

FAIR FAMILY NEWS

OREGON COUNTRY FAIR ☉ ONE CREATIVE FAMILY

VOLUME 30 ISSUE 9

FEBRUARY 2023



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FAIR FAMILY CALENDAR

FEBRUARY

- 18 Election Ballots Due, 8 pm

MARCH

- 6 Board of Directors Meeting, 7 pm
8 Fair Family News Deadline

APRIL

- 3 Board of Directors Meeting, 7 pm
5 Fair Family News Deadline

For additional events see:

<https://oregoncountryfair.net/events/>

WASH HANDS IN SOAP AND WATER!

KEEP IN TOUCH

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

FFN@OREGONCOUNTRYFAIR.ORG

INFO@OREGONCOUNTRYFAIR.ORG

OREGONCOUNTRYFAIR.ORG (EVENT INFO)

OREGONCOUNTRYFAIR.NET (BUSINESS SITE)



*Happy
Birthday
Pisces*



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

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: info@oregoncountryfair.org



FFN INTERNATIONAL KISSES



Michael "Kuss" Ottenhausen
Mary "Musu" Doyon
Suzi "Pocalunek" Prozanski
Daniel "Kyss" Cohn
Brad "Beso" Lerch
Niki "Embrasser" Harris
norma "honi" sax
Kim "Póg" Griggs
Vanessa "Bacio" Roy



Elections Committee Report

by Stephen Diercouff, OCF Secretary

Ballots are due by 8 pm on Saturday, February 18, 2023, for the member action to remove a Director. Ballots must be mailed or delivered in person to the Fair office. Postmarks don't count. We have to have your ballot in hand by 8 pm on February 18. If you are local, you may return your ballot in the mail slot at the Fair office, 442 Lawrence Street, Eugene. Any ballot received after 8 pm on February 18 will not be counted.

We will count the votes on Sunday,

February 19, and will announce the results on our website, <https://oregoncountryfair.net>. We hope you will return your ballot to vote on this matter.

If you lose or spoil your ballot, please email elections@oregoncountryfair.org or call the office at 541-343-4298 to obtain a replacement ballot. It is too late to mail replacement ballots, so any replacements must be obtained in person at the OCF office by appointment with the Secretary. The office staff do not have access to ballots.

Please vote and return your ballot!



The Nuts and Bolts of the Oregon Country Fair Teen Crew!

by Lori Elam Cunningham and Ruth Ames, Teen Crew Co-Coordiators

Did you know that OCF has a volunteer program for Fair family Teens? Teen Crew has been a part of the OCF for more than 30 years, working to provide our Fair family teens with constructive ways to participate in the annual event, create a sense of community, and provide pathways for “graduating” teens to find a permanent home on an adult crew.

WHAT is it? Teen Crew is a volunteer opportunity where teens ages 14-18 can be placed on a crew as a support person. They work 12 hours (usually three 4-hour shifts), and receive a free wristband, food vouchers (one per hour) and a staff T-shirt. We provide teens with an abbreviated Humanistic Intervention Training a la Zak Schwartz, and many teens use their experience with us as work experience for job applications.

In addition to the volunteer opportunities, Teen Crew manages a teen-only hangout space at the Fair called The Void (located across from The Ritz). We offer a variety of amenities for teens at the Void including a fire at night, a place to chill, phone charging, snacks, activities and other shenanigans.

WHO is Teen Crew? We have an adult crew of 21 volunteers who work behind the scenes in the off season to collect the request from crews, collect applications from eligible teens, and match the teens with a volunteer opportunity. We also help connect former Teen Crew teens with adult crews that are looking for new volunteers. Our adult crew also works from our TC headquarters behind The Void during the Fair to troubleshoot any issues that crop up around volunteering teens.

Our teens are all Fair family, meaning they have a parent, guardian or other responsible “Fair parent” who is either on a crew, an entertainer, or a booth member. Most of our teens are ages 14-18, though we sometimes place 13- or 19-year-old teens under certain circumstances on a case-by-case basis.

WHERE do teens volunteer? We place teens in dozens of crews around Fair, such as Recycling, Entertainment, Security, Childcare, and many others. Teens are able to provide some of their preferences and interests about where they are assigned. We place teens based on their request, as well as taking into account the needs of the crews and the age of the teen. When someone signs up for Teen Crew, they are committing to working in whatever placement we have for them. Likewise, when a crew requests teens, they are requesting any teen volunteer, not only a specific teen. We try to honor the requests of teens and crews, but we aren’t always

able to do so.

WHEN are the Teen Crew deadlines? Crews make their requests for teens in February. Most crews have a liaison for teens. Co-Co Ruth Ames reaches out to crews in February to arrange requests. March is when the application for teens goes live at www.oregoncountryfair.net. Co-Co Lori Cunningham Elam manages the teen application, and places teens with crews. Our team works with software and human-power to place teens in positions throughout the spring. We communicate to teens and crews their placements and roster in late May or early June.

Are you looking for more information?



Photos © 2019 Carlton Ward

*Please email us
at teencrew@oregoncountryfair.org*



Oregon Country Fair Announces 2023 Endowment Fund Recipients

by Linda Reymers, Bill Wooten Endowment Fund

The Oregon Country Fair Bill Wooten Endowment Fund has awarded a total of \$15,000 in grants to non-profit organizations serving youth in the Fair's neighboring Fern Ridge communities. This funding tangibly represents the Fair's deep appreciation of our home community. Endowment Fund supported projects reflect the Fair's commitment to the arts, education, cultural diversity, peace, community building and the environment.

- **Culture Jam**

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

- **Lane Arts Council**

Fern Ridge area children will be able to participate in a local "All About Art" immersive summer camp, which provides exciting experiences in the visual and performing arts. Artwork produced by campers will be featured during a community showcase for family, friends and community members.

- **Rural Arts Center**

The Crow-Applegate-Lorane School District depends on the Center to provide after-school multi-cultural art

instruction on shortened school days—which is especially valuable for elementary students who have no art teacher at their school. Older students will develop playing skills and socialize at the Center's Ukulele Club.

- **Veneta Elementary School**

All students will work with an artist-in-residence to learn the method and science behind tie-dyeing. The wearable art each child will produce and take home will be shown during a "Strolling Art Fair" to take place during parent-teacher conference week.

- **Wordcrafters**

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

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



Thanks for the New Roof on Jamie's House

Dear Jill Heiman Vision Fund,

Thank you for the support to assist with the installation of a new roof at Jamie's House, the emergency shelter for domestic and sexual assault survivors in Lane County. Like many construction projects, the remodel has taken some twists and turns over the last year. The primary delay was due to waiting for the correct permits. As of January 2023, construction is back

on track with an anticipated opening date of May 1, 2023. The roof has been framed, as you can see in the photos, and will be completed in the next couple of weeks.

This project will help survivors in need of emergency shelter who are often fleeing an incident of violence.



Survivors also turn to shelter as a strategy when they know the violence is escalating and staying in their home puts them and/or their children at risk for physical injury. Many shelter residents do not have the resources to pay for a hotel nor do they have family or friends to escape to. Financial abuse and isolation make emergency shelter a key component of getting safe.

The timing of this project was impacted by COVID-19. The previous shelter purchased more than 40 years ago was not conducive to communal living under the pandemic restrictions. The facility was small and crowded. It did not allow for any physical distancing. Hope & Safety Alliance used hotels and motels to continue providing shelter services, which worked well during the worst of the pandemic. It took a long time to find a property that would work as an emergency shelter and serve the community for years to come. The pandemic informed how the building would be designed to accommodate the needs of multiple individuals and families living together in a safe and healthy environment.

Over the last two years, the need for emergency shelter has emerged as the greatest priority. Between the 4,000 people displaced by the wildfires in 2020 and the significant unhoused population that was exacerbated by the pandemic, the demand for emergency shelter far exceeded available inventory. The Eugene Chamber of Commerce published a recent report titled "The State of Our Homelessness Crisis" that identifies the number of shelter beds in Lane County as 851 while there were 3,115 homeless individuals in August 2021. Homeless shelters are often not safe for survivors of domestic or sexual violence due to the lack of confidentiality that creates a risk of being found by



The framing for the roof at Jamie's House was constructed this winter.

an abuser. Community homeless shelters are not able to provide the needed support services unique to trauma survivors to address their safety needs. Our target population is survivors of domestic violence in Lane County. The shelter will serve approximately 100 adults and 150 children each year.

Increasing the inventory of emergency shelter beds alone addresses a critical shortage in the community. Jamie's House will include comprehensive wrap-around services that will contribute to the success and sustainability of survivor's choices to remain safe and free from violence both immediately and long term. The design of the emergency shelter is in alignment with best practices for these services, providing adequate living space for privacy and communal living. Staff will be available to support survivors with legal needs, safety planning, and access to other community resources. Survivors receive support to connect with safe, affordable housing to move into after shelter. Children who have witnessed domestic violence are often overlooked in the process of fleeing. This project will ensure that these children have a safe

and nurturing environment dedicated to meeting their needs while in shelter.

The anticipated opening date for Jamie's House is May 1, 2023, providing safe, affordable emergency shelter for survivors of domestic and sexual violence in Lane County, increasing access to safety and support. With the support of the Jill Heiman Vision Fund, Jamie's House will have a secure roof. Thank you!

Respectfully yours,
Julie Weisman
Executive Director



The roof for Jamie's House starts to take shape.



~ * ~ * ~ * ~ *

**Spirit Tower Acoustic Jam Circle -
Friday & Saturday night**

Looking for musicians - after-hours at the Spirit Tower

**Come and share some acoustic music
Offer up your own
Join a jam**

**If you have any questions you can email us
spirittowerjam@gmail.com
~ Michael & Maura Marlin ~**

~ * ~ * ~ * ~ *

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).



Late Night Trips Rides Again in 2023

by Jerry Joffe, Late Night Trips Coordinator

"Get on the bus Gus

Make a new plan Fran

And set yourself free..." by using Late Night Trips!

Due to popular demand, Late Night Trips is gearing up for 2023. If you want to enjoy after-hours at the Fair and then be able to ride a comfortable bus back to Eugene to sleep in your own bed, then you'll want to become a Late Night Tripper.

I want to retire, so to make LNT happen this year and in the years to come, I need to find a Fair Family member willing to train with me this year and then become the leader of Late Night Trips. We also need three people to help with the nightly rides.

To become part of this much-appreciated Family service, please send an email of interest to ocflatetrips@gmail.com and I'll be in touch with all the details.

Watch this space in the coming months for more info about Late Night Trips' schedule, etc. Soon you'll also be able to download the Registration Form and keep up with all the news on the oregoncountryfair.net site too.

Thanks to all the past supporters and looking forward to working with a new team and riding with many returning and first-time Trippers. See you on the bus!

Disclosure Policy Contrary to OCF Values

Dear FFN,

The OCF needs a proper confidentiality policy, but this new business "disclosure" proposal does not meet that need.

For far too long, the OCF has had far too much Board business occur in the shadows, with a confused and false sense of what is or is not confidential. This has allowed people to say things and behave in ways that they would not do in public.

Personal attacks, threats, extreme positions, as well as well-thought-out but controversial positions ARE NOT INHERENTLY confidential. Board Directors, Officers, and committee members should not be able to say whatever they want to each other and then claim that it is all confidential.

The effect of this proposal is to throw a confusing blanket over every communication, both in meetings and outside of meetings. It will intimidate people into silence because almost anyone involved can claim that virtually anything is confidential.

This proposal does not even differentiate what occurred in an open session, meaning if I tell my partner what happened in a committee meeting, I might be violating confidentiality.

The effect of this proposal would provide cover and protection to people engaged in bullying or offensive behavior and prevent specious arguments from being exposed to open examination.

This proposal runs completely counter to the values of the OCF and is a complete departure from the open society that we advocate for.

The first step of this process should be to rigorously and precisely identify legitimately confidential issues and then extend a proper confidentiality policy over only those subjects. The end result must not be something that allows anyone to engage in bad arguments or bad behavior and then claim it is confidential to avoid scrutiny.

If you're embarrassed by what you're saying, maybe you shouldn't be saying it.

Steven "Fire DIC" Berkson

Fire Crew



Dear Fair Family,

Love begets Love.

hate begets hate.

Choose Wisely.

Spirit Leatherwood

External Security Co-Coordinator

UNDERWRITERS

Recently Unclassified Material

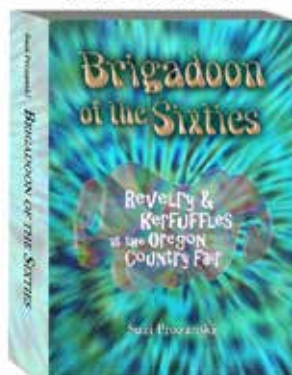
We accept UnClassifieds up to 30 words for \$5 each, per issue. Send listing with \$5 to O.C.F.-F.F.N. 442 Lawrence St. Eugene, OR 97401. For questions, information about display underwriting and to submit listings, Email: ffnunderwriting@gmail.com



Need to sell something? Looking for something? Use this space to get your message out to the fair family. Follow the instructions above. Thanks!

Now on sale! *Brigadoon of the Sixties*

Another epic slice
of Fair history from
Suzi Prozanski



Buy yours at:
**Tsunami, Kalapuya, Black
 Sun or J. Michael's Books
 & www.suzipro.com**

DODECA ART FARM

Creating and enhancing



- 501(c)3 nonprofit
- community farm
- vegetarian
- art collective
- sober sanctuary
- moon worshipping
- season celebrating
- ritual transformations
- OCF Art Barn support

WE LOVE YOU!



Photo © 2019 Ben Beacher



Serving Eugene & Beyond

Videography & Editing

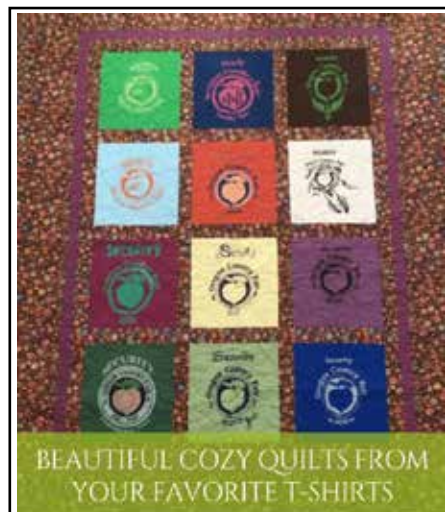
Local Green Screen Studio

Website Support & DIY Training

Design & Tech Support for Crafters



Sean Bonsell
www.starchildcreative.com



memoriestoquilts.com



UNDERWRITERS




CAFÉ Mam
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THE EMPORIUM
~ handmade gifts by ~
Artists & Makers
87980 Territorial Hwy,
Veneta, Oregon
(541) 833-0110

GIFTS, HANDMADE ART,
HOME DECOR, CLASSES
SUMMER LIVE MUSIC &
BEER/WINE GARDEN,
COMMUNITY BACK YARD

OPEN TUES - SAT 11-6PM
A COMMUNITY ARTS COLLECTIVE
@THEEMPORIUMVENETA

Eugene
2021
THE EMPORIUM VENETA
BEST GIFT SHOP
2020 & 2021!

How to Survive Being Fired
Instructions for the first 30 days
THE WORKBOOK
M. Cousins



Now in print from former board member, Construction co-coordinator, Internal Security crew leader and current Elder, Katie Cousins! If you or someone you know could benefit from the insights made available here, check out Katie's revised and expanded workbook, available at amazon.com and barnesandnoble.com.

92.7 FM KOCF

Donate your
drink containers
to KOCF via
BottleDrop!

Stream @ kocf.org




Craig Ralston
LTC #5744C
Tax Returns Prepared
Self employed, stock sales
rentals, multiple/old years
(541) 343-4422
TaxguyCraig@gmail.com



THE RITZ
Sauna & Showers
Public & Private, Open-air,
Accessible Showers & Saunas
Serving the OCF Community since 1976
Visit our Facebook – The Ritz Sauna & Showers

Join us for
Art Bingo!



A benefit for
The Kareng Fund
Emergency Relief for Oregon Artisans
www.karengfund.org • 541-686-8885

Sunday, February 26th - 3pm-6pm
Drop Bear Brewery - 2690 Willamette St

WOW HALL
8th & Lincoln
All Ages
687-2746

2/17 - Growing Pains, Candy Picnic, Simpleton
2/18 - Egotones, Red Cloud, Mothra, re/Folium
2/24 - No Vacation w/ special guest Wabie
2/25 - Krooked Kings
2/26 - Foraging & The Rattling Bones, Mol Sullivan and Titsweat
2/27 - Joey Valance & Brae
3/9 - Ramblin' Jack Elliot
3/11 - Gerle Haggard Band
3/14 - Dopapod with Yak Attack
3/18 - Soulfly
3/23 - The Garcia Project: Garcia Band Tribute



Board of Directors Meeting

January 30, 7 pm

(Subject to approval by the Board at the February 6, 2023, Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link: <https://www.youtube.com/watch?v=PkcvgS0y024>



Board directors present: John Alexander, Sandra Bauer (VP of Philanthropy and Fund Development), George Braddock, Paxton Hoag, Tom Horn (President), Anthony “AJ” Jackson, (VP of Membership Engagement and Services), Kevin Levy, Lisa Parker (VP of Bylaws and Policy), Ann Rogers, Arna Shaw, Jon Silvermoon, and Sue Theolass. **Other Board officers present:** Hilary Anthony (Co-Treasurer), Lynda Gingerich (Co-Treasurer), and Stephen Diercouff (Secretary). **Staff present:** Kirsten Bolton (Executive Director), Alexis Maddock (Co-Event Manager), Mark Malaska (Co-Event Manager), Sierra McComas (Site and Facilities Manager), Vanessa Roy (Marketing Manager), Norma Sax (Office Manager, Board meeting scribe), and Alex Zabala (Office Assistant)

The meeting was facilitated by Lynda Gingerich of the Budget Committee.

This is a special meeting of the Board to review the revenue projection recommendations of the Financial Planning Committee and the 2023 budget as submitted by the Budget Committee.

The minutes of this Board meeting are presented with motions and votes without discussion. The entire meeting, including discussions, can be viewed on the YouTube recording at <https://www.youtube.com/watch?v=PkcvgS0y024>

Announcements

(YouTube video 04:48)

Lucy Kingsley resigned as a member of the Inventory crew and as a Budget Committee member.

Stephen Diercouff (Secretary) said ballots for the special action have been mailed and if any registered member has not received a ballot and would like one, please contact elections@oregoncountryfair.org to receive a replacement. Ballots must be received in the OCF office by February 18 at 8 pm. Postmarks don't count.

AJ said: Thoughts and prayers are not enough. We should say his name. His name was Tyre Nichols. Yet another Black man was killed at the hands of the police. While all of us are ingrained in all this fighting, Black men are dying by systematic racism that neither this country nor this world is stopping. I want you to look at my face if you can. I have to fear whether or not I'm going to get home every day, not because I'm in some oppressive country, but because I may get pulled over at the wrong time at the wrong place. Say his name.

Financial Planning and Budget Committee Recommendations Review

(YouTube video 12:10)

From Hilary Anthony, Co-Treasurer: Thanks to AJ and Lucy for their announcements. Thank you to Lucy for her years of service and dedication. She stepped into the inventory job at a critical time. She brought a lot of energy into closing the circle of the reporting. We very much appreciate everything she's done for us.

I want to acknowledge what a big lift the budget season has been in general this year. We have been changing our processes. Before COVID we were starting to change and update our spreadsheets and our processes. We addressed how do we allow the Budget Committee to focus on the questions of the budget and not on the paperwork. We worked with the staff to redesign the system. The staff did an amazing job of assembling the budget requests and handing them off to the Budget Committee in a very short amount of time. It allowed the BC to operate with a fully constructed budget. Many, many months ago, Kirsten, Lynda and I were saying, "Wouldn't it be great if we could start the budget season with an idea of the total scale of what's being asked for in relation to the amount of money we're projecting that we could bring in?"

Also, because of the capacity issues that we've been tracking, we went into the budget season with an overall idea of what the spending could be to keep us in the black and how many passes we could allocate to keep within the growth limits of the people on the property. That's a radical difference from anything we've done before, and it required that we do things differently. It's hard when a committee is used to doing things in a certain way and used to a certain information flow on a certain schedule. It's been a rocky adjustment and I'm proud of everyone who stuck with it and worked on it and I think the results are that we do have a budget that we can be proud of; that it is what we were setting out to do in the beginning.

The Financial Planning Committee started with the revenue projection based on that of 2022 and agreed not to change the prices but to build a revenue projection based on if we actually could sell all the tickets that were in our 2022 revenue projections. What if we could meet the people-on-property numbers, which is a backwards way of the way we used to do it. We used to look at how many more we're budgeting for than we will get. Now we're saying, can we even reach those amounts. It's such an uncertain time. Fingers crossed that we can reach those numbers and hopefully with the numbers of people we are talking about, we're able to make a safe Fair that's fun for the people who are doing the work to making it happen and that we feel we're not stretching the capacity of the property and the crews and the budget. That's the hope we went into this with. If it turns out 35,000 people a day on the property isn't the right amount, we'll keep on working on it and figure out in the future what is. We have crews that are scaled almost exactly at what they were last year, but last year not all the positions were filled, so that's the outline of the high-level planning of what we were trying to accomplish with this budget. I think it will allow us in the future more ability to steer, that we're trying to look at the budget as a whole as we're planning it.

The only difference in the revenue is that we went back to the actual numbers that we presented to the Board last year, including a small increase in the booth fees. Last year we took off the increase to the booth fees, so there's a difference in the revenue projection of about \$30,000 and that's reinstating the price difference for the booths.

On the staff and crew budgets, the main difference is that we took the rental equipment out of the crew budgets and put them in the Event Management budget so they can be managed all together. We gave a sheet to all the coordinators to show them the differences and tried to reconcile their last year's supplies and services with this year's supplies and services if it wasn't

the same so that they could be aware of how much came out. That was not to change their access to that rental equipment, but the change is where it's charged and how it's managed. We have about six crew budgets with items outstanding, and during February the BC will be meeting to work on capital projects and will work out final details, including some issues for external security, crew services, video crew, and some breakfast service, as well as some coordinator expense that is contingent on the number of coordinators and number of crew members. There is a possibly of an issue with communications. The numbers you pass tonight are tentative and you may get some revised numbers in March.

The link to documents presented by the Budget Committee is
[/https://oregoncountryfair.net/wp-content/uploads/2023/01/2023-budget.pdf](https://oregoncountryfair.net/wp-content/uploads/2023/01/2023-budget.pdf)

Financial Planning Committee Projections

(YouTube video 21:00)

Paxton moved and AJ seconded to accept the Financial Planning Committee's recommendations for income for the 2023 OCF as presented, for a sum total of \$3,193,817.

Motion passed: 12-0.

Board Budget

(YouTube video 21:00)

George moved to accept the Board budget for 2023 of \$63,800. Tom seconded. (See below for amended amount.)

(YouTube video 31:15)

Jon Silvermoon moved and AJ seconded to add \$10,000 to the Board budget line item 5039 Board DEI Training.

(YouTube video 46:29)

Amendment passed: 11-1; Arna opposed.

Jon Silvermoon moved to add \$10,000 to the Board change line item. This expenditure is not to be considered or made available until after the 2023 Fair, subject to a Board vote. Sue seconded.

(YouTube video 1:05:38)

Amendment passed: 9-3; Arna, Sandra, and Tom opposed.

George moved to accept the Board budget for 2023 of \$83,800. Tom seconded.

Motion passed: 12-0.

Crew Budgets

(YouTube video 1:25:00)

George moved to accept the Crew budgets for 2023 of \$1,046,519, as presented. Paxton

seconded.

Motion passed: 12-0.

Culture Jam Budget

(YouTube video 1:36:40)

George moved to accept the Culture Jam budget for 2023 of \$82,900, as presented. AJ seconded.

Motion passed: 12-0.

Office Management Budget

(YouTube video 1:38:53)

Sandra moved to accept the Office Management budget for 2023 of \$70,700, as presented. Paxton seconded.

Motion passed: 12-0.

Site and Facilities Budget

(YouTube video 1:38:53)

George moved to accept the Site and Facilities budget for 2023 of \$333,500 as presented. AJ seconded.

Motion passed: 12-0.

Event Management Budget

(YouTube video 1:46:35)

Sandra moved to accept the Event Management budget for 2023 of \$425,675 as presented. Paxton seconded.

Motion passed: 12-0.

General Management Budget

(YouTube video 1:49:50)

George moved to accept the General Management budget for 2023 of \$1,003,026 as presented. AJ seconded.

Motion passed: 12-0.

Jon Silvermoon moved to table the payroll portion of the General Management budget. Sue seconded.

Motion failed: 4-8; Paxton, George, John A., Arna, Sandra, Kevin, AJ, and Tom opposed.

Original Motion passed: 12-0.

President's Peace

Tom: I was in a meeting with someone recently who said when he's in a meeting and things

are intense or difficult, he's learned to smile. It helps to ease the tension and makes things lighter. Sometimes people even smile back. I want to leave you with a quote from Wendy Mass: "Be kind, for everyone you meet is fighting a battle you know nothing about." Please be kind to each other and smile more.

Next meeting: Monday, February 6, 2023, 7 pm





Board of Directors Meeting

February 6, 7 pm

(Subject to approval by the Board at the March 6 Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link:

<https://www.youtube.com/watch?v=Wu5Y8vQSvzw>



Board directors present: John Alexander, Sandra Bauer (VP of Philanthropy and Fund Development), George Braddock, Paxton Hoag, Tom Horn (President), Anthony “AJ” Jackson, (VP of Membership Engagement and Services), Kevin Levy, Lisa Parker (VP of Bylaws and Policy), Ann Rogers, Arna Shaw, Jon Silvermoon, and Sue Theolass. **Other Board officers present:** Hilary Anthony (Co-Treasurer), Lynda Gingerich (Co-Treasurer), and Stephen Diercouff (Secretary). **Staff present:** Kirsten Bolton (Executive Director), Alexis Maddock (Co-Event Manager), Mark Malaska (Co-Event Manager), Sierra McComas (Site and Facilities Manager), Vanessa Roy (Marketing Manager), Norma Sax (Office Manager, Board meeting scribe), and Alex Zabala (Office Assistant)

The meeting was facilitated by Al Ullman of White Bird.

The minutes of this Board meeting are presented with motions and votes without discussion. The entire meeting, including discussions, can be viewed on the YouTube recording at <https://www.youtube.com/watch?v=Wu5Y8vQSvzw>

Tom Horn, President, started off the meeting by reading our mission statement. “The Oregon Country Fair creates events and experiences that nourish the spirit, explore living artfully and authentically on earth, and transform culture in magical, joyous and healthy ways.”

Announcements

(YouTube video: 05:35)

Sue: The Kareng Fund Art Bingo Fundraiser will be held Sunday, February 26 from 3 pm to 6 pm at our new location, which is Drop Bear Brewery at 2690 Willamette.

AJ: I would like to acknowledge the massive loss of lives in Turkey and other places due to the earthquake. I hope we all send our positive energy to those countries as they deal with these tragedies. Also, say his name: Tyre Nichols — another Black man killed for no reason.

Stephen: Ballots for the special action are due February 18 at 8 pm at the OCF office. Wednesday, February 8, was the last day ballots could be mailed out. If someone needs a ballot later than that, they will have to pick up ballot at office by appointment only. Email elections@oregoncountryfair.org to make an appointment.

Shell Bell: We lost Fair family member, Nathan Gazurian, known as Bugg, of Ambiance Crew. Many in our community are deeply grieving his loss.

Minutes Review

(YouTube video: 13:48)

Paxton moved and Ann seconded to approve the minutes of the January 9, 2023, meeting. The motion passed: 11-0-1; Jon Silvermoon abstained. Jon was unable to attend the January 9 meeting because of a family matter.

Agenda Review and New Business

(YouTube video: 15:52)

Paxton moved and John Alexander seconded to approve the February 6 agenda. The motion passed: 11-1; AJ opposed.

Member Input

(YouTube video: 17:45)

Staff Report – Executive Director

(YouTube video: 37:15)

- Financials
 - Crews' budgets are being sent to coordinators in early February.
 - Capital improvement requests will be reviewed by the Budget Committee in February and presented to the Board at the March Board meeting.
 - We selected Green Growth CPA to conduct our SVOG program specific audit, our 2022 financial review and our 990.
- Culture Jam
 - We have hired Jans Ingber as the new Culture Jam Program Director. His start date is February 1, 2023. He has served as the Camp Director of Culture Jam for the last six years.
 - The Culture Jam dates will be August 4 – August 11, 2023, at Alice's.
- Fair Care
 - Fair Care has finalized the Progressive Solutions policy and sent it for legal review. We anticipate having the draft policy as New Business ready for the Board to approve in April 2023.

- Hybrid Meetings
 - Per a Board Motion, I am reporting progress to date as compiled by Vanessa Roy and Dean Middleton: We expect to have a finalized recommendation under New Business at the March 2023 Board meeting.

Option 1 – Lane Community College Main Campus, 4000 E. 30th Avenue, Eugene

- The Longhouse
 - Free, large space with capacity for 100-120 people
 - All the tech we need for meetings on site and tested during the annual meeting
 - Full kitchen space — We don't need to use the kitchen for anything other than making coffee. Any use of the stove or other appliances requires a food handler's card.
 - Fully stocked with long tables and chairs that can be arranged to meet the meeting demands
 - Two bathrooms
 - Lots of free parking with direct access
 - ADA accessible
 - Disadvantage: They are currently working to hire a new steward to handle the Longhouse booking. We should be able to book the space on a monthly basis, but they are waiting to place bookings until they have the steward hired.
- The Classroom(s)
 - They have two large classrooms available to rent on Main Campus. Room 106 holds 70 people. Room 105 holds 50 people
 - Rental cost is \$12.50/hour, which is \$37.50 for a 3-hour meeting
 - Arranged like a classroom, but we can move the tables and chairs for a round table experience. We are asked to put the room back to classroom setup when we conclude.
 - All the tech we need for meeting on site except wireless microphones. We can use the Owl for audio and bring in microphones from KOCF if needed. There is a built-in PA system we can use; however, guests at the meeting will have to either approach the Owl or use a microphone to be heard on Zoom and YouTube.
 - Ample parking
 - ADA accessible
 - Disadvantages
 - The parking lot is further away from the classroom than the Longhouse. Attendees will need to walk about the length of football field (120 yards).
 - The restrooms are further away from the classroom. There is a small concern about accessing the restrooms at night due to lack of security staff to unlock them; however, this is a small concern that can be remedied easily with a phone call at the beginning of the meeting.

We highly recommend either of these options given the price, available tech and overall relationship we have with LCC and KLCC. The campus is in a beautiful area. We are keeping up with the hiring process of a Longhouse steward since that's the best option for our needs.

Option 2 – Unitarian Universalist Church – 1685 W. 13th Avenue, Eugene

- The Sanctuary
 - This is a very large space (220 people) with risers and a podium. We have rented this space for the annual Food Committee meeting with great results.
 - Great tech including a built-in PA system, projector and large screen. They have microphones available for an audience to use. The microphone for the meeting would be on the risers or the podium.
 - Cost breakdown
 - Rental (3 hours @ \$80/hr) - \$240
 - Full Audio, Screen and Projector - \$150
 - Technician (3 hours @ \$40/hr) - \$120
 - Subtotal - \$510
 - 50% Discount - -\$255
 - **Total - \$255 per meeting**
- The Social Hall
 - This is a large open space with capacity for 100 people.
 - There is a kitchen attached for our light use. We can make coffee and use the fridge, but cooking and use of dishes would involve fees and a cleaning agreement.
 - They have TVs on rolling stands with a Zoom Portal. We would need two in this space to make sure all the Zoom attendees can be seen. We would also need to bring the Owl and possibly other audio devices.
 - Cost breakdown
 - Rental (3 hours @ \$55/hr) - \$165
 - Two 60-inch TVs with Zoom Portal (\$25 each) - \$50
 - Subtotal - \$215
 - 50% Discount - -\$107.50
 - **Total - \$107.50 per meeting**
- The Chapel
 - This is medium-sized classroom space with capacity for 50 people.
 - We would need one TV for this space along with the Owl. Since it's smaller, we would not need microphones for attendees. The Owl would be enough.
 - Cost breakdown
 - Rental (3 hours @ \$45/hr) - \$135
 - One 60-inch TV with Zoom Portal (\$25 each) - \$25
 - Subtotal - \$160
 - 50% Discount - -\$80
 - **Total - \$80 per meeting**

This is the base amount we would need. There is a \$50 booking fee for the initial contract for all spaces. Also, the use of the tech in the Sanctuary requires we pay their technician \$40/hour.

They may only need one hour for set up and take down, but it's variable on our needs. They also offer a PA system with two speakers and two mics for \$25/mtg. We can adjust our expenses by providing our own tech such as microphones and the Owl.

Option 3 – 4J Eugene School District – ATA – 1650 W. 22nd Avenue, Eugene

- The Eugene School District has several locations housed in their school system that can accommodate our needs. The prices range from \$24 to \$42 for the space we would need. There is a range of tech options based on which site we choose.
- I am currently researching spaces within the Arts and Technology Academy first. The ATA school is centrally located in town. I have not had the opportunity for a site visit yet.
 - The cost is \$36/hour - \$108/meeting
 - There is a great auditorium as well as classrooms that are large with on-site meeting technology.
 - I have a request for more information pending at this time.
- Administration
 - Currently working on 2023 contracts:
 - New Honey Buckets five-year contract
 - Ritz Sauna
 - White Bird
 - Lane County Sheriff's
 - Guidelines Printing
 - Currently working on permits:
 - 2023 Outdoor Assembly Permit – Far Side: Due March 2023; 60-day advance application of event required; Requires a public comment period.
 - The third Coordinators DEI Workshop will be held Tuesday, March 14, 6 pm-8 pm via Zoom. The second one was well received. It is my goal to offer these types of training to the membership this year.
- Projects
 - Entertainment applications are up on .org site and will close on February 15, 2023.
 - Craft Applications go on .org site in January 2023 and will close in April 2023
 - Spring Fling planning is underway. We have secured the WOW Hall for May 6, 2023. We anticipate revealing the 2023 poster at this event. There will be a fundraiser for Culture Jam at the event. Donations for raffle items are welcome.
- Crew and member data
 - We moving our data staff and membership data from the Virtual Sticker Booth to Four Winds. We will have a training for coordinators soon . User names and passwords will be going to coordinators soon.
 - Teen Crew assignment requests are due from coordinators by the end of February so Teen Crew apps can go up from March 1 through April 15.

Treasurers' Report

(YouTube video: 48:45)

Hilary said the Board passed the operating budgets last week and the Budget Committee will meet to review the capital project requests this month and present them to the Board in March. I want to thank everyone who has been involved in the budget process and particular thanks to the people who showed kindness and support for the people involved with the process. It's been a tough year with lots of strain and trauma, and kindness is a great antidote. There have been people who have shown great kindness and support and I want to thank them. Lynda dittoed Hilary's remarks.

Committee and Working Group Reports

(YouTube video: 50:50)

Committees should send their reports to Vanessa (vanessa@oregoncountryfair.org), to be posted on the .net site and included in the Board packet.

John Alexander: Reviewing the committee minutes I want to encourage everyone to take a look at them. As Board members we're sometimes charged with dealing with big and controversial issues. I want to acknowledge and encourage our members who are engaging in OCF related discussions wherever they are we all keep in mind kindness and OCF codes of conduct. I do want to highlight the work our committees do and these minutes. While we don't discuss the details for the minutes during this meeting, they are brought into the record of these business meetings. Take a look. These documents reflect an enormous amount of positive time, amazing creativity, spirit and love that our 10,000-plus members contribute to make our OCF what it is and our ability to meet our mission and philanthropic purpose. Be sure that our challenging work and our efforts to move beyond times of divisiveness are not overshadowed by the incredible work and positive contributions by our membership that are reflected in these minutes and each of the things we all bring to the Fair. I want us to honor our membership. I think of these as donors who are making this all happen. So thank you to everyone out there and let's remember to do our best to reflect the awesomeness while we continue to deal with what we need to as Board members and as a community.

Sue reported that the Bill Wooten Endowment Committee awarded a total of \$15,000 in grants to nonprofit organizations serving youth in the Fair's neighboring Fern Ridge community. This funding tangibly represents the Fair's deep appreciation for our own community. The following organizations received funding: Culture Jam for scholarships for low-income youth; Lane Arts Council an All About Art summer camp; Rural Arts Center in the Crow-Applegate-Lorane School District to provide multi-cultural art instruction on shortened school days; Veneta Elementary School for students to learn the method and science of tie-dying; and Wordcrafters, which will collaborate with Elmira High School to provide an arts residency to focus on creative writing and spoken word performance. The Leslie Scott Imagine Grant award goes to the funded project that best represents former General Manager Leslie

Scott's contributions to the Fair, which included providing opportunities for youth, reaching out to our neighbors and nurturing creativity. This year's awardee is Wordcrafters.

Old Business

Approve Suggested Guideline Changes

See the 2022 Guidelines at <https://oregoncountryfair.net/documents/>
Proposed changes are at <https://oregoncountryfair.net/guideline-change-proposals/>

Proposed Guideline Change #1

(YouTube video: 57:00)

Tom moved and Lisa seconded to accept Guideline change #1, page 7, section 15, paragraph 4, Information, Health and Safety.

Arna offered a friendly amendment to change "Violation of this guideline WILL result in probation or suspension" to "Violation of this guideline MAY result in probation or suspension." The friendly amendment was accepted.

The motion passed: 12-0.

Proposed Guideline Change #2

(YouTube video: 1:19:35)

Tom moved and Paxton seconded to accept Guideline change #2, pages 10-11, sections 25 and 26, Childcare.

The motion passed: 12-0.

Proposed Guideline Change #3

(YouTube video: 1:33:50)

(Changes #3 and #4 are out of order. Are you confused yet?)

Tom moved and Paxton seconded to accept Guideline change #3, page 16, Sections 39 and 17, Environment.

Change section 39 to: "To help prevent the invasion of the tree-killing beetle known as the emerald ash borer and other harmful insects, fungi and blights, externally sourced firewood is not allowed, and use of wood pallets is discouraged."

Change Section 17. Create new paragraph headed Firewood or Campfires: Only fires that receive permits from OCF Fire Crew are permitted. No other fires are permitted. In addition, no other sources of open flames or tiki torches are permitted on the property. Bringing firewood from outside the property is prohibited to prevent the spread of invasive species. Site-sourced firewood is available at Wood World and can be requested through QuarterMaster or site employees. Burning painted or treated wood is prohibited at all times on OCF property.

The motion was tabled until next month: 11-1. Sandra opposed.

Proposed Guideline Change #4

(YouTube video: 1:55:08)

Tom moved and Lisa seconded to accept Guideline change #4. This would clarify and update Fire procedures in page 9, section 17 and page 34, section 92.

The motion passed: 12-0.

Conflict of Interest

(YouTube video: 1:55:08)

AJ moved and Arna seconded to accept the potential conflict of interest for the 2023 Ritz Sauna contract between the Oregon Country Fair and the Ritz Sauna LLC on which George Braddock serves as Board president. The compensation includes 110 wristbands.

Jon Silvermoon moved and Ann seconded to table the motion.

(YouTube video: 2:04:10)

The motion to table failed: 5-7; Arna, AJ, Kevin, Sandra, Paxton, John Alexander, and George opposed.

The original motion failed: 7-4-1; Anne, Paxton, Jon Silvermoon, and Sue opposed; Lisa abstained.

Meeting Evaluation

(YouTube video: 2:34:05)

President's Peace

(YouTube video: 2:53:18)

Sometimes meetings are hard and sometimes we work through some things. I was just trying to manifest as much positivity as I could, which is always a good thing to do.

I was remembering when I was a kid and I could almost remember the smell of hay when I was walking into the Fair. I can remember the first time as a teenager I got to run around by myself. It was incredibly exciting and kind of scary. I met my wife at the Fair when we were 17 and 18. I'm 53 now; we've spent all that time at the Fair together at a booth.

I remember the first time I got juried in and I was so excited. I had to get in the woodshop and work on some of the things for the booth. My father-in-law and I have rebuilt our booth several times. I have so many incredible memories of the Fair and the things that make the Fair special.

I hope that we continue to manifest in ourselves our own experiences in the terms of what the Fair has brought us and the smells and the music and the taste of cheesecake and all the things that are amazing parts of the Fair. I'm going to try really hard to continue to remember those things and remember why I'm here as a Board member to help make those things happen for my children. I appreciate everybody and I appreciate the membership for being very

involved. I look forward to seeing everybody at the Fair and being able to share our own experiences. Thank you very much.

Next meeting: Monday, March 6, 7 pm.

