. Sees lack of respect for the space in member input.

Steven: This is supposed to be a celebration of counter-culture. Values should be timeless. Freedom of expression, live and let live. We've been too feral.

Alternative/Health Lifestyles, Resource Uses (Remedios):

Remedios: Need to mentor young people. Be gentle, respectful for all life. Live with more tolerance. Engage in outreach and education about healthy living through alternative choices. Peach Pit/media/internet.

Jay: There is no official OCF Facebook, Reddit, etc. We should have this.

Steven: Common theme- We need to perfect our own values before we try to send it out. 30,000 to 35,000 people attend but only about 1500 vote. Today there are around 30 at this meeting.

Quality of Life

Scribe Hannah McClain

Vendor and Booth Registration Lines

- Vendors are waiting in unnecessarily long registration lines in the sun and heat for 3+ hours.
- Organizing lines by booth numbers, instead of alphabetically, and splitting up sections.
- More education and communication with vendors on booth numbers and preparation! - Offering more shade, readily accessible water, misting structures. More amenities! –
- Long term resilient shade structures. LUMP! Willow Conservancy structures? Monty: willowconservancy@gmail.com.

Dust Control!!!

- Improved water suppression. Get the Peach Truck back in business?
- Less road use pre-fair; Less gators used for transport; relying more on large shuttles for moving people.
- Path watering attachments/hoses/barrels and solutions for gators that are running throughout the fair.
- SLOW! Slow driving on roads!
- More water barrel stations, stocked regularly, and accessible.
- Maintaining grass, roads, and native plants!

Carbon Neutral Goals

- Providing transportation around the fair, not using Gators for transport.
- Farming and planting at the fair. More!
- No Pre-fair garden last year? We miss this! We could be producing more food on site to help reach carbon neutral goals by 2025.

Service Dogs

- Address service dogs in fair guidelines; dogs must be with you at all times.
- Communication with crews; most dogs being brought are internal on crews.
- Are we challenging service accreditations? Should we?

Post Fair Quality of Life and Sanitation

- Not forgetting plenty of people are still here post fair!!
- Porta potties are being pulled too early; marking locations of porta potties that are remaining. - Theft in camps, need pre and post security.
- Pre and post fair coordinators coming together to communicate.

Infrastructure

Scribe Hannah McClain

Food Voucher Printing

- 240,000 Food vouchers are printed each OCF.
- Catching up with the food market inflation! Food and meal costs have gone up exponentially, while food vouchers have stayed the same value.
- \$6 vouchers instead of \$3 to save on printing costs.
- Punch cards?

Resources for Recycling

- Compost crew working in unreasonably dusty conditions, with no access to masks, little to no shade, and not enough water.
- Completion of planned compost sorting shade structure at the winery.
- Health hazard! We need N-95 masks on site at the winery for the compost crew.
- Investing in heavy equipment for the compost team.
- Radios for recycling starting pre-fair; Crew leads are often left without radios. Recycling is a large crew with upwards of 100 people, and operating unreliable vehicles spread throughout the fair and need communications.
- Accountability for durables crew addressed by management; Durables not being taken care of by the durables crew. Over two years of unwashed cutlery left at the winery.

Pre-Fair Kitchen Credentials

- Meal lines are getting longer; could we stagger meal times? Multiple meal times?
- Working on getting accurate head counts for the kitchen crew.
- Keeping in mind people are volunteers, and not creating more boundaries for people to be fed.
- Food deliveries!
- Bagged lunches were great!!! Easy, no lines, deliveries! PBJs! Easy and cost effective meals.
- 24 hour upland kitchen?

Water Pipeline

- Water system is aging, and will have to be re-built soon.
- Laying in ground cables for IT along with a water pipeline.
- Long term project for water self sufficiency.
- Processing gray water for dust control!!
- LUMP!

Infrastructure notes continue on next page

Site Internet and Credit Cards

- Aging 2018 cable and power system.
- Ditch the radio tree system?
- Expand project for power and internet in left bank and CMTS project, expand into the 8 and Xavanadu.
- Survey for internet accessibility across vendors and booths.
- HD video streaming through cable modems.

Member Database

- New rebuilt member database for next year.
- What do we want it to do?
- Access login for members and coordinators.
- Communicating to new members!! Mission statement, schedules, meals etc.
- Working SO's, elders and others being left off crew lists, missing counts and full crew lists.
- Fields for driver's licenses, insurance, additional specific fields for certain crews.
- Surveys!!! Feedback!!!

Ah Hahs!

Need a tree inventory, specifically where are all the ash trees tho it would be good to include other trees, also.

Communicate with camp hosts/campsite ownership for tree inventory.

Need funding/grants to deal with emerald ash borer

Educate fairies & public to identify an ash tree, plaques on trees, stewardship, visual, name that tree!

Paths & land need watering> Scoff Lot relies on watering, City of Eugene(?) collects seeds from these plants that are used for wetlands restoration.

Post-pandemic we seem to have forgotten our past discussions, projects put on the back burner could be brought forward again. Move forward from the past:

Upland kitchen

Sound & light pollution (Blinded by the Light) – renew the discussion w Path Planning's sub-committee

It's possible to process our own grey water.

Others?

Need to educate ourselves, especially those new to Fair re our goals, values, & dreams.

Define what is OCF.

Need to internalize it/them so we can take them outside of Fair.

Lack of dust prevention.

Peachy used to run all day, everyday. No Peachy this year.

New awareness of the bench depth, skills & functions, necessary.

Include all interested and involved parties.

Discussions need timely/advance notice more than a day or two prior.

It would be good to communicate operational changes to coordinators a month in advance so they can pivot as well rather than make last minute changes.

Need to recognize that the compost structure, located at the winery, is still connected to Fair.

Needs resources post-Fair also – shade, water, portapots.

Operational Management will follow up on Durables.

It's easy to take that which unites us for granted which can lead to division.

There is a strong feeling of polarization, all or nothing leads to a sense that nothing can be accomplished. We need to find common ground.

Pursuing a similar value leads to good healing.

AhHah! notes continue on next page

There is a trade off holding meetings via zoom – while it can lead to a greater number of people participating, it lacks the quality of meeting in person.
If BoD meetings resume in-person, consider holding meetings in other geographic locations to encourage more participation.

It's all an interconnected web!

End of evaluation meeting, people felt hopeful, promoted positive deep connection.
Healing love
Spread the love

This year's Fair seemed more fulfilling than last year – it was a full-on Fair.
A poignant Fair, really felt why we are all here, a psycho-spiritual rejuvenation.

Fair is a circle; there are no sides.
Community Village begins and ends all meetings in a circle.

Yes, Community Village still facilitates the Sunday morning Om Circle, 10am.
A moment of unity.