



FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 32 ISSUE 7 DECEMBER 2024

HAPPY 
Holidays



WHAT'S INSIDE

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FAIR FAMILY CALENDAR

January 2025

- 1 Happy New Year!
- 6 Board of Directors Meeting, 7 pm
- 8 Fair Family News Deadline

February

- 2 Food Committee Town Hall Meeting, 4:30
- 3 Board of Directors Meeting, 7 pm
- 5 Fair Family News Deadline

March

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

July 2025

11-13 Our Creative Festival!

For committee meetings and other events go to:

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

KEEP IN TOUCH

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



Happy Birthday Capricorns!



Here's a shout out to all our great Fair family members! Every one of you deserve 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,
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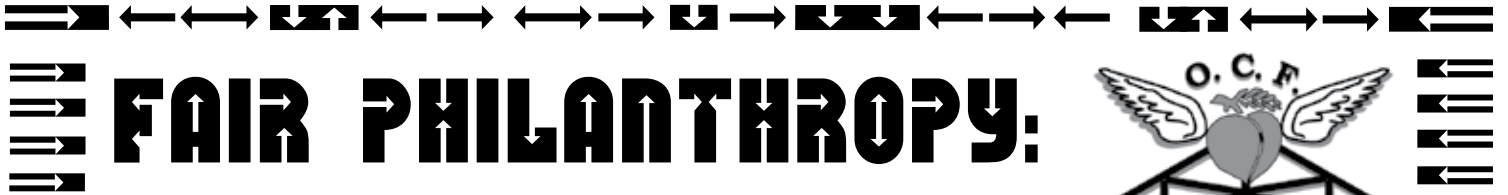


FFN MERRY AND BRIGHT



- Alex "Jolly" Zabala
- Mary "Jovial" Doyon
- Kim "Glittery" Griggs
- norma "Shimmery" sax
- Daniel "Dazzling" Cohn
- Vanessa "Vivacious" Roy
- Brad "Fun-Loving" Lerch
- Trisha "Twinkly" Burbaum
- Suzi "Sweet Sugaree" Prozanski
- Michael "Grooving" Ottenhausen





FAIR PHILANTHROPY:

Amplifying Voices, Protecting Lives

How the Northwest Center for Alternatives to Pesticides (NCAP) is Advancing Farmworker Safety and Environmental Justice

By Sharalyn Peterson, NCAP Healthy Wildlife and Water Program Mgr/Staff Scientist



NCAP is honored to have received the Oregon Country Fair Jill Heiman Vision Award, which made it possible for us to launch important initiatives to protect farmworkers and the environment. This meaningful grant, dedicated to supporting grassroots efforts for social and environmental justice, helped us bring our Food for Thought social media campaign and Raíces Resilientes: Voces Del Campo radio program to life!



Food for Thought: Stories of Impact Social Media Campaign

The Food for Thought social media campaign brought to light the unseen human toll of pesticide exposure through real-life stories shared by Oregon farmworkers. By focusing on marginalized voices, the campaign underscored the urgent need for safer pesticide practices and systemic reform in agriculture.

Highlighted Campaign Metrics:

Strawberry Farming & Chlorpyrifos: Reached 222 Facebook accounts ([view post](#)) and 233 Instagram accounts ([view post](#)), sparking conversations about

the harmful impacts of this pesticide on workers and communities.

Cherry Production & Diazinon: Expanded our reach further with 413 Facebook accounts ([view post](#)) and 400 Instagram accounts ([view post](#)), engaging a wider audience in the call for pesticide safety.

This campaign gained traction through authentic storytelling and community-centered narratives, resonating deeply with online audiences.

A Voice from the Field

One testimony encapsulates the dire consequences of inadequate pesticide safety measures: “My partner mentioned that he felt very confused and disoriented. He had a lot of vomiting, dizziness, headache, and his throat felt very dry. His eyes were very irritated and painful. We were afraid, so we decided to buy protective glasses ourselves, as the supervisors didn’t provide any.”

This poignant story highlights the systemic challenges farmworkers face and underscores the importance of NCAP’s mission to advocate for equitable agricultural practices.



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Raíces Resilientes: Voces Del Campo

Complementing our social media efforts, the Raíces Resilientes radio show tackled topics such as pesticide awareness, sustainable landscaping, Worker Protection Standards, and climate change impacts. Broadcasting via Radio La Ley and Facebook, the program reached thousands of listeners, including the Latinx community across the Pacific Northwest. ([listen to the broadcast](#))

The show served as a platform to amplify farmworker testimonies while fostering broader awareness of environmental justice issues. It also invited listeners to actively engage with NCAP’s mission, deepening community involvement in our advocacy efforts.

NCAP HWW Program Manager and Staff Scientist Sharalyn Peterson discusses the project and says, “Our work goes beyond awareness—it’s a movement for environmental justice and worker safety. By exposing the hidden human cost of toxic pesticides, we’re challenging systemic inequities and pushing for policy reforms that protect farmworkers and the

ecosystems they depend on. These farmworkers’ experiences reveal the stark reality of pesticide exposure, and our campaigns are a powerful tool for demanding changes that safeguard both human health and our shared environment. At NCAP, we’re not just collecting stories—we’re creating real, systemic change.”



Looking Ahead

NCAP remains steadfast in our commitment to farmworker safety and environmental health. As we move into the coming year, we aim to: Strengthen partnerships with community organizations.

Expand our storytelling efforts to include more diverse voices.

Push for policy changes that prioritize worker safety and sustainable practices.

Together, we can create lasting change that protects human health and preserves our environment.

Connect with us to learn more or support our mission at pesticide.org. Follow us on Facebook and Instagram for updates and opportunities to join the pesticide-free movement!



Photos © Northwest Center for Alternatives to Pesticides



Design the 2026 Oregon Country Fair Poster!



LOOKING FOR THE 2026

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POSTER

ARTIST

INFO: OREGONCOUNTRYFAIRPOSTER.COM

We are taking applications for our 2026 poster artist. This is a unique opportunity to add your artwork to our 56 years of incredible posters. The chosen artist will receive compensation and the opportunity to utilize the Poster Artist booth at the Fair. We encourage all fine artists to apply. The deadline to apply is January 10, 2025. Please email samples of your work or a link to your portfolio to advertising@oregoncountryfair.org. You can find more details and all of our OCF posters here: <https://oregoncountryfairposter.com/>



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

Sing A Songwriter's Song Contest. Cash prizes. No fees/promotion. Just for joy. Karoke, lyrics, all you need to sing it



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UNDERWRITERS

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12/13 - Vroom Vroom: An XCX Dance Night
 12/14 - Odie Leigh
 12/28 - Prezident Brown
 12/31 - Bridge City Sinners
 1/3 - Cap'n Trips Presents A Tribute to Phil Lesh
 1/4 - Metal For Meals
 1/10 - SFNY Guitar Trio
 1/11 - WOW Hall 50th Anniversary Fundraiser:
 Holly Near, Ferron, and Dance Brigade
 1/17 - Emery
 1/21 - Futurebirds
 1/27 - Houndmouth

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Board of Directors Meeting

December 2, 2024, 7 pm

(Subject to approval by the Board at the January, 2025 Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link: <https://www.youtube.com/live/7hcoy5rCjMY>

Board Directors present: John Alexander, Anthony “AJ” Jackson (President), Sandra Bauer, Paxton Hoag, Kevin Levy, Arna Shaw (Vice President), Jon Steinhart, John Govsky, John Davis, and Teresa Vaughn. Absent Board Members: Tom Horn and George Braddock. Other Board officers present: Hilary Anthony (Treasurer), and Stephen Diercouff (Membership Secretary). Staff present: Kirsten Bolton (Executive Director), Mark Malaska (Co-Event Manager), Vanessa Roy (Marketing Manager), Norma Sax (Office Manager), Sunny Arthurs (Assistant Event Manager) and Steven Berkson (Facilitator).

The meeting was facilitated by Steven Berkson.

Announcements

AJ: Board member Tom Horn has resigned. Reach out to him if you have any questions. We wish him well.

Stephen D.: Wanted to announce a project that he has been working on with Vanessa and another member for about a year that is ready to go. They have created a new website where they are going to post older documents that had been archived and not very accessible. The site is live now and is called library.oregoncountryfair.net and there will be links on the .net site soon, but right now, you can go to that site. As of today, they have FFN, scans of nearly every issue going back to 1992 and scans of all Board minutes that they have on file going back to 1977, which are in PDF format on the site. Soon there will be a searchable search engine. They will be adding a lot more content over time and will continue to announce it here and in FFN. It’s a great way to preserve our history.

Minutes Review

The Board approved the minutes of the November 4, 2024, meeting as submitted by unanimous consent.

Agenda Review

(YouTube video: 0:3:30)

The Board approved the December 2, 2024, agenda by unanimous consent.

Member Input

Coyote: Wishes Tom Horn all the best. It's sad. He was a great addition to the Board. Is thankful to the Board for willingness to suspend normal protocol to allow Carla to become a member of the EDIB Work Group. She is a great asset.

Staff Report – Executive Director

(YouTube video: 0:06:08)

Kirsten:

Administration:

Staff Annual Reviews have been completed. The Eugene office will be closed December 16 to January 1, 2025. Budget Committee is working on 2025 budgets. We did a budget freeze on passes. The Committee is evaluating goldenrods and known needs for pass adjustments, adding inflation adjustment to Supplies & Services budgets. The Board will approve the 2025 Budget at the Board Budget meeting on January 27 at 7 pm via Zoom.

Capital Improvement Projects are due January 31, 2025. The Board will vote on them at the March Board meeting. A Coordinator Budget meeting will be held Wednesday, January 15, at 7 pm via Zoom to share the proposed 2025 Crew Budgets. An email will go to all Coordinators with the Zoom link in early January.

Event Management:

The 2025 Spring Fling is scheduled for Saturday, May 10, at the WOW Hall. Culture Jam is tentatively scheduled for Thursday, July 31, to Thursday, August 7, 2025. The Teddy Bear Picnic is scheduled for Saturday, August 16, 2025. Craft applications run January 6 to April 1, 2025. Teen Crew Application for Coordinators will open in February 2025. Teen requests to be on a crew run from March 1 to April 15, 2025. Entertainment Applications run November 1, 2024 to February 15, 2025.

Site & Facilities:

We were granted the Type II Replacement Dwelling Permit for the Winery House that burned down in 2023. We have four years to replace the structure. To build a home in a Farm Use zone, we had to sign a covenant not to sue. We are not allowed to sue over noise, dust, or any activities that are farm related and may cause a homeowner to be disrupted. It was filed with the county on November 15, 2024. We are working with a manufactured home builder and should have the house replaced by the end of 2025.

Marketing:

Be sure to check out our Commemorative Sales Merchandise site at <https://merch.oregoncountryfair.org/>. We ordered metal water bottles for your holiday gift giving. All of our posters are available for reprint.

For the fourth-quarter Direct Donor campaign, we are running an ad in the Eugene Weekly's December Nonprofit Giving Guide. We are working on a couple of testimonials to include. A press release for the Bill Wooten Endowment Fund went out November 11. The Request For Proposal form is on the .org site. Submissions are due January 24, 2025.

Treasurers' Report

(YouTube video: 0:09:30)

Hilary: Instead of an update, she will give an introduction to the Revenue projection when that comes up.

Committee and Working Group Reports

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

Amplified Sound Task Force met April 23, 2024, and the minutes are here: <https://oregon-countryfair.net/wp-content/uploads/bsk-pdf-manager/2024/11/Amplified-Sound-Task-Force-Meeting-Minutes-PDF.pdf>

Craft Committee met October 8, 2024, and the minutes are here: https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/11/CC_Minutes_10_8_24.pdf

Craft Committee met October 20 and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/11/Craft-Committee-Minutes-10-20-24.pdf>

Elders Committee met September 26, 2024, and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/11/EldersCommMtg092624.pdf>

Elders Committee held a retreat on September 21 and the minutes are here: https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/11/EldersCommMtg_Fall_Retreat_092124.pdf

Elders Committee met October 24, 2024, and the minutes are here: <https://oregoncountryfair.net/wp-content/uploads/bsk-pdf-manager/2024/11/EldersCommMtg102424.pdf>

Path Planning Committee met on October 20, 2024, and the minutes are here: <https://oregon-countryfair.net/wp-content/uploads/bsk-pdf-manager/2024/11/October-2024-Path-Planning-Meeting-Minutes-OCT-24.docx-1.pdf>

Minutes were approved as presented by unanimous consent.

Old Business

(YouTube video: 0:10:25)

Change the petition signature requirement from a hard number to a percentage of members voting in the last election (John Alexander, George Braddock, Paxton Hoag, Kevin Levy, Lisa Parker, Sue Theolass, and Teresa Vaughn)

Paxton moved and Teresa seconded to approve the motion.

Note: Words in green and struck out are the original language. Words in red and italics are the newly proposed words. The italics are NOT part of the proposal but placed solely there to add clarity if someone has a noncolor copy.

MOTION 5: Changing the petition signature requirement from a hard number to a percentage of members voting in the last election.

Article VI, Section 1:

1. Annual Membership Meetings: An annual meeting of the members shall be called by the Board of Directors at a date to be fixed by the Board, but in no case later than October 30. The purpose of the annual meeting shall be to ~~elect the Board of Directors~~ present the members with a financial statement for the fiscal year then ending, and to consider any other business that the Directors may determine to be appropriate. Agendas for the annual meeting shall be set 55 days prior to the meeting. ~~Beginning in 2022, advisory resolutions may be placed on the agenda for the annual meeting upon the petition of 100 or more of the members, by presenting the petition to the Membership Secretary by July 31, or at such earlier time as the Board of Directors may designate. Petitions must include member signatures with the name also legibly printed and the member's Fair affiliation.~~

Article VI, Section 2:

2. Annual Elections. An annual election ("*Annual Election*") shall be called by the Board of Directors at a date to be fixed by the Board, but in no case sooner than one week after the Annual Meeting nor later than October 30. The purpose of the election shall be to elect new Directors to the Board, to vote on Bylaw changes that require member *approval or* ratification, and to vote on advisory petitions.

Advisory resolutions may be placed on the Annual Election ballot upon the petition of 100 or more members or 8 percent of the number of members who voted in the most recent annual election, whichever number is greater, by presenting the petition to the Membership Secretary by July 31 or at such earlier time as the Board may designate. Petitions must include member signatures with the name also legibly printed and the member's Fair affiliation.

The *Annual Election* shall be conducted by *written* ballot *in lieu of a membership meeting as provided in the Act*, with ballots issued to all members via mail or other means as the Board may provide. The results of the election shall be certified by the Membership Secretary and the Treasurer within five days *of the deadline for the return of ballots*.

Article VI, Section 3:

3. Special Meetings. Special meetings of the members may be called from time to time by the Board and shall be called by the Membership Secretary upon petition of 100 or more members *or 8 percent of the number of members who voted in the most recent annual election, whichever number is greater*, describing the purpose(s) for which the meeting is to be held.

Member Input:

Stephen D.: Supports this motion. Explain again the reasons for the motion. There were a couple of objections, one is that there is complicated math involved, but that's not true. After each election, the Membership Secretary can just publish the number of petition signatures required. It would be on the .net site for anybody to look up. There was a petition situation a couple years ago where half dozen people asked him the number of signatures required, so 100 was not a well-known number. The reason we proposed this was that if our voting membership increases, it makes sense to increase the threshold so it would be more representative of the membership as a whole. Automatic scaling as membership increases, which is a good enough reason to pass this, to avoid a small number of members from causing us to have a very expensive election.

Jon Pincus: Not in favor of this motion because it makes it harder to figure out target number for petition. Understands Stephen's explanation, but none of that is part of the motion. This is a policy change, and it would be another step that people would have to go through to mount a petition, which is already somewhat difficult.

Board Discussion:

Sandra: Not in favor. Just made changes to this a couple years ago. Not in favor of looking for a solution to something that isn't a problem. Maybe in the future if we go to online voting, we could look at this. Doesn't like changing Bylaws this frequently. Dealt with this in the last two or three years and doesn't think we should change the Bylaws that much in the same section. Question: Green was original language removed, where it says that the purpose of Annual Meeting shall be to **elect the Board of Directors**. In the past, at the Annual Meeting, people could vote and bring ballots. Now we give them an extra week, shortening the time between election and retreat and is not in favor of that. Would like the deadline for submitting ballots to stay at the Annual Meeting.

Jon Steinhart: Opposes this motion. Thinks it is solving a problem that we don't actually have. If it becomes a problem in the future, we can deal with it then. Even if the membership grows dramatically, doesn't have a problem with 100 being the signature requirement because it would still get voted on before any change. We have New Business tonight to start a Task Force for online voting, which is estimated to cost 5 to 10 percent of what we have been spending on elections. Even if we were deluged with petitions, we would come out ahead. What have we had, one to two petitions in the history of the Fair? A lot of the work he does with Sunshine at the Fair has shown him how overly complicated and twisted policies are and this adds complication where it isn't needed. We need to simplify, not complicate.

Kevin: To Stephen: Voter roll gets updated once per year? Chasing a number? With Online voting coming our way, do you expect to see a big increase in registered voters?

Paxton: Favors the motion. Makes sense to tie it to a percentage. Researched and saw that 8 percent is sometimes less than 100 votes, so it encourages the membership to be involved. Valid solution.

Stephen D.: When this was proposed, we had a number of elections-related proposed Bylaws changes. There were two versions of this particular motion. Motion 1 changed electing at Annual Meeting to electing by direct ballot. First one assumed that that passed, which is the one that should be before the Board tonight. Second one, was alternate version of the motion if motion 1 did not pass. Discussions about when we have our elections and choosing the Directors at the

Annual Meeting, that's all part of Motion 1 that already passed, and not part of tonight's discussion. We moved the dates of the Annual Meeting up one week to accommodate the extra week to submit ballots. To address Kevin's question: Doesn't know if online voting will significantly increase number of people voting. Hopes we can survey members to find out what voting impediments are. We are a unique organization, and we can't guess based on other organizations' experiences.

John Govsky: Question: Assumes that this only applies to hard signature on paper, not online option, right? Sees rationale and sees both sides. When members say this is more confusing because both methods accomplish the same thing. You want a number high enough that you're not having frivolous elections, but you don't want it so high that you're discouraging real democracy. Have to balance those two things. Doesn't think it will make a big difference one way or another.

Stephen D.: Hard signatures are what is in question now.

Jon Steinhart: Paxton's information shows that this is not really a problem.

Sandra: John G. brings up a good point about hard signatures. That is an implementation issue, not in the Bylaws. That would be up to the Board or the organization. Online signatures could be reasonable if we go to online voting.

John Alexander: Great discussion. One hundred seems to be a good threshold. If we went to digital petitions, we might want a harder line, higher bar, to get over. Paxton's numbers are interesting and put him in a quandary. Something like this would be important if we go to electronic voting and then electronic petitions.

Kevin: Online voting is on the table, so maybe table this and vote together with that when it happens.

Teresa: Not convinced that because it's not a problem yet, that we can't solve it. This is inefficient. This could be a problem. We are anticipating and hoping for more people voting. This would deal with it. The motion is here now. Waiting and doing it all over again seems to be a waste of Board time. Let's check something off our list.

AJ: Thanks Teresa. Doesn't think this is clean. Has questions about why 8 percent? Is this actually solving a problem? We don't show large growth in membership voting. Thinks it should be clear for our membership. One hundred is clear and nothing he is seeing or hearing now says otherwise. Getting ahead of something requires evidence that we're leading in that direction. Doesn't support his motion at this time.

Arna: Was originally in favor of the motion, changed her mind. Maintaining 100 is easiest for membership. We should keep things simple for membership whenever possible. We could increase our voting membership by quite a bit and be OK staying at 100. If online voting doubles or triples our voter roll, we can come back to this. It's a pretty simple Bylaws change. Oregon uses 8 percent in governor's election for their petition numbers, which is where OCF got the 8 percent number. Argument against is that it could confuse our members.

John Govsky: Assumes that when this was crafted, it was with consciousness that a small number of people could trigger an election that would cost \$9,000-\$10,000. If you consider that we will hopefully move to online voting, an election will cost a lot less, so the stakes of someone triggering this are a lot lower. In light of that, seems fine to wait.

John Alexander: Hearing a lot of talk about postponing. Steven B.: If we vote something down, when is it OK to bring something back to vote on again, vs. postponing?

Steven B: Typically, postponing is undebatable and requires 2/3 vote and is done to kill a bill, when people don't want to discuss it. Could postpone it to a specific date. When could we take it back up? Hopes to look at that standard in the future. Any legitimate reason to show the outcome of the vote could be different would be cause to bring it back up.

Paxton: Point out this started at 20 signatures on a petition. This has been in discussion two or three years now. Originally came up based on state's governor's number. We adopted it because people thought 100 was too many. Cleanest way would be to vote it down and when we start discussion on online discussions, it could come back again. Will vote on it, even if it goes down. Thinks it's a good idea.

Hilary: Potential cost of frivolous petition is not just postage, there is staff and legal cost sometimes. There could be other costs and they could be significant.

Jon Steinhart moved and Arna seconded to call the question.

The motion passed: 10-0.

The motion to approve the 8 percent Bylaws change failed: 2-7-1; John Davis, Arna, Sandra, Jon Steinhart, AJ, John Govsky, and Kevin opposed; John Alexander abstained.

(YouTube video: 0:42:21)

The Board Giving Policy (Sandra Bauer, Arna Shaw, Teresa Vaughn and AJ Jackson):
Sandra moved and Arna seconded to adopt the policy:

Annual Giving Plan: The OCF Board Giving Plan will work on a yearly granting cycle with 80 percent to be allocated in October with the remaining 20 percent of the philanthropic budget to be allocated to emergent needs at any time of the year.

Annual Giving Process: A committee of the Board will manage the administrative process for donation requests. Any Board members may participate in the process. The committee may send RFPs if desired, and screen, and vet and allocate grant requests. The committee is authorized to select award winners and report to the Board and membership about the nonprofits that have been selected.

Eligibility: Board Giving will begin with Northwest-based nonprofits. Donations will be in line with organizational priorities. In order to spread the funding to help different groups, Board Giving should be limited to three years for each nonprofit, though in some cases we could grant for additional years. Funded nonprofits will provide a report on the use of the donation for us to share with the community.

Conflict of interest: A financial interest, employment, Board position, or a personal involvement with an organization should be disclosed and vetted for a possible conflict of interest.

Application: Applications will be accepted all year with a deadline of September 30 for consideration for that year's funding. The application could include information on how long the nonprofit has been in business, the size of the annual budget, any previous grants from OCF, description of the project with start and end dates and total cost of the project, information on other

confirmed funders for the project information on other confirmed funders for the project if any, geographic area served, population served, mission statement, amount requested.

Sandra: During the pandemic, the Board suspended Board giving. Now we are in recovery mode, and we want to resume Board donations. Recommending change to process. Previously at the Board meetings, somebody would have to sponsor an organization, and then requesting agency would be there to present. This took 30-45 minutes, which took up a lot of meeting time. Put together a subcommittee of the Board to streamline. Another issue was that a lot was low dollar donations, so not a lot of bang for your buck. We made recommendations that we will give most donations once per year in October. That way requests can be vetted by subcommittee of the Board. Anyone can attend and be part of the discussion. They can give larger, more impactful amount to help create change in the things that are important to us. To stay nimble, we have set aside 20 percent of Board giving funding for emergent needs. Board can approve sponsorships. Should work better for the organization and for those submitting proposals for Board donations.

Member Input:

Hilary: Thank you for working on this. It's been a long time coming. Much more professional and functional way to handle the Board donations. The Bill Wooten Endowment and the Jill Heiman Vision Fund have both done a great job of handling things in a professional way. This bring Board giving up to the same professional standard.

Coyote: Not in favor of it, despite streamlining and other reason. For community and small agencies and needs, requests for donations with presentations at Board meetings, that was more indicative of who we are at the grassroots level. This makes it bigger and more professionally crafted, which will leave out smaller groups. Sounds more convenient for administration and Board but this forgets the little people.

Jon Pincus: Agrees with Coyote on his concern.

Aaron Kenton: It's important that we clearly list who is applying and who we give money to. When it came before the Board, it was obvious. Does this motion include documenting who we donate to? Experience with committees, some do their work and make recommendations that aren't always shown to public/membership. Wants to make sure there is transparency about who is applying and who we give money to. We do a great job of giving money and she wants to be able to know about it.

Board Discussion:

Jon Steinhart: Supports motion. If we need to add language later for what Aaron said to ensure transparency, that is fine, but when motion was read it explained that the committee considering the applications would be open to everybody, which provides plenty of transparency. We have a lot of requests for donations, and he would like to be able to consider them together to figure out which ones give us the most bang for our buck, moving the world in the direction we want, as opposed to giving money on the order of which they come to the Board and apply, which might mean we run out of money when something we might have funded were to come up later. Has been very uncomfortable with the way we handled PCUN donations a couple meetings ago because it's hard when you have a representative from an organization that has given you a nice

presentation to vote “no.” Assumes the results of the work the subgroup does to evaluate applications will then go to the Board, who will have the final say. Then member input can happen and additional discussion before the vote. This will allow us to decide who the best recipients of our limited funds are.

AJ: Thinks he will support this motion but struggles with what Jon was just saying. Understands Coyote. Used to work for other organizations and it’s a good feeling when representatives come and tell us what they are doing. It’s not good when someone comes to a meeting where we have to say no in a public format. Uncomfortable with that part, which leads him to consider supporting this. Never wants a community partner to show up at a public meeting and have to listen to a debate about whether we should give them what they are asking them for. Puts them and the Board in an uncomfortable position. Can’t think of a remedy for that, would like to hear one, if possible.

Teresa: When this discussion was happening, regarding little people, believes this motion supports people with smaller organizations. This would give us one time to look and consider that a smaller organization might need more. Importantly, we hold back 20 percent in case something happens in the middle of the year, we still have potential to do that. Supporting this motion *is* to support smaller people on the ground.

John Govsky: Twenty percent for emergent needs, is good, coming from an area with evacuations, fires, floods. Likes the motion but doesn’t know the history. Operationally, this seems solid. Nothing inherently says little people are cut out. Hopes the Board keeps that in mind. Question about what “Committee of the Board will manage donation requests” means. That is made up of Board members? Can any Board members who shows up to any meeting vote? What does “participate” mean?

Sandra: Usually this would happen in one or two meetings. Anyone who shows up can vote. Endowment funds might get it done in one meeting. Regarding Jon Steinhart’s comment, people at the subcommittee of the Board who vote on things, will actually approve proposals. It finishes there, and then they would inform the Board who is being funded and it goes out in the newspaper. Decisions made at those meetings. That will be more efficient and professional.

Arna: Sandra is right about process. Starting this group, we might need two meetings. We might need to put out an application form, like the Jill Heiman Vision Fund does. Vision Fund gets it done at one meeting. Members are good about doing homework. Each person comes to the meeting with five organizations that they want to fund, and it’s amazing how often they all agree. Echoes Teresa in hoping we can give a lot of money to smaller organizations. Would not prefer to give money to micro-organizations to sustain them. Would prefer donating to groups with some track record and give money to help them do what they do. Who gets money will of course go out to the membership. After we give money, we could invite the organizations to give presentations about what they are going to do with the money. Always resented having organizations come and ask for money, making you feel obligated to say yes. Favors this way to put out donations. Maybe we fine-tune after a year.

Kevin: Favors that we are creating a process around giving. Helps to get word out to smaller organizations.

Paxton: Favors restarting Board giving but not entirely happy with this process. He will be at the meetings to watch and support minority opinions, as he always does. Has concerns about shorting the low dollar request but supports the motion.

John Alexander: Appreciates the motion. This is a problem that we are starting to fix. Didn't understand how groups got invited to give presentations, and then they would have to vote on the spot. Sometimes it's fun, but we need a fair process. We also sometimes don't know the consequences of an up or down vote, and we have gone over budget without knowing that. This is a good start to solve a problem and begins a prescribed process. I would like to see us refine the process. Our discussion has been really good. Some ideas about membership input have been highlighted. I think we should see who doesn't get funded in addition to who does get funded. Would prefer to rewrite some sections. Could be better crafted on a day that is not when we are voting on it. Prescribing the process in this motion is a little too much. Arna says we can fix it later, but if we are going to vote on something now, maybe we should reword it and talk about guidelines for the Committee rather than prescribe it so specifically. It could be better, and it will be hard to vote for it.

Jon Steinhart: This motion has been available for six weeks and this is the first he has heard. An amendment could have been proposed. Wants to point out that there is a change going on at the Fair toward more Equity. In the past, when the Fair was much smaller, people approached the Board and things happened based on who you know. We are too big to do that anymore and this is another step in the direction of giving everyone a fair chance whether they are friends with a Board member. Having a process like this is good, so we can treat all our applicants fairly.

Steven B.: Please refrain from directing comments at specific people, to avoid things becoming personal.

Arna: This motion is great now, but when policies are developed, sometimes you find they don't work exactly as expected. If we find that to be the case, we can correct things down the road. She is not saying she expects that.

John Alexander: Thinks this is a good start and there is nothing wrong with this motion. Has made it clear to the Board in the past that he thinks bringing amendments to motions and "frankensteining" them together during the Old Business part of the meeting is not good practice, so he intentionally didn't bring an amendment or revisions.

Motion passed: 9-0-1; John Alexander abstained.

Educational Programing Grants for Fair (Sandra Bauer, Arna Shaw and AJ Jackson)

Arna moved and Jon Steinhart seconded to fund innovation in the educational programs that include Energy Park, Community Village, Craft Demonstrations, Archaeology, Sustainability, Spoken Word, and the Still Living Room. Each of these areas may submit a proposal for a project that would be educational, innovative, and participatory, if possible. We would fund up to \$5,000 per year on one or more projects. The proposals must not add additional wristbands and must take place within the boundaries of each location. A committee of the Board will meet yearly to review and recommend projects that meet these criteria for approval by the Board. The proposals are due in September and grants will be approved in October. This program will start in 2025.

Member Input

Jon Pincus: Thinks this is a great concept but doesn't feel comfortable that it's only limited to those specific areas. Should be open to things that haven't been thought of yet. Knows of at least one area that plans to work on something like this that wouldn't be covered. Supports education in general.

Board Discussion

Jon Steinhart: Supports this motion. Great idea. Craft Demo is really engaging with public. This is a weird thing because it doesn't really fit into Capital Improvements process or regular budget process. It's nice to offer an avenue to do these sorts of things and standardize the process for it.

Sandra: Sometimes you need an extra push to come up with something innovative. If we let educational areas know that we want to support them, they get excited to think of new ideas. We may help foster innovation and change. Hopes you will support this.

Kevin: Helps Fair to level up. Gives a good challenge.

Paxton: Strikes him that this is a little like the Board giving program. Likes this idea and thinks we could expand educational offerings. Appreciates that the schedule runs earlier and might be folded into Budget. Looks forward to seeing the results. Interesting experiment.

Teresa: Very excited to support educational programs. Doesn't read the motion as excluding certain areas but rather includes named areas.

AJ: Excited about this. We have challenges coming with Emerald Ash Borer. Looks forward to innovative ideas about creating new shade spaces. Possibilities are limitless. Encourages everybody to participate.

Jon Steinhart: One thing that is exciting that differentiates from our philanthropy is that the purpose of the Oregon Country Fair is to put on an event that educates the public. It's what our Bylaws say we are supposed to do. This gives more juice to our prime mission, which is a wonderful thing, so he supports the motion.

Motion passed: 10-0.

(YouTube video: 1:20:40)

Approve Financial Planning Committee's 2025 Revenue Projections recommendations (AJ Jackson, George Braddock & Sandra Bauer)

Paxton moved and Sandra seconded to adopt the Financial Planning Committee's 2025 Revenue Projections recommendations.

Hilary: Fair has numerous programs, Youth, Philanthropy and Outreach, Land Stewardship Program and the event. The event is the biggest program and the fundraiser; it's what supports the other programs. Some of the other programs generate some revenue, but the event is the financial driver. If you recall at the Annual Meeting, one page showed capacity report for the year. That broke down by day how many people in the various categories, related to number we began talking about in 2022 of a maximum of 35,000 people per day on site, between public and internal population. We have successfully kept it at that, and we have reduced total number average per day from 2019. The way we did that was essentially limiting admissions. Internal population has remained about 20,000. We have shifted towards crew, but they took some people doing trade passes and teen and pushed them onto crews. Most has been shuffling and limiting day passes.

We are larger beneficiaries of the whole event. Numbers on the page of capacity report show that when we project revenue, it's a combination of price and volume. Volume on page from 2024 categories shows volume used for cash projects (Significant Other passes and ticket buyers, etc.). It's not expecting a huge leap up or down. First, they establish volume. Next, they start looking at what will change next year. Last year we had a strong financial year in part because of some things were underspent and others had higher revenues. They had a higher than projected commemorative sales year by tens of thousands of dollars, which they can't be sure will repeat and they sold more SOs than expected. Most of where we exceeded budget was by underspending, such as toilets. They had budgeted over \$400,000. They wanted to spend that and have better service, but service provider couldn't meet requirements, so they gave us a discount. We are budgeting the same this year, but we expect it might go over by \$50,000 or \$100,000.

Financial Planning and Budget Committees also recommend to Board that we increase value of food vouchers, from \$3/hour to \$4/hour. That cost \$100,000 to do that. That's \$250,000 more next year right there. Inflationary amounts, crews and department budgets including payroll, we could increase another \$100,000. Not expecting a huge increase in regular capital projects. Preliminary cash flow is about \$150,000, which sometimes we underspend, but is realistic. Doesn't include extraordinary things like up to \$150,000 to replace winery house. We have big projects coming up that will qualify for five-year capital projects, such as water system, kitchen, storage facilities and vehicle replacements, as well as things like rebuilding reserve, so we are resilient enough to withstand something like another rainy day, such as a pandemic, fire etc. Reinstating Board giving, which might be \$25,000 or \$30,000.

When we came out with expenses, we looked at volume and then set prices. If we hit everything right on budget, we would break even. We could do better by underspending or increasing revenue. We could sell out public tickets, which haven't been selling out for Friday and Sunday, even at lower capacity. We want assurance that we can meet financial obligations, so we need to increase internal ticket prices, to stabilize us for next five years, to not hit public ticket prices again. It costs more to have folks here overnight. Please approve these prices.

	2025 Proposed				2024 Actual			
Admission	Friday	Saturday	Sunday	Total	Friday	Saturday	Sunday	Total
3-Day	50	50	50	150	50	50	50	150
Advance (6/13)	50	50	50	150	50	50	50	150
Full Price	60	60	60	180	60	60	60	180

**Pass Sales: Crews, SOs,
Trades**

Significant Other	150	125
SO late	150	0
Elder	60	60
Elder Comp	150	125

EC late	150
Teen	60
Youth	0
Worker Day	25
Full Price (previously Trades to Sell)	150
Discount (Comm Vill/Energy Park)	60

No Charge for kids under 13 EP and CV

0
60
0
25
125
60

No Charge for kids under 13 EP and CV

Vehicle Sticker	25
VS late	25
Oversized	150

20
0
125

Registration - Booth Fees

1 Year Only	100
Food Cart	115
Craft Stroller	100
Craft Booth	200
Food Booth	350
Nonprofit	75

100
115
100
200
350
75

Passes:

Registration/Booths

All Passes	150
Extra	150
Late passes	150
Teens	60
Youth	0
Worker Day Pass W/Th/F/S/Su	25

No Charge for kids under 13

125
125
0
60
0
25

No Charge for kids under 13

Vehicle Sticker	25
VS late	25
Oversized	150

20
0
125

Craft Jury Fees

First Item	15
Additional	10
Public Parking	20

15
10
15

Member Input:

Grumpy: Was on the Budget Committee and co-treasurer for years. These are reasonable things to do. Increases are minimal, especially when members are asking for increase in food vouchers for years. Increases are \$25 or less. Hopes you will vote for this budget.

Lisa Cooley: Trusts Hilary even though she hasn't looked at the document. Supports rebuilding the rainy-day fund. Urges the Board to vote yes.

Board Discussion:

AJ: Supports this but wondering about idea that membership should be happy because they asked for food voucher increase and they got it. We are raising other prices (SO pass), cancelling each other out.

Hilary: Prices of passes are meant to reflect the cost of having people on site. Food vouchers are for crew members. They are not necessarily linked but can see the connection. It would be difficult to fund the multiple things we are funding without some increases. We have leaned hard on public for ticket prices, but we are consuming great deal of services on site, so we need to do our fair share.

AJ: Wants to increase how we support our volunteers, sees them as linked. Wishes these two things happened at different times. Has to pay for SO pass and is not the only one.

Hilary: Average volunteer receives 16 and 32 food vouchers, with 20 being a common number, which should add up to more than a \$5 increase in value.

John Alexander: Thanks Hilary and Grumpy. Hears them saying that the food voucher increase and SO increase in price are coincidental in timing, not linked. Appreciates conservative budgeting and we do need to be thinking about Emerald Ash Borer and rainy-day needs. If our revenue projection for volume is based on last year, to beat budget, we might need to sell more passes or more tickets?

Hilary: Revenue projection is based on 39,500 people buying tickets. We can sell up to 45,000, if we can sell more on Friday and Sunday. There have been a lot of changes since pandemic that we are still grappling with.

Arna: Will vote for this revenue projection and prices. Not happy that booth passes and SO passes are going up two years in a row. Happy food vouchers are going up. Wants us to make budget but it feels like there is not a lot of equity between booths and crews and how we look at them all. People look at booths as money makers, but some don't profit. Wonders what else we could do for booths? More showers for booth workers? Ritz is expensive. If we could do something more, would feel better about the increased price. SOs can already take showers with staff wristbands. Would like Hilary to look at that.

Paxton: Loves shower idea — thanks Arna! Concerned about how this impacts our booths. Really appreciates food vouchers increasing. Has been advocating for this for about 10 years. We outnumber the gate, so the Fair is as much for us as for the gate. We have to consider how to balance this out. This is a move toward that.

Jon Steinhart: Supports this motion and definitely supports showers for booths. But interesting thing about how we operate is that if we do showers for booths, it means more staff for showers for booths, more capital improvement projects for more showers, and as we grow internally linearly, our expenses to cover it grow exponentially. If we add four people to a shower crew, we add

three more SO passes. We have to be careful about keeping costs under control. Understands that nobody wants to pay extra, but if we look at crews whose sole job is to provide services to the volunteers, it's a huge chunk of budget. When we look at prices, SO passes might be too cheap. \$150 for advance ticket gets a member of the public on site for 24 hours. An SO pass gets somebody on site for around 144 hours, so six times the number of services required for the exact same price and we need to move toward being self-sufficient, ensuring that our costs and expenses are balanced. That's uncomfortable. Supports this. Porta-potties are our single biggest expense, so we have to be prepared to pay for them. Thanks Hilary and Kirsten for doing outstanding job. Likes that they are using actuals to project for next year, giving us a more accurate revenue projection than we've had in the past.

Meeting was extended for extra 15 minutes by unanimous consent.

John Alexander: If we look at Bylaws, mission of Fair is to support our local crafters; booths are important. SOs are important, so we need to be careful how we talk about raising price of them based on what they contribute to the Fair. He couldn't do what he does at the Fair without his Significant Other for last 20 years. Thanks to booth people and volunteers and Soss, who all help make the Fair happen.

John Govsky: Echoes Arna because showering at Ritz is extremely expensive. Most folks in booths are helpers, not necessarily the booth owner, who may or may not be profiting. Booth folks don't get food vouchers. Will reluctantly vote for this, despite nobody wanting to increase prices. Skepticism has been convinced that we need to do it.

Motion passed: 10-0.

New Business

(YouTube video: 01:53:14)

Approve 2025 Guideline Policy Changes (Teresa Vaughn, Paxton Hoag and AJ Jackson)

Guidelines Change #1

Fair Affiliation: Registration Crew & Fair Management

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

68. additional camping passes. Requests for more wristbands will be considered based on the following criteria approved by the Board of Directors: On-site food preparation and hours of operation. A food cart or strolling food vendor must be open at least 15 hours per day and any food booth, including drinks-only booths, must be open 20 or more hours per day, including Sunday. Be sure to request your additional wristbands by the May 1 deadline. (This deadline is extended for new food booths accepted after the May 1 registration deadline.) There is no limit to purchasing Worker Day Passes.

Show how the revised section is to read:

68. (NEW) **additional camping passes.** Requests for more wristbands will be considered based on the following criteria approved by the Board of Directors: On-site food preparation and hours of operation. A food cart or strolling food vendor must be open at least 15 hours per day and any food booth, including drinks-only booths, must be open 20 or more hours per day, including Sunday.

Guidelines Change #2

Fair Affiliation: Registration Crew & Fair Management

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

70. worker day passes are available to daytime booth workers, including those working Wednesday and Thursday. Worker day passes for Wednesday, Thursday, Friday, Saturday, or Sunday are \$25 each. Worker day passes allow booth and cart workers to be on OCF property between 7 am and 7 pm only. There is no limit to purchasing Worker Day Passes. Unused worker day passes are not refundable.

Show how the revised section is to read:

70. (New) **worker day passes** are available to daytime booth workers, including those working Wednesday and Thursday. Worker day passes for Wednesday, Thursday, Friday, Saturday, or Sunday are \$25 each. Worker day passes allow booth and cart workers to be on OCF property between 7 am and 7 pm only. Distributing worker day passes to non-workers is not allowed and can result in consequences up to and including loss of Booth Representative status. Unused worker day passes are not refundable.

Guidelines Change #3

Fair Affiliation: Amplified Sound Task Force

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

Section 11. Entertaining at the Fair.

Entertainment is scheduled throughout the Fair. No battery powered amplifiers, radios, tape recorders, or recorded music are allowed on paths, stages, or in stage areas unless provided or approved by OCF Entertainment Crew coordinators or Fair Management. Unscheduled performers are expected to comply with the Wandering Performer Guidelines, available at the Check Inn booth at Entertainment Camp or on the oregoncountryfair.org and oregoncountryfair.net websites. Please contact the nearest Information Booth if a performer is blocking a path. Friday through Sunday of the Fair, battery carts devoted to stages will be used only for acts coordinated and scheduled by Entertainment coordinators. Late-night acoustical

venues respectful of the camphoods and needs of the Fair Family are encouraged. Tolerance of those who want to dance and celebrate is also appreciated. See Section 51 for additional Sound

Show how the revised section is to read:

Section 11. Entertaining at the Fair.

Entertainment is scheduled throughout the Fair. OCF places an emphasis on the handmade and encourages creative forms of mindful presentation in a way that does not preclude others from expressing themselves as well. Wandering Performers, during day or night, are not allowed to have amplifiers, portable speakers, radios, or other such devices on OCF property including paths, stages, stage areas, camping areas, or parking lots, unless provided or approved by OCF Entertainment Crew coordinators or Fair Management. Unscheduled performers are expected to comply with the Wandering Performer Guidelines, available at the Check Inn booth at Entertainment Camp or on the oregoncountryfair.org and oregoncountryfair.net websites. An amplified sound permit is required if a Wandering Performer wants to use amplified sound in their performance. Please contact the nearest Information Booth if a performer is blocking a path. Friday through Sunday of the Fair; battery carts devoted to stages will be used only for acts coordinated and scheduled by Entertainment coordinators. Late-night performers should be respectful of the camp areas and needs of the Fair Family. Please be considerate and tolerant of those who want to celebrate, as well as those who want to enjoy the ambient sound of the site. If you believe there is a violation of this guideline, please contact your nearest Information Booth for assistance.

See Section 51 for additional Sound.

Guidelines Change #4

Fair Affiliation: Amplified Sound Task Force

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

Section 51. Sound Amplification.

Community agreements. Because we camp so closely together, amplified sound, whether live or recorded, projected beyond the intended audience creates problems for other Fair Family. Please consider others before you turn it up. Please be respectful of your impact on acoustic musicians, exhausted kids and parents, and Fair Family with early morning shifts. Camp hosts, coordinators, booth representatives, and campers are asked to develop and negotiate neighborhood agreements before the Fair regarding sound levels and noise guidelines and to collectively coexist in a peaceful manner. If conflict develops, the Management Team will intervene as needed. Conflict resolution decisions made at that time by the Management Team must be honored by all involved parties and will be reviewed post-Fair.

Amplified sound permits. If you are planning an event involving amplified sound on the Fair site outside of the event season, you must obtain a permit from the Site Manager. During OCF Main Camp through post-Fair you can pick up a permit application at QuarterMaster. Return the application to QM or Fair Central for review by the Management Team, who will consider

requests on a case-by-case basis. Sound Amplification Permits may be determined, in part, using some or all the following criteria: sound sheds, decibel levels, respectful interactions, and other permitted amplified events in proximity or on consecutive nights in the same location. Timing. All Sound Permit requests and timing issues are subject to Management approval all year long. Amplified sound will comply with Lane County ordinances per our agreement with the County. All amplified sound taking place on OCF stages during the weekend of the event are subject to Stage Coordinator approval, Community Agreement, and final OCF Management review and approval.

Types of amplified sound. Amplified sound allowed at the OCF is that which is sung, played, or mixed by the musician or DJ and respectfully broadcast to the immediate area and audience with the understanding that sound circles overlap and not always to the benefit of others. Pre-recorded music is not in line with our emphasis on the hand-crafted, whether art, food, or music. You are encouraged to turn off pre-recorded music, unless it is part of a live mix performance, dance, or stage act.

Future. There are ongoing efforts among the Board, Management, and other Fair volunteers to understand and design our soundscape to meet the needs of our intergenerational family and our neighbors in Veneta. By working together and understanding that there is a wide range of requests, requirements, and desires, we can come to agreements across campsites and campoods that meet the needs of most people much of the time. Therefore, this guideline is an evolving process and will be subject to annual review by the Board of Directors.

Show how the revised section is to read:

Section 51. Sound Amplification.

Community Standards. OCF places an emphasis on the handmade, and encourages creative forms of mindful presentation in a way that does not preclude others from expressing themselves as well. Because we camp so closely together, amplified, or any loud sound, whether live or recorded, projected beyond the intended audience creates problems for other Fair Family. From Main Camp through Post Fair, all amplified sound between the hours of 7 pm and 2 am the following day, must have a sound permit. When planning your amplified event, please consider the size of your space and the impact of your sound on surrounding areas. Your amplification should fill the space without bleeding into neighboring camps or other permitted amplified sound. Please consider others before you turn it up. Be respectful of your impact on other performances, exhausted kids and parents, and Fair Family with early morning shifts by ending your program on time and not exceeding the sound limits detailed on the permit.

If conflict develops, or you believe there is a violation of this guideline, please contact your nearest Information Booth for assistance. The Management Team will intervene, as needed. Conflict resolution decisions made at that time by the Management Team must be honored by all involved parties and will be reviewed post-Fair.

Amplified Sound. All Amplified Sound requests and timing issues are subject to Management approval all year long. If you are planning an event involving amplified sound on the Fair site outside of the event season, you must obtain a permit from the Site Manager. All amplified sound will comply with Lane County ordinances per our agreement with the County. All amplified

sound taking place on OCF stages during the weekend of the event are subject to Stage Coordinator approval and final OCF Management approval.

From Main Camp through Post Fair, all other sources of amplified sound between the hours of 7 pm and 2 am the following day must have an Amplified Sound Permit. No amplified sound, or loud performances, will be allowed between 2 am and 6 am.

Amplified Sound Permits. Download an Amplified Sound Permit Application at: oregoncountryfair.net/documents.

During OCF Main Camp through post-Fair, you may also pick up a permit application at QuarterMaster. Return the application as instructed for review by the Management Team who will consider requests on a case-by-case basis. Applications must be received at least 48 hours prior to the requested event.

Sound Amplification Permit approval may be determined, in part, using some or all of the following criteria: sound sheds, decibel levels, respectful interactions, and other permitted amplified events in proximity or on consecutive nights in the same location. It is important to highlight that breaking agreements and/or not following directions regarding Amplified Sound Permits from the Management team or Site Manager can result in the denial of future permit requests made by the individual and associated group(s).

Types of amplified sound. Amplified sound allowed at the OCF is that which is sung, played, or created by the musician or DJ and respectfully broadcast to the immediate area and audience with the understanding that sound circles overlap and are not always to the benefit of others. Pre-recorded music is not in line with our emphasis on the handcrafted, whether art, food, or music. No pre-recorded music is allowed, unless it is a part of an approved performance, dance, stage act, or work crew.

Future. There are ongoing efforts among the Board, Management, and other Fair volunteers to understand and design our soundscape to meet the needs of our intergenerational family and our neighbors in Veneta. By working together and understanding that there is a wide range of requests, requirements, and desires, we can come to agreements across campsites and camp areas that meet the needs of most people much of the time. Therefore, this guideline is an evolving process and will be subject to annual review by the Management Team.

Guidelines Change #5

Name: John Whiddon

Fair Affiliation: Coordinator, OCF Child Care Crew

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

Section 26 - Child Care During the Fair (pp. 12-13), Section 27 - Lost Kids (pp. 13-14)

26. Child Care During the Fair. The Oregon Country Fair operates Child Care facilities, which are available during the Fair at no charge. They are in several locations across Fair property. The Child Care Crew's chief goal is to create safe and pleasant places for children and families to play and to create their own personal Fair experience.

Sesame Street Child Care can be found at booth #333 near the top of the Fair across from the Ritz Sauna. Here, you will find a kids-only “formal” childcare wonderland for interested and potty-trained children (no bare butts, diapers, or training pants!), with a professional staff, entertainment, arts & crafts, sensory, imagination, and gross motor play areas. Background checks have been made on all staff. Please limit the duration of your child’s stay to two hours. The time limit may be flexible, as long as a responsible adult checks in with the children hourly. If there is no waiting list and the child is doing well, the parent can extend the child’s time. Please consider the comfort of the children and the demands made on Child Care staff. Hungry, angry, or unwilling children may not be left with Child Care. Before children enter the secure area, the child’s responsible adult must complete a registration form for each child, which includes the adult’s full name, cell phone number, home address, and booth number and location or crew and shift locations.

Wally’s Way is near the front of the Fair between the Front Porch and Caravan Stages. This family-oriented, parent-supervised area is a safe and quiet(er) zone somewhat off the beaten path, where you will find a full entertainment lineup, a library, rotating demonstrations, climbing structures, and a playground. We encourage families to spread out a blanket and stay awhile!

Mellow Places are quiet, semi-private areas for the youngest among us to find some respite from the crowds, along with diaper changing facilities, shade, limited seating, and a few activities geared for toddlers. There are three locations across Fair: adjacent to Sesame Street Child Care, on Wally’s Way, and in Xavanadu. Adults must be in the company of a child, and children must be supervised by a responsible adult at all times. Bring your own diapers and supplies and pack everything out when you leave!

Parental responsibility. Child Care is not a surrogate parent. Aside from kids checked in at Sesame Street Child Care, a responsible adult must supervise the children in their care at all times. We reserve the right to ask those who do not honor the protocol to not bring their children back to any Child Care area for the duration of the Fair.

Sorry, no diapers. We cannot change diapers or care for children who are not toilet trained. Sanitation facilities are extremely limited.

Special Needs. Child Care Crew is equipped to offer one-to-one care for children with special needs, including, but not limited to, autism spectrum disorder, deaf and hard of hearing, sensory processing disorder, and attention deficit hyperactivity disorder. We also have many multilingual staff members and offer first-language care in several languages, including ASL. Please note any special needs at pre-registration so we can attempt to have appropriate staff on hand.

27. Lost Children. Pre- and post-Fair, lost children must be reported to, and found children must be taken to QuarterMaster at Main Camp. Fair weekend, from noon, Thursday, through noon, Monday, the Child Care Crew provides 24-hour service for lost kids. Found children should be taken to the nearest Child Care location. Fair Central will be notified of lost or found children. Parents/guardians should go to any Info Booth to report a lost child.

During the Sweep, parents/guardians with or without a wristband who become separated from children in their care should be directed to the Child Care Information Booth on Wally’s Way. The Child Care Crew will work with Fair Central and Security to arrange the reunion of parents/guardians with children at that location. Found children will be taken to the closest Child Care area, either Wally’s Way or Sesame Street. After the Sweep, all found children should be

taken to the Wally's Way Child Care Info Booth. Security, Child Care, and Fair Central will work to reunite parents/guardians and children as quickly as possible.

Show how the revised section is to read:

26. Child Care During the Fair. The Oregon Country Fair operates childcare facilities, which are available during the Fair, at no charge. They are in several locations across Fair property. The Child Care Crew's chief goal is to create safe and pleasant places for children and families to play and to create their own personal Fair experience.

Sesame Street Child Care can be found at booth #333 near the top of the Fair across from the Ritz Sauna. Here, you will find a kids-only formal childcare wonderland for interested and potty-trained children (no bare butts, diapers, or training pants!), with a professional staff, entertainment, arts & crafts, sensory, imagination, and gross motor play areas. Background checks have been made on all staff. Please limit the duration of your child's stay to two hours. Please consider the children's comfort and the demands made on Child Care staff. Hungry, angry, or unwilling children may not be left with Child Care. Before children enter the secure area, the child's responsible adult must present valid identification and complete a registration form for each child which includes: the adult's full name, cell phone number, home address, and booth number and location or crew and shift locations. Sorry, no diapers! We are unable to provide checked-in childcare services for children who are not toilet trained. Sanitation facilities are extremely limited.

Wally's Way Family Fun Zone is near the front of the Fair between the Front Porch and Caravan Stages. This family-oriented, parent-supervised area is a safe and quiet(er) zone somewhat off the beaten path, where you will find a full entertainment lineup, a library, rotating demonstrations, climbing structures, and a playground. We encourage families to spread out a blanket and stay awhile!

Mellow Spaces are quiet, semi-private areas for the youngest among us to find some respite from the crowds, along with diaper-changing facilities, shade, limited seating, and a few activities geared for toddlers. There are three locations across Fair: adjacent to Sesame Street Child Care, on Wally's Way, and in Xavanadu on Moon Path. Adults must be in the company of a child, and children must be supervised by a responsible adult at all times. Bring your own diapers and supplies and pack everything out when you leave!

Parental Responsibility. Child Care is not a surrogate parent. Aside from kids checked in at Sesame Street Child Care, a responsible adult must supervise the children in their care at all times. We reserve the right to ask those who do not honor the protocol to not bring their children back to any Child Care area for the duration of the Fair.

Special Needs. Child Care Crew is equipped to offer one-to-one care for children with special needs, including, but not limited to, autism spectrum disorder, deaf and hard of hearing, sensory processing disorder, and attention deficit hyperactivity disorder. We also have many multilingual staff members and offer first-language care in several languages, including ASL. Please note any special needs at pre-registration so we can attempt to have appropriate staff on hand. Special needs care is subject to the availability of trained staff and is not guaranteed. Thank you for your understanding.

27. Lost Children Pre- and post-Fair, lost children must be reported to, and found children must be taken to QuarterMaster at Main Camp. Fair weekend, from noon Thursday, through noon Monday, the Child Care Crew provides 24-hour service for lost kids. Found children should be taken to the nearest Child Care location. Fair Central will be notified of lost or found children. Parents/guardians should go to any Info Booth to report a lost child.

During the Sweep, parents/guardians with or without a wristband who become separated from children in their care should be directed to the Child Care Information Booth on Wally's Way. The Child Care Crew will work with Fair Central and Security to arrange the reunion of parents/guardians with children at that location. Found children will be taken to the closest Child Care area, either Wally's Way, Sesame Street, or to the Moon Path Mellow Space in Xavanadu.

After the Sweep, all found children should be taken to the Wally's Way Child Care Info Booth. Security, Child Care, and Fair Central will work to reunite parents/guardians and children as quickly as possible.

Why does this change need to be made? Who would be affected?

Clarity, correct formatting/typeface for Section Titles, section subtitles, etc. We would appreciate the chance to talk about any changes to, or rejections of, our edits.

Guidelines Change #6

Name: Chelsea Guyette

Fair Affiliation: Camping Crew Co-Coordinator

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

Page 21, #45 (Original Text): Camping Before and After the Fair

Camping Before and After the Fair is limited to working crews and booth participants, subject to operational approval. Booth people intending to camp while working on their booth must sign in with QuarterMaster at Main Camp. The OCF does not provide meals for booth workers. You can camp at the Fair starting Wednesday, July 10, only with possession of a wristband or photo ID. Miss Piggy camping will be open at 9 am, Wednesday, July 10, for those who must be on site and have traditionally camped there. Vehicles in the Miss Piggy lot are for camping only and may not be removed from 7 am, Friday, to 9 pm, Sunday. All campers and their belongings must be packed up, packed out and off site no later than 6 pm, Monday, July 15.

Page 22, #49 (Original Text): Tent Tags.

An OCF-issued tent tag must be affixed to each tent or camping structure on the OCF site during Main Camp until closing post-Fair. We use tent tags to ensure that only OCF booth members, entertainers, volunteers, and other Fair Family members are camping on the Fair Site. Tent tags are available from the Camping Crew at Main Camp QuarterMaster Pre-Fair. They are also available starting Wednesday, July 10, from camp hosts or other volunteers designated by the Camping Crew.

Page 22, #50 (Last paragraph, original text)

To camp in South Miss Piggy's, you must have a wristband, vehicle sticker, and South Miss Piggy's sticker before entering.

Show how the revised section is to read:

45. Camping Before and After the Fair Camping before and after the Fair is limited to working crews and booth participants, subject to operational approval. Booth people intending to camp while working on their booth must sign in with QuarterMaster at Main Camp. The OCF does not provide meals for booth workers. You can camp at the Fair starting Wednesday, July 9, only with possession of a wristband or photo ID. South Miss Piggy and SCOF Lot camping will be open at 9 am, Wednesday, July 9, for those who must be on site and have traditionally camped there. Vehicles in the South Miss Piggy and SCOF lots are for camping only and may not re-enter between 7 am, Friday, July 11 and 9 pm, Sunday, July 13.

49. Tent Tags. An OCF-issued tent tag must be affixed to each tent or camping structure in tent-only camping areas on the OCF site during Main Camp until closing post-Fair. We use tent tags to ensure that only OCF booth members, entertainers, volunteers, and other Fair Family members are camping on the Fair Site. Tent tags are available from the Camping Crew at Main Camp QuarterMaster Pre-Fair. They are also available starting Wednesday, July 9, from camp hosts or other volunteers designated by the Camping Crew.

50. Campsites. Only approved crews working during Main Camp can set up camp before Wednesday, July 9.

Everyone must camp in designated areas. Camping Crew is available to help locate camps. They can be reached through QuarterMaster. Please check with your coordinator, camp host, booth representative, or the Camping Crew before setting up camp. Campsites must not be claimed or altered without an OK from the Camping Crew.

No brush cutting or digging is allowed.

See Environment (Section 40). Please do not use rope or flagging tape to claim your camp-site. Do not alter the land or the natural surroundings. All camps must be clean when you leave. No benches, tables, camp furniture, etc., may be left or stored or they will be confiscated. All OCF camping areas are pack it in, pack it out, leave no trace areas.

Pit toilets (holes dug in the ground for disposal of human or animal waste), personal camp toilets or porta-potties, and private showers are not allowed. Violation of this guideline may result in probation or suspension.

No visible campsites. Camping within the Fair must not be visible to the visiting public and must be in designated camping areas only.

Far Side camping. The Far Side campground is primarily for volunteer staff. All OCF camping and environmental guidelines apply. The Site Manager or Far Side coordinator must approve all camp locations. Campsites must not be visible from the Fair side. Please identify your camp with a name and sign. All Far Side campers must have regular and Far Side wristbands to access the campsite before noon, Thursday, July 10. All vehicles must have Far Side vehicle stickers affixed to the lower left-hand side of the front windshield. Failure to affix your Far Side vehicle sticker will result in your vehicle getting towed.

Vehicle access is through a road entrance off Territorial Highway, which opens at noon on Wednesday before the Fair. The gate is closed Friday, Saturday, and Sunday until 6 pm, when it opens to exiting traffic. Exiting vehicles will not be permitted to re-enter. Incoming traffic is limited to service and emergency vehicles. If you camp on the Far Side and need to use your

vehicle during Fair days, you must have a regular Fair vehicle sticker and park in an approved staff parking lot on the Fair side.

Zenn Acres, Marshall's Landing, and Alice's Wonderland camping. All OCF camping and environmental guidelines apply. No parking is available.

South Miss Piggy's and SCOF Lot. To camp in these areas, you must have a wristband, vehicle sticker, and South Miss Piggy's or SCOF Lot sticker before entering.

Generator Use in Campsites. Generators may be used only in campsites between the hours of 8 am to 8 pm. Generators must be located within your own camping area and not in a common path or accessway adjacent to your camp. Never leave generators operating unattended. Please be considerate of your fellow campers, and minimize generator use.

Why does this change need to be made? Who would be affected:

Changes proposed are meant to help campers with clarity on the camping process in South Miss Piggy and Scof Lot and add SCOF as an additional car camping area in the guidelines.

The new proposed guideline on generators is due to years of complaints from campers who were stuck next to a running generator at night, making it difficult to sleep and disrupting the ambiance of the Fair. The new proposed guideline would affect campers using generators at night in camping areas.

Guidelines Change #7.

Name: Robert Albano

Fair Affiliation: LUMP committee member, Fair Elder

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

Page 16, Stewardship of the Land Section — use a new section number — after section 39 would be good.

Show how the revised section is to read:

Land Use Management Planning at the Fair: Curious how the Fair manages different areas of the more than 500 acres of land we own? Check out the Manual!

<https://lump.oregoncountryfair.org/Documents/Handbooks/LumpManualCurrent.html>

The OCF Board of Directors established the Land Use and Management Planning (LUMP) committee in 1991 and charged its members with developing a comprehensive overview of the site and a plan for its management. The Board voted in 1998 to adopt land use planning as a guiding principle. The LUMP committee helps set the guiding principles upon which operational and policy decisions are made about land use at the fair site. Please visit <https://oregoncountryfair.net/land-use-management-planning-lump-committee/> to learn more about the committee and how to become involved in land use decisions at the fair.

Why does this change need to be made? Who would be affected? The LUMP Manual needs to be easily accessible to the Fair Family.

<https://lump.oregoncountryfair.org/Documents/Handbooks/LumpManualCurrent.html>

Those affected would be anyone who is on the site!

Guidelines Change #8**Name:** Jill Carter**Fair Affiliation:** Food Booth Committee/ Blazing Salads

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

84. County Regulations. By at least one week before the Fair, each food booth must apply for a temporary restaurant license from the Lane County Environmental Health Office. (Not necessary for licensed food carts or exempt menus.)

Show how the revised section is to read:

84. County Regulations. Each food booth must apply for a temporary restaurant license from the Lane County Environmental Health Office before Lane County's posted deadline. (Not necessary for licensed food carts or exempt menus.)

Why does this change need to be made? Who would be affected?

Removing the note about being able to apply for a Temp Restaurant License only one week before Fair, encouraging people to apply earlier and/or find out what the current timeline is.

Guidelines Change #9**Name:** Jill Carter**Fair Affiliation:** Food Booth Committee/ Blazing Salads

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

84. County Regulations. Keep your menu simple and do not add menu items during the Fair. Remove all unused food and chemicals from the site within one week after the end of our event. Main Camp Kitchen accepts donations of certain foodstuffs, at the Kitchen Crew's discretion. All food booths are required to be open at minimum from 11 am to 7 pm, Friday, July 12, through Sunday, July 14. Food sales may begin no earlier than noon, Thursday, July 11, and must end by 1 pm, Monday, July 15. All county regulations regarding food handling and service apply to OCF kitchens as well.

Show how the revised section is to read:

84. County Regulations. All food booths are required to be open at minimum from 11 am to 7 pm, Friday, Saturday, Sunday of Fair. Food sales may begin no earlier than noon Thursday before the event and must end by 1 pm Monday, after the event. Adding to or changing your menu during the Fair is not allowed. All county regulations regarding food handling and service apply to OCF kitchens as well. Remove all unused food and chemicals from the site within one week after the end of our event. Main Camp Kitchen accepts donations of certain foodstuffs, at the Kitchen Crew's discretion.

Why does this change need to be made? Who would be affected?

Removing the note about keeping menu simple and replacing with information about not being able to change menu during Fair. Rearranging the paragraph to better fit the updated content and changing the dates to be just relative days pre/post Fair instead of specific dates that need to be changed each year.

Guidelines Change #10

Name: Jill Carter

Fair Affiliation: Food Booth Committee/ Blazing Salads

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

87. Food Carts. Strolling food vendors and food carts are reduced-size food booths that must have the ability to move when asked to do so. Typically, their menus are limited to accommodate food preparation in a small space. Food carts must be no larger than 4'x6'. Storage must extend no further than three feet behind the cart and must adhere to the aesthetic guidelines of the Food Committee. Strolling food vendors and food carts must follow the Health Department's sanitation guidelines. Cart placement must not interfere with traffic or visibility of booths. Fair operations will work to site carts that are not expected to move during public hours of the Fair.

All food carts must have a hand-washing station, as described in Section 90, unless serving exclusively prepackaged items in single servings, or granted an exception by the Food Committee. No food vendor is permitted to set up after the Fair has begun without prior approval from the Food Committee and site staff.

Show how the revised section is to read:

87. Food Carts. Strolling food vendors and food carts are reduced-size food booths that must have the ability to move when asked to do so. Typically, their menus are limited to accommodate food preparation in a small space and cannot require on-site dishwashing. Food cart items served during or after-hours at the Fair must be approved by the Food Committee. Food carts must be no larger than 4'x6'. Storage must extend no further than three feet behind the cart and must adhere to the aesthetic guidelines of the Food Committee. Strolling food vendors and food carts must follow the Health Department's sanitation guidelines. Cart placement must not interfere with traffic or visibility of booths. Fair operations will work to site carts that are not expected to move during public hours of the Fair.

All food carts must have a hand-washing station, (see section 90), unless serving exclusively prepackaged items in single servings, or granted an exception by the Food Committee. No food vendor is permitted to set up after the Fair has begun without prior approval from the Food Committee and site staff.

Why does this change need to be made? Who would be affected?

Adding in a note about not being allowed to serve food that requires dishwashing if you are a strolling cart, and clarifying that food served during AND after hours needs to be approved by Food Committee.

Guidelines Change #11**Name:** Jill Carter**Fair Affiliation:** Food Booth Committee/ Blazing Salads

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

88. Refrigeration. The OCF provides food vendors with refrigeration facilities to store perishable food products. The Refrigeration Crew will not accept items that do not need refrigeration to maintain quality or healthfulness. Food entering refrigeration facilities must be at or below 41°F and stored in stackable containers that will not collapse from weight stacked on top.

Show how the revised section is to read:

88. Refrigeration. The OCF provides food vendors with refrigeration facilities to store perishable food products. The Refrigeration Crew will not accept items that do not need refrigeration to maintain quality or healthfulness. Food entering refrigeration facilities must be at or below 41°F and stored in stackable containers that will not collapse from weight stacked on top. Food cannot be stored in the Fair's ice freezers.

Why does this change need to be made? Who would be affected?

Adding a note that food cannot be stored in the Fair's Ice Freezers, this question gets asked a lot, so just making it clear it is not allowed.

Guidelines Change #12.**Name:** Jill Carter**Fair Affiliation:** Food Booth Committee/ Blazing Salads

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

89. Food Issues. No electric-powered appliances are allowed. Blenders, if used, are to be powered by bicycle or some other form of appropriate technology. No generators or amplified music are allowed.

Show how the revised section is to read:

89. Food Issues. No combustion powered generators are allowed in booths or parking lot. No amplified music is allowed.

Why does this change need to be made? Who would be affected?

With battery powered appliances becoming more available, we are wanting to clarify details around what is acceptable, and what type of generators are not allowed and where generators are not allowed.

Guidelines Change #13**Name:** Jill Carter**Fair Affiliation:** Food Booth Committee/ Blazing Salads

Identify the proposed change by page and section number in the 2024 Guidelines. It would also be helpful to copy and paste the original text you would like to change or remove:

92. Food Booth Recycling. To meet the Fair's waste-free goals, the use of plastic and styrofoam disposable service ware and utensils is strictly prohibited. All service ware and utensils, including cold and hot cup lids, straws, and coffee stirrers, must be compostable!

Show how the revised section is to read:

92. Food Booth Recycling. To meet the Fair's waste-free goals, the use of plastic and styrofoam disposable service ware and utensils is strictly prohibited. All service ware and utensils, including cold and hot cup lids, straws, and coffee stirrers, must be compostable! Violations of this guideline can result in probation or expulsion of the booth from the Fair.

Why does this change need to be made? Who would be affected?

Adding a note clarifying that failure to comply with recycling guidelines on service ware may result in probation.

Appoint Shirley Anderson to the Budget Committee (Sandra Bauer, George Braddock and AJ Jackson)

Move G. Stephen "bear" Pitts from appointed member of LUMP to a member by position of LUMP (Paxton Hoag, George Braddock and AJ Jackson)

Appoint Glenn Johnson to the LUMP Committee (AJ Jackson, Paxton Hoag and George Braddock)

Create an Online Voting Work Group of the Board and Officers to research moving the Fair to online voting, and to make recommendations to the Board regarding the timeline, financial, legal, and other considerations to implement online elections. The OVWG shall make its report to the Board no later than the March 2025 Board meeting. (John Govsky, Arna Shaw, Sandra Bauer, AJ Jackson)

The Board moves to allow the Committee Best Practices Committee to make changes, as needed, to the annual reports questionnaire to improve and increase the information gathered for the Board. (Arna Shaw, Sandra Bauer and AJ Jackson)

Meeting Evaluation

(YouTube video: 01:53:55)

Last round for the good of the peach

Arna: Good meeting. We had productive, respectful discussions about motions. Got quite a bit done. Productive, good and civil meeting.

John Alexander: Great meeting. Membership input was appreciated. Committee members coming, Grumpy and Hilary, always provide helpful information. Will continue to try to seek ways for us to better account for membership input and work together to develop cleaner policies. We could spend more time pre-decision-time to craft motions.

Jon Steinhart.: Good meeting. Reminded members that motions are up six weeks in advance. The ones that are coming up were just announced. Rather than waiting until the next meeting, reach out sooner to work out possible amendments with advance warning. Would like to take advantage of their input. If anybody has ideas, we are in a difficult time. We are fortunate that we are solvent, unlike a lot of other events that have either lost their spaces or run out of money. It's a big and expensive event and we have more external rules and regulations we have to deal with. We have less negotiating ability with certain service providers, so if someone has ideas about how we can fund the event and make it more equitable, we would love to hear them. Member input is valuable so please send it to us.

Coyote: After listening to discussion of Board members and clarifications that were given, came to realize that he is in a different position. Has an SO, and is an Elder. Doesn't have a crew through which he gets food vouchers. They don't camp anymore. They do volunteer work at the Fair. They take worker buses and get there early. Volunteers with old crew. Sounds like their SO pass is going to increase and that is based on what they cost the Fair, other than Porto potties. They pay cash for food. Maybe he's part of a smaller population that doesn't really matter?

Steven B.: Members talking about Guideline changes, please look at the many pages that will be on the floor at the next meeting. Guideline changes are substantial, so please read them and provide input that you might have.

Kevin: Great meeting. Lot of good discussion. Thanks Vanessa and Stephen. Lots of cool stuff at the archive website.

Kirsten: Great meeting. Moved through topics efficiently and professionally. Wanted to say to Coyote that Elders companion will go up to \$150.

Jon Pincus: Productive meeting and really appreciate the way the newly elected Board is communicating. Also wants to encourage people to have a wider lens about our role in how things are going to be in the future, which is looking ominous at the moment. A lot more people may be more financially challenged by this time next year due to upcoming political changes. Hopes that we can try not to let this Fair become inaccessible to those experiencing financial challenges.

Teresa: Thanks everyone for the meeting and input and all the work that happened beforehand. Is available if you'd like to learn how to do sixth grade math.

Arna: Thanks Steven B.

Next Board Meeting – January 6, 2025, 7 pm via Zoom

President's Peace

(YouTube video: 2:02:00)

AJ: Thanks Tom Horn for his service to the organization. I'm a better person having known him, his kindness and thoughtfulness and what he brought to this Board, willing us to try to work better together. He is not here tonight but wants Tom to know that he appreciates him, and he wouldn't be where he is right now without him. Membership is benefiting from a Board that has become more professional. Thanks to Board members who are spending their time and energy. Good luck Tom and thank you for your service.

