



Family Album



Photo © 2008 by Christopher Mark Perez

Swirling Shimmy Sisters of the Stage



2010



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Fair Family Calendar

January 2010

- 21 Elders Committee, 7 pm, OCF office
- 25 Board Meeting to vote on budgets, 7 pm, Central Presbyterian Church

February

- 1 Board of Directors Meeting, 7 pm, EWEB Community Room, Eugene
- 1 FAIR FAMILY NEWS DEADLINE
- 9 Land Use Management and Planning Meeting, OCF office, 7 pm
- 21 Path Planning, noon, OCF Site
- 25 Elders Committee, 7 pm, OCF office
- 28 Work session on amplified sound, 1 pm, Eugene Garden Club, 1645 High Street

March

- 1 Board of Directors Meeting, 7 pm, EWEB Community Room, Eugene
- 1 FAIR FAMILY NEWS DEADLINE
- 9 Land Use Management and Planning Meeting, OCF office, 7 pm
- 14 Path Planning, noon, OCF Site
- 25 Elders Committee, 7 pm, OCF office

Happy Birthday to Our Fair Family Aquarians

- Anne Marie Schultz Hospitality
- Barry Sullivan White Bird
- Bear Wilner-Nugent..... Camping
- Bill Pirruccello..... White Bird
- Bill Verner..... Far Side
- Bob Grek Water
- Cami Pray..... Registration
- Chela Guyette VegManECs
- Cory Sullivan Ambiance
- Daiv Merrill..... Registration
- Deb Hardwick..... Bus Crew
- Dennis Burrage..... Lot Crew
- Derek Dahlen..... Lot Crew
- Diane Albino..... Community Village
- Frank Sharpy..... Fire Marshal
- Glenn Millstone..... Lot Crew
- Heather Darrow Path Rove
- Heather Farquhar..... Security
- Ian Metler Recycling
- Isabella Barnswallow..... Construction
- Jan Lipski..... Registration
- Jason Kelly..... Fire
- Joe Gale..... Main Camp Security
- Julia Mooney..... Crew Services
- Ken Birkes Traffic
- Kimmo Howard Traffic
- Kirk Wolden Hanson Water
- Laura M. Ohanian..... Admissions
- Margi Willowmoon..... Crafter
- Melian Kiyak Boughton .. Registration
- Michele Rose..... Booth #465
- Mick Westrick Fair Central
- Mike Sheffield..... Pre-Post Security
- Nancy Farquhar..... Security
- Osanna Dow Childcare
- Ramona Laumbach..... Pre-Post Security
- Randy Nowell..... VegManECs
- Robyn Weir..... Registration
- Roger Absten..... Lot Crew
- Sage Saskill..... Water Crew
- Stuart Larsen..... Pre-Post Security
- Tamara Campbell..... Registration
- Todd Williams..... Pre-Post Security
- Tom Schueneman..... Lot Crew
- Wendy Major..... Registration



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Wedding Bells



Songwriter/entertainer/multi-instrumentalist Thaddeus Spae — composer of the Chumleighland March and co-founder of the Fair's marching band — married Ada-Reva Franklin — nurse educator, storyteller, jeweler, textile artist and yoga teacher — on Jan. 1, 2010. Reverend Chumleigh, salamander the Neoprimitive Hindu and harmonic healer Ellen Franklin conducted the ceremony in Renton, Washington, in front of an exuberant, unruly mob of friends, relatives and Fair family. Congratulations to the happy couple!



Family Letters

This newsletter is directed to the Oregon Country Fair Family and all material is volunteered from the membership.

Opinions expressed here are those of the authors and do not necessarily reflect the policies of the Fair or the FFN.

Letters must be limited to 300 words. They will be edited for length and clarity. Please include name, Fair Affiliation and a method of communication (i.e. phone number or e-mail).

FFN Gypsy Orchestra

- Dan "kanoune" Cohn
- Cynde "tabla" Leathers
- norma "riq" sax
- Joseph "tar" Newton
- Michael "oud" Ottenhausen
- Suzi "zills" Prozanski
- Mary "doubek" Doyon
- Niki "nay" Harris
- Brad "bendir" Lerch

Sound Off on Sound

by Lara Howe, Recycling

Did you have trouble sleeping at the Fair this year due to amplified sound? Did you get too much sleep due to not enough amplified sound? Either way, your Board of Directors has called a work session on the subject, Feb 28th, 1-3pm at The Eugene Garden Club, located at 1645 High Street.

The goal of this work session is to find solutions to issues surrounding amplified sound outside the times scheduled for our ticket-buying guests.

Your participation is crucial to a successful work session, which we hope will result in a plan of action your Board of Directors and Management Team can move on in the next year to smooth relations between neighbors both inside and outside the Fair.

For those who can't make it on the date given, please send your input to ocfrecycler@comcast.net. Depending on how much email input is received, the facilitator (Lara Howe) may have to read main points of each in order to include as many as possible. A full-length copy will be provided for folks to read at leisure.

We are in this together and that's how we'll figure this out in the most peaceful way possible for all involved.



Get on the FFN and/or Voting Membership List

Some of you may still not be on the lists of your choice, namely, the mailing list that will get you this newsletter every month and/or the membership list so you can vote!!!! So, check some of the following and mail to: OCF, Membership/Mailing, 442 Lawrence Street, Eugene, 97401.

I am not receiving the Fair Family News. Please put me on the mailing list.

I do not know if I am on the membership list. Please verify my name and send me a membership application if I am NOT on the list.

I am with (Crew or Booth):

Crew/Booth #:
Crew Leader/Booth Rep:

Who can verify my participation:

My name:

Email address:

Mailing address:

This is a new mailing address.



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. Questions, or for information about display underwriting Email bradlerch@aol.com or call Brad @ 541- 485-8265 (UnClassifieds not paid for by layout won't run)

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Booth Space Needed. Hand dyed, hemp multi-pocket bags/laptop bags. Juried in '09. See them at Eugene Saturday Mkt/ I've been a Fair volunteer since '88. Call Sue Theolass 541-688-6679. Thanks so much!

BERKELEY TEACHER = Wants to network with Oregon teacher (Eug, Pdx, etc) about transferring to OR public school. Have multi-subject, biology credentials. 13 years experience, grades 5-10. 510-464-4615 dana_merryday@yahoo.com

Royal Blueberries has frozen organic blueberries to sell. They come in 20 lb. buckets (approx. 4 gallons) Call 338-9585 to get yours!

Are you a creative reuser? A green builder? BRING Recycling volunteers are looking for homes with reused wood, passive & active solar, reuse art, and creative, water-wise gardens. We're looking for prospective sites for the 2010 BRING It Home Tour of Alternative Homes & Gardens. Contact Linda at howeshome@comcast.net or 747-4845 to apply.

CALL TO ARTISTS-In celebration of the McKenzie River Trust's 20th anniversary, THE LIVING RIVER Juried Art exhibit celebrates environmental awareness and the beauty and vibrancy of rivers and streams of western Oregon and the important role they play in the life of our communities. The fundraising exhibition is being held from April 2 to May 1, 2010 at the Jacobs Gallery in the Hult Center located in Eugene. www.mckenzieiver.org for info.



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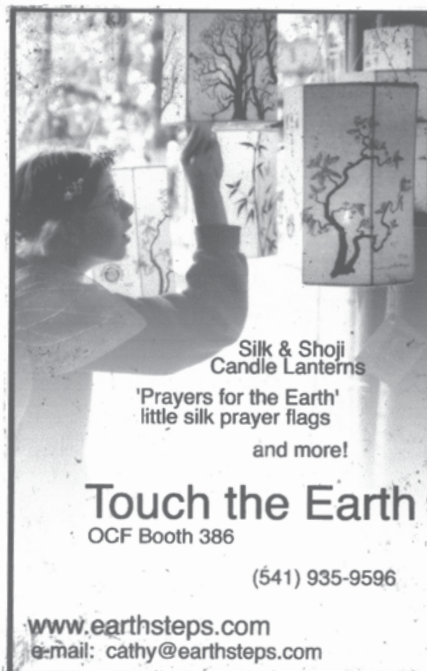
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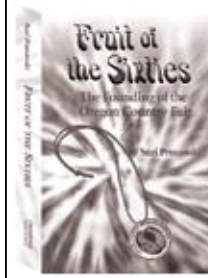
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- 1/30 The Fruit Bats with Tu Fawning
- 2/8 Eyedea & Abilities with Dosh
- 2/9 The Album Leaf with Sea Wolf
- 2/13 YOB with Rye Wolves
- 2/18 Tea Leaf Green
- 2/20 James McMurtry

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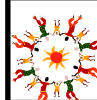
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OCF Charter Member, 1982



!! Artists !!

Fern Ridge Charities need your help!
Mid Lane Community Partnerships needs donations for a community awareness and funds raising dinner and silent auction to be held on Thursday evening, April 1st, 2010. To ask questions or to make donations please contact Catherine Amber at midlanecares@gmail.com or 935-0948. Help us to keep on inspiring hope in our neighbors.

The Hiding Place

Michele Sharpy
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OCF Elders Info

OCF Elders Committee Web Page:

www.ocfelderscouncil.org/ocfeccommittee/ocfec.html

Council of Elders Web Site:

<http://www.ocfelderscouncil.org/index.html>

To join the Elder listserve:

WonderfulOCFelders-owner@yahoogroups.com

eMail Elders: ocfelders@hotmail.com or PHONE OCF office.

OCF Fair Family Wiki:

<http://wholecountryfair.pbwiki.com/FrontPage>

OCF Fair Family Listserve:

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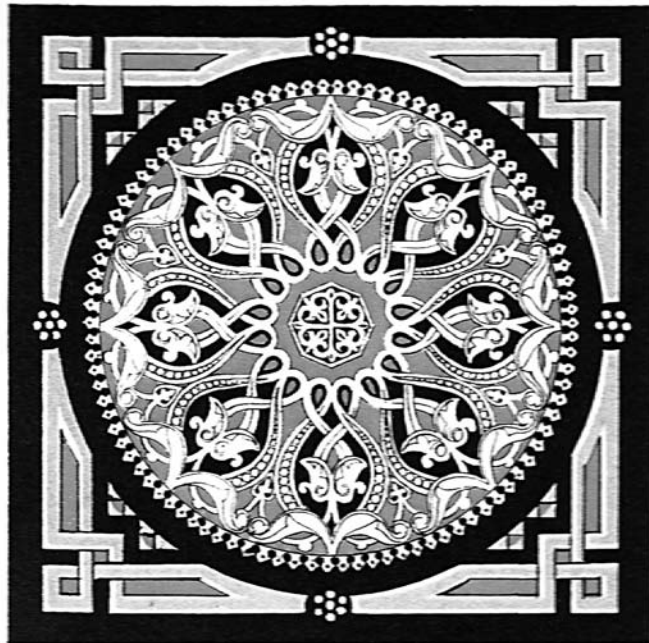
FAIR LUMINARIES

The History of Gypsy Caravan Stage

by Suzi Prozanski, Fair Family News

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photos courtesy of Sam Marshall except where noted



The Gypsy Caravan Stage has long been popular at the Oregon Country Fair, and the caliber of performers makes it a world-class showcase. But it started simply, like many Fair stages, as a tiny wooden platform in an open area near the pathway. A letter written in 1987 by stage founder Leo De Flambeaux confirms that Gypsy Caravan Stage began in 1980 (making 2010 its 30th anniversary). But Leo — a dancer, performer and giant puppet-maker also known as Leroy Howe — died in 1993. Lacking his voice, this account relies on news reports, Fair records and interviews with four principal performers from the early days: drummer Michael Beach, and dancers Sam “Zamara” Marshall, Penny “Bene Sharez” James Long, and Joanna “Kameal” Pusey. Leo’s first Fair remains veiled by time, so this story begins with what is known: How Zamara and the Brothers of the Baladi came to Gypsy Caravan Stage.

Michael Beach and Sam Marshall first met in Yuma, Arizona, in 1975 when Sam was belly dancing at the Chilton Inn. At the time, Sam was head of the modern division in a dance troupe in Yuma. She also had trained in South American dance, ballet and jazz. “I came into belly dancing totally by accident,” Sam says. She signed up for a class taught by a woman from Greece, who was teaching belly dance at the same studio where Sam taught modern dance. “I’d lived in Greece for six years,” Sam recalls. “My father was a military attaché, and I speak some Greek. I wanted to learn more, which is why I went to her class. I learned a little Greek, but I also learned belly dancing.”

When the belly-dance teacher moved on to San Diego, the head of the studio asked Sam to teach the class. “What? I’ve had three lessons!” Sam replied in shock. But 30 students had signed up for belly dance class, and the studio needed a teacher right away. Sam was sent to Tucson for some quick lessons. Later that summer, Sam studied belly dance in San



Sam “Zamara” Marshall dances with the Brothers of the Baladi (left to right: Joshua Mertz, Peter, Colby Girard, Michael Beach) in 1975, at the Chilton Inn in Yuma, Arizona. Michael cringed at the band’s hokey ‘exotic’ attire.

Francisco with some of the finest teachers in the business: Jamila Salimpour (mother of international belly dance star Suhaila, who was 7 at the time), Bert Balladine, Amira and Aida. With a strong background in dance and choreography, Sam quickly caught up to speed. She adopted the stage name Zamara.

Besides working at the studio, Sam started teaching belly dance and yoga at the Yuma trailer parks where “snowbirds” came to roost each winter. “Yuma would double its size in the winter,” Sam recalled. “It’d go from 30,000 to about 64,000. ... I’d teach these senior gals, I’d charge them a dollar a lesson. I’d have over a hundred women in each class. It was great! And then I was dancing at the hotel at night and teaching classes through the studio in modern dance and belly dance. I was able to quit my job as a librarian and become a belly dancer. That became a big joke: Local librarian makes good.”

Sam and Michael met through Yuma’s small social circuit. “He told me that he had snakes, big boa constrictors, and that I should put those in my act,” Sam says. “Michael was a PE teacher at the time at a local grade school. He’d bring these snakes to the school and teach kids about them.” Michael would visit with Sam with the snake draped around his shoulders. “He talked to me for about a half an hour while I got used to seeing this reptile on him,” Sam says. When she introduced the snake into her act, it pulled huge crowds to the hotel lounge. “Oh, oh my gosh, we had big publicity with those snakes,” she says. “People would just pour in there to see me take that snake out of the basket and dance with it.”

Michael started announcing the act, and Sam suggested he should join the show. He already played bongos, so Sam lent him her doumbek. “He started picking up the rhythms, drumming along with tapes that I brought,” Sam says. “We started with basic four-

four rhythms first and moved up to some more difficult ones. Of course, now he’s a very proficient professional.”

Michael had little formal training, but a natural talent. He had played snare drum in his school marching band before he took up bongos. In the early 1970s, while traveling around in his van,



At the 1982 Gypsy Caravan Stage, Leo De Flambeaux prepares a tray of flaming candles to balance on his head during his turban dance.

Michael ended up at the Vancouver Folk Festival, jamming on the bongo with friends. One musician joining the jam happened to be composer and World Music pioneer David Amram. Amram subsequently asked Michael to “sit in” on two of his festival gigs. But Michael didn’t take up serious drumming until he started playing for Sam and founded the Brothers of the Baladi. The first incarnation of the Brothers included friends of Michael and Sam: Joshua, Colby Girard and Peter (last name forgotten). Their emcee, Joshua Mertz, spontaneously named the band “Brothers of the Baladi” while introducing them for one of Zamara’s shows.

A Magic Carpet Ride

In 1976, Sam moved to Grants Pass and the Brothers of the Baladi eventually disbanded. Two years later, Michael moved to Ashland and met Sam for dinner one night at a health-food restaurant. There they found Joseph Pusey performing Celtic and original music. Sam and Michael immediately recognized his talent. “He could play anything,” Sam recalled. That night he played guitar, mandolin, banjo, recorders and psaltry. “The boy was just incredible,” Sam says. “... and his compositions were beautiful.” They struck up a conversation and became friends. Joseph eventually decided to join Michael in a resurrected Brothers of the Baladi band. They played all kinds of music in their own special fusion style, but they kept turning to Middle Eastern-style music and instruments to accompany belly dancers.

Joseph was a big fan of Kaleidoscope, a Middle Eastern fusion band featuring a musician named Sulyman “Sol” el Coyote. Sulyman subsequently joined with Armando Mafufo to form the Middle Eastern band Sirocco. In 1978, Michael traveled to Santa Cruz a few times to hear Sirocco perform. “Joe was married and he had to work, so he stayed home,” Michael says. “But those trips were a big turning point for me. ... The light went on and I realized there WAS something very wonderful about the Middle Eastern music and dance thing. I took one lesson from Armando. I bought an oud (Middle Eastern lute) from Sulyman, several drums, frame drums, a nay (flute), double reed flutes and I came back with lots of cassettes. Joseph and I used those cassettes to mold our act. Sirocco was a big influence — we all became very good friends and we played together many times over the years. I owe a lot to Sulyman and Armando. I am still very close to them.”

That same year, Michael brought his doumbek to his first Oregon Country Fair, where he got the chance to sit in on a Main Stage gig with a sitar player and a belly dancer named Barbara “Varvara” Sellers.

The next year, 1979, Michael talked Joseph and Sam into coming to the Fair. The Brothers of the Baladi performed along the paths of the Fair, laying down rugs for the dancers and attracting big crowds. “It was truly a Magic Carpet ride in all ways,” Michael says. Dancers that year also included Barbara Sellers, Karen Higgins, Ann Thompson and Christine “Zarouhi” Otchy.

Sam enjoyed her first Fair immensely. She noticed a strong similarity to Woodstock, which she had attended, and she appreciated how the Fair embraced the values of civil rights, ecology, organic foods and peaceful

living. “Nobody was giving alternative lifestyle a serious look except for the hippies,” Sam recalls, “and we were living it as much as we could. The Fair gave us a chance to live it for three solid days. That’s the way we felt about Woodstock. ... We loved our freedom and we only had it for three days. But the Country Fair still has it every year.”

Enter Leo De Flambeaux

At the Fair, Michael and Joseph got to know Leo De Flambeaux (aka Leroy Howe), a dancer and performer who lived in Seattle. Leo had been belly dancing at the Fair for several years and often walked the paths with his Carnival Krewe of Giant Puppets. Leo also belonged to a Middle Eastern dance troupe called Baba Karim. He liked the music played by the Brothers of the Baladi, and invited them to play for a few Seattle performances for the dancers of Baba Karim.

That experience inspired Leo’s dream of having live music at a gypsy dance exhibition at the Oregon Country Fair, and he shared that vision with Michael and Joseph. The Fair’s new Entertainment coordinator, Moz Wright, had offered a contract to the Carnival Krewe Giant Puppets for the 1980 Fair. Leo had negotiated a space at the Fair for the puppets that would also feature a stage for belly dancing and music. Michael and Joseph loved the idea and agreed to be the stage band.

“The Gypsy Stage was started through Leo De Flambeaux,” Michael says. “He was the mastermind behind it. ... He needed Joseph and myself to play the music. We brought plywood from our houses, and we built it, starting off with nothing.” Michael and Joseph drove from Ashland to the Fair in a station wagon stuffed full of building gear and materials, with plywood boards strapped to the luggage rack on top. Leo’s Carnival Krewe brought wooden pallets for the dancers’ stage, plus rugs and many tapestries for decorations. “Joseph and I definitely shared in the vision, but a lot of the vision was Leo’s,” Michael says. They cleared



Prince Leo De Flambeaux sewed lavish costumes and tapestries for his performances.

the brush, fought off yellow jackets, cut the grass and cobbled together a stage. Leo and other dancers decorated the woods with bright cloths and tapestries they had brought.

In the early 1980s Leo and Michael worked with the Fair’s new Entertainment coordinators, Moz Wright and Deni Schadeegg, earning the Gypsy Caravan Stage legitimacy in the Fair hierarchy. And Leo was one of the stars of the stage. “Leo was an amazing man,” Sam says. “Everyone wanted to see him get on stage and twist that big mustache, raise that eyebrow, and balance a brass plate with goblets or candles on his head. He was six foot four, even in his own bare feet. He’d get up there with his brocaded jacket, his camel-tassels, all his jewelry draped across his chest, his turban, his belt, his shoes and harem pants — and he was a sight!”

“He had wild, wild, hips,” agrees Penny “Bene Sharez” James Long, one of the early belly dancers at the stage. “He was gay, but he danced so masculine. And those eyebrows of his! He could wrap a turban better than anybody I ever saw. He had that look down.”

Caravan Grows with Creative Inspiration

By 1984, Joseph had married Joanna “Kameal” Pusey, a belly dance teacher. They had met a few years earlier at a Brothers of the Baladi show, and Kameal had invited the Brothers to play at recitals for her belly dance classes. Kameal moved to Ashland with her two children, and settled for a few years into the large household where Joseph lived with Michael, Michael’s then-girlfriend Serena who also was a belly dancer, and their friend Leo De Flambeaux.

“We had a lot of good times then,” Kameal recalls. Everyone in the house thrived on creativity, and Leo was an inspiration. “Leo was an extraordinary man” Kameal adds. “He was just a very creative artist. He was involved with the Shakespeare Festival in Ashland. He sewed costuming and different types of things for them. He was a dancer. He was really gifted — a visionary. The man could sew like no tomorrow. He made beautiful, extraordinary things. Canopies, costuming, all kinds of

stuff." He also made and sold jester hats. In Ashland, he would stand on street corners to recite Shakespeare in full regalia costumes he had sewn.

For the stage at the Fair, Leo sewed a colorful backdrop that provided privacy backstage while creating a red-velvet curtain grand entrance, surrounded with gold tassel fringing. He also sewed a checkerboard cloth to close in the space underneath the musicians' stage. But the stage building had not gone well the first few years. Leo resorted to renting a stage from the WOW Hall for a while, but that still didn't fit their needs. Finally he talked the Fair into building a Gypsy Caravan Stage in 1984. Leo sewed a new, more elaborate backdrop to decorate the stage, and dancers brought rugs, chairs, cushions and beautiful fabrics to make it all sumptuous. "Leo's favorite thing was making props and goodies to make the stage look better and bigger — larger than life," Penny says.

"Leo sewed a lot of pieces to use out at the Fair," Kameal says. "Dancers brought fabric. It was a collective effort, always. We'd bring things we thought were appropriate for the stage — that would lavish it and make it unique."

The colorful gypsy caravan performers quickly found themselves invited to participate in the Fair's Midnight Parade and Midnight Show on Saturday nights. "For us, it was a nonstop show," Michael recalls. "We played all day, eat, maybe take a shower, then we'd play at night at the stage, just jamming and people would come and we'd just party and play in the dark with a couple of candles going. Then it was time to go to the Midnight Show and we'd play there. Then we'd go to the Ritz (sauna), party there 'til the wee hours of the morning. If you slept at

all, then you got up and had breakfast at Dan's or Nearly Normal's. And then ready to start it again around 11 or noon. We did that all three days. Those were amazing times!"

Each year the Gypsy Caravan Stage and show became bigger and better. "Because we play acoustic instruments, we started figuring out how to amplify the instruments," Michael says. "The drums were OK, but the string instruments were quiet. So we figured out, using car batteries, some kind of battery-powered amplifiers." They found some blue curtains in a yard sale to run across the back of the stage, and started hanging cloth above the stage and audience to create shade. They also got bales of hay from the Fair to use for seating.

More dancers also showed up. Besides Leo, Zamara, Kameal, and Serena, regular dancers in the early 1980s included Christine "Zarouhi" Otchy, Barbara Sellers, Denise Gilbertson, Brenda Smith, Azza Gerringer, and Troupe Rhajjahan's Karen Higgins and Penny "Bene Sharez" James Long. The belly dancers signed up with Leo for performance times. Soon, Leo handed off that task to Sam. Joshua Mertz, who announced for the original Brothers of the Baladi in Arizona, became emcee for the stage.

With changes came some disagreements in the troupe. In 1986, Leo refused to perform at the stage out of frustration with the band's lack of rehearsal with the dancers. His exacting standards weren't being met. The next year, Leo persuaded the Fair to hire Sirocco to play for the stage. "Leo was mad at Joseph and me, as he often was," Michael says. "So he went around us and hired and personally paid Sirocco to come play at the Gypsy Stage. It backfired though. The Brothers and Sirocco were such good friends that we ended up playing together all weekend."

New Traditions

By the late 1980s, participating in the Midnight Show on Saturdays became a hardship for many of the dancers, Sam says. "I had a new baby and so did some others. We would wait a long time (backstage at the Midnight Show). No place to sit except the dirt, and we had thousand-dollar costumes. ... I finally said, 'No, we're not doing this again. Let them come to us. We'll do a Friday night show and we'll invite the Fair.'"

Kameal says performers love sharing their Friday night shows with Fair family, a tradition that had been going for two decades. "Probably the late '80s is when we started doing our own Friday night show for the Fair people," Kameal says. "... The people who work at the Oregon Country Fair and the booth people never saw us during the day. ... They couldn't break away from their own responsibilities. We decided to do the Friday night show so they could come. It's something that we love doing. It's so much fun. It's really nice to look out in the audience at the people who are part of the Fair. It's our gift back to everybody. It really makes it special."

The belly dancers and musicians also began a few other traditions. "Before we go on, every time," Sam says, "and I know that we're not alone in this, I'm sure other performers do it, too. We get into a circle and hold hands and just gather the energy. Our opening number is very high-



On Gypsy Caravan Stage in the mid-1980s, Stephen Skaggs plays with Brothers of the Baladi, Joseph Pusey and Michael Beach, as Zamara dances and emcee Joshua Mertz watches.



Zamara dances near Shady Grove in 1979.



Dancers Joanna "Kameal" Pusey, Penny "Bene Sharez" James Long and Sam "Zamara" Marshall pose on the double-arched stage.



Shows at the Gypsy Caravan Stage traditionally start with the Balanat, where nearly all the dancers greet the audience with dancing.

powered, all percussion. We call it the Balanat. It's a steal from Jamila's troupe, who used to wow them at the California Renaissance Faires. ... It's the best thing! You come out and you hit them with phenomenal rhythm and all the dancers at once. It gives the audience a lot to see. It starts the day, and it's really good."

Performers Polish Prowess

"When we first started, dancers would just show up, from Florence or Northern California or wherever, and expect to dance," Sam says. "Very soon, we started having to request that the dancers send me tapes of the most recent time they had danced, preferably with a live band. We had to know that these girls could dance. It's taken three decades to get to the point to where we have the level of talent we have today. ... We have had some of the best dancers in the world on our stage and that's not just wagging my tail. I know who they are. Even our very own Mandy Williams — Aziza. She dances all over the world now. She's done a workshop in Argentina for 1,300 women. That's all the way up there on top of the food chain of belly dancers. And our Astrid diMichelle has a real degree of fame now in the Middle East. Delilah, a famous dancer from the East Coast, wowed 'em! All the snakes came out of the ground when Delilah was dancing! There had to be some interesting phenomena with the earth tremor or something."

The Brothers of the Baladi also changed, adding musicians Stephen Skaggs on clarinet and oud, and J. Michael Kearsy on bass guitar and riq. In 1991, Sirocco again joined the Brothers on the Gypsy Caravan Stage. Later that year, Joseph left the Brothers of the Baladi to pursue his solo



Photo © 2008 by Christopher Mark Perez

Aziza dances on the newest incarnation of Gypsy Caravan Stage.

career, and missed the 1992 Fair. In 1993, the Brothers of the Baladi left the Fair for other artistic pursuits. "There was too much disagreement and personal drama, and we were all coming apart as friends," Michael says. "It was time to leave. But I left it in love. Those were some of the best times of my life."

Joseph and his family came back to the Gypsy Caravan Stage in 1993. He brought along an Armenian drummer, Robaire Nakasian, and they called themselves the Sands of Night. "Joseph was a multi-instrumental musician and vocalist," Kameal says. "He sang in Turkish, Farsi and Arabic and played all kinds of Middle Eastern instruments. The man could play anything. He was very versatile. And he was certainly a vocalist. He could really sing. That's one thing that the dancers always loved." A few years later, they were joined by one of Joe's music students, Kevin Hylton, as a percussionist, followed by Chris Caswell, a Celtic harpist who learned

to play kanoune. Other musicians sat in as guests from time to time, but those four became Gypsy Stage mainstays throughout the 1990s. In 2000, Sands of Night was renamed the Bedouin Spice Orchestra.

A Beautiful Stage

The stage has also seen changes. By the early '90s, Leo and the performers had started bringing large pillows covered in colorful cloth to cushion the seats for performers. The stage became much larger and more dancer-friendly. Rich, colorful tapestries draped across the back of the stage, and the backstage area provided a comfy place for dancers to hang out as they awaited their cue. "Well, Leo was, finally, very pleased with the Gypsy Caravan Stage," Sam recalls. "We finally got it to his approval. It was as beautiful as he ever wanted it; he always wanted it quite beautiful, backstage and front."

When Leo died in November 1993, it was a huge blow to the whole troupe. "Leo was exceptional," Sam says. "He was a brilliant man. ... He was very demanding and very much a perfectionist. He was a leader in his gay community and very creative. I loved Leo."

"He could be a very, very passionate man about the people he loved, very caring, at the same time as being difficult," Penny recalls with a rueful chuckle. "Sometimes I'd just give him a big hug. ... Leo put a lot of fantastic ideas in our brains. He guided us to what we are, I'm sure of it. Anybody who has been working with the stage, even once, feels his spirit."

After Leo died, the troupe started talking about making the stage even better than before, to honor Leo's memory. In 1996, Penny had acquired a good-sized tax return, and offered to build a stage with her own funds. "I wanted something bigger than life," Penny says, "something that Leo would've really been proud of. I paid for everything, the pillows, the tapestries, the fencing, you name it, right down to the ground. I went broke over it, just about. But it was so worth it! Everybody was just so shocked." Penny worked with others to design and build the stage: Tim and Max Coslow, and Stephen Zicchino. They came up with a lavish, double-arched roofline over a large stage with a short runway thrusting into the audience to give a better view of the dancers. Colorful tapestries along the back and sides complemented the bright paint on the archways. A heavy fabric canopy shaded the performers. "I was waiting to see the looks on their faces," Penny says. "They did not expect it to be like that."

The stage roofline was modified a few years ago when Penny and the crew tired of putting up and taking down the heavy double arches. Now, the roof features lightweight bamboo poles covered with a parachute. "I can pack the upper part now myself now," Penny says with a laugh.

A Rich and Fine Fabric

In 2004, death took a key musician from the stage: Joseph Pusey. A memorial was held for him on stage, and his talents have been sorely missed. No one has been able to duplicate his singing prowess, and it took years for the troupe to find several musicians to make up for all the instruments that Joseph alone played. During that transition, a multi-instrumentalist, sound engineer and belly dancer named Ganapati (who plays in a group called Hamsa Lila) offered to help more with the music. "Ganapati stepped up to the plate after Joe died; he's a musician as well as an engineer," Kameal says. "He really helped us to keep that going."

In 2009, 30 years after her first Fair, Sam withdrew from scheduling the dancers and took on the role of respected Fair Elder and advisor. She cherishes many happy memories of the Fair. "Seeing my daughter grow up through the Fair was very exciting," Sam says. "When she was really little, she would head up these groups of 20 kids, all about her same age. They'd all come to the Gypsy Stage and play on the pillows. ... And I've had so much fun with my friend Aziza. ... She and I have the best time. We laugh for three solid days. She is such a trooper. Not only is she an extraordinary dancer, but she just jumps in and works like a devil — all of our dancers do. They come in their overalls and their work shirts and their leather gloves and their boots, and they work like maniacs to get it all together. And then they come out (to dance) and they're these goddesses who are just so talented and so beautiful."

Sam notes that the stage now has three generations of families involved. "Kameal and her daughters, Emily "Yemaya" Camille and Celise Pusey, and now their children Kaileah and Kavi, represent three generations at





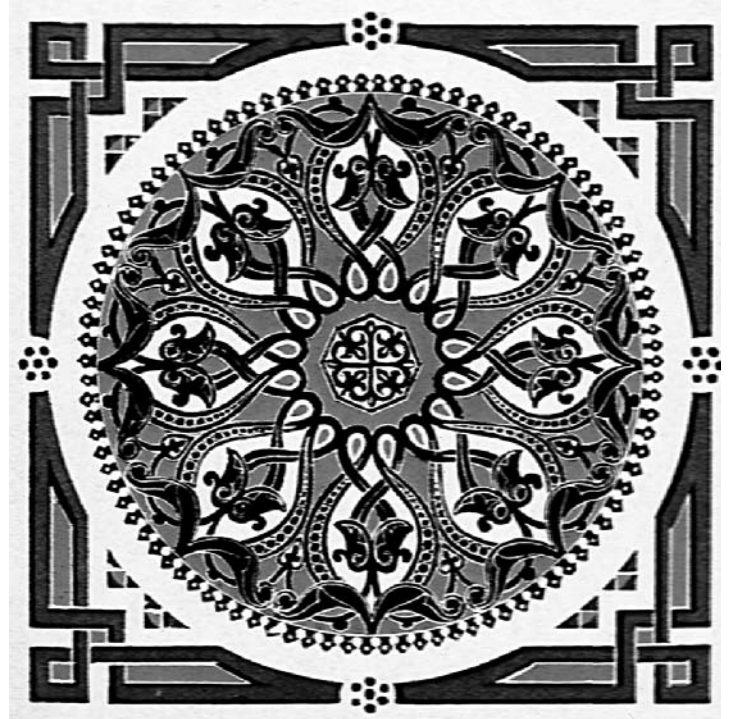
Now three generations come to the stage. Posing in 2006 are (from left), front row: Penny James Long with grandson Ryan, Adrienne Shaia, Sam "Zamara" Marshall, Emily "Yemaya" Camille holds daughter Kaileah, Claudia, Celsie Pusey holds baby Kavi; middle row: Mandy "Aziza" Williams, Holly Smith, Elena Villa, Sage Hoban, unidentified, Kameal Pusey; third row: Chris Caswell, Ganapati, Kevin Hylton.

our stage. Kameal's son Tad has been stage crew since he was a boy. Penny James Long and her family also represent three generations of the 'tribe' and have had an enormous impact on our stage, quite literally. She collaborated with Tim Coswell and his able sons Dane and Max to produce the magnificent stage that we have performed on for the last 15 years or so. Her daughter Jennifer is an accomplished Middle Eastern dancer and musician and has been

recorded many times. ...

"There is a thread of lives and the love of the dance and the music that has been woven over time into this rich and fine fabric, strong and beautiful. The men, women and children who have danced their hearts out on our stage represent a legacy of artistry that could only have happened there, like that. All those people are really still near and quite dear to me. I love them all. Their efforts and contributions will not be forgotten and will forever be appreciated."

(Suzi Prozanski, a Fair Family News volunteer, has published "Fruit of the Sixties: The Founding of the Oregon Country Fair" www.suzipro.com. If you have info or photos of Leo De Flambeaux, contact Suzi at suzipro@efn.org.)



Auction Items Sought to Raise Funds for Neighbors in Need

by Catherine Amber, Mid-Lane Community Partnerships

Martin Luther King Jr. once observed that "everybody can be great, because anybody can serve." The Mid-Lane Community Partnerships (MLCP) builds on that ideal by fostering volunteer programs to meet community needs. MLCP provides many basic needs services in the Fern Ridge and Crow-Applegate-Lorraine school districts, a 480-square-mile portion of Western Lane County. These services help change lives for the better.

To raise community awareness and funds, we are holding our first-ever "gala" on Thursday, April 1, 2010. The gala will include an auction. We are seeking donations from artists or others who have something of value to share.

MLCP has been serving Western Lane County residents for more than 30 years. Begun in the 1970s, and sustained through the efforts of an almost entirely volunteer workforce, MLCP helps to meet basic needs of food, fuel, utilities and prescriptions. MLCP coordinates resources for youth and young adults to enhance their opportunities for positive development. Our scholarships allow young people to participate in art and

athletic programs.

MLCP also maintains a lease agreement with Fern Ridge School District for the Tony Garcia Service Center, which houses MLCP programs and provides office space for a Senior and Disabled Services case manager from Lane Council of Governments, as well as a dining site for the Senior Meals and local Meals On Wheels programs.

During the holiday season, MLCP sponsors the Silver Tree and SANTA (Sharing Among Neighbors Toy Appeal) projects. Silver Tree provides gifts for homebound seniors and SANTA provides toys, books and coats for school-age children. Through these programs, an average of 40 seniors and 400 children get

gifts during the holidays.

MLCP offers organizational support to help volunteers in the community provide for the needs of all citizens. This is made possible through our strong partnerships. The Love Project volunteers manage a food pantry three days a week. Other volunteers screen requests for emergency assistance. Elmira High School, Crow High School, Territorial Sports Program

and Middle School, Veneta Parks program, Explorers Club, Applegate Art Guild and Campfire USA submit youth scholarship requests for their students. Most requests are granted, and the youths receive half or more of the tuition rate.

An indicator of the proportion of lower-income households in the target service area is the number of children eligible for free or reduced lunch. In the two school districts served, an average of 42 percent of all children qualify. This does not include children who are home schooled. As participation in the free or reduced lunch program is voluntary, this is likely an underestimate of the actual number of qualifying students. According to county data, there has been a 19 percent increase in people needing help with "basic needs" over two years. The Register-Guard noted that "the problem is worst in the rural areas."

MLCP is the only organization providing this combination of services in the neighborhoods surrounding the Oregon Country Fair. Your donations to our gala auction will help our neighbors in need. Our volunteers strive to inspire hope in our neighbors. We believe that those who have hope are better able to help themselves, their families and others around them. Together, we can continue to offer hope and make a difference in our neighbors' lives.



Board members present: Diane Albino, John "Chewie" Burgess (time keeper), Katie Cousins, Paxton Hoag, Lara Howe, Jack Markarchek, Deane Morrow, Jon Pincus (alternate, voting for LT), Indigo Ronlov (facilitator), Anna Scott, Jon Silvermoon (alternate)

Not: Lawrence "LT" Taylor

Agenda Review

Old business: Land Use and Management Planning Committee appointment - Joseph Newton; Youth Program Development Committee appointment- Joseph Newton; Elders Committee appointment - Dee Wirak; History Booth Coordinator appointment - Pearl Steinbrecher

Tabled business: City of Veneta pool project donation request; website development funding; Kitchen checking account; policy on recording cultural resource sites (Jon S); policy on disturbance of cultural resource sites (Jon S); podcast Board meetings (Paxton); and procurement policy (Jon S)

New Business: External Security (Deane); proposed Guidelines changes; Project Homeless Connect donation request (Chewie); PPPM changes (Diane); Executive Director contract (Jack); grievance process

Announcements

Jack reminded the meeting participants about getting the first part of the meeting finished in the first hour. Deane offered to hand out written copies of the Elders and Path Planning committee reports.

Kehn "Mambo" Gibson (security) said the Department of Environmental Quality will be holding the first of a series of Oregon meetings on January 19th in Eugene. The meetings are about restricting glutens in the waterways, the materials include perfumes, pharmaceuticals and so forth, and the topic relates to the humanure issue.

Joseph Newton (recycling) reminded attendees to vote on the upcoming ballot measures.

Jon P announced a public forum sponsored by the Citizen's for Public Accountability is scheduled for January 19th at 7pm at the WOW Hall. The subject is Police Use of Force.

norma announced the Board budget meeting will be held on January 25th at Central Presbyterian Church, 15th and Ferry.

Chewie indicated the 3-minute time limit will be used during the meeting and Indigo noted that first-time speakers on a given subject will have precedence over repeat speakers.

Indigo updated the status of the Emerald Valley Time Exchange saying it is a year old now, was just featured in a front page Register-Guard article, has about 60 members with about 20 pending applications and is exchanging hundreds of hours of time each month. The website is emeraldvalleytimeexchange.org.

Mark Pankratz (construction) said the Portland area Fair Family met up at Muddy Waters coffee house for their first regular meeting and he thanked Marcus for attending. He said the group was small but they agreed to try to expand. The meeting is held the day before each regular Board meeting to talk about Country Fair affairs.

norma announced there will be a Board work session on Sound at the Fair at 1pm on Feb 28th, a Sunday, at the Eugene Garden Club at 16th and High.

Approval of minutes

Indigo moved, Chewie seconded, to approve the minutes of the December 7th meeting of the Board of Directors. Hilary pointed out a meeting date error in the minutes - the Board budget meeting will be on January 25th, Monday night, and not the 28th. The motion, approving the minutes as amended, passed 10-0.

Member input

Ong-Kar Walen (security) announced his resignation as a co-coordinator of External Security, said he would like to be involved with the process for selecting the new coordinators and he received a general round of applause as thanks for his past service.

Spirit Leatherwood (security) extended a thank-you to Ong-Kar on behalf of the External Security crews.

Charlie Z (BUM) acknowledged the cooperative resignations tendered by Ong-Kar, Amy Erenberger (security) and Todd Patopea (security) and he thanked them all for their hard work and service to the Fair, especially during the recent difficulties. Lara seconded Charlie Z's words of thanks and she added her own wholehearted thanks.

Anna announced her resignation from the Personnel Committee and was recognized with expressions of thanks and applause.

Staff Reports

Executive Director: Marcus said the results of the 2009 Fair exit

poll have been compiled, published in a report and were reviewed with Leslie Scott. He plans to present the results at the next meeting. Marcus then noted this is the first meeting of a new year and he has been involved in his role as Executive Director for about a year now. He shared the story about when he arrived to start his new job he was graciously given refuge at Alice's Wonderland for his first few weeks in the area as he looked for a place to stay. As a result of that gesture and the welcoming, Marcus said he wants to express his appreciation to the Fair for the friendship that has been extended and his gratitude for this last year's wondrous journey. He presented the Board with a gift which was passed over to Jack to open. It was a 1957 4-volume vinyl LP recording of Alice's Adventure in Wonderland, the Lewis Carroll classic, narrated by Cyril Ritchard with music by Alec Wilder. (Anybody got a record player?) Some "oohs" and "aahs" could be heard.

Marcus' report to the Board: JANUARY 3RD, 2010

Operations & Administration — Website RFP: With the beginning of the New Year we are also continuing our work to identify the best vendor to help us with building our new website and data management system.

From this point, I see two different and distinct processes moving forward: 1) we identify a best-case partner to help us with building a website and information infrastructure, and 2) we then structure the work plan, confirm and cost-out the job (remembering we have many "fixed bids") and then presenting it to the Board for consideration.

In my opinion, the process thus far has been extraordinarily thorough, well planned and well implemented. Here is a summary of what has happened thus far:

1. The development of a very clear and well structured RFP; reviewed by 4 very qualified Fair Family IT and web volunteers, and comments from the Board

2. The collection of 40 responses from a great diversity of applicants

3. A thorough review & ranking of applicants by a very qualified third party consultant, called Nested Services, who also designed the RFP,

4. A second review & verification of ranking by Charlie and myself. Charlie has a lot of technical expertise in this area and I ran this exact RFP process as Executive Director for my former employer.

5. Selecting a top (5) five to be interviewed by choosing the top 3 ranked candidates AND an additional 2 from the bottom tier. All Fair volunteers on the Interview Team received and read through the entire proposals of the top five.

6. Shared interview questions with volunteers for feedback, prior to interview.

7. Interviews were conducted by a Charlie, myself, two Fair Family web and IT volunteers and Hilary.

I intend to personally speak with each Board Member to collect questions and concerns about this selection process and also about the project itself. In addition, after we make a vendor selection and begin creating the work plan we will start wrapping in input from key stakeholders, crews, committees, etc to make certain we get everything right from the start. This will be a colossal-sized project for us all, but I know we will move through this in spectacular Fair-fashion!!

Youth Leadership Group: Another Youth Leadership Group meeting will be called for mid January to kick off and build energy moving into 2010 – Yahoo! I am very excited and hopeful for what we can accomplish together in the New Year.

Two important items on the agenda will be 1) a plan to complete our survey work to update The Mayor's Task Force; Comprehensive After-School Activities for Youth "A New Beginning, and 2) discussing the concept of a financially self-supporting series of Culture Jam-oriented youth leadership events. The idea would be a highly marketed event for families one day that has entrance cost, which would fund the free youth leadership event the next day. If you would like to take part in this discussion, please e-mail Robin and get on the e-mail list as we settle on a date for the next meeting.

Our December 5th Youth Jam represented an amazing success for OCF youth programming efforts and we need to keep that momentum moving.

Think 101 discussions – We have been sponsoring a small group of youth organizers, who've grown out of the Fair's youth leadership efforts. They decided last Fall that they wanted to do their own thing and asked for the Fair's help in marketing, copying, and reserving a meeting room at Amazon Community Center. They are calling their meetings - Think 101. Recently, they have given me an update/summary of what they have been up to!

Here is the latest update I received from the main organizer, Gavin Cordell: "We've been getting around 7 or 8 people regularly. We've actually found that when there are more than that, it gets hard to keep the discussion focused. We've had some real interesting conversations so far, although we have had a lack of dissenting opinions because of the similarity of views at South. I think groups like these would work better if there were a wider variety of opinions."

Personnel — Grievance Process Status: Last April I interviewed Cynthia Fraser, the former Grievance Administrator, to acquire some historical perspectives about the status of the Grievance Process. Over the previous 9 months since that time, I have been collecting and reading input about our grievance process from interested members. This input is kept on record in my files at the office, which you may request any time. As fresh eyes to this matter, I have spent much time considering the policy, previous records, and input from others.

I believe the written policy, as a whole, is very sound. So far, all I have done is reformat the document for greater ease of reading it.

However, I am recommending a few amendments to the policy for the purposes of clarity, addressing some legal issues, and increasing accessibility to the program. Here is a summary of the Grievance process status:

COMPLETED

Step #1 Drafted cover page explaining the process. (In Board Packet)

Step #2 Reformatted the policy document, providing greater reading ease. (In Board Packet)

Step #3 Reformatted Grievance Form (In Board Packet)

IN PROCESS:

Step #4 Suggested amendments to the policy document. (In Board Packet)

Step #5 Receive applications for Grievance Administrator. (Suggest ad/article in FFN)

NEXT SEVERAL MONTHS:

Step #6 Orientation for new Grievance Administrator.

a. screening submissions (discuss hypothetical scenarios and apply criteria)

b. clarifying process (create written internal instructions)

c. maintaining program (agree upon goals)

d. expected outcomes (agree upon outcomes)

Step #7 Recruit Volunteer Mediators, and Arbitrators.

a. recommend Trade Passes in exchange for service

b. recommend against Crew status.

Step #8 Budget Trade Passes for incentive.

Staff Evaluations: Will be presenting written summaries of staff evaluation to the Personnel Committee at their next meeting. I have received and taken to heart much advice about how I structured the staff evaluations and will open the process wider next time to include volunteers. Those volunteers who work specifically and most closely and most often with a particular staff person will be asked to complete a questionnaire.

Financial, Budgets, Fund Raising-- Dividing Operations and ED Budget: Charlie and I, with the advice of Grumpy, Hilary, and Jack, have more or less completed the division of the Operations budget and the Executive Director budget. This will be presented to the Budget Committee shortly for review and will eventually be in the general budget, and presented to the Board for review and approval.

Public Relations, Media, Marketing-- Exit Poll Survey: A private marketing research company in Eugene called Advanced Marketing Research, Inc. should have completed its analysis of our Exit Poll data just prior to the January board meeting. I will be sitting down with company representatives and discuss the results and the content of a report they will be drafting for us, to ensure we get the information we need to inform our marketing, public relations, and fund raising efforts. Results will be shared at the February board meeting along with the entire report critiquing our survey process, data results, and suggestions for improvements and changes next year.

Paradise Media: The results of Kevin's departure will be felt for a while as we continue recuperating and reorganizing responsibilities related to media and marketing. At least as a temporary solution for marketing, we have retained the services of Paradise Media to do our media purchasing for this year's Fair. Media purchasers are able to get the same advertisements at substantial discounts that are not offered to individual purchasers, such as the Fair. Instead, we will be spending less on advertising and paying some of the difference to Paradise Media for their labor and expertise. Paradise Media's choices will be guided by my decisions and that of our Media Team and by the findings of the 2009 Exit Poll Survey results that Advanced Marketing Research will produce under my supervision.

Marketing Budget: At least on a temporary basis, I will be rolling the Media and Marketing budget into the Executive Director budget. This will allow a period of stability as we re-organize and delegate all the responsibilities that Kevin used to accomplish for us. As crisis often does, it is now affording us the opportunity to re-examine our marketing and media operations.

Operations Manager: Charlie expressed his thanks for the volunteer service of Ong-Kar, Amy and Todd and his deep gratitude for their help and assistance while working through the transition for External Security and he noted the transition is engaging the large body of External Security in the selection of the new leadership. Charlie said the mayor and city administrator for the City of Veneta have both said they plan to attend our next meeting to represent Veneta for the donation request for the pool project. He said they are eager for the opportunity to meet with the Fair Board and members in order to express their regard and extend our relationship. Charlie said the

business for the Fair is starting up again with the LTD contract - the service need was posted publically so private operators will have an opportunity to express an interest and the space at Valley River Center is already reserved. He said LTD is financially challenged this year and there may be some impacts to plans like their summer workforce reduction scheduled for July. He wished a Happy New Year to everyone

Administrative Assistant: norma said the office was closed for much of the holidays and she plans to be off again next week. She said she is working on a 2010 grant application and noted that slides have been phased out in favor of digital images to go along with 21st century technology. She said Happy New Year.

Site Manager: Steve extended Hippie New Year wishes to everyone and his appreciation to Ong-Kar, Amy, Todd and all of External Security for their volunteer service. Steve pointed out last time we gathered there was a deep freeze underway, the morning after the meeting the temperature at the site was 9 degrees and that was the first of four successive single digit readings. That weather kept him, along with Andy and Jeff, hopping with freeze prevention work on things that had never frozen before, even finding there was trouble with drains freezing. He said everything is back together now and then last week, with the way the weather swings, from Tuesday to Saturday there was 3-1/3" of rain and the site experienced a minor flood - so named because it flooded the parking lots and filled the river but did not rise into the "eight". He mentioned the opportunity for a canoe tour of the site comes suddenly with the rain and he mentioned the web address (<http://waterdata.usgs.gov/or/nwis/uv?14166500>) saying a reading over 10 feet on the river gage is enough to float your boat in Lake Wooten (aka- the parking lots). Steve reported the site staff continues plugging away at restorations and repairs. The VegManECs crew hangout (known as "Since", the old handcrafted house truck) has been slowly deteriorating over the past years and it was jacked, re-leveled and plans are going forward to set up a truss roof shelter over the top. The work party is scheduled for VegManEC Sunday, February 7th, and volunteers with carpentry skills are most welcome. The history of the vehicle includes its photo on the cover of a Rolling Homes book since it was a classic in its time. Chewie added that it was donated to the Fair in 1982, was the original caretaker's residence, has been moved 4 or 5 times and has served most recently for meetings and for storage for the VegManEC's.

Officer Reports

Treasurers: Hilary said there are two more budget meetings before the Board budget meeting on the 25th. The Coordinator's Potluck is scheduled for January 16th where the budgets will be discussed and coordinators can meet with their budget liaisons. The Board will consider all the crew, operations, staff, and Culture Jam budgets at the 25th meeting. Capital Projects are due by January 31st and are usually submitted by a coordinator for the affected crew. They need to be delivered to the Fair office for proper distribution. Jon S had a question about the budget report detail and asked why wristband supplies was over by \$12,000 (due to the use of the new counterfeit resistant materials - Hilary), and if the supplier reimbursed us for the flawed parts (yes, about \$1,000 - Charlie). Jon S also had questions about the balance sheet and asked what the large fixed assets item, \$323,000, identified as "equipment other" is for (inventory property for the site and office - Hilary) and the meaning of "PM" under Long Term Liabilities Note Payable (that is for the recent Mauldin property purchase - Hilary).

President: Jack noted we are into another year, a new year, and said he is really looking forward to this year's Fair. He said there is a lot of work being done by staff and the Board and others so he really wants to especially thank the volunteers who put in time for the Fair on a year round basis, and not to discount those who work only at the event, but to remember and honor the dedication and service of the year-around folks who put all the pieces of the puzzle in the box. He wished all a really Happy New Year.

Recording Secretary: Bill said there are two donation requests on the agenda for next month and asked if a Board member wished to take the City of Veneta item. Lara immediately offered to do that.

Committee Reports

Elders and Path Planning: Chris Browne (elder) said there was no Elders meeting in December but they decided to have a party instead and it was fun. He said Path Planning met and basically worked on getting information ready for the upcoming Board work session on camping in March. He took a moment to thank Peggy for taking notes for Path Planning and Dee for taking notes for the Elders on a regular and reliable basis.

The Elders Committee: The Elders Committee decided not to hold a regular meeting this month and have a celebration instead. Seventeen people met at the town office on December 17th. Everyone brought a holiday goodie to share and enjoyed each others company,

reminiscing on the good things that occurred in the 2009 season. The Committee hopes everyone had wonderful holiday and wishes one and all good health and prosperity in the coming year. The next regular Elders meeting will be held at the town office on January 28th, 2010 at 7 PM.

Path Planning: Fifteen people were in attendance with the meeting being held at Alice's, due to more inclement weather. A review of the fair site conditions was presented with emphasis on the potential danger from the log jam currently located along side Strawberry Lane. Under the current laws there are very limited options available. The committee along with the site manager will look into what options are available to minimize the danger. The Committee is reviewing the Path Planning web page access. Fair operations are in the process of rebuilding the entire Fair web access system at this time. Committee protocol is of the most concern to the members. The Committee is working on gathering information on possible new areas for Fair expansion in the future and plans to have this material available for the Fair wide workshops planned for 2010. The Committee is also working on new ideas for the coming year's Fair, such as bicycle enterprises, decorations and shelter ideas along the entrance paths and continuing to pursue better services along the current pathways. The Committee members hope everyone had a wonderful holiday and wish them a healthy and prosper New Year. The next regular meeting will be held on January 17th 2010 at Alice's.

Old Business

Board Motions

Deane moved, Katie seconded, to appoint Joseph Newton to the Land Use and Management Planning committee.

Peach Gallery: Steve said Joseph has been attending the meetings regularly for a number of years and has contributed many good ideas and conversation.

Board: Chewie said he fully supports Joseph and appreciates his dedication and "on-the-ground" insight on the multitude of issues. Anna agreed and said once he is official she wouldn't have any hesitation to assign him things. Katie and Deane both said "Thank you, Joseph."

The motion passed 10-0.

Deane moved, Paxton seconded, to appoint Joseph Newton to the Youth Program Development committee.

Board: Paxton said Joseph is really active in the committee already and is a really valuable contributor. Katie and Deane both said "Thank you, Joseph" again.

The motion passed 10-0.

Deane moved, Katie seconded, to appoint Dee Wirak to the Elders committee.

Peach Gallery: Michael James-Long (Elder) said he fully supports her appointment, noted she has probably attended more meetings than most members, does an excellent job and doesn't ever lose her temper or interrupt unlike most everybody else including myself. Chris Browne said he is pleased to see her come on the committee because she makes everyone's work easier.

Board: Deane said he always reads and appreciates the meeting reports that she writes. Katie said "Thank you, Dee." Paxton said he appreciates her work.

The motion passed 10-0.

Chewie moved, Jon P seconded, to appoint Pearl Steinbrecher, his fellow birthday sharer of Dec 5th, as History Booth co-coordinator for the Oregon Country Fair.

Peach Gallery: norma said the current coordinator, Randy, supports this appointment.

Board: Jon S asked if the crew was involved in this recommendation. Chewie said he checked in with Pearl and with the other crew members and with Dee and the feedback was fully supportive. Indigo added that Pearl was part of the previous crew before History and Commemorative Sales were separated so she has experience with the History part.

The motion passed 10-0.

Open Discussion

Jack indicated that since we were finishing up the old business early we could ramble on for a bit. He noted that "we will pay for this soon" but we could use the extra time right now for some open discussion.

Mark Pankratz explained the idea for the Portland meetings is for Portland area members to get together on a regular basis before each Board meeting. A few folks showed up at the first meeting and the agenda was kind of open. Mark explained the idea and purpose is to stay in touch with what is going on with Board actions and to get feedback to the Board since he always tries to get down to the meeting in Eugene each month. He said it is also a good social activity and folks gathered up for a post meeting gathering and some less

structured discussion. Mark thanked Marcus for attending the first meeting and wondered if Charlie or others might be interested in getting to one of the upcoming meetings. Katie asked about the schedule and Mark said they will meet the Sunday evening before each Board meeting. Katie thanked Mark for getting it going saying it is a great idea. Mark said about six or eight showed up and they agreed to all try to bring a friend next time. Paxton encouraged the effort and said he would try to get there some time too. Deane suggested the podcast idea might fit in with this meeting and they might be a good group to listen to the podcast. Mark said this is experimental so far and we can see where it goes. norma asked for information she could put into the Fair Family News.

Charlie Z opened up a discussion about the External Security coordinator resignations and selection process by asking the Board how they want to have this vacancy filled. He said there is a proposal for a process as lined out in his recent e-mail. He said the Board could act in an advisory role tonight because meeting the time line for March means work needs to start now.

Jack said we should rely on the ex-coordinators to some degree. Michael James-Long said the audience, coordinators, crew leaders and other interested parties should give feedback to the Board about the process and then the Board could network or appoint a committee to interview candidates.

Deane said he put this item on the agenda while only knowing of a small group that was interested and before he later heard that others are interested. He wants it on as new business for February and hopes something gets done between now and the next Board meeting. He said it is not clear at this point who is recommended or if it will be one person or a team of more than one person.

Chewie said he appreciates all four of the people sending letters of interest and trying to get this done but the process needs to come up from the team and be vetted by operations before the Board makes the decision. It needs to be more than just an e-mail and while the timeline is a concern it needs to be done right. The selection needs to have some kind of process to make sure it comes out right and avoid the same outcome that we are trying to fix and he said he supports the process worked out by Charlie Z and Sara. Jon P said he appreciates those who are coming forth to help and said he feels it is important for the rank and file crew to have a say in the process. He said he agrees with Chewie and likes Charlie Z's proposal and he said it is a good opportunity for the Fair to tune up its process. He said it's not just about these coordinators but about how the Fair selects its coordinators. Paxton said he hopes whoever is recommended comes up from the crew and the more who are involved the better. He said he is not worried about the time and feels that a good process from within the crew is worth the time. Paxton said one thing causing him some concern is the letters showing up asking for the position; that wanting the job and recruiting for it is about asking for the power and that makes him worry they probably shouldn't get it. Paxton said he always feels the need to question the reasons for wanting power.

Jack moved, Anna seconded, to adjourn.

Peach Gallery: Mambo said "whoa". He said "we are burning some good time here and having a good discussion."

Board: Indigo said there are a few more who want to speak on this. Jack said he would yield.

Lara said she objects to putting this agenda item up for new business without having names attached. She also said she agrees with Paxton about the importance of the crew having input to their leadership. Mambo said new business items are identified so the membership has a chance to dialogue and discuss before a Board decision is made. Indigo agreed that the names are needed in order for good membership discussion so this item could be pulled until the candidates are identified. Indigo also said a process should not be established that tries to fit all the diverse kinds of crews and crew functions we already have in place and she gave the example of how the History Booth and Community Village are very different than a security crew in make-up and in the way they operate.

Todd Patopea said coordination of 329 crew members, starting in March or April, is a problem because having job descriptions, duties and responsibilities understood early is necessary for getting the job done. He said there is a process for folks to submit letters of intention to the Board that exists and it should be utilized because leadership by February is needed. He pointed out while a fresh start, with all new coordinators, is coming, along with that a change of the BUM team would really fully complete the new start and would remove all the old baggage, and that should be considered, without any hard feelings.

Spirit said the four letters of interest that were submitted has helped bring the conversation to the Board at an appropriate time for an open discussion and this helps the process to be more inclusive for the people in External Security. She said none of those expressing interest want to move forward or accept an appointment without the clear support of the crew members in External Security. She

said the process Charlie Z has proposed is a great idea, but feels there some concern about the lack of inclusiveness, the discussion about a process within External Security to choose their own leadership was had between half a dozen people - give or take - and crew members didn't hear of many of the details until Charlie Z outlined them which showed there was definite conversation behind the scenes. In regard to what Paxton said, Spirit said the role of coordinator is a lot of hard work and requires support and teamwork and these letters are just a way to let the Board know that some of the crew are willing to do the work. She said "I know I can speak for the four us, and probably even Jennifer, that none of us would ever accept an appointment without having clear support from our peers in External Security. We were not expecting to be appointed tonight, nor would we have accepted it. We certainly hope our letters of interest are not negated because we did not adhere to a timeline we did not even know existed. We can support a process within a process." She said the crew feels strongly that leadership needs to be established by March and waiting until April or May is not setting the next team up for success but is actually creating the same type of challenges the last team was faced with and that doesn't sound like much fun to anybody.

Jon S said he feels it is commendable that people are stepping forth in this situation and it's not a negative or power question, the Board knew this was coming for a while and it's a failure of Board leadership now that we are facing the problem of lack of process. Jon S he has great discomfort with management putting forward a process and then saying let's see what comes back on e-mail. He said it should be a Board decision to make and change the process; if a change is in order, the Board should move this item to old business now and make the change; if we stay with the existing process, of letters of interest, the applicants should understand the Board will be asking about crew support and BUM support and those questions should be anticipated and addressed in a meaningful way; if a group of multiple parties are involved, they should discuss and try to come up with a consensus. Jon S continued by saying April or May is too late and even February seems late especially with respect to the budgets and he pointed out the Board has not changed anything and he asked "what is the process?" Jack responded by saying a letter comes from the departing coordinator to the Board and the crew's input is an internal matter and that's the traditional process.

Chewie said the coordinator selection process has been discussed for a long time. He said he knows all five who have submitted letters and all have strong skill sets. He said he wants this to succeed and feels what happened last time put all three of the co-coordinators in a tough a position and they did not deserve it. "We need to fix the process." Chewie said this particular process is already bought into and to change now is bad; it's agreed and the old way failed because it did not work; every crew should have input for their crew leader; the people involved are all good and should not be removed; and personal opinions are not relevant but process is relevant. He said the new business item needs to be up there so people know it is under discussion and we need to get the process moving forward by getting it out in front of the membership for discussion. Chewie feels February is too soon, March will work and April is too late.

Indigo pointed out we are in session without an agenda at this point. Joseph Newton said there are good reasons to have this done by March and suggested the names could be determined and put in place in the next few days before the minutes are published. Charlie R said the problem with the various crews is understood and one size does not fit all. He said Charlie Z's process allows the crew to have a voice in the selection, to help heal the rift, as well as other coordinators and leaders and other stakeholders. He thinks we do have time for the process and to move with haste now does not honor all the participants and inclusion is vital. He thinks this is not top down; a solution and healing is needed and he suggested a look at Charlie Z's e-mail again. Katie pointed out, according to the bylaws, the job of the Board is to appoint coordinators and the process is an open one and traditionally the recommendations come from retiring coordinators. She said instituting a new process should be treated separately and noted that a motion requires a Board member to sponsor the motion and for a new business item, a name must be attached so the membership can respond. She said Deane's agenda item is too vague and is inappropriate and, in response to Charlie Z, "you can expect the Board to be especially cautious this time with the names attached to a motion." Jack said to the resigning coordinators he feels like this is all a little disrespectful, and that said, we know the time for consideration is short and this motion is akin to blood in the water. He said we need to attach names to the agenda item or otherwise it is not valid and is not transparent. He said the coordinators-that-were deserve respect and deserve a voice and we are choosing this process and External Security needs to step up, period, and step up in time, by February so we can get it done by March. Deane said it sounds like we are all on the same page, that he doesn't hear any dissention, and the only thing he does hear is "Deane screwed up again." and that's ok because the purpose is to have a discussion in open forum and the

necessary people are here. Deane said the result, from this discussion, is good and appropriate and that he is optimistic.

Kyle said "I'm one of the rank and file that keeps getting mentioned in this discussion and don't have a dog in the fight, I'm just a crew leader." He suggested the Board announce the positions are open and accept letters of application. Charlie Z spoke up once more to make it clear that the process in his e-mail came from a bunch of folks in External Security, respected veterans, and is a process they think will allow good selection that will include management and other coordinator leaders in order to get to a good recommendation. Charlie said "it's not my process, it came from the crew." Indigo said it sounds like we will have a list of candidates by the February meeting.

Adjourn

The meeting was adjourned at 8:45 pm. The next regular Board meeting will be held at 7pm on February 1, 2010 at EWEB. The Board budget approval meeting will be held at 7pm on January 25th at Central Presbyterian Church.

The tentative agenda for February includes: City of Veneta pool project donation request (Lara); Project Homeless Connect donation request (Chewie); Budget Items: Kitchen checking account; policy on recording cultural resource sites (Jon S); policy on disturbance of cultural resource sites (Jon S); podcast Board meetings (Paxton); procurement policy (Jon S); website development funding; External Security Coordinator(s) appointment process. The Board will hear recommendations at the February meeting. Five people have expressed interest: Spirit Leatherwood (9:30am-3:30pm Cabal Gate crew leader); James Person (12am-6am supervisor); Jennifer James-Long (12pm-6pm supervisor); Timothy Clyne (12pm-6pm supervisor); Harper Greene (6pm-12am supervisor). The External Security BUM team and former External Security coordinators can provide guidance for any others who are interested. Letters of interest, addressed to the Board from the interested person, are being accepted before the February meeting (Deane); PPPM changes (Diane); Executive Director Contract (Jack); grievance process; and four proposed Guidelines changes

1. Guideline 10, delete the final word "midnight," and substitute "10 pm."

2. Guideline 40, add a sentence to the end of the first paragraph: "All paths will be closed to vehicle access on July 31st to facilitate post-Fair path rehabilitation. Call the Site Office for access if needed."

3. Guideline 45, add a sentence after the third sentence of the first paragraph: "Crew Coordinators and Booth Representatives are the designated responsible camp hosts for all the wristbands they issue."

4. Guideline 45, in the Sound Amplification section delete "Think before you crank it up; please be sensitive to the surrounding impacts on live acoustic musicians, exhausted kids and parents trying to sleep, and Fair volunteers with early morning shifts. Camp hosts, coordinators, booth reps and campers are encouraged to develop and negotiate neighborhood agreements before the Fair regarding sound levels and noise curfews. If neighborhood agreements have failed and conflicts develop, the Management Team will intervene if requested. Conflict resolution decisions made by the Management Team at that time must be honored by all parties involved, and will be reviewed post-Fair." and delete "midnight on Thursday and Sunday nights and 2am on Friday and Saturday nights,"

This paragraph is rewritten as follows: "SOUNDAMPLIFICATION. Because we camp so close together, amplified sound, whether live or recorded, projected beyond the intended audience creates problems for other Fair members. A few people playing amped up music create a dominating sound that impacts areas far beyond where people are enjoying it. Acoustic musicians are unable to play, conversations in camps must be shouted to be heard, people are unable to sleep, and multitudes of fair family are forced to hear what they have not chosen. Therefore, all sound amplification, live or recorded, must end at ten pm Wednesday through Sunday nights, with the exception of Main Stage on Saturday night. If you are planning an event involving amplified sound at any other time of year on the Fair site, you must obtain a permit for the Site Manager or the Operations Manager for your event."

