



The annual Evaluation Meeting was held August 18, at Alice's firepit, using the Open Space meeting format. Many thanks to everyone who participated, to the scribes for recording the information, and to the staff who prepared our site and supplies.

**The following is the result of
The 4 Principles of Open Space meetings**

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

Contents

Pg 2-5 Breakout Sessions

- **Green Space**
- **Who Are We?**
- **Leadership**
- **Durables Self-Evaluation**

Pg 6 Ah Hahs!

2024 Evaluation Meeting Participants

Facilitators

Jen-Lin
 Paxton Hoag
 Camping, Feedback Board, Elder, Video

Participants

Anthony Jackson
 Forest Headley
 Jay Hogan
 Jon Pincus
 Lawrence Taylor
 Lisa Parker
 Nick Sky
 Pam Tyrell
 Ryan Tye Hewitt
 Sam Cohoon
 Sarah Wiedeman
 Shirley Anderson
 Sue Theolass
 Thomas Price
 Board, Security
 External Security
 Elder, Entertainment
 Elder, Site
 Elder, Sanitation Board
 Energy Park
 Camping
 Recycling
 Camping
 External Security
 Meediation, CeDR
 Board, Boothworld, Crafter
 Internal Security

Green Space session

Attendees:

Scribe: Pam

Pam	Sam	Paxton
Alexis	Tye	

- VegManECS – saving green space
- Conservation easement was considered in the past, but was passed on because it would impact parking the Fair decided not to apply.
- Green Zones (LUMP)
 - Actively being worked on and trying to preserve.
- Southwood population growth is an issue and makes it difficult to keep greenspace.
- Raking the land is in issue
 - We could use more signs notifications to inform campers not to rake.
- The Back lot bump out will allow more camping.
- We need to revalue the south woods camping growth plan with the rapid growth population.
- EAB
 - Fight not to lose ash trees
 - Looking at trees they can do a replacement with.
 - It was stated that the federal EAB taskforce promotes pesticides.
- What do we want for the future forest of Fair?
- We need a managed forest plan.
- Historically, the wilderness maintained the land, new forces is making that difficult to continue i.e. the ash trees
- When the Emerald Ash Borer gets here will make the south woods unsafe to camp in.
- Oaks and maples will support a string forest.
- It was discussed to do burning in the south woods of the storm damage to support the undergrowth.
- Also discussed chipping storm damage debris directly back to the group in the south woods to maintain the forest ecosystem and aid to control dust.
- With the AEB we could lose 60% of trees of the next 30-50 years.
- We need to start planting other trees to maintain the forest.
- Looking to bio-char for AEB
- Maybe do an adopt a tree program by camps in the south woods

Topic: Who are we?

Participants: Jay, Jon, Ryan, Hilary, AJ, LT, Thomas, Lisa (if I'm forgetting anyone, I apologize)

Topic convener: Lisa Scribe: Lisa

These notes provide a broad overview of the discussion that occurred. Rather than try to provide a transcript, which would be difficult to do as the conversation was dynamic and covered a lot of ground, I broke the conversation down into its major themes, as follows:

Cultural Change and Preservation:

Changing vibe and the impact of volunteer turnover on cultural continuity.

Concerns about losing connection to original core values.

The need to acculturate new volunteers to the existing culture and values.

Core Values and Identity:

The importance of articulating and preserving core values.

Generational differences in expressing or embracing core values.

Discussions on whether younger generations share the same values but express them differently.

Communication and Information Sharing:

Challenges in effectively communicating information as things change.

The role of storytelling and oral traditions in preserving culture.

Messaging struggles, particularly around DEI.

Collaboration and Conflict Resolution:

Emphasis on collaboration, conflict resolution, and crisis intervention over punitive measures.

Discussions on promoting interaction and training to enhance collaboration.

Generational Dynamics:

Elders' concerns about letting go and the fear of losing their place within the community.

The potential benefits of generational crossover in activities or performances.

Onboarding and Acculturation:

Proposals for formal onboarding processes that include cultural education.

The role of coordinators in introducing new volunteers to the community's culture.

Defining Identity:

Struggles with defining the community's identity amidst change.

Questions about whether the community can be defined by what it is not, rather than what it is.

Format for Discussion:

Consideration of the best format for ongoing conversations about these themes.

2024 Durables Evaluation

The following evaluation was received from the Durables Coordinator to be included as part of the annual evaluation. Synchronicity is present as it dovetails nicely with the other discussions regarding leadership.

Challenges:

- ❖ Past leadership
 - lack of communication to crew from leadership (we now believe this was a direct result of the prior coordinator's leadership and not Fair forgetting about us).
 - relationship with food vendors leading to unsavory communication with crew during pick up of forks (also due to lack of engagement and communication from the prior coordinator)
 - orders for forks were not made known to crew until Wednesday pre Fair where we found out we were 40 buckets short
 - crew schedule for during Fair never given out so no one knew what they were working. When crew attempted to set things up with recycling and get things together ourselves the prior coordinator intervened and undid everything we had set up to get things cleaned during Fair
- ❖ fork delivery to upper refer pre Fair didn't need to be the ordeal it was
- ❖ no deposit refunds done for food vendors which has been going on for years :(

Successes:

- ❖ Fresh start!
 - crew is reinvigorated with the change in leadership and everyone is bought in. Culture and moral immediately improved.
 - Major clean up and organization of winery space
 - Goals established to meet Fairs needs which align with the crew's long standing gripes about how Durables was run.
- ❖ All dirty forks will be washed by 9/14 and we are on target for that!!
- ❖ Relationship with recycling crew re-established and very positive!
- ❖ communication system with crew set up, SOPs being prepared!

The crew is SO happy to know Fair wants us around and is behind us, that's probably the biggest thing to come from this year! We are very bought in to everything and want to improve our processes and the Fair overall!

We are very aware that we need to improve our relationship and make ourselves more relevant and needed with our food vendors and we want to! I plan to attend the food committee meetings (if this is the best space) to acknowledge their complaints about durables, hear them out on ideas, and do better.

Thank you!! -Brittany and Durables crew

Ah Hahs

New people/new energy

Communication is key

Fair ethos

Respect, Fun, Love

Collaboration, Communication, Compassion

3-chip interactions –, how many people know what a 3-chip interaction is.

Respect, Fun, Get the Job Done

Not just for Security and White Bird, good for everyone

How to Pass the Chip

Need better understanding of our connections across generations, across crews & all Fair participants

Personal interactions are still valued

Impressed by how well South Woods is managed with consideration to the future, long-range planning

What is Fair – it would be great to have a specific list of guiding principles that all participants know

(People agree to the code of conduct and to abide by the Guidelines when they sign for their wristband.)

Would the list have to be vetted/approved by the Board?

Fun is a main goal.

Is it time to revive the Vision Action Committee?

Problem is people don't read the Guidelines.

Sharing is caring

If we share the info widely, we'll all care about what we do

Need guideline soundbites and/or share guidelines

Education via Entertainment (Radar Angels???) engaging skits while people stand in line at the sticker booth (all people pass thru here)

Start by teaching 3-chip interactions

Casual one on one conversations