

FAIR FAMILY NEWS

OREGON COUNTRY FAIR ☉ ONE CREATIVE FAMILY

VOLUME 25 ISSUE 10 MARCH 2018



What's Inside

- Crock Pot..... p. 2
- See What's Cookin' p. 3
- Tossed Salad p. 4
- Clean Your Plate..... p. 5
- Heat and Serve..... p. 6
- In the Oven..... p. 7
- Free Poster Included!... p. 8
- Stirring the Pot pp. 9-16





FAIR FAMILY CALENDAR

March

- 22 Elders Committee Meeting, 7 pm, Growers Market, 6454 Willamette St., Eugene
- 26 Diversity Task Force, 6 pm, OCF Office

April

- 1 Deadline for craft jury application submissions, including logo items
- 1 Registration, Craft and Food Packets mailed to booth reps.
- 1 Oregon Country Fair tickets go on sale
- 2 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 2 FAIR FAMILY NEWS DEADLINE
- 10 LUMP, 7 pm, OCF Office
- 11 Craft Committee, 5:30 pm, OCF Office
- 12 Community Village meeting, 7 pm, 1685 W. 13th, Eugene
- 16 Community Center Committee, 6 pm, OCF Office
- 23 Diversity Task Force, 6 pm, OCF Office
- 26 Elders Committee, 7 p.m., Grower's Market, 6454 Willamette St., Eugene
- 30 Booth Registration, 5:30-8:30 pm, OCF Office
- 30 All new craft applicants notified of approval status
- 30 Booth Registration packet return deadline

May

- 5 Spring Fling, 6 pm, Whirled Pies, 8th and Charnelton, Eugene
- 7 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 9 Craft Committee, 5:30 pm, OCF Office
- 15 LUMP, 7 pm, OCF Office
- 21 Community Center, 6 pm, OCF Office
- 24 Elders Committee, 7 p.m., Grower's Market, 6454 Willamette St., Eugene
- 28 Diversity Task Force, 6 pm, OCF Office

July

- 13,14,15 Fun in the Sun

Water Crew Seeks CDL Truck Driver

The Water Crew is looking for a CDL truck driver to haul our precious water during the Fair.

The very special person (yes, that is You!!) must have a qualified Class A CDL with a Tanker Endorsement. You would be driving a tandem axle tractor which tows a trailer (tank) full of potable water. Experience in backing up this kind of tractor/trailer is very important.

Please email Water Judy, Co-Coordinator of Water Crew at Scott2758@comcast.net if you are interested in joining us this year!

Happy Birthday Aries!

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



Tell Us Your Tale

Our Essential Event will be having our Fiftieth anniversary next year in 2019. To celebrate, we are collecting Fair Tales and Memories to share in the Fair Family News. Volunteers, staff, crafters, food booth participants, Elders, teens, entertainers, Community Village, Energy Park, Culture Jam participants have all played a significant role in creating the rich history of the Fair—so tell us your story.

Fifty years of gatherings, of family, food, music and fun have left impressions and memories that illuminate your Fair life. Stories about what it was like to work in a booth, to pull a Security or Traffic shift, stories of the people you worked with and met and came to consider family. Some of these tales only a crew person would know of, some every boothie would relate to. Some are set in some Inner Sanctum of the Fair, some are set in far flung fields.

Our favorites of all are the sagas of Fair Magic: When things that could never have been planned come together more perfectly than imaginable; when the assembled group became so awesomely much more than its parts.

So get those stories to us, any way you can, in prose or poetry. Dictate a tale to someone who can get it down on paper. Word docs, typewritten, handwritten, composed in crayon—whatever!—send those yarns to the Fair Family News!

Booth Registration Schedule for April

- 7 Booth Registration, 10 am – 5 pm, Eugene Saturday Market
- 12 Booth Registration, 5:30 – 8:30 pm, OCF Office
- 14 Booth Registration, 10 am – 5 pm, Eugene Saturday Market
- 17 Booth Registration, 5:30 – 8:30 pm, OCF Office
- 19 Booth Registration, 5:30 – 8:30 pm, OCF Office
- 24 Booth Registration, 5:30 – 8:30 pm, OCF Office
- 26 Booth Registration, 5:30 – 8:30 pm, OCF Office
- 30 Booth Registration, 5:30 – 8:30 pm, OCF Office
- 30 Booth Registration packet return deadline

KEEP IN TOUCH



Oregon Country Fair
442 Lawrence St.

Eugene, OR. 97401

(541) 343-4298, fax: 343-6554

FFN@OREGONCOUNTRYFAIR.ORG

OFFICE@OREGONCOUNTRYFAIR.ORG

OREGONCOUNTRYFAIR.ORG (EVENT INFO)

OREGONCOUNTRYFAIR.NET (BUSINESS SITE)

New AA Hired

The Oregon Country Fair has hired Mary Callaghan to be the new Administrative Assistant. "We are all very excited to have her join the team," said Operations Manager Crystalyn Autuchovich.

Spring Fling Needs Donations, Volunteers

Artisans and crafters, please consider donating an item to the Spring Fling raffle. The raffle is an annual tradition to raise funds for the OCF youth camp, Culture Jam. The money goes for scholarships for youth who may not otherwise be able to attend. If you are able to donate, please contact Mary at the Fair office: office@oregoncountryfair.org or 541-343-4298.

Can you come early or stay late to help with set up and cleanup of the Spring Fling? Would you be able to help the weeks before organizing the raffle? If you can help, please contact Mary at the Fair office: office@oregoncountryfair.org or 541-343-4298.

FFN NEW BEGINNINGS

Stephanie "Potential" Talbott

Suzi "Sprouts" Prozanski

Mary "Blossoms" Doyon

Dan "Fresh" Cohn

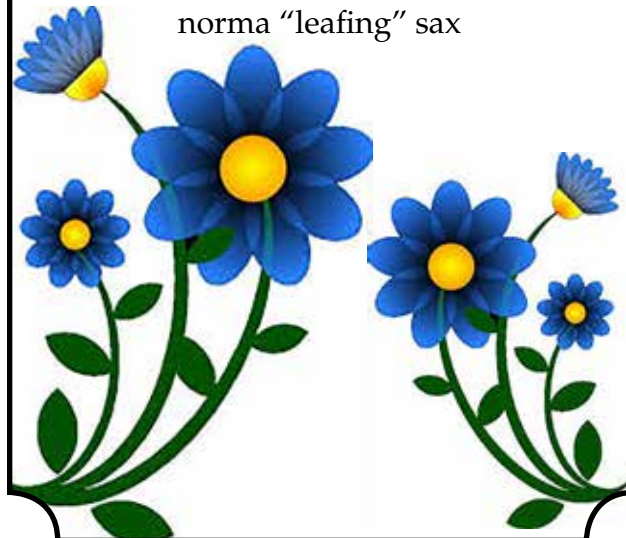
Niki "Buds" Harris

Michael "Renewal" Ottenhausen

Kim "Germinating" Griggs

Brad "Roots" Lerch

norma "leafing" sax



**Recently Unclassified
Material**

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

Crafter seeks booth space! My textile art and I are lovely booth companions. I offer good humor and a partner skilled at booth fixin'. Check out my work: Wildgingercreations@etsy.com. (707)972-2545 or sweetpeasteaz@gmail.com

**3rd Annual Celebration of
HerbDay In Oregon**
Saturday, May 5, 2018 at 10 AM - 6 PM Central Grange
Celebrate HerbDay with us as we honor the many uses of herbs in food, medicine, beverages, beauty, and life...
Visit BotanicFest on Facebook for more Details!
Sponsor, Vendor, & Volunteer opportunities available

**Nearby Nature
Summer
Daycamps!** Discover · Learn · Grow
Ages 3-13 • Weekly Sessions
Outdoors • Alton Baker Park • Scholarships
Nature, Art, Science, Play, Gardening!
541-687-9699 • nearbynature.org

Ritta's Back-Home Cottage Airbnb
Your home away from home in the heart of Eugene.
Clean and light. Wood floors & vintage touches throughout.
<https://www.airbnb.com/rooms/8917219>

Bear Wilner-Nugent
Counselor and Attorney at Law LLC
503-351-BEAR • bwnlaw@gmail.com • bwnlaw.com
Criminal Defense • Appeals
Representation of Marijuana-Related Businesses
Statewide practice • Licensed in Oregon and federal courts

Silk & Shoji
Candle Lanterns
'Prayers for the Earth'
little silk prayer flags
and more!
Touch the Earth
OCF Booth 386
(541) 935-9596
www.earthsteps.com
e-mail: cathy@earthsteps.com

**the Hiding Place
Hair Salon**
Michele Sharpy
Owner
337 East 11th Alley
Eugene, Oregon 97401
(541) 686-1998
msharpy@comcast.net

Fawn Faribault
Helping Buyers & Sellers Change Places
Love Where You Live!
(541) 520-4818
fromfawn@gmail.com
fromfawn.com
Equinox Real Estate
360 East 11th Avenue
Eugene, Oregon 97401

PROCESS WORK
with
Richard Grimaldi,
M P W
Expand creative and
joyous living with
yourself, others and
the larger world
(541) 344-7604

Mona Beads
Local Art, Jewelry, Glass, Custom Designs &...
1712 Willamette Street Eugene, OR 97401
(541) 505-8450

**Gravity-Feed
Rocket Stoves**
♦ 20 quart pot
♦ Great for canning
♦ Make your booth
more sustainable
♦ All sales support
humanitarian work
InStove **MADE IN OREGON**

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

Heirloom Quality Jewelry &
Fine Handcrafted Pottery
OCF Logo Items
BOOTH 907 NEXT TO JILL'S CROSSING
dragonsbreath.etsy.com mudfairy.etsy.com

**Get on the FFN
and/or Voting
Membership List**
Tell us your name; your email address to be notified of the online version of the newsletter; your crew or booth number; name of your leader or booth rep; name of person who can verify your participation, and your mailing address if applying for membership.
Mail to: OCF, Membership/Mailing, 442 Lawrence Street, Eugene, 97401.
Or Email to: office@oregoncountryfair.org

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

KOCF 92.5 FM
Broadcasting 24/7
Incredible Local Programming
Information About The Fair
Full Program Schedule @ kocf.org
streaming To Any Device In The World At kocf.org

WOW HALL
8th & Lincoln
All Ages
687-2746
3/24 & 25 Spring Cleaning Work Parties
3/26 Historic Streetlamp Dedication
3/28 Baths / No Joy / Sasami Ashworth
3/29 Sage Francis & B. Dolan
3/31 InSight's Full Moon Masquerade
4/6 Car Seat Headrest / Naked Giants
4/11 Andrea Gibson / Chastity Brown
4/13 Pigs on the Wing
4/14 Hyding Jekyll / Henry's Child
4/15 mc chris / Bitforce
4/16 Joe Jack Talcum of Dead Milkmen

STORY SLAM
Thursday March 22nd
7pm Tsunami Books
ocfstorystlam@gmail.com



FAMILY LETTERS



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

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

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

Too Rigid

Dear Fair Family,

Sweet Leaf Café has been expelled from the Fair, ostensibly because they failed to have available all items on their menu at all hours. And while rules are necessary, we should not be so rigid in enforcing what amounts to a bureaucratic failure that we disregard our fundamental principles and goals. The OCF website declares, "The ... Fair creates events and experiences that nourish the spirit, explore living artfully and authentically on earth, and transform culture in magical, joyous and healthy ways."

I doubt there are many vendors at the Fair that more completely help fulfill these missions. Sweet Leaf is a working organic farm that exercises a year-round commitment to transforming how food is grown, distributed, and consumed, all while providing jobs. Since their first Fair, SL has utilized solar panels to power their booth. They pioneered durable dishes and flatware despite requiring extensive labor, a service the Fair eventually required for all food booths. They try to grow as much of what they serve as possible, and not only feed Fair attendees directly with this high quality, locally grown, organic food, they supply many other booths. They also donate huge quantities of produce to the pre-Fair kitchen and regularly prepare, as a gift to the community, a midnight Sunday meal for the Pre-Post crew coming on for that overnight shift. If we are going to expel a vendor who, in nearly everything they do, practices what the Fair purports to be about because of some bureaucratic technicality, then our claim that we seek to transform culture is just empty hypocrisy and propaganda. If you agree, or even if you just want to ensure you'll be able to eat at Sweet Leaf this year, please let the Fair know they must be allowed to return.

Robert Stein
Pre-Post Security



Photow © 2017 Jeremy Running

Sweet Leaf Kicked Out

Dear Fair Family,

I am sad to announce that our booth, Sweet Leaf Organic Café and Farm, has been kicked out of the Fair.

For 20 years we have been dedicated to bringing you fresh produce from our farm, dished up in our 100 percent organic menu. Many of you have been enjoying our food at many of the countless festivals we've rocked out over the years. Or perhaps you've been eating our produce that can be found at health food stores restaurants and farmers markets in Eugene and Portland. Whether you have supported us at any of these outlets, or received our food via donation through Food For Lane County, The Eugene Mission or the OCF Main Camp Kitchen, it has been our honor to serve you.

I am challenging our questionable grounds for termination, but so far have had no luck. We will not be discouraged in our mission to contribute to the health and nourishing of our community; as well as our commitment to educate young farmers committed to preserving our soil, air and water for future generations. In these uncertain times, we must be mindful to carefully pick and choose our battles. It saddens me to have to contend with Country Fair politics that are feeling like a dysfunctional "Goliath." Truly we have bigger fish to fry when it comes to getting our food to the people.

If you value our service at the Fair, PLEASE tell the Fair how you feel. Thanks for all of your support throughout the years.

Dave Sullivan
and the Sweet Leaf Crew

What Would Jerry Do?

Dear Oregon Country Fair participants,

How come Sweet Leaf Organics of Eugene is likely the only source of local, completely organically grown vegetarian foods at the OCF?

Maybe you haven't recognized the many diet- and air- related nutritional disorders that our families and friends encounter, including many kinds of cancers, heart disease, strokes, lack of focus, depression. Maybe the use of herbicides, fungicides, rodenticides, as well as GMO crops, doesn't figure in your understanding of our lives, our health and our society. Are we going to wake up about pollution? Look at the exhaust pipes of our petro-burning vehicles, to the toxication of food plants, to the contamination of water, to monoculture agriculture, to the changes in the weather and the illnesses that affect us all.

So we should honor and give high praise

to Dave and his organic food growing crew of Sweet Leaf for providing food, flowers, good health, goodness from the earth to all who want a healthy, nontoxic, highly nutritional food system for all who are part of the Fair community.

Do you really think that Ken, Jerry and MG and the kindred allies who founded the Fair and bequeathed us a place to gather, grow, learn and promote a lasting experience of the astonishing remarkableness of life would disregard the health of those who come to the Fair?

Maybe we need to grow a lot more life at the Fair. Life that promotes life. Biodiversity as the staff of life. More local organic food for everyone.

As Lennon said, "Give Peace a Chance." Best to you all: Love, Peace and Good Health.

Mushroom aka Al Kapuler
Energy Park

Use Powerful Tools With Care

Dear Fair Family,

Change can be hard or great. Either way, change happens.

When people spend energy attempting to prevent change, opportunities to more gracefully adapt go unnoticed more easily. While some change should be stopped (protested even) other change is just part of the course of things.

The tools afforded by social media dramatically changed the world. Change has already happened. It's not within our power to stop it. It is within our power to control our actions, reactions and use of those tools.

In recognition of that change, the Fair Board has put together a policy giving guidance to those who, by actual employment or functional role as volunteers are in a position wherein they, in actuality or in appearance, represent the Fair.

This guidance gives people representing or appearing to represent the Fair a framework to use the powerful tool of social media, to benefit the Fair, without comprising the values of the Fair and while also respecting that these people

are humans with their own voices to add to the conversation.

Social media has a large and diverse group of participants. It's "easy" to see who is participating and take sides. It's not easy to see the vastness of the "audience." Measuring the reach of comments, commentary and "information" put on social media is inexact, and because we aren't looking in people's eyes it's easier to feel invisible (invincible).

When on social media, who do you want to be?

- The person who pulls someone aside to let them know something is stuck in their teeth.
- The person who loudly announces to the entire crowd that "____" has spinach stuck in their teeth!" and calling them oblivious, so as to call their character or abilities into question.
- Part of the jeering crowd, taking sides and contributing to the animosity.

Katy Parker
Booth Registration



Clear Data Essential

Dear Fair Family News,

Thank you for printing the letter about the whitewashing of cultural history within our educational system. The information shared is very accurate and educational, the facts presented are spot-on, and the manner in which they are stated is respectful. Because this issue can often become emotion-laden, clear and concise scientific and historic data are essential for meaningful dialogue.

If there was anything I would add, it would be the awareness of “unresolved historic grief,” and the reality of transgenerational trauma—trauma that is passed from the first generation of trauma

survivors to the second and further generations of offspring of the survivors via complex post-traumatic stress disorder mechanisms.

To effectively understand individuals from a culture that is not our own, it is essential that we know the history of racism and oppression which members of that culture have experienced. This information, coupled with a commitment to social justice and equity, will allow us to become more culturally competent in our everyday life.

*Michael “coyote” Connelly
Mediation Team
Elder*

Unfair Treatment

Dear Fair Family,

I am writing in support of the Sweet Leaf food booth. Sweet Leaf has embodied the Fair philosophy for over 20 years by providing organic, locally grown food at the Fair both at their booth and donations to Main Camp; by using energy alternatives in the form of human-powered bikes and solar panels; and by being one of the first food booths to champion the reusable fork initiative and spearheading the plate wash stations.

Fair management has acted unfairly in kicking them out when the complaints against them seem minor compared to their contribution. I camp nearby and can attest that they bring something to the Fair that will be sorely missed if they are not welcomed back. My family has fond memories of eating their healthy food and hanging out while our kids lined up to peddle the bike to make smoothies for customers.

They were a cornerstone of Chela Mela when there was nothing else there. Now they embody the spirit of the new area. They deserve to stay at the Fair and I hope the the Board will listen to all opinions. Please join me in voicing your support of Sweet Leaf if you agree.

*Kim Griggs
Fair Family News Crew*



Sweet Leaf Dave an Asset

Dear Fair Family,

My name is Dan Koss, and I’m a booth rep for Deep Sea Delights in the Chela Mela area.

For the past 20 years, we’ve been blessed with amazing neighbors, as we’ve watched our southernmost tip of the Fair evolve and blossom into what is now Chela Mela and Xavanadu. Along this journey of growth, our neighbor Sweet Leaf Dave has been one of the cornerstones. Our family would like to convey how much of an asset Sweet Leaf Dave has been to not only our booth, but to the Fair community as a whole. Dave has provided our booth with fresh, delicious organic

vegetables for the past 20 years, and his booth has been integral to the moral and spiritual wellness of our magic community.

We have heard our booths own smoked salmon often accompanies Dave’s amazing salads, and the fact that his vegetables are served on our sandwiches is a symbiotic metaphor all its own. We would hate to see the Sweet Leaf booth era come to an end, and hope the rest of the Board may feel this way as well. Thank you.

*Dan Koss
Deep Sea Delights Booth*

Sustainability: The Fair’s Future

From recycling to native vegetation to wildlife, Oregon Country Fair has been an environmental leader over the last 50 years. Yet, where do we go from here? And where should we put our focus over the next 50 years?

Please join the Fair family for a three-hour interactive workshop on Saturday, May 5, to discuss the Fair’s future sustainability efforts. Participants will brainstorm and prioritize

What Should the Next 50 Years of Sustainability Look Like?

future sustainability initiatives — with the goal of developing a few ambitious projects for the Fair to focus on. These initiatives will then be brought to the StewardShip booth in Xavanadu, where all Fairgoers will have a chance to help further refine the focus.

Based on the results of the May 5 workshop and input during the three-day Fair event, a

Help OCF Decide at a Workshop on May 5

recommendation will be made to the OCF Board of Directors in Fall 2018, with implementation beginning in 2019 — the year the Fair turns 50.

The sustainability initiative workshop will be held on May 5 (the same day as Spring Fling) from 2 to 5 pm at the WOW Hall, 291 W. Eighth Avenue in Eugene. If you plan to attend, please e-mail your RSVP to office@oregoncountryfair.org no later than Friday, May 4.



Photo © 2017 Jeremy Running



More Fair Thee Well for Peggy

Adding to the information that was published last month...

Peggy Staalberg passed quietly, a few days before her birthday, here in Eugene after many years battling cancer. She was surrounded by friends and family and will be missed by many since she was so loved by all who knew her. She is survived by her children, Wes New of Eugene, Marie Mendivile of Grants Pass, Jason New of Oahu, and Niko Posavatz of Texas. She was an accomplished artist, owned a bookstore in California and taught art to children. She was a hardcore “hemptivist” decades before it was cool. She always had a beaming, joyful smile for everyone.



Sound Bites

by Dean Middleton, Station Manager of KOCF-LPFM



For those of you who have followed the saga of the Oregon Country Fair Radio station since before we were on the air, first I want to say thank you, then I want to say what an incredible difference it is how we are viewed by the Fair after receiving a budget line item.

Marshall Peter, Andy Goldfinger and myself met with Crystalyne and Shane on February 28. It's really incredible to be working with two professional managers who are both positive and insightful. The meeting was upbeat with clear topics and outcomes. Crystalyne even mentioned how much they enjoy working with the KOCF group, because we express our gratitude to be volunteers for the Fair.

We discussed in detail how the new line item budget would be handled. This helped clear up some of the ambiguity I had regarding how it affected the KOCF budget.

KOCF and the Fair have been sharing the same Paypal account for almost three years now. There have been some challenges in tracking donations. A new PayPal account will be created for KOCF. This will make it easier for you to donate to the station. We talked a bit about any opportunities the new winery might have for KOCF. Because of its limited use permit, really the only thing that we might be able to do would be to hold fundraisers at the location.

We did discuss the annual KOCF fundraiser and were encouraged to delay the event until fall. It would seem the Fair is busy preparing for its own annual fundraiser during the springtime and early summer. Who knew?

The same evening we met with Crystalyne and Shane, KOCF had a Development Group meeting and we agreed we would begin the planning process for a Fall Fundraiser. We are going to have a Halloween Party at Whirled Pies. I hope you will plan to attend. Updates will be provided as



planning progresses.

In addition to our booth and The Fiftieth Anniversary photo booth location, KOCF will be recording stories this year for The Fiftieth Anniversary celebration. We plan to get 50 stories for The Fiftieth Fair.

The Fair's .org website and the radio station website will get cross-connected soon.

The station has some upcoming live events that you might want to tune in for. On March 15 we planned an egg by egg coverage of the Veneta Easter Egg Hunt, that's no yoke! Also, we'll be broadcasting live from the second annual Business Showcase, Saturday, April 28, at Deep Woods Events.

Allow me a moment to go on a little Sankofa bird walk.

I have been volunteer staff for the Fair since 1992, on Video Crew, Neighborhood Response Team, KOCF and Path Planning, and have really been grateful to be working in an incredibly creative and loving atmosphere. However, over the years I have seen pockets of volunteers who feel they deserve more privileges than they say they have and resent those who deny them those privileges. Reminds me of a diversity training I have been involved with that focuses on Peggy McIntosh's book that states whites in Western societies enjoy advantages that non-whites do not experience, as "an invisible package of unearned assets." Our Fair Family is better than this. Please, folks, remember we do this volunteer work to have fun and raise funds for the underprivileged and oppressed parts of our community.

OK back to my report.

Finally, if you happen to patronize one of our underwriters — and you can find the list on our home page at KOCF.org — please tell them how grateful you are that they are a supporter of KOCF. Also you may find one of our posters in their windows. That's a wrap.

350 Eugene: Reducing Carbon in Our Future

Each month, activists in the Community Village report on the important work they do for our community, region and planet. This month, we heard from 350 Eugene, who will be at the Fair in the Green Earth booth in Community Village.

350 Eugene is part of 350.org, started in 2008. We started during the resistance to the Keystone XL oil pipeline in late 2013. 350 ("three-fifty") is the safe upper limit of parts per million of carbon dioxide in a healthy atmosphere. (Pre-industrial CO2 was 280 and today we're whizzing past 410!)

Today, there are six campaigns, 20 volunteer leaders/campaigners, more than 2,000 people on

the mailing list and a budget of \$20,000. Funds are raised to purchase materials for magnificent art projects; rent vans to carry protesters to rallies, hearings, actions and events around the region; and throw inspirational/educational events for our community.

With joy, spirit and dedication, we work for:

- Reduction of community emissions, and for the city of Eugene to divest its banking operations from U.S. Bank.
- A halt to all new fossil fuel infrastructure, including the planned fracked gas pipeline/LNG terminal through Southern Oregon by

organizing with landowners, tribes and conservation groups.

- State legislation to make the polluters pay for a fast, just transition to 100 percent renewable clean energy.
- We work for a Fossil Free Future—Fast. This year is critical and we're working harder than ever in solidarity with other social justice organizations. This is our year to change everything! For more information, visit <http://world.350.org/eugene/> or our Facebook page: 350EUG.

Sticker Shock

submitted by the Budget Committee

The Budget Committee would like to make our treasured volunteers aware of some changes this year to the allocation of Vehicle Stickers. These changes were the result of health and safety issues, as well as our ongoing efforts toward equality and fairness.

Service and Emergency Vehicle Stickers: Due to the proliferation of these stickers, we have had incidents in the past few years where emergencies and Fair business were hindered. As a result, Security and Operations have asked us to limit these stickers to people using their vehicles in these capacities.

Emergency Vehicle Stickers: These are being limited to those responding to potential true emergencies. Many crews saw reductions in this area.

Service Vehicle Stickers: Service VS are for use during the event. They are for movement around the Fair site as well as to exit and enter outside of open Fair hours. Some crews that had Emergency VS in previous years now have Service Vehicle Stickers. You can talk to Shane if you need access to a dedicated Service VS parking lot that can make it easier to come and go during the event. We have also made an effort to assess the needs of crews to allocated Service stickers based on need. Not all coordinators need, or will receive, Service stickers. Neither Emergency nor Service VS give special permission to park in spots that are not authorized parking. For example, neither can park in a fire lane.

Far Side Vehicle Stickers: Because of space on the Far Side, we are severely limiting new Far Side Vehicle stickers as well as making sure that those who have received them in the past truly need them.

Onsite Vehicle Stickers: Our parking capacity is limited. As we get more requests for parking stickers than we have space for, we are working on ways of allocating stickers fairly. In the past, parking stickers were allocated at 50 percent of crew size. Then an additional 25 percent was available by a "Goldenrod" request, limited by the overall stickers available. Because many crews did not know about the additional stickers available, the result was an

uneven distribution with some crews having many and others struggling to make do. Because of this basic unfairness, we tried something new this year.

To start, we made the usual 50 percent allocation, including Service Vehicle Stickers in this number. After the 50 percent allocation, we determined the total number of vehicle stickers available and distributed them by a percentage, evenly across all crews. "Goldenrod" requests for additional stickers will be severely limited.

In summary, new this year for vehicle stickers:

Security and operations have asked us to limit Service and Emergency stickers to people who are actually using their vehicles in these capacities.

Vehicle stickers are allotted at 50 percent of crew size. Onsite, Far Side, and Service stickers count toward the 50 percent.

Remaining onsite vehicle stickers were allocated at a standard percentage across all the crews.

We hope that these changes will help promote equality among our volunteers as well as better enable emergency response and Fair operations. As this is a new process, we ask for your recognition and understanding if things are not the way they have always been for you. We do appreciate all that you do for the Fair!

As a side note, you may have heard that the Fair is engaged in negotiations toward the purchase of the winery just to the west of our property (Valhalla/Secret House). While this is true, the transaction has not been finalized. Should the Fair come to own this property, we do not yet know how it would be used during the Fair or at other times. It probably will be used for additional Fair family parking, either like it has been used in the past few years or, using a new system that we will be developing. If this does become a resource for additional Fair family parking, we will let you know. Thank you.

JHVF Helps White Bird Clinic Provide Cold Weather Gear

by Christianna "Christl" Hannegan, White Bird Grant Support Specialist

Living on the streets is even harder without a sleeping bag. Thanks to a generous donation from the Jill Heiman Vision Fund, White Bird Clinic greatly increased our supply of cold weather gear during the coldest months of 2017-2018. When the weather turns to rain and sleet, unhoused residents of Lane County come to our clinic seeking warm clothing and bedding. We used funds to bulk order some of our most requested items.

Tarps, sleeping bags, socks, gloves and hats are vital for people living outdoors in cold weather. White Bird collects donated items every year from community partners and supporters, but these unfortunately are never quite enough to meet community need. The Jill Heiman funds enabled us to buy items efficiently, in large quantities. We purchased 480 tarps, 320 sleeping bags, 2,550 pairs of socks, 240 pairs of gloves, and 240 knit winter hats. Most of these items have already been dispersed to folks in need, and the remaining stock will be depleted well before the cold weather ends.

Three of our departments distributed the grant funded pur-



Photo © 2017 Ben Nieves



chases. Front Rooms, a respite and light day-use resource in Eugene, distributed most of the items. Case managers from the Homeless department accessed gear for their clients. Some supplies, particularly sleeping bags, were distributed by CAHOOTS (Crisis Assistance Helping Out on the Streets), White Bird's mobile crisis service. The people who received gear were mostly unhoused residents in neighborhoods on the east side of Eugene, though some reached people in the greater Eugene/Springfield metro area.

White Bird is a collective environment organized to enable people to gain control of their social, emotional and physical well-being through direct service, education and community. We greatly appreciate the kind and expedient support we've received from the Jill Heiman Fund both for this project, and in the past. You helped us provide critically needed winter wear for Lane County's unhoused and underserved community members.

Many thanks to the Jill Heiman Fund Committee and our beloved Fair Family!

OCF Endowment Grants Support Youth Programs

The Bill Wooten OCF Endowment Fund has awarded a total of \$14,000 for 2018 to nonprofit organizations serving youth in the Fair's neighboring communities of Veneta, Elmira, Lorane and Crow during 2017. These projects reflect the Fair's commitment to the arts, education, cultural diversity, peace, community building and the environment.

- Veneta Elementary School

Students will learn traditional and contemporary dance steps from Guiana, West Africa using hand-made instruments. The West African artist instructors will expand the students' world view and global awareness through discussions of West African traditions and the role of art in cultures.

- Rural Art Center

The Crow-Applegate-Lorane School District depends on the Center to provide after school multi-cultural art instruction on shortened school days— which is especially important for elementary students who have no art teacher at their school. Older students will develop playing skills and socialize at a Ukulele Club.

- Lane Arts Council

Fern Ridge area children will experience an immersive, hands-on summer arts camp exploring local flora and fauna. Campers will engage in printmaking, scientific illustration, sculpting and other artistic activities inspired by nature, and showcase what they've created at a community celebration.

- Fern Ridge Middle School

A new guitar class is designed to reach students uninterested in traditional band class. By providing for the purchase of guitars, this grant will provide a permanent basis for a class that will help struggling middle schoolers find a positive outlet to express themselves as they explore music through this gateway instrument

- Elmira Elementary School

Working with an artist-in-residence, students will develop their artistic skills by studying fine arts masterpieces and then using them as a springboard to create their own. Fine arts help develop children's visual-spatial skills and are linked to improved academic performance.

- Culture Jam

Fern Ridge area youth will receive scholarships to attend this eight-day arts-based empowerment camp for teenagers held each summer at the Fair site. Culture Jam helps young people discover their own skills, talents, and potentials in a supportive environment.

- Crow High School

STEAM adds an "A" for art to STEM (science, technology, engineering and math), and is the foundation for this hands-on project offered by the school's arts and science teachers. Based on their study of patterns in nature and multi-cultural art traditions, students will develop digital graphics used to create tie-dyed clothing.

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

The Bill Wooten Oregon Country Fair Endowment Fund makes annual grants to organizations in the Fern Ridge area that have a nonprofit, tax-exempt IRS status, and are focused on providing enriching educational opportunities for youth. The grants tangibly represent the Fair's deep appreciation of our home community and help further the Fair's relationship with our neighbors.

The Fair also makes grants to social service agencies and nonprofit organizations in Oregon through both the Jill Heiman Vision Fund and the Board of Directors' Donations Fund. To date, the Fair's total philanthropic giving exceeds one million dollars.



Oregon Country Fair

*Spring
Fling!*

Saturday
May 5

*Whirled Pies
8th & Charnelton*

Fair-Season Kickoff!

6-9pm

Raffle & Social

All raffle proceeds go to fund scholarships for our
Culture Jam youth camp!

We will be grooving to

The Elena Leona Project

9pm

shake your booty to

*Eleven
Eyes*



**BOARD OF DIRECTORS'
BUDGET MEETING
JANUARY 29, 2018**

7 pm, Northwest Youth Corps, Columbia room

Board members present: Ann Bennett-Rogers, Diane Albino, George Braddock, Indigo Ronlov (vice president) Jack Makarchek (president,) Jon Silvermoon (alternate,) Justin Honea, Kenya Luvert, Laurel Blaser, Paxton Hoag, Sue Theolass.
Peach Gallery present: Staff (Crystalyn, Shane, Stephanie and Robin), Officers (Hilary, Lynda and Randy) and 30 members and guests.

Agenda Review

Indigo: We'll begin with the budget sheet and move through the budgets as presented.

Stephanie: I've provided updated sheets with the budgets being considered on the tables.

Indigo: Are we going to go through them as noted on the sheet?

Jack: Yes, let's start at the beginning of the packet.

Hilary: All items that are listed separately should also be represented in the 2018 Budget.

Indigo: So, we'll make one motion to approve the Board, crews, staff and GM.

Hilary: The treasurers' would like to make some introductory comments on the budget.

Lynda: I want to start by thanking the Budget Committee. It was an intense year with a lot of changes. Having the staff involved made a huge difference. Stephanie, Shane, Crystalyn and Norma did a tremendous amount of work and participated through every step. They bring an important perspective as well as operational knowledge that helped us make better decisions and we are lucky to have them. I also want to thank Grumpy for his continued guidance and mentoring. He is truly a model for passing on responsibilities to the next generation. Lucy is integral as always, as well as the contributions of Sheldon and Bennett. It really is a team effort and we could not do it without everyone's participation. Finally, I don't have the words to express my respect, admiration and appreciation for all that Hilary does. It's a gift to be able to work closely with someone who is so dedicated to the well-being of the Fair and who gives so much to it with both her intelligence and her heart. Thank you, Hilary, for all that you do. I also want to officially welcome Sue and George to the committee as our Board liaisons.

We made a valiant effort to produce a two-year budget request for the Board but unfortunately with all the other changes as well as the unknowns around the upcoming Fiftieth Anniversary, we just couldn't get it done. So, we'll be presenting only our recommendations for the 2018 budget to the Board tonight.

The Budget Committee process is necessarily not an easy one. It is long and tedious and takes tremendous effort from everyone involved. We review every budget submitted thoughtfully, carefully and thoroughly. We have to consider not just the individual crew need, but also the wider impact on the Fair. For every wristband that we add during the budget process, we also have to understand that it increases the impact on our service crews like Recycling, Traffic and medical and requires increases on those crews. Much of our growth at this point is internal. We see this clearly in the budget process and are really looking to right size our volunteer community.

We have goals within the budget process. We continuously strive for consistency and equality amongst the Fair family as it concerns budgets and we want to always be as transparent as possible, which brings me to my next topic.

Vehicle sticker changes are not part of the budget request to the Board, but I do want to take the opportunity to explain to the Board and the family what we did. We changed the way we did vehicle stickers this year. In the past we allocated based on 50 percent of crew size, but

there was an additional 25 percent available by Goldenrod that some crews took advantage of and some crews didn't even know about. That created a really unfair distribution. Another issue we have is the proliferation of emergency and service stickers. We responded to Security's request to limit emergency stickers to potential true emergencies. To that end, we looked at every emergency and service sticker. We replaced emergency stickers with service stickers whenever possible and included the number of service stickers in the overall 50 percent allocation. After the 50 percent allocation, we made a secondary calculation of the remaining available vehicle stickers distributed evenly and allocated across the crews, entertainers etc. That's the number that is allocated and will show up in the Virtual Sticker booth.

We met with the Fiftieth Anniversary Taskforce and reviewed the projects they are looking at and those funds were not included in this budget. For crews who asked for money for projects, we intentionally did not include those in the operating budget because we'd like to track them separately and not carry those requests through to 2020. We are asking crews to let us know if they have something in mind for the Fiftieth that they'll be asking for money for by the end of March. We'd like to keep this in consideration as we work through the Capital projects and also funding for the task force.

Hilary: There is a small amount of the Fiftieth Task Force that will happen as part of the Budget this year.

Jon: On the vehicle stickers, are you budgeting vehicle sticker income on all them being sold?

Crystalyn: They are all currently sold.

Jon: So, if a crew gets additional vehicle stickers and they are not being used, are you going to sell them to someone else? Or, would this be that many less vehicles coming to the Fair?

Lynda: The idea is to sell less vehicle stickers. If you don't need your car, please don't bring a car just because you can buy a vehicle sticker.

Lucy: Part of why we dialed down on vehicle stickers that are for staff, crew and entertainers is to make room for the public. If your crew doesn't use three vehicle stickers, that give three more potential parking spots that the public could use.

Jon: I just wanted to assure that if we don't sell them to a crew, we are indeed freeing them up for the public.

Crystalyn: There will be no more Goldenrod vehicle stickers, except in extremely extenuating circumstances approved by the Management and the Back-Up Managers.

Hilary: Lynda has been great addition to the Budget committee. I'm thrilled that she stepped into the treasurer's position. We as a nonprofit have two levels in dealing with conflict of interest. The IRS wants to know if our Board members have financial transactions with the Fair; are they paid by the Fair? There is a lot of potential reporting if they get compensated by the Fair. The level that we need to report on the Board's conflict of interest is fairly high. The other level is our bylaws talk about conflict of interest. The bylaws mention it in two places. Staff, officers and Board members are all asked to disclose business relationships that they have with the Fair. There is no dollar amount or distinguishing between transactions that happen in the normal course of business, as well as those transactions that are not in the normal course of business. Conflict of interest disclosures are intended to capture the possibility that somebody on the Board is self-serving. For instance, if a Board member votes for a motion that financially benefits them. It covers the Board member, their family and businesses they have more than a 5 percent interest in. I would like it if we do this in a more systematic way of collecting information on conflict of interest. We are required by our bylaws to have disclosures before votes. Article 10 in the bylaws says Board members are to ratify other Board members' transactions that have a potential conflict of interest. When I refer to potential conflict of interest, I'm referring to any kind of transaction with the Fair by staff, Board, officers or key employees. We have lots of potential and disclosable conflict of interests, but it doesn't mean it is a problem. So, if Board members are voting on a motion where you or family members, lineal decent or immediate family, have a business transaction involved in, please disclose that before we get to

a vote. Let the other Board members say you can vote on the motion or you should step aside and let the alternate Board member vote.

Indigo: As a point of clarification, this is if the Oregon Country Fair is paying for services to the individual Board member or their family's business. It is not necessarily a booth person's relationship with the Fair.

Hilary: If a booth person is buying booth space from the Fair, this is not a conflict. It is so that we can see if it is an excess benefit to the Board member.

Jon: Would you consider receiving food vouchers as being a conflict of interest?

Hilary: We have not in the past.

Jon: I receive food vouchers, reimbursement for expenses as a coordinator and mileage for the use of my pickup truck for use as a service vehicle.

Indigo: Before we go down that road, do we want to do all the disclosures now?

George: Yes, let's go around and have people disclose.

Hilary: Perhaps at a Board retreat we can craft a form so that we don't have to go through this during the course of approving budgets.

Indigo: Café Mam coffee is purchased by various crews at the Fair who choose to use our coffee. We also give away a good deal of coffee as well. This would impact any budgets that coffee was coming out of.

Hilary: Does the booth approve food vouchers?

Indigo: The booth does take food vouchers for coffee. But you just said that the booth is not part of the conflict of interest.

Hilary: Paying booth fees is not part of that.

Indigo: Are food vouchers to be considered, because the Fair is not paying the booth, they are being redeemed?

Hilary: They are approving the value of food vouchers, so if the business is going to benefit from the food vouchers it would be a potential conflict of interest.

Indigo: Then there is that as well. This business is my husband's and I get nothing from what the Fair gives to the business except from being an employee. Are you all OK with me voting on budgets that may have potential coffee sales in them?

Justin: I'm OK with you voting on the budgets that have potential coffee sales in them. At some point, in this process if there is a potential conflict of interest, an analysis of competitive bids within market would make sense to me.

Hilary: There could be a transaction that is in the favor of the Fair.

George: The Sauna exchanges services for food vouchers. The Sauna also enters into negotiation to provide shower and sauna services both Pre and Post Fair, by way of an equitable trade.

Diane: I get food vouchers from volunteering, but I don't consider them to be an excess amount.

Crystalyn: Most of us at this table do receive food vouchers. This would not be important unless you were voting to triple the allocation of food vouchers for coordinators.

Jack moved and Sue seconded to pass the Board budget in the amount of \$116,050.

Jon: The Board budget, on line 5040, has the actual as \$7,217.89 and \$4,500 is being budgeted. Is there a reason for the difference?

Stephanie: This had to do with the increase of the campaign to sign up more people for voting in the annual membership election. It cost more in postage and printing. Hilary worked with Jack and the budget remained the same. This was not a staff decision.

Jon: The additional members and the expense incurred is not going to be a one-time expense. It is an expense that will continue for at least two years or longer if the additional members maintain their membership status. It would seem appropriate to bump it up to \$7,000.

Jack: I am OK with that increase.

Jon: The Jill Heiman Vision Fund is at \$20,000 and that is the match that is two for one.

Hilary: The Jill Heiman Vision Fund is a two-for-one match up to \$20,000.

Jon: I would like to increase that to \$25,000, so that we match two for one up to \$25,000.

Hilary: We are matching up to \$20,000 now and this would be up to \$25,000. \$12,500?

Jon: I think we can afford to do more philanthropy.

Jack: I would prefer to not to do add to the philanthropy in this way, but I accept the friendly amendment.

Jon: On the Board memberships, at \$2,240, is this a one-time expense or is there another membership that will be ongoing.

Jack: That is a one-time expense.

Jon: The picnic and Board refreshments are budgeted under the actuals. Shall we bump these up closer to the actuals?

Hilary: We worked on this before the year-end. So, we did not have the final numbers.

Jon: I'd suggest the picnic go to \$5,000 from \$4,500 and the refreshments to \$4,000 from \$3,450.

Jack: I'm OK with that.

Sue: I don't see any harm in that change.

Jon: I'd like us to consider adding a new line item, I'm currently calling training and consultants. This would fund Board training and the Board working with organizational consultants.

Jack: There is already research and education that could this could be added to.

Jon: In that case, I'd like to increase line 5072.

Indigo: Let's leave it as is for now and come back with an amended amount later in the year.

Jon: On the research and education line item, I believe \$10,000 would be a minimum.

Hilary: The endowment was budgeted for \$14,000. We are predicting this will be a little more than what we get from the Oregon Community Foundation, plus the CDs. The effect of transferring the funds over to the Oregon Community Foundation is that it will not kick in until next year. They calculate the money as of June. Next year that line will be \$22,000. Our philanthropy will go up substantially if we budget to give away everything we are earning, which I hope we do.

Lynda: With these four additions, the Board budget is \$124,600.

Motion as amended: Jack moved and Sue seconded to pass the Board budget in the amount of \$124,600.

Motion passed: 10-0.

Jack moved and Sue seconded to pass crew budgets in the amount of \$916,776.

Jon: I notice some of the crew budgets have increases in food vouchers, I assume that indicates an increase in the number of folks on the crew. Is there a figure for how many new crew positions are being created with this budget?

Stephanie: I do not have those amounts, but I can get it to you.

Jon: Is there a corresponding increase in SOs? I'm curious on what that increase is. Also, is any of this offsetting the working SO situation that exists in some crews?

Hilary: We have some requests that we met. We have taken care of some of a lot of the crews that were functionally depending on working SOs. More and more we are hearing of crew members and SOs that like to split their jobs and get an extra t-shirt so that they can both work half shifts. We have had a strong push to solve for the working SO. We still get requests and are considering them individually. We are more concerned about crews that work an insane amount of hours. My biggest focus for next year is to get Recycling set up better. People in Recycling are working pre-Fair, post-Fair and during the Fair getting up at 5 am to work shifts. They are doing an extraordinary amount of work. We need to get our workload more evenly distributed among crews.

Jon: I fully support dealing with the working SOs. There was a large increase in Ambiance food vouchers. On line 6532 is the one I'm referring to.

Hilary: That is a mistake and has been corrected in the latest version. There was an increase but it is not nearly that big. We'll fix that.

Jon: There seems to be three coordinators in Solar Stages, showing \$750. I thought the number of coordinators was related to crew size.

Hilary: Crew size and trade passes are taken into consideration.

Jon: I would hope that GOTV makes a real push this year to get people to vote and I don't know what this budget reflects.

Crystalyn: This line item is to find a better space and increase participation in the candidate forum. The people that were doing the candidate

forum are no longer interested in doing it.

Jon: I'm thinking more state and local elections.

Hilary: There is now the motor voter registration for all federal, state and local elections.

Jon: Pre-Fair Kitchen supplies increased. How much of that increase is related to quantity as opposed to quality issues of buying local and organic food?

Crystalyn: The kitchen buys primarily local and organic. This increase is due largely to inflation and the cost of keeping our kitchen equipment functioning. It is getting really old and we do not have proper storage.

Jon: On line 7311, are we going to provide Recycling with breakfast? I would be supportive of that since they have no place to eat before their shifts begin at 5 am.

Amy: Recycling asks for a \$15 donation from every volunteer and have an agreement with the kitchen whereby staff from Recycling goes into Main Camp at 2 am and begin preparing breakfast for the crew. We fund it ourselves.

Hilary: Recycling still get food vouchers, so those vouchers can be used for a later meal.

Jon: I would be supportive of covering Recycling's breakfast cost as a part of the Country Fair budget.

Tom: Up until now the issue had been when we were offered the opportunity to be given money for our breakfast during Fair it was taken out of our food vouchers. If this is the deal we'll refuse.

Amy: When we were bartering part of our allocated food vouchers for breakfast, there was only one option for breakfast. The crew did not feel that it was an adequate meal or desirable.

Hilary: At that time Recycling was a negotiating directly with a booth and it was not a part of the budget.

Amy: The decision by the crew was to take the food vouchers and spend them as we wanted to and cover our own breakfast.

Indigo: Maybe on this issue, Amy and Jon can get together, find out how much it is costing and Jon can bring this at a future meeting for a budget adjustment.

Crystalyn: Shane and I have talked to Hospitality Kitchen and they are hoping to open earlier for the 2019 Fair. They are going to be serving more breakfast foods with the goal being expanding Hospitality.

Jon: On the line item for team fish ladders, I'll ask as a friendly amendment to make the allocation \$0.

Jack: No.

Jon moved and Laurel seconded to decrease team fish ladders allocation to zero.

Stephanie: The line item is \$900 for food vouchers.

Grumpy: Why are you doing this?

Jon: I don't support the fish ladders and by defunding it, it would be a way to get it out of the budget.

Grumpy: Fish ladders are an important service run by the Security Crew. They help Security prevent non-credentialed people from being on the Fair site. They position them on the paths and check for passes and wristbands after the sweep. It is a way to control people who are trying to sneak in.

Lucy: The fish ladders are also a way to cope with minors who are onsite, non-credentialed and to get them safely home.

Hilary: This motion is an attempt to micro-manage operations. Taking away volunteer food vouchers does not take away the program or change what Security is doing. If you want to change the program, do not take away volunteer food vouchers.

Crystalyn: To add to what Grumpy said, they also do random sweeps of the camping areas both behind booths, in crew camping and in Main Camp. This is an important security function.

Paxton: In their reports, they had a regular job of cleaning up non-credentialed people from neighborhood campgrounds on Suttle road which is primarily where the problems lie, and we ought to continue to do that.

Justin: I concur, this is the wrong way to object to a crew and its purpose. I have been swept by fish ladder at Far Side and it gives a mechanism to follow up on incident reports from year to

year. There is not enough capacity in this crew to sweep the Fair twice, but it allows them the opportunity to check up on incidences from prior years. I am disheartened by this effort to defund it in an effort to kill it.

Laurel: I seconded this motion because I wanted to discuss it. It is very disruptive in the Eight at night and I'm personally opposed to them. I've heard reports from volunteers that they have been roughed up and grabbed by these people. These are people who are not pleasant and nice to people in the Eight at night.

George: There is a purpose for the fish ladders, but I've had experiences of the abuse and it needs to be adjusted. I appreciate the conversation and think it should continue, but I can't support defunding at this level.

Crystalyn: If you have issues with any crews talk to the management team or the Back-Up Managers.

Motion failed: 1-7-2; Jack, Paxton, Diane, Justin, Indigo, Sue and Kenya opposed, George and Ann abstained.

Paxton moved and Jon seconded to raise the value of food vouchers 50 cents.

Paxton: This is roughly an impact of \$45,000 on the budget.

Grumpy: The overall budget is \$100,000, in the red already and this would put us about \$150,000 in the red. In the past we have not lost money because we sold a lot of SO passes, had good Saturdays and sold more vehicle stickers. As you heard in the beginning of this meeting, our budget processes are tighter and what is showing in the red is in fact true. With the combination of Hospitality and food vouchers, we provide volunteers a way to eat at the Fair.

Lucy: I've been on the Budget Committee since 2004 and been around since the beginning, for me the overarching purpose for the Fair is to raise money for charity. The first Fair was a fund-raiser for a charter school. As we gained our nonprofit status, part of our mission was to provide funds for charities. I would suggest that adding 50 cents per person does not weigh the loss of \$45,000 to provide basic services to arts, education and many local charities. I don't think it is an equitable exchange.

Hilary: I've been saying this since financial planning — I have a much higher priority that we revise the food vouchers and eating systems to be more fair. Since our problems with workers comp auditing us and we could not call food vouchers compensation, we've been linking food voucher allocation to hours worked during the event. Crews that work tremendous hours before and after and not during, do not get any food vouchers. I want to figure out a way to allocate food vouchers to all volunteers and to expand Hospitality to help. Trying to do this now increases the inequities and does nothing for the crews working pre-Fair.

Crystalyn: The real bang for our buck is the food that comes from Hospitality and pre-Fair Kitchen which averages a food cost of less than \$3 per meal. Expanding our resources at Hospitality will make it more equitable across the board.

Jack: Using the budget process to do this is taking away from what we are trying to do here tonight. I would entertain and probably vote for a food voucher increase, but this ought to be in a regular open Board meeting, where we have the discussion and have it reflected in the minutes. You are putting someone like myself in an awkward position when I want to honor the budget process, yet you are circumventing the budget process to raise food vouchers.

Paxton: I think it is long past time to raise the value of food vouchers. It is not enough for people to eat on. I brought it up at the Financial Planning Committee and it failed there. I agree with Hilary that we ought to re-evaluate food compensation for volunteers. I'm tired of waiting year after year and I feel it is important to push.

Justin: I would love to have this in open discussion. I know you have brought this up in the past and there are pushes from various Board members to pass food compensation changes. If the \$45,000 number holds, we are looking at \$270,000 of opportunity to take care of Hospitality. Pre-Fair crews do not get food vouchers. My busiest day is Wednesday and we don't get food

vouchers on that day, but Hospitality serves us. We could do a bang-up job feeding our family real meals through Hospitality. I don't begrudge what they do now, but there is an honest conversation that needs to take place on how we feed our family. We can do better and be more fiscally responsible.

Diane: This has been talked about at Financial Planning, the Budget Committee and the Board retreat. We started the Fair because we supported a community school. I don't see what part of food vouchers doesn't support Fair family. The last time there was a survey, 40 percent of the Fair was below the poverty level. I support studying it as Hilary said. Part of the Fair magic is the food. If Hospitality is your source of food, it is like being told you can only go to one stage at the Fair.

Grumpy: We ought to remember the history of the Silver Star special. The food booths increased their prices the last time that there was a food voucher increase. This would not result in additional food for volunteers, rather more money for food booths.

Michael: Crafters don't get food vouchers and we could get little kitchens and put around the Fair and maybe even feed us crafters. Maybe you could have a wandering food booth for us crafters. I want everyone to share equally.

Jon: I appreciate the work of all the volunteers at the Fair — pre-Fair and during the event. However, I think there is a false equivalency to give food vouchers to those who work during public part of the Fair and not give food vouchers to those who work before the event. If you work a shift noon to six on Friday, Saturday and Sunday, that volunteer does not want to go stand in a line at Hospitality to eat for two or three hours. They want to be able to see and enjoy the Fair. The pre-Fair volunteers have the benefit of not having any volunteer activities during the actual event. The volunteers who work during the three-day event give up more than the pre-Fair volunteers like seeing vaudeville and acts at Main Stage. I don't expect this to pass tonight, but I am happy to put it on the agenda.

Indigo: This is the wrong place to do this. I would have liked to see this at a regular meeting with lots of membership in attendance. This process feels really awkward and I don't want to support it in this process. I'd like to come back with something at a meeting. I'd love for you to table it.

Paxton: I'll not table it.

Shane: I understand the reasoning for why you wanted to do this and it is a hot topic on social media. As Grumpy mentioned earlier, we saw what happened last time food vouchers were raised. We did not even get through the first Fair before the food prices were raised. I suspect the same thing would happen again and the portions will be reduced. The biggest problem that I have with it is that it is not equal across the board for our volunteers. We need to figure out a way that all the volunteers are treated equally. This would go a long way in the hearts, minds and stomachs of our pre-Fair volunteers that show up and put in hundreds of hours each year.

Sue: Knowing there are plans to expand the hours and location of Hospitality, that budget will go a lot further than food vouchers. As a food committee liaison, I go grocery shopping, try to eat organic and local — all the things we are asking food booths to do — and those prices for what I'm buying for myself are not going down. Food committee is actively working with food booths to increase the valuable content of the Silver Star specials. This is not the first meeting I've been at when it was said, if you raise the food vouchers, those evil food booths will just raise their prices.

Cristy: I'd like this see this go to a general meeting. Is there a way to have food booths mandated to have a true Silver Star special? This needs to be in a conversation in a general meeting.

Crystalyn: I ask that before bringing this to a general meeting to please work with Hilary, myself and management to make sure that this is the best use of our resources.

Motion failed: 2-6-2; Ann, George, Indigo, Jack, Justin and Sue opposed; Laurel and Kenya abstained.

Amy: Recycling has asked for 12 extra passes

to prevent our crew members from doing two additional three-hour shifts in kiosks talking about what we do to recycle at the Oregon Country Fair. We've had a lot of volunteers who have not returned and voiced their concerns about the number of hours our Recycling volunteers are asked to do for their passes. If we get these 12 passes, our volunteers will not have to work both in the morning and that afternoon. We need to show our volunteers that we hear them because we are running out of experienced volunteers. I've heard the Goldenrods are an option, but they don't offer t-shirts, food vouchers or vehicle stickers. I felt really concerned that this was not part of our budget. I think we do a pretty good job of looking at the value of what we request.

Michael: Is Community Village and Energy Park's budgets as stated in this budget?

Hilary: Yes, this is their operating budgets. We support Capital project for them once in a while, but this is their budget.

Michael: This seems woefully inadequate for educating people about a different way of living at Community Village and Energy Park.

Hilary: Amy, I'm sorry we weren't trying to say no to Recycling. We thought this was a solution. If it gets amended here. it is typically food vouchers that change.

Amy: We are attempting to spread it out so that no one is working nine hours in a day.

Hilary: This comes to about \$864 in food vouchers.

Amy: All of this was in our submission in the budget process.

Hilary: If the Goldenrod doesn't work, let's talk again.

Indigo: Hilary you said that this was \$864. Jack will you take a friendly amendment to accommodate those additional 12 passes?

Jack: Yes.

Lucy: Amy, my recollection is we go through each budget, and we looked at leaving you at the same and if you needed extra it would include food vouchers and t-shirts.

Indigo: \$996 is being added to the Recycling food voucher budget.

Grumpy: The right process would have been doing the Goldenrod. If you ask for a budget and don't use it, that means something to the Budget Committee. Another \$1,000 is significant. All of the budget process is a balance.

Crystalyn: I'd ask of any crew if you cannot fill crew spots, to please give those food vouchers back to inventory.

Motion as amended: Jack moved and Sue seconded to pass crew budgets in the amount of \$1,063,709.

Motion passed: 10-0.

Jack moved and Justin seconded to pass Culture Jam budget in the amount of \$57,000.

Jon: Is line 5918 the result of the kitchen that was rented? How much does it cost to buy a kitchen and have we done analysis of investing in that kitchen to use in the time between now and the kitchen related to the Community Center?

Jack: This would be a capital project and we are not closing the door on buying or not buying the kitchen. If CJ comes to us about buying the kitchen, we'd entertain that notion.

Grumpy: The upland kitchen would be a better answer and more economical than buying a kitchen that is temporary. I think, Jon, you are on that committee.

Justin: I understand the kitchen line item is a new concern and would be willing to help with looking at kitchen alternatives. These kitchens run from \$40,000 to \$100,000. I think if we continue to see this expense in the CJ budget, we ought to look to a kitchen as a temporary measure. I think it would be a resource that we'd be able to continue to use, regardless of the Community Center going forward.

Jon: I sense implicit criticism about the Community Center Committee from Grumpy. That committee is working diligently and the delays we're experiencing are due to the Special Use Permit.

Crystalyn: I'd like to remind the Board that this does not reflect the income that Culture Jam brings in.

Motion passed: 10-0.

Jack moved and Paxton seconded to pass the Administrative Assistant budget in the amount of \$29,650.

Jon: Is the reduction in postage is showing up somewhere else?

Steph: Yes, on the Crew budgets that you just approved it is in the Office budget that now combines the printing and the mailing of the Fair Family News. There was an increase in the FFN budget due to the additional members.

Motion passed: 10-0.

Jack moved and Sue seconded to pass the Site and Facilities Manager budget in the amount of \$123,410.

Jon: What is the new line item of mosquito control?

Shane: It is not new, I just use mosquito control every other year and this is the year that it will be used.

Motion passed: 10-0.

Jack moved and Sue seconded to pass the General Manager budget in the amount of \$1,109,093.

Jon: Is the decrease in the LTD bus line item because we are getting a better deal?

Crystalyn: We no longer buy out the whole LTD system. Thus, the advertising and actual cost of the buses is split. We added a line item in the GM budget as advertising. We would like to use part of this for advertising on bus shelters in Portland.

Jon: The Board recently passed a motion to hire a fund-raising consultant for the Community Center. Is this in the Community Center allocation?

Crystalyn: That would come out of the Community Center money allocated and not spent from the last time the GM asked for it. If the \$15,523 does not cover it we'll ask for an adjustment.

Jon: Is the LPFM item in the amount of \$5,800 in addition to what they are raising?

Crystalyn: This is in addition to what they are raising. Given the positive impact on local community that KOCF has provided, we are asking the Board to support the cost of their bare minimum. This would include their licensing, phone and internet fees.

Stephanie: This recommendation was from the entirety of the Budget committee.

Dean: We do have one other expense of \$500 for insurance that we carry on the fire station where our equipment is lodged.

Jack: Is that covered?

Justin: I'd like to make a friendly amendment to increase line item 9821 by \$500.

Sue: I'm OK with that.

Indigo: If we begin funding at the bare minimum and will you continue your same fundraising you've already done?

Dean: Yes, with the basics we can then open up a studio in the future. A low-cost office to have a presence in the community would be a positive step. I'd also like to increase our overall signal power.

Shane: Crystalyn and I have been working with KOCF. Andy, Dean and Marshall have done a great job in the community. One of our BUMs, Tex, saw in person what has been set up at the Elmira High School and indicated how excited the kids are to have that opportunity.

Crystalyn: This does not meet all their operating needs, and they will still need to do fundraising.

Jon: I'd like to express my concern for the line item 9838 to provide plenty of alter-abled toilets and showers.

Shane: Jason, our toilet provider, is very conscientious about where he puts those toilets. We had requests for additional units last year and it would be helpful to know what units you refer to and what areas that need additional 4A units.

Jon: I'll talk to you offline.

Crystalyn: It's significantly less expensive for us to know where they need to be placed and to order them ahead of time.

Motion passed: 10-0.



**BOARD OF DIRECTORS' MEETING
MARCH 5, 2018**

7 pm, NW Youth Corps, Columbia Room

Board members present: Ann Bennett-Rogers, Chewie Burgess (alternate), George Brad-dock, Jack Makarchek (president), Jon Silver-moon (alternate), Justin Honea, Kenya Luvert, Laurel Blaser, Paxton Hoag and Sue Theolass. **Peach Gallery present:** Staff (Crystalyn, Shane, Shelly and Stephanie), Officers (Hilary, Lynda and Randy) and 60 members and guests.

This Board of Director's meeting is being vid-eotaped and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings here tonight. To get links for this and all Board meetings, go to the Board section of oregoncountryfair.net and click on "Sign up to receive videos of monthly Board meetings."

New Business

Appoint Steve Wisnowski to LUMP Commit-tee (Ann)

Probationary period for coordinator appoint-ments (Paxton)

Approve recommended Capital Projects (Sue) General Manager authority (Sue)

Sue moved and Paxton seconded to change Capital Projects from New to Old Business.
Motion passed: 10-0.

Sue moved and Chewie seconded to change General Manager authority from New to Old Business.

Motion passed: 8-2; George and Jon opposed.

Announcements

BobbiJo: Muhiyidin d'Baha (Moha Mohe), Black Lives Matter activist, was shot and killed while riding a bike in New Orleans recently. A memorial at the Eugene Baha'i Center, was planned for March 17 at 11 am. I heard from Senator Merkley's office, and they are aware it needs their attention. There is a fund to investigate who did this, Justice for Moya Campaign, and more information available by phone 469-458-0262 or email whokilledmoyamoye@gmail.com.

Ichabod: Magic Michael (Michael Hilton) died, who used to ride around in a scooter and take pictures of the Fair.

Paxton: Michael Hilton was a photographer at the Fair who shot booth pictures for upwards of 40 years.

Cathy: Spring is coming, the Thirty-Second Annual Egg Hunt in Veneta is March 31. There will be prizes and Fair family children are invited as part of the Fern Ridge family. A story hour starts at 10 am, egg hunt at 11 am and there will be special prizes.

Judy: The other Magic Mikl is in the hospital. (updated: Mikl died March 10, 2018.)

Dean: KOCF will be doing live broadcasting from the Easter Egg Hunt.

Chewie: The Fifteenth Annual Sasquatch Brewfest will be July 7, 2018, from noon to 8 pm at the Bier Stein in Eugene. We are calling it Baby Squatch as it will be a building up of our coffers.

Justin: We are fast approaching the annual stuffing party, which is packets for food and craft vendors, on March 24. We will announce this in the coordinator letter, which will come out soon. If you want information included in the packet, make 400 copies of a half-flyer as our packets have grown larger, and deliver to the Fair Office, 442 Lawrence St., Eugene, Oregon 97401. We are also trying to do trainings for process and sticker booth, and instructional videos about registra-tion, how we work, and inter-connectivity of crews. Booth packets will be in the mail before the first of April.

Staff Reports

Crystalyn: In regards to the coordinator issues motion, Shane and I asked the Board to move it to the April Board of Directors meeting. We are cur-

rently in the middle of a mediation process and we feel that we can all come out of the mediation with an agreement that works for the Fair.

At the budget meeting, the Fair has decided to sponsor Late Night Trips. Jerry Joffe did it last year on his own as a pilot project and we are hop-ing to expand the project with shuttles running on Thursday from Valley River Center, both early in the day and later evening.

Archives has been meeting and pushing the Fiftieth Anniversary. Terry Baxter and Jerry Joffe have been talking with Stephanie and me about applying for a grant, which is exciting.

A huge thank you to the Hiring Committee and to everyone who applied for the Administra-tive Assistant/Bookkeeper position. There were more than 100 applications and it was a difficult process.

Tickets go on sale March 18! We are starting pre-sales early this year.

Shane: There is still no word from Lane Coun-ty about the SUP. I am working with Thom Lan-fear and Michael Gilardi on the legal documents for the road vacation process. Bill Kloos was not able to work on it. We've switched lawyers and are moving in the right direction to have some-thing to the county by the middle of this month.

Justin and I met with the contractors for the road widening project on February 18, and walked Chickadee and parts of Aero. They assure us they can get the project done by the middle of May, or weather permitting by a certain time. They'll be doing Far Side road after this year's event, and I'm working with Grumpy and ODOT for a permit for entry and exit to move to a dif-ferent location.

We have not closed the contract with Valhalla. The government was not able to clear the title so we have asked for an extension to March 16. We are finalizing contracts with Lane Transit District. Anyone with a Fair credential can ride the bus for free from Eugene to the Fair site.

Thank you to Richie Bellos who came out to site and assisted me with replacing the Zenn Achers well pump. It had been 25 years and we got a great price from Richie. Later this month I'm hoping to work the East Thirteenth culvert project, depending on weather, to give enough time to plant grass seed and give it time to root.

Jon: Some questions for Shane, pertaining to roads, what is arranged with Archaeology? And, Chickadee will be done before May while still under ownership of the county?

Shane: I am having discussions with DJ of Ar-cheology. We are hoping to hear from the county before we start the project as we cannot have Culture Jam unless we take this step, but are planning on moving forward.

Jon: I wonder about the implications of work-ing on a county owned road versus a privately owned one.

Shelly: We had a beautiful half snow day last month, right on time and only two months af-ter Christmas! Gunner and I made a snowman complete with moss hair and its head fell off by mid-day as everything started to melt. In an-ticipation of soil coming into East Thirteenth and seed planting, big thanks to VegManECs, Site Crew and Bennett for coming out to help Jeff and me remove the bale dams and water diversion units. We didn't have any water to divert this winter but I'm sure, now that they're out, it will flood any day now. Yesterday felt like the first real work party of the year and I look forward to many more coming up.

Stephanie: The Guidelines for 2018 are about ready and are going to print this week. Work passes will be going to print soon and are we working with Peach Pit for entertainment and vendors for the year. Later this week, the VSB will be open for you to make crew changes and assign inventory.

Durable work parties are coming up at NW Youth Corps in the community room and kitchen on March 10, 11, 17 and 18, from 10 am to 6 pm. We are looking for new, fresh faces who are in-terested in joining a crew.

We have met with AT&T to get a mobile cell tower on site to improve cellular service. It will work for AT&T customers, will be no charge to the Fair, and be located on the Far Side out of camping areas. Eventually, we hope the mobile hot spots will give vendors the ability to take credit cards.

Spring Fling is coming up May 5 at 6 pm at Whirled Pies. It's a wonderful fund-raiser for Culture Jam. We have booked the bands The Elena Leona Project and Eleven Eyes. We are taking donations at the Fair office for the fund-raising raffle. We hope to have raffle tickets to sell at the next meeting.

Robin: Culture Jam fliers just went in the mail this week! This means youth registration begins soon, April. We have a Culture Jam youth in the audience today who is coming to the Board for a donation. I am very proud of him, his name is Connor Gabor. He is requesting funds on behalf of a nonprofit project he is working on to make the world a better place. In addition to being a rich and creative matrix of the arts, the Culture Jam model encourages young people to engage in their communities to make positive change. The program is dedicated to reflecting back to the young people their power and value. Today as teens are in the spotlight, stepping up with such courage to tell us like it is and make critical change, I think the Fair can be super-proud of producing an empowering youth event like this!

Committee Reports

KOCF Radio: Dean said that Marshall Peter, Andy Goldfinger and myself met with Crystalyn and Shane recently. It's incredible to be working with two professional managers who are positive and insightful. We discussed how the line item will be budgeted and handled. KOCF and the Fair have been sharing the same PayPal account for three years, which presented challenges for tracking donations. A new PayPal account will be created for KOCF, with funds still going into the OCF bank account.

We talked about the winery use permit and opportunities. Due to limitations, the only thing we might be able to do is hold a fund-raiser at the location. We discussed the annual fund-raiser and were encouraged to delay the event until fall. The KOCF Development Group also met and agreed to start planning the fall fund-raising and will provide updates as it progresses. We will be doing a Halloween Party at Whirled Pies.

Crystalyn would like us to work the Fiftieth Anniversary photo booth at this year's Fair, with the goal of gathering 50 story recordings for the fiftieth Fair. There will be a linking of the Fair site and the radio site, and also discussions about changes to the KOCF booth.

Andy did a live broadcast from the old Ve-neta mall a couple weeks ago and the town is all abuzz about the station. The station will do live broadcasting from the second annual Busi-ness Showcase on Saturday, April 28, at Deep Woods Events. We will set up a booth and do a drawing from business cards. Four winners will receive one month of free underwriting from the station. One of last year's winners continues to underwrite on the station today. Maybe we can work with the Fair to have a dual booth. Re-cently Tex (Floyd Prozanski) visited Elmira High School and was interviewed by a student on the radio. We've been running the interview for three weeks, and he was stoked to be interviewed.

KOCF is printing new bumper stickers from Font Monster Printing, who will be trading out their services for six months of underwriting.

Endowment Fund: Stephanie said the En-dowment Fund awarded a total of \$14,000 to support youth-focused nonprofit organizations in the Fair's neighboring communities of Ve-neta, Elmira and Crow. Projects focused on arts, multi-cultural and environmental education. The recipients are Crow High School, Culture Jam, Elmira Elementary School, Fern Ridge Middle School, Lane Arts Council, Rural Arts Center and Veneta Elementary School. Additional informa-tion is available on the oregoncountryfair.org site and on page 7 of this issue of *Fair Family News*.

Path Planning: Paxton said the smoking path planning walkabout was cancelled due to snow and changed to Saturday, March 17, from 2 pm to 4 pm. Fire Cat Tom gave a presentation with the idea to construct a new fire station area with two facades in front of the parking lot facing Miss Piggy's. Concerns were brought up about future White Bird expansion and Honey Bucket trucks, and all agreed to have more discussion with stakeholders. The topic of memorials was briefly discussed and scheduled for the March

meeting. We have several different groups proposing ideas for memorials, and meeting invitations will be given. Dust debate was discussed and reserved for the March meeting. Safe spot discussion included ways to spread information, further training, and better signage at night. An update to the former pole carving area is that the gravel has been mostly removed, with the desire to keep it for open seating and vendor-free. The next meeting will be March 18 at LCC Building Two, room 214, from noon to 3 pm.

LUMP: Jon said they discussed green zones, how to protect areas, Valhalla and DEQ regulations for composting, the road at Chasem Bridge and how to separate people walking from the flow of traffic, and limiting the size of individual camping areas. The next meeting will be Tuesday, March 13. Next month Cory Russel will talk with us about human waste disposal in the Third World and how the info could be applicable to the Fair.

Community Center: Jon said they reviewed the Pivot report at the March 3 session with about 40 people there. They discussed price scenarios of the different construction types with a question-and-answer period at the end. The next step is for the Board to decide how to move forward, if we will apply for the special use permit for the building, and the assessment of our fund-raising capacity.

Personnel Committee: Jon said the committee hoped to add approval of General Manager, Site Manager and Operations Manager job descriptions to the meeting agenda, but he does not think they will be ready and expects to put it on new business in April. The committee and management have reached out to the Nonprofit Association of Oregon for advice concerning our management structure and job descriptions the Fair should pursue in that regard, what services they can provide us, and what they recommend. We are dealing with some other personnel issues that our currently confidential. We are ready to move on the hiring of the Administrative Assistant/Bookkeeper position.

Member Input

Warren: I'm from Pre/Post with a question. Our budget was approved and we didn't ask for an increase, but two years ago we were short on coordinators and numbers. My chief of staff can address that, as I don't know where that is at in the process. Second, I sent a letter to the Board about having a new coordinator designated.

Reggie: If the Eugene Celebration has a parade again this year I would like the Fair to have an entry. We started doing that in 1983.

Michael B.: I went to the community center meeting. If the path becomes full of obstacles and you can't see a clear way to reach your goal, maybe it's time to find a better path. Find a place on our original land to create a new kitchen with funds we already have in reserve. Keep working on a community center, but build a kitchen to get people food because that is what it is all about. Think of the Moody Blues, from the ashes we can build a better day. Practice on building a good, strong kitchen for Fair. If we do that well, then we can continue the community center. We have more foodies who support a kitchen than a community center. We can do this now, motion and approve it tonight.

Spirit: Speaking for Reese as she is sick from stress, it is not ideal to table the coordinator issue motion from a working perspective and getting the job done. I agree with Crystalyn the mediation process is moving along, I trust it, and am appreciative of all involved. For me, it points to a bigger issue with process and policy that we can do better and have more clarity with the dismissal of coordinators. I feel this process is backwards, doing mediation after putting it on the agenda, rather than exhausting all efforts first. I am very curious about Paxton's new business of coordinator probationary periods, and hope the Board considers elaborating more before making a decision and getting feedback and perspective from the coordinators. Teamwork makes the dream work.

Dave S.: I am owner of Sweet Leaf Organics farm and I have been expelled from the Fair. I was placed on probation five years ago. That year I formally complained about a Security

guard that mistreated and manhandled my Latino workers. It seemed weird that my probation stemmed from the same time as this event. In good faith I did everything asked of me to complete the terms of my probation. In addition, our performance the past two years received positive feedback from staff and community. We had record-breaking sales last year. After hanging on 17 years at our tiny booth space at the end of the path next to the toilets, our booth was a sensation at our new spot. The new location was highly visible, had adequate space and well-deserved after all our time at the Fair.

I was called into the office last year by Shane and Larry from the Food Committee. He gave me a list of what felt like petty and trivial reasons to extend my probation. We had a very specific conversation about sunflowers in front of the booth and a sign saying to come back later for stir-fry. We agreed we would only sell stir-fry in 2017 after hours and not have the sign up during hours open to the public. I recently received a certified letter that I was being expelled from the Fair, and after contacting Shane he informed me it was for the stir-fry. I reminded Shane of our conversation and he said he did not remember and was going by the rule of the blue sheet.

Last week I spoke to the Food Committee, Shane and Crystalyn and read them a letter reviewing my prior conversation. The letter included the booth's history at Fair, listed the unique and positive ways we contributed to the Fair experience, how our farm has been a local institution for decades and contributes to the health and well-being of our community. After I spoke, there was awkward silence and not a word spoken. I felt like I at least deserved a due process and dialogue considering the 20 years of time, energy, money and the service the booth provides. I have written letters of these past events, but have not yet put my expulsion on blast to my farm email list or other outlets to seek support from our loyal customers and Fair family. I am hoping this matter can be resolved in a timely and simple fashion.

We've been at Fair since 1998 and I want to share some things that are in alignment with Fair mission and values. Since the beginning we have provided our own solar electric system and bicycle-powered blenders demonstrating to the public functional, alternative energy systems and use. For 17 years we were one of the only booths with durable plates and cups. I only ended this program to make our probation time smoother and less challenging. We are the only entirely organic food booth at the Fair, we contribute to many local charities, and our food is used by many other businesses. Over the years we have donated many fresh products to Fair Main Camp and Culture Jam. Many people say our booth is the only one they can eat at during Fair due to dietary needs. I hope you can understand the magnitude of the nourishment that we provide to the Fair.

We struggled for years with a small space and at times we stumbled. I feel like we have paid our dues to earn our new space and have a legitimate space on the map. Last year I spent hundreds of thousands of dollars of the farm's money for a hard wood floor and upgraded solar system. I made these decisions thinking we were finally getting past probation. I'd like to see a future where we can expand with other food booths and continue to work with Main Camp Kitchen and Garden Crew, and cultivate healthy relationships. We want fresh foods to be the norm and not the exception.

BobbyJo: I want to say something about the trend I'm seeing. Issues that should go through the grievance process are being brought up in this forum. The Board, much less the audience here, are not in a position to have the full information about the issues brought before us. We have no power to address them. If you are in a situation where you think it's going in the wrong direction, consider the grievance process.

Ed: I'm concerned with what is going on with Fair volunteers. I wish Reese could have been here and I have just read a letter she wrote. Reese has concerns about pushing this back closer to the Fair, where she ends up in a situation just like last year where she is expected to change things last minute. I would suggest if we are going to push this back that one month is a bad idea and

should be pushed until after Fair, so that there is time to get her job done.

Charlie Z: I entirely disagree. We have been trying to work on this issue for a while, and we don't generally work on these issues in a public setting. We have been working with this individual for a long time. This particular circumstance was discussed in January. We are where we are, because of a request to go through a process. We are trying very hard to go through that process in an open and cooperative manner. To say that because we were willing to engage in the process, means there should be no process, is shooting it in the foot.

Martha: This is an opportunity to say something to the Board, not for conversations to be had.

Justin: I would like to hear what he has to say.

Charlie Z.: We are in a process we all agreed to and trying in good faith, so give us a chance to finish the process. I agree at some point we need to have closure, but April is not too late.

Judy: Sweet Leaf is an exceptional booth and they do offer Silver Star and staff specials. I hope Fair will reconsider.

Smiley: Thank you for all of the good food you have donated to our crew year after year.

Michael: Over the year we have a number of issues that have come up and we need to pay special attention to process and procedure. A lot of these issues I would have not have been informed about if not brought up at a public meeting.

Donations / Secretary Report

Randy: We have \$9,000 in donation requests tonight. Any objections to the consent calendar are reviewed during the agenda review, and all have Board sponsors except one.

Jon: I would like to take the VFW off the consent calendar.

Randy: The other consent calendar donation requests will be voted on as a package.

Anya/The ToolBox Project: We serve Lane County by providing members with low-cost access to tools to transform their homes, businesses and neighborhoods. After two years we have 600 members and completed 3,500 loans. Your \$1,000 donation will help us provide secure bike parking and mobile signage to advertise our organization. The donation will allow us to purchase two custom-fabricated bike racks shaped like sound waves, and three heavy-duty outside sandwich boards with Corex insert signs. Thank you for your continued support.

Corinna and Connor/The Global Sustainability Aid Group: We work on water purity and accessibility issues within our chapter at South Eugene High School. In the Dominican Republic we distributed more than 100 water filters and constructed a water tank which benefited more than 1,000 community members. Our next effort in Belize will work with making water systems and creating more accessibility. This humanitarian organization teaches youth about international affairs. The donation request of \$1,000 will help fund the travel expenses of students participating in the efforts.

Steve/Community Alliance of Lane County: I am with Indivisible Eugene and my wife and I are neighbors of the Fair. I am a lifelong organizer and community activist. Thank you for the hard work to put on the Fair; with the degree of wonder and magic there are also degrees of stress and difficulty and I know in my own work. When you go to the Fair, you are greeted, brought in and welcomed with joy. At Indivisible Eugene we take that same creativity and bring it out into the community in this era of repressive policies coming out of Washington. We offer 70 or more events every year like weekly rallies and monthly social meetings. We led the efforts on Women's March and Indivisible Eugene is mostly led by women. Thank you to Kenya for offering to be our sponsor.

Darren/Northwest PeaceJam: I am the regional coordinator for this international educational program led by 14 Nobel Peace Prize winners including the Dalai Lama and Desmond Tutu. I also work in Peace and Justice at Community Village. It's been around for 22 years and exists in 39 countries. PeaceJam's main goal is to educate youth in peaceful leadership and to inspire

them to create their own projects that address issues facing humanity like access to free water, racism and climate change. I work with teachers and organizations to integrate peace and social justice curricula. Each year we host a two-day youth conference where we bring in a Nobel Peace Laureate, and this April the conference will be led by Dr. Shirin Ebadi from Iran. More information is available at our website peacejam.org. We give scholarships to about one-third of our participants, as we don't want cost to be a barrier for this experience. We kindly ask for your support of \$1,000.

Molly/Early College and Career Options Alternative High School: I am the Principal at Eugene Early College, the alternative high school in 4J. We serve students from tenth grade on up until age 22 and offer GED completion programs. Many of our youth are in transitional housing and have a disenfranchised feeling from their other school. Our teaching process is through a social justice lens and this year we focused on the lawsuit against the federal government for the Environmental Act. We have addressed the MeToo and Black Lives Matter movements. We have requested a \$1,000 scholarship to take some students to the White Privilege Conference this year in Grand Rapids, Iowa. Also, our Rising Voices program brings students of color together to share their experiences about oppression and social justice.

Randy: There are no representatives here from Wayne Morse Legacy Scholarship (\$1,000) or Opal Center for Art and Education (\$1,000).

Camille/Eugene Southtowne Rotary Foundation: We request \$1,000 to get books for Head Start children in the Bethel area. Every month we read to Head Start kids and do art projects. We took a giant leap this year and instead of doing 36 books a month, now we are doing 108 books per month. We have four different libraries and have made book bags so kids can borrow books, including bilingual books. We are excited for a \$1,000 donation to help us balance our budget with our new goals and buy more books! When at least one kid in our Head Start program is homeless, it creates excitement for them to be able to take a book with them.

Sue: I was sponsoring the Community Alliance of Lane County and thought it was something different. I think Indivisible Eugene should be funded from the change line, if we decide, because it sounds too politically oriented to come from our standard grant monies.

Jack moved and Chewie seconded to remove Community Alliance of Lane County and Indivisible Eugene from the consent calendar.

Motion passed: 10-0.

Board members in favor of the other consent calendar donation requests.

Motion passed: 10-0.

Board members in favor of the Indivisible Eugene donation request from the change item line.

Motion passed: 10-0.

Kim/VFW Jack Kelly Post 9448: We are working with the Veneta City Council and Park Board in building a veterans' memorial. There will be bricks families can purchase to be engraved. It will be lit all year long and we are planning to purchase solar panels that will be on the community center and can store excess power. We have a lot of community support and the city has given us property. In the last four and a half months we have raised \$5,500. Once we get technical drawings back, we can submit for grants and have about 12 local business donating supplies. We still have fund-raising needs. Some of the project plans include a built-in picture frame window to showcase the donors and also a mural with a family having a picnic. The woman in the mural will be in combat uniform to bring attention to that facet that women are subject to the draft and already in combat. The project will list POWs and MIAs still on the books. It will be a tribute to those who have given the ultimate to allow us to have what we have today. It will be in the park near the swimming pool and allow kids to learn. We appreciate any support you can give us towards this project.

Justin moved and Chewie seconded to do-

nate \$1,000 to the VFW memorial.

Brad: I appreciate the spirit this was asked in. I mean no disrespect, but I have a hard time with us donating money to things that glorify war. I understand the distinction with veterans and this is a complex issue.

Jain: I agree with Brad.

Michael B.: I don't want war. I don't even like that we invest in some monies that go the government. Those that go are pawns and shouldn't be demeaned. Screw war, end war. The people that are part of it I support but they are victims, because we are all victims.

Cathy: I want to recognize that part of this memorial is for the Coast Guard of which I have deep roots from my father and sons who served. Most importantly they are search and rescue, environmentally involved and are about so many good things. As a mother and woman, I will put out there that if women ran things there would be no war. I am not an enthusiast or supporter of war and would like to see them end. We have people who have given their lives and that is a terrible thing. As a supporter of the Coast Guard and those who have served in other services, I am not sure this is a Country Fair thing.

Palmer: Thanks for coming so we can have this discussion. I see a huge difference between what you want to do in the local community and our organization within the community, to remember the people who died. I have an uncle who died in France and I got his jacket and having his jacket did not make me want to go to war. To me you are putting together a place where people can go to remember and appreciate what others did. I think this qualifies with Fair family values.

Mouseman: I am a Vietnam vet and I hate war. This is not about war, it's about brothers and sisters who never made it home from war. I think we should do all we can to support this effort and increase the amount. I am also on the Parks Department and we donated part of the park for this memorial. It's about veterans, it's not about war. Many people who went to war did not ask for it.

Bobby Jo: This is about our community recognizing those individuals who have taken their time to serve in the military and given their lives. I am opposed to our war machine and most of what the military has supported. But this is about recognizing citizens who have been through traumatic experiences. There is no reason we should not fully support this.

JenLin: Wasn't the original inspiration for the Spirit Tower to honor vets? (No, from audience member.)

Ichabod: Yes to what Mouseman said.

Paxton: We have a memorial in Astoria for fishermen lost at sea that is very similar in design. It's a great addition to Astoria and I think this would be a good addition to Veneta. We have a lot of vets in the Fair family and I support this. I'd like to see our money go to the alternate-energy part of the project.

Jon: It is difficult for me to decide how to vote. My father was a career Army officer and is buried in Arlington National Cemetery. He was a good man and I respect him. The Fair has part of its origins in the anti-war movement and I recognize some of us who protested that war did not recognize the men and women sent to serve who died were just as much victims as the thousands of Vietnamese who were killed. What I have seen since that time is that the militaristic propaganda machine of our country has brought us to where we are today where we engage in endless war. We say this is honoring people who serve, and respectfully I say many of them did not sacrifice so that we could have what we have now. They were victims so that certain people could have what they have.

We are engaged in war with Niger, Yemen and many other countries that many people have not heard of. I have people on my crew who have known nothing but this country being at war. If we were talking about a memorial to the victims of war, or a memorial that had put the context that I see to these people having made sacrifices, I would have no problem voting for that. I can't vote for this. I realize that there are public relations issues if the Board votes this down. I don't mean this to disrespect VFW or any veterans in this room.

Chewie: I approached the VFW about coming to the Fair and asking for this because I think this is important that we recognize. I hate war. My uncle was veteran and I have several relatives in the military. This is about memorializing the people who gave the ultimate sacrifice, whether or not they didn't come back or were traumatized. I absolutely support this. I heard what everybody said and I support this not because I want war, but because we should hand our brothers in humanity some kind of acknowledgement for what they went through.

Justin: I too have heard everybody. About three months ago I stood at a memorial in Halsey. This is not about war and the reasons they fought. It's about people who served and I have a hard time feeling people who go to memorials come away wanting more war. Memorials are a vehicle to contemplate, understand and honor. The people I saw were moved and brought to tears. Even though we are philosophically opposed to something like this, I think we can have pride and honor to those who made the ultimate sacrifice. To have a place in the community that we are vested in is an honorable and beautiful thing. I am happy to support this motion.

Ann: I look at this as a form of education because we need to educate people, especially our children, about war and that people don't come back. I grew up in the Vietnam era and remember my family's fear with my brothers what would happen if they got a low draft number. I have an ancestor who was imprisoned. You have to make people aware of the horrors of war. There were many family discussions about what could happen. I support this for the community as education, because sometimes you can't make somebody make a difference until you see something.

Sue: Brad, I hear you. My father served in WWII. In 1970 on my eighteenth birthday, my father said to me "I'm glad you are a girl" because of the draft notice. I was in Washington D.C. days before the Vietnam Memorial opened and there were many people there. I overheard a conversation where a dad was talking to kids in their teens and said, "Remember this. This is why we have to work for no more war." I agree with Ann that this would be an educational forum.

Member: This isn't about policy, this is about people.

Reggie: There is no such thing as a good war. When Fair started, and what we are founded on, was a staging area for students and people trying to get out of the country to Canada. We had an underground railroad from the Fair to Canada. When I went to war I was proud, but when I came back it took me centuries to talk about it. If it hadn't been for this Country Fair, I don't know where I would be today. The Fair saved me and brought me home. When I got back, not even my own family welcomed me home. Many students were killed in peaceful protests, and we were ready to fight back with snipers and such but luckily that did not happen. One of the reasons I love Bill and Cindy Wooten so much was for taking us in; they will always be the father and mother of this Fair. I support this motion, not for government or anything else, but the person.

Motion passed: 8-1-1; Jack opposed; Jon abstained.

Special note, Randy Turney has provided written notice of his departure as Board Secretary:

The March Board meeting was my last as a Co-Secretary of the Oregon Country Fair. Being the Board Secretary has been both a privilege and a labor of love for the past five years.

Kimmo will be fulfilling all the Board Secretary tasks in the future. I am extremely pleased to pass this role off to one so capable as Kimmo!

First, I want to say some words that are not my own but sum up a lot of what I've seen in the last five years and are at the heart of the organization, so far as I can see.

I invite all of us to be mindful of the deeds and direction we got from Martin Luther King.

I want to give as much appreciation as I can to our staff.

For most of us who have put in a lot of work volunteering for the Fair, my hope is that we are always part of the future of the Fair.

Our young people need to be assessing and giving us as much input as they can as to what you want that

property to look like in 20 years.

The whole notion of compassion and empathy is where we started. We were more sensitive at being different in the beginning. It has come full circle; we tend to think of disrespecting difference, rather than accepting difference. The only way we get by that is to be compassionate, empathetic and very respectful. I think that is the right path and where our success lies.

Those words belong to Jack and I want to thank him and all the Board of Directors for putting their faith in me for my tenure as their Secretary. Thanks to my officer colleagues who continue to amaze me with their dedication and hard work. I can say with certainty that our current staff has the Fair's best interest at heart and brings family knowledge and a fresh perspective needed to take us into the future and keep us relevant.

Thank you for allowing me to contribute to the Fair family. ~R

Treasurers' Report and Budget Items

Hilary: Once the Valhalla property closes, we'll get a better financial review and how that will affect our funds. It's possible the Oregon Community Foundation will send us \$22,000 this year which is great news.

Crystalyn: We need to add Stephanie to our banking and payroll accounts.

Jon moved and Paxton seconded to add Stephanie Talbott as a signer to the Oregon Country Fair Banner Bank and Key Bank accounts.

Motion passed: 9-0.

Jon moved and Laurel seconded to approve the February Board meeting minutes.

Paxton: In talking about the book, it says that I'd like to see the money spent on charities but I did not say that. I said I'd rather see it spent on putting on a better Fiftieth Anniversary event.

Motion passed as amended: 9-0.

Sue moved and Kenya seconded to approve the January budget meeting minutes.

Jon: I did not realize we were going to vote on this tonight and have not yet transmitted my edits to the secretary.

Randy: The Board has received a draft of the budget minutes, but the Fair Family News has not published them.

Jon moved and George seconded to table the budget meeting minutes.

Motion to table failed: 4-4-1; Ann, Sue, Kenya and Justin opposed; Chewie abstained.

Motion again to approve the budget minutes failed: 5-3-1; Ann, George and Jon opposed; Chewie abstained.

Paxton moved and Jon seconded to appoint Bear Pitts to the LUMP committee.

BobbyJo: I can't remember when he has not been there, so yes.

Chewie: I have no problem appointing Bear to the committee. I do have some concerns about an agenda Bear is pushing with the mapping of the Fair.

Motion passed: 9-0.

Jon moved, and Sue seconded to appoint Emma Raven to the Diversity Task Force.

Motion passed: 9-0.

Jon moved, and Justin seconded to approve the recommendation for the Administrative Assistant/Bookkeeper position to the top candidate.

Brad: With some Board members out of the room, you are going to get fewer votes.

Martha: We still have a quorum with seven.

Jon: Thank you to the members of the Hiring Committee for their work on this.

Motion passed: 7-0.

Capital Project Budget

Lynda: Perhaps next year the capital projects meeting should be separate from a long consent meeting. The Budget Committee received requests for 41 capital projects this year. First, we triaged each request assigning a 1, 2, 3 which is the equivalent to high, medium, low. Projects that had to do with health or safety tended to be

ranked with a one. After triaging each project, we started with the ones/highs and determined the dollar amount to be recommended. Most projects were funded as requested, although a few had adjustments if there were ways to meet needs in alternative ways or through other budgets.

We then went through all the twos or mediums and did this same process. At that point we had reached the dollar limit that we were trying to keep within although we did recommend to fund one or two low-priority as well. In your Board packet, you received the details for all the capital projects. They have been stapled together as those the committee recommends and those the committee is not recommending.

There is one addition to what you received. Due to conversations with Recycling since the packet was printed, the Budget Committee is also recommending \$2,000 for Recycling to investigate what it would take to build a code-compliant composting site on Fair property. This would be used specifically for researching land use requirements, any required permits, etc. The original request is in the Not Recommended packet with the project titled Barn for \$55,000.

I ask that the Board approve the capital projects listed on the Budget Committee "Recommended for Funding" page included in the Board packet with the addition of \$2,000 to the recommendation, making the total \$61,608.

Paxton moved, and Justin seconded to approve the Budget Committee's recommended capital project funding.

Jon: I'd like to separate certain projects for more discussion.

George: I'll disclose I am part of the Ritz Sauna hand-wash project.

Hilary: I think from the descriptions we can figure out who might personally gain from this.

Martha: Policy is only that George announce the conflict; he is still eligible to vote.

Palmer: May I request someone read the item and the amount.

Lynda: I will read who submitted, the project and the recommended amount:

Archives — digital storage — \$4,000
Chela Mela — Monkey Palace — \$400
Communications — Tinkerbelle — \$4,645
Communications — batteries — \$1,500
Construction — Circus and WC — \$4,000
Construction/Main Stage — Main Stage — \$1,250

Construction/PP — smoking areas — \$2,000
Crew Services — various — \$2,775
Fire — extinguisher tanks — \$750
Main Stage — Main Stage rental — \$5,000 (proscenium until 2019 rebuild)
Management — Honey Buckets — \$12,000 (carry over from 2017)

Management — SFM computer — \$2,275
Management — parking — \$2,000 (carry over from 2017)

Management — AM computer — \$1,115
Management and others — posters — \$300
Management/Construction — Photo Booth — \$1,600

QuarterMaster — trailers — \$4,570
Recycling — barrels — \$1,500
Recycling — dock — \$750
Ritz Sauna — hand wash — \$1,500
Solar Stages — various — \$1,500
Traffic — water barrel stand — \$400
Water — various — \$2,358
Youth Stage — Youth Stage — \$1,420

Steve (Grumpy): It's important to look at totals and the total budget; when you add capital projects it puts us more in the red. Some years we have surplus. Remember that \$172,000 is what was asked for, and we narrowed it down to the recommendation of \$59,608. Hopefully that is a reasonable amount and balances out for the Fair.

Chewie: Are the batteries for the radios we own?

Ichabod: Yes.

Chewie: For Water Crew, what are various projects as I am still confused after looking at my packet.

Renee: We'd like to replace a water pump on our aqueduct line because it is broken and replace some of the blue barrels in Piggy's with larger containers.

Jon: For Main Stage rental, I could not find the description.

Crystalyn: It is what we did last year for Main

Stage minus the part that has to do with decorations.

Hilary: We need to rent something to hold up the lights.

Jack: This is an interim carry-over.

Jon: There are two other items indicating carry over from 2017. Are these items that were approved but we did not spend?

Crystalyn: Yes.

Jon: Remind me what the Honey Bucket request is for.

Lynda: It is for cleaning.

Stephanie: Grumpy and I conferred, and I'd like to clarify. There was a \$50,000 place holder put in the budget for capital projects so when he is speaking to the budget being over or under it was already in the negative number already approved.

Ann: For the hand-washing station, I want to make sure there is tracer wire in the pipe. For the composting facility, before we hire a consultant, talk with DEQ because they will help us make it legal.

Jon: Looking through projects that were not recommended, is the fire truck being pursued in some other way?

Lynda: I believe the idea was we can do a rental or donation.

Shane: The Budget Committee chose to continue to rent the truck instead of purchasing a truck that is only used for a few days.

Jon: How much is the rental costing us each year?

Shane: \$1,400.

Motion passed: 10-0.

Laurel moved, and Paxton seconded to adopt the Oregon Country Fair Social Media Policy.

OREGON COUNTRY FAIR SOCIAL MEDIA POLICY

Social Media Programs and Forums: In order to provide consistency and clarity of messaging, this policy is applicable to all Oregon Country Fair (OCF) related social media posts on any social media forums such as the OCF discuss list, Facebook, Instagram, Twitter, and/or any other current or future social media programs and platforms.

Posting Protocol for the Organization: The OCF paid managers, and/or designated individuals, are authorized to post official OCF information about organization's events and site in order to help disseminate information to appropriate groups using social media platforms. When issues arise on any official or unofficial social media pages or platforms that need an official statement from the organization, the General Manager or a designated individual* has authorization to respond with information to an issue. They are asked to include the following statement at the end of their post: "This is an official comment for the Oregon Country Fair." Other individuals, regardless of role, cannot post as official spokespersons of the organization. *The Operations Manager is the designated individual until the General Manager position is filled.

Posting Protocol for Personal Opinions on Fair Issues: Individuals in the following groups of responsibility can choose to add personal opinions, thoughts, and comments to forums and threads: Board of Directors (BoD), Officers, Employees, BackUp Managers (BUMs), Committee Members and Coordinators. However, no one individual within these groups is designated to speak for the organization as a whole. Therefore, they are asked to include the following sentence with any personal post or response on social media that contain opinions and thoughts specific to OCF operations and/or policy: "My personal comments do not officially represent the Oregon Country Fair."

Confidentiality: Confidential information is never to be shared on any social media programs or forums. This may include, but is not limited to: Personnel matters, legal issues, property acquisition, safety protocol, grievances or disputes between members that can be or are being addressed by existing processes, including mediated issues or details of restorative justice plans. Reporting parties will be informed that when requesting a response/resolution from the Management Team (paid managers and BUMs), the matter is confidential. All parties must agree to refrain from comment on social platforms until

the process is complete.

Laurel: There is also supporting information such as best practices and channels of communication.

Hilary: As an FYI, Board officers and staff have been operating since November on an agreement to refrain from engaging on social media until we had a policy. That's an explanation on why there is less when asked for an answer to a conversation. I am happier with this proposal than the previous one. I would prefer the phrase "My personal comments do not officially represent the Oregon Country Fair" be once per thread or conversation and not on each post. Confidentiality issues are going to be weird; some may think an issue should be confidential and others not. As we have seen, sometimes there are lopsided conversations. Thank you for all your work on this.

Shelly: I post photos of our site on the crew page; do I need to post the statement?

Laurel: It is only about operation or policy issues.

Heather: Is there a definition of safety protocol somewhere?

Crystalyn: That has to do with our emergency protocol and security for the event and that information should not be posted.

Jessica (Cotterpin): In speaking to this policy, we are the best versions of ourselves when we are together in a room or on site where we speak to each respectively, with love and compassion. Social media platforms don't afford us the opportunity to be together and be our best selves. This reminds us to think before we speak and be mindful. Thank you to everybody who worked on this and I fully support it.

Spirit: In the groups listed under "Posting Protocol for Personal Opinions on Fair Issues: Individuals in the following groups of responsibility can choose to add personal opinions, thoughts, and comments..." someone wanted to clarify if you were excluding crew members because you are expressing who can. Also, in the policy about confidentiality and where it says what folks need to add the disclaimer, I don't see that it includes spouses or partners. I think it should be added because that is an issue.

Brad: I support this and think we need to up our social media game. To paraphrase what Jessica said, don't be a jerk to each other online. It's tearing this organization apart. It's hard to watch and as a BUM I don't comment on official stuff. There are a lot of processes that we cannot go out and rally support for because it's not the way we work.

Steve (Grumpy): I'm on very little social media. I have been involved in the past in the Fair Discuss List and I learned not to be on social media. While we all have the right for free speech, I hope people are careful about stating facts or fake news. Always be skeptical when you read on Facebook because it may be fake news. As we have learned from the general population, anybody can put anything online. Hopefully, when you are trying to convince somebody of something you are using facts and not falsehoods. One reason for this policy is all the falsehoods, especially on social media. A lot of us have different positions in the Fair and we want to be accurate versus hearsay.

JenLin: I appreciate this different version but still feel sad we have come to this. I feel viscerally opposed to it. There is some part of that we are legislating common sense or common decency. I'm glad I'm not a Board member having to vote. As others have said, we need to treat each other with kindness. I'm sad there is a lack of decency and common sense. There are confidential conversations and discussions. If you want to know more, you can get involved in those discussions at a committee or Board level.

Palmer: If I want to fix something I go to the source. You can go to the paid staff or a volunteer to ask for the information you want and get the facts.

BobbyJo: The policy does a good job clarifying what is or isn't a statement of the Oregon Country Fair. I think we should pass it.

Amy: It's been disheartening the last few months on social media. We all know each other, we work together, and are wonderful people together. To see how social media has played a role in our hearts I think this is a perfectly accurate time for policy. If you have a question about how

possibly something could be happening, then it probably isn't. Go to the source and ask questions. Don't get sucked up in pack mentalities and witch hunts.

Katie: This place and wonder that we have created is a really, amazingly diverse group of people coming together to focus on a few like-minded things. When we are together and can communicate with each other directly, there is a bunch of work that goes into being respectful. When people are on social media, there is less work put into that. This framework that is being presented offers some subjectivity and neutrality.

Paxton: I am in favor of this, but not entirely happy with it. I post a lot on social media and it's been tough not to. I think I can live with this. I'd like to ask Jack about the second paragraph, it was brought up to me that shouldn't the president be there too?

Jack: We have the bylaws, but it might need to be expressed to someone in the future who does not understand the responsibility. I certainly feel the weight and responsibility speaking for the Oregon Country Fair and I am very guarded with it.

Paxton: I make a friendly amendment to include after "the General Manager" a comma and President or designated individual.

Laurel: Yes.

Jon: As I read this and hear you stating, putting the disclaimer in a statement of personal comment is an option.

Laurel: If it is an official statement, they are asked to include it.

Jon: If you are asked to do something you could say no. If it is required, then it should indicate that. If someone doesn't do it is it a violation of policy?

Laurel: There were some censorship concerns.

Jon: I am wondering what this policy actually ends up requiring. The two things that ought to be required are that there are only certain people to be authorized to speak as official representatives of the Fair not just on social media but for anything and confidentiality should be maintained regardless of the media. This policy doesn't do anything in my view and is not needed. Under confidentiality, what people say should be addressed in the grievance process. If you are not part of the process, does this policy prohibit you from posting on social media? Basically, this is a policy that says to be nice.

Chewie: I agree with Brad and Cotterpin. I think sticking your head up in this organization is playing wack-a-mole and I try not to comment on social media. No matter what you say, hundreds will debate you. I am OK with this and like that you put thought and re-wording into this. I am very happy with this one because all it says is you should do this. If we do speak then we should say this and say that we are Board members. It is clarity moving forward. This is a relatively new forum and is not going to get any less cumbersome.

Sue: I wish it was edited more heavily and have the same concerns as Jon with confidentiality. For me it is especially the last line. To me when something is confidential, it is confidential.

Ann: I think for confidentiality the last line should say all parties must agree to confidentiality and put a statement in the Code of Conduct of the Guidelines that apply on social media or whenever we gather. For me on social media, I have a lot respect for a lot of people. It makes it difficult to work things out, it's not where their heart is and they just didn't think. I ask for a friendly amendment to change the last sentence to: All parties shall agree to confidentiality and refrain from comment on social platforms until the process is complete."

Laurel: Yes.

Motion passed as amended: 7-3; George, Jack and Jon opposed.

Sue moved and Jack seconded to grant Crystalyn General Manager authority for the 2018 Fair.

Brad: I respectfully suggest the wording be changed to grant authority of General Manager to the Operations Manager. Keep it the positions and not the names.

Spirit: A question for the Personnel Committee, where does this put us with the hire of a paid General Manager? We don't have a job de-

scription yet for General Manager, Site Facilities Manager and Operations Manager and this feels backward to me.

Jack: There is a General Manager's job description.

BobbyJo: It was discussed a while back the Site Facilities Manager and Operations Manager share responsibilities. Does this mean the General Manager responsibilities are not shared?

Mouseman: The two people are being loaded with responsibilities and authorities beyond what they originally signed up for. I hope they get paid accordingly.

Michael B.: Is this authority or just a raise to that position?

Jack: It is temporary authority.

Brad: To clarify, the General Manager job description being worked on is a newer version and not ready. As this motion speaks, this is through the 2018 Fair.

Palmer: I believe there is no paid employee of the Fair that is not working without a job description.

Jon: If you look historically at what the Board has done, when staff has stepped up, the Board recognizes that and sometimes in a financial way. Speaking as an individual Board member, I think it is likely the Board will consider doing so again. For the 2018 Fair I would like to have a specific time period for conveying this authority and put an end date on it such as the first Board meeting in November or until such time a GM is hired, whichever comes first. I am optimistic that we might actually have someone hired this fall for that position.

Sue: I am OK with that, the first Board meeting in November.

Justin: This conversation goes right into social media and confidentiality. I know people on social media want more and more information. One of the biggest realities of being on the Board is that you cannot give out that information as you work through the process. Job description updates are being worked on and are in flux because of re-evaluation. All job descriptions have disclaimers of will do what is needed. There is a lot going on and our intent is to continue to work on this and the processes, but we can't always tell you what we are doing.

Chewie: I agree.

Jack: There is a need for this and they have a current GM job description as it stands, prior to the one being worked on. I think it is the right decision, to be focused on the General Manager.

Sue: To restate the motion: Grant the Operations Manager General Manager authority until the first Board meeting in November 2018 or until we have hired a GM, whichever comes first.

Motion passed as amended: 9-1; George opposed.

President's Peace

Jack: Out of everything going on, I want to thank the Board for their patience. I think it is a strength of ours. I don't think any of us would mistake that patience was a weakness. In this sort of organization, patience is essential and one of the things I have grown to appreciate. It takes a certain amount of patience to do this event in every aspect I have been involved in the Fair. Thank you to the Board especially, the staff and those here. We got this.

Special thanks and gratitude to Randy Turney, as this was his last meeting as recording Secretary. (Loud cheers and applaud from the members.) His genuine passion for Fair philanthropy is beyond measure. As the Muppets would sing, "Mah Na Mah Na!"

Draft Agenda for April 2, 2018, Board Meeting

Coordinator business (Sue)

Probationary period for coordinator appointments (Paxton)

Approve January Budget Meeting minutes (Sue)

