

FAIR FAMILY NEWS

OREGON COUNTRY FAIR ☉ ONE CREATIVE FAMILY

VOLUME 26 ISSUE 4 SEPTEMBER 2018

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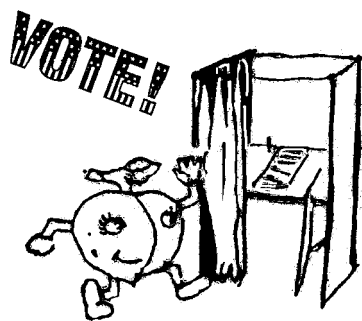


Photo Booth Antics



Sunflower photo © 2003 Niki Harris

Whoopie Cushion Fun with Patch Adams

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FAIR FAMILY CALENDAR

September

- 20 Last day to register as a voting Fair member
- 24 Diversity Task Force, 6pm, OCF Office
- 27 Membership Meeting, NAO Consultant Final Report, 5:30pm, Unitarian Universalist Church, 1685 W 13th Ave
- 26 Food Committee, 5:15pm, OCF Office

October

- 1 Last day to request an absentee ballot
- 1 Board of Directors Meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St, Eugene
- 3 FAIR FAMILY NEWS DEADLINE
- 9 LUMP, 7 pm, OCF Office
- 10 Craft Committee, 5:30 pm, OCF Office
- 11 Community Village General Meeting, 7 pm, Growers Market, 454 Willamette St, Eugene
- 20 Annual Meeting, 6:30 pm-Midnight, Whitaker Community Center, Eugene
- 22 Diversity Task Force, 6 pm, OCF Office
- 27 KOFC Halloween Party, WOW Hall

November

- 5 Board of Directors Meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St, Eugene
- 7 FAIR FAMILY NEWS DEADLINE
- 8 Community Village General Meeting, 7 pm, Growers Market, 454 Willamette St, Eugene
- 13 LUMP, 7 pm, OCF Office
- 14 Craft Committee, 5:30 pm, OCF Office
- 15 Applications to perform at 2019 Fair available
- 26 Diversity Task Force, 6 pm, OCF Office

December

- 3 Board of Directors Meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St, Eugene
- 5 FAIR FAMILY NEWS DEADLINE
- 12 Craft Committee, 5:30 pm, OCF Office

CULTURE JAM!

Thank You!

Culture Jam would like to thank the following food establishments for donating to the cause! Their generosity helps us increase the quality of the food we give the young people who attend.

Blue Lotus Chai, Cafe Mam, Capella Market, Coconut Bliss, De Casa Fine Foods, Deck Family Farm, Horton Road Organics, Kiva, Organically Grown Company, Pasta Plus, Rising Moon, Springfield Creamery, Surata Soyfoods, Sweet Life Patisserie, and Toby's Fine Foods.

We love and appreciate you!

KEEP IN TOUCH



Oregon Country Fair
442 Lawrence St.

Eugene, OR. 97401

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OREGONCOUNTRYFAIR.ORG (EVENT INFO)

OREGONCOUNTRYFAIR.NET (BUSINESS SITE)

THANK YOU

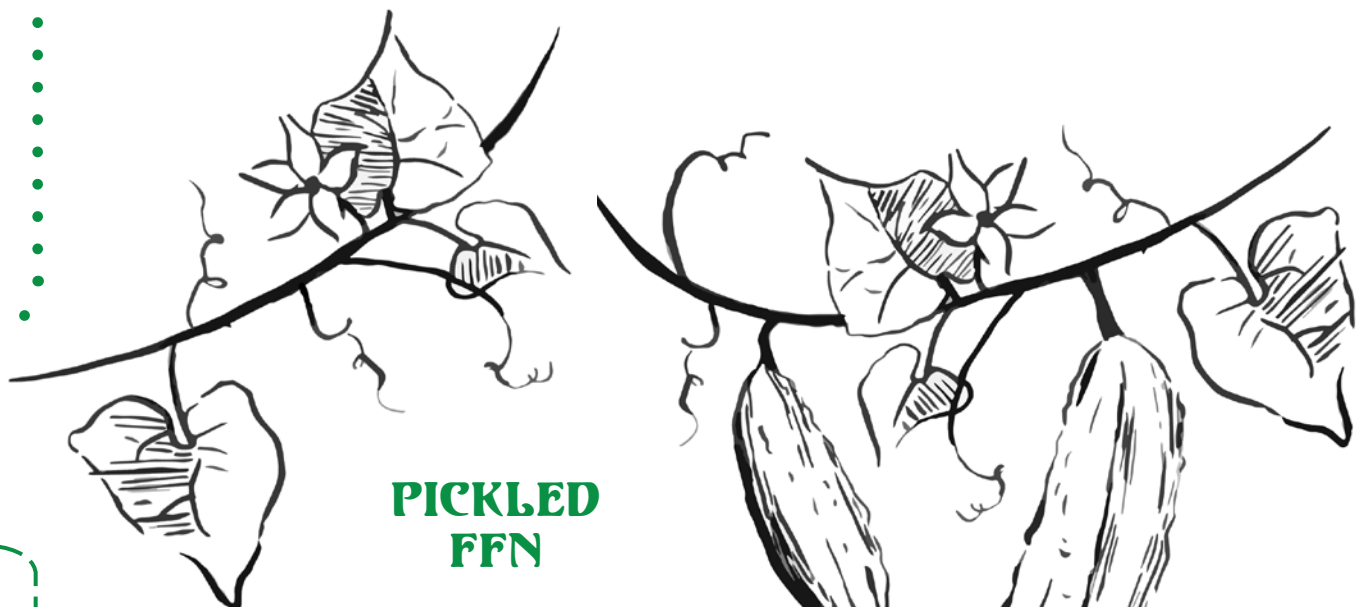
To all the volunteers who made the 2018 TEDDY BEARS' PICNIC a great success!



Happy Birthday Libras!

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. !

mp



PICKLED FFN

- Suzi "Sauerkraut" Prozanski
- Mary "Garlic Clove" Doyon
- Dan "Relish" Cohn
- Niki "Caper" Harris
- Brad "Ghost Pepper" Lerch
- Michael "Habanero" Ottenhausen
- Mary "Gherkin" Callaghan
- Kim "Dilly Bean" Griggs

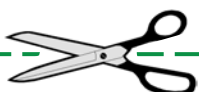


Get on the FFN and/or Voting Membership List

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



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

LOST — Monday, Post-Fair, bag of colored triangular FLAGS. Lost between Energy Park and the parking lot. Need for EP ambiance and another (Sept) event. Please contact Georgiana (503) 915-9939. Many Thanks.

LOSE SOMETHING AT THE FAIR? Please email lostandfound@oregoncountryfair.org Give a detailed description of your lost item as well as your contact information If we have it, we will be sure to return it to you.



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10/2	Giants in the Trees / Novacane
10/4	Terry Bozzio Solo Drum Concert
10/5	The Garcia Project
10/6	We Were Promised Jetpacks
10/7	Fellowship of the Wing
10/8	Shellac / Buke & Gase
10/13	Jay Rock / Reason
10/25	Beatles vs Stones
10/26	Pancho + The Factory
10/27	KOCF Halloween Hullabaloo
10/29	La Luz / Shy Boys

50 Lifetimes in Your Stories

Fifty years next summer! Our Essential Event has made an impact on everyone who has helped make it so. Fifty years of gatherings, of family, food, music and fun have left impressions and memories that illuminate your Fair life. 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.

Don't worry if you aren't a "writer." If someone you know tells a great Fair tale, just write what they say. You don't have to write an epic; just take your own Trip down Memory Lane and share what it is you have loved sharing all these years. Write to FFN@oregoncountryfair.org and let us make a story quilt!

Support the Volunteer: VOTE

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).

Carry the Fair Feelings

Dear Fair Family,

Greetings! It is hard to believe, but I have been an OCF craftsperson for 31 years and counting! I'm sending along a picture of my wrist that has the last 8 years of booth wristbands on it. These wristbands have now survived 8 consecutive years of wearing, which means that I have not taken them off!

This story began when my daughter was young, and we would wear the plastic-coated wristbands until they would just eventually fall off, not ever making it a full year. At first it was just a fun game. Then it became a way to carry the Fair feelings of peace, love and fellowship into the greater world in which we live. A reminder of how we can be kinder, gentler and more compassionate humans in this world.

When the fabric wristbands started 8 years ago, I just continued wearing them to see how long they would last. Guess what? They lasted! I am truly amazed myself, and every year since, I just keep them on (because what else can I do?), and then get a new one.

I do love surprising people with my wrist. At nightly Fair checkpoints, I stick out my arm to amazed smiles. When I was at the Registration Booth this year, they thought I had the most they had seen and took a picture. I decided to get a picture myself next to my beloved Brice Creek.

In my small way, I carry the Fair feelings with me all year, on my wrist, hoping to remember to bring some of the kindness and joy experienced in the Fair world, along with me, to share with others in these troubling times.

With much gratitude,
Marla Norton
Stained Glass Artist on Strawberry Lane



Photo by Marla Norton

Dear Fair Family,

We are a Volunteer-based organization with the structural significance that Volunteers are the third leg in a stool that supports the Fair as an Event and Family as a whole. The other legs are the Board and Management. We must all work with/for each other in order to be stable and successful.

Over the last few years, actions by the Board have caused many to question their intentions. It seems more evident the Board is becoming a tool for management. As the two legs come together a division within the Family grows and an oligarchy is formed. Losing the stability of a tripod, we have an unstable, divided Family.

If this seems conspiratory, I remind you that about 25 years ago, the Volunteers had a raise in the food voucher from \$2.50 to \$3, recognizing the value of the Volunteer. Over those years, a few attempts have been made to increase the value but all have been shot down primarily by

Treasury claiming the budget couldn't support the increase without increasing gate and crew fees. During those same 25 years the Board has supported Treasury and Management in purchasing no less than six pieces of property, all paid in cash (\$750,000 this year alone), increased to six paid employees, and — you guessed it — raised entry fees and the Volunteers' fees. What hasn't increased is the food voucher. Not saying we shouldn't have increased our holdings and employee base, only that the Volunteers have been left out.

It is time to vote in a Board that represents the Volunteer. Don't continue to vote for incumbents and by name recognition, they are same names responsible for ignoring the Volunteer. Vote for people with Fire and Spirit who can help Heal the Peach.

Tim Wolden
Water Crew

Vote New Faces

Dear Fair Family,

Once again I am writing to all who care about our event and want to see our success with an eye towards CHANGE. We have been headed down a path of complacency and when that takes hold we lose what we once held dear — our individuality, our voice, our desire to be something better than what we see in the "unFair" world.

We need to step up again. I encourage everyone who has thought that their vote didn't really count to rethink that — BECAUSE IT DOES. This year more than ever we need your votes to change what seems to be EMBEDDED at the BoD level to help guide those who manage to be more transparent and inclusive, and to attract a GM/ ED who can be the leader we all desire. WE NEED

much change and it starts with your vote. Look to your coordinators for guidance, for reference. We also want to encourage our Fair family to join our Facebook page "OCF Election Discuss Forum," where you can ask questions of the candidates and gather more information about your choices.

If ever there was a year to do your homework and secure change with your vote, this is the year. We have many new faces, with good ideas, a fresh outlook, and a willingness to listen and work on our concerns. Please reach out, ask the hard questions and be informed about the NEW faces that NEED to have a seat at the BoD table. We need CHANGE desperately! Respectfully,

Reese Prouty
Fair Central Coordinator

Write-in Candidate

Dear Fair Family,

As a person who has been involved in many aspects of the Oregon Country Fair for almost 34 years, and having had the opportunity to serve on the Board, I have gotten a lot from OUR Fair. Now, as we continue our journey forward, yet again we need to facilitate significant change. Therefore, I am again asking for your support as I again run for the board. I feel that with your support and constructive input together we can take back control of OUR Fair through not only implementing but following functional policy for the positive change WE want and need.

Current issues seemingly are:

- Tweaking and fixing the current structures of policy, procedure and operational implementation.
- Still I see a significant opportunity in growing our fair responsibly. I think it is time to seriously look at and continue working toward a growth

that allows both input and mindful consultation with ALL parties on capacity issues, i.e. camping numbers, infrastructure, management and Board roles overall. And impacts to our land. To that end I would like to continue to actively strive for implementing a more inclusive discussion with ALL family in processes.

- Hearing and Addressing Our Families Concerns respectfully and timely.

The devil still being in the details, if reelected, I will continue to work with other board members and listen to ALL fair family to facilitate purposeful, responsible, and fundamentally fair ways to address these and other issues that continue to and constantly newly present themselves.

Thank you for your consideration, and please contact me personally with any concerns anytime.

John 'Chewie' Burgess
Co-ordinator Camping Crew

Volunteer Leadership

Dear Fair Family,

There are serious questions before us as a Family. Do we continue as a bottom-up volunteer-driven Fair? Or do we become a top-down management-driven event?

The NAO has been hired to evaluate and recommend a leadership structure for us. It is of little surprise that the recommendations are for us to conform to a management-driven organization, just like everyone else.

How can we be the change we want to be when we are managed just like everyone else? Part of our magic is the thousands of volunteers who get the show off the ground. These volunteers are not managed. This has been conscious. Volunteer efforts are coordinated by volunteers! Our volunteer leaders are often selected by the volunteers who work with them and then approved by our vol-

unteer directors.

Granting the authority to approve and remove our leaders to a paid supreme leader is quite a departure from our grass-roots origins. We are seeing in the unFair world how this desire for authoritarian leadership has been problematic.

I sincerely hope that before surrendering their authority, our directors will listen and take part in the many conversations members are having. There are some great ideas regarding leadership and accountability that seem more reflective of who we are.

If that doesn't work, we can always make the choice another day to capitulate and conform. Let's look within our Family for the answers before we go down that road.

Doug Richard
Co-Coordinator Crew Services/Cream Puff Sparkles

Create a Communications Network

Editor's note: The FFN inadvertently printed our shortened version of an article Aaron Kenton submitted last month instead of her replacement letter. We apologize for any confusion. Here is her letter:

Dear Fair Family,

I have been amazed and impressed by the levels of communication at the Fair.

Capable people step up and take on roles of responsibility as coordinators, booth reps, committee members, staff, etc. Each are responsible for their area of expertise and provide various groups with information and assistance. Many others take on individual responsibility to create magic! I have never seen an organization work like this on such a scale. Together we create a gathering that provides for the needs of a small city and do it well!

I experience the Fair magic continuously as a kind of osmosis of knowledge disbursement and assimilation.

In recent years I have become concerned about this great communication structure that has evolved.

I see a future utilizing the good things that

emerged from the past. We also need to implement new ideas to help us stabilize our current structures and create new ones as we go forward.

I believe that in the pursuit of giving guidance for the future of the Fair, some of our staff, volunteers and Board members are becoming disconnected from us – from the ideas and imaginations of the thousands of people who create our Fair.

I would like to create a multi-faceted communications network that is accessible to all Fair Family. As topics arise they can be discussed by the larger group before action is taken. The distillation of ideas from the Fair membership would be information resources available to the Board, committees, coordinators, paid staff, etc., when researching different topics. Fair members would be more involved and informed about the overall organization.

There are many tools, high-tech and low-tech, that are available to us. For discussion contact me at aaronfirephoenix@gmail.com.

I believe we can use our group imaginations and skills to take the Fair safely into the future!

*Aaron "Fire Phoenix" Kenton
Fire Crew*

Jon Earned My Vote

Dear Fair Family,

I wish to endorse the candidacy of Jon Steinhart in the upcoming OCF elections. Many years ago I needed help with Security Staffing when I was co-coordinator with Don Doolin. I put Jon to work with little if any, instructions on what to do or how to do it. My bad! Jon observed the situation and then came up with ways to improve operations that were better than anything that I had thought of. He also did the same thing for Teen Crew.

Jon has been criticized for "having baggage" and being a "hard-ass" at times. This impression is not founded in fact. People who have actually

worked with Jon know that he works hard to help those who genuinely need it, but that he prioritizes the overall good over the good of individuals.

Essentially Jon is a person who focuses on need and has helped implement new processes. I believe he has the ability to collect information and to synthesize solutions. It is what Jon does in his professional life. He does it with a level of integrity that the Fair sorely needs. He has earned my vote. Please consider him in voting your ballot.

*Michael James Long,
Elder*

Kudos to Noddy

Dear Fair Family,

Kudos to Tom Noddy for wanting to bring back the early Stars of the Fair. We could also honor the many performers who have grown up at the Fair. You all may know of many such, yourselves, to suggest. High on my list, is MOONCHILD, from Los Angeles. A Neo-Soul Power Trio, known globally, unheard locally. One of whom has been blowing sax in the Sweep Band since 2001. Bring MOONCHILD to the 50th Fair, Max!!!

*Morgen Spiess
Sweep Band Elder Emeritus*

50th ExtravaganZA!

To Fair Entertainment co-ordinators,

We would like to chime in on being in favor of Sir Tom Noddy's request for funding to invite the Flying Karamazov Brothers, Avner the Eccentric and Reverend Chumleigh to the Fair for the 50th ExtravaganZA! (Midnight Show perhaps?) What a wonderful idea and we hope it comes to be!

These are our Fair Buddies who made the Vaudeville focus so relevant at the Fair. How much fun it would be to see them all under one BIG TOP Tree Canopy again!

Thanks and looking forward,
*Debbie Summers and Robert Noel
Elders*

Denny Seeks Help

Dear Fair Family,

With the shock and sadness of Robert DeSpain's passing, Denny Guehler, the former Voice of the Oregon Country Fair Main Stage, has only recently realized that the help Robert was providing him now needs to be found elsewhere.

Robert had Denny's Power of Attorney, and Denny is wondering if there is anyone in Fair Family who could take on this responsibility. Denny could tell you what this would entail if you are interested. His phone number is 541-689-4445. Peace,

*Susan Keller
Fair Significant Other*

Recall: Yes

Dear Fair Family News,

Many individuals may be reading this thinking, wow, why a recall? That seems extreme, and not in keeping with our Fair values, most important being the love of this great community. We hear and respect you. Let's consider what loving each other really means. We propose that truly loving each other and our community is based on respecting one another as individuals and making sure our leadership structure respects us equitably.

Recently, a female employee reported bullying and harassment directly to members of the Personnel Committee, including Justin Honea — the focus of the recall petition. Justin, in his position as Personnel Committee and BoD member, chose not to investigate, to act, or to respond. Several months later, he participated in the discipline of the same individual, despite protests of retaliation. This led to escalating retaliation by others, lawyers involved (OCF initiated), and eventually public termination of said employee. Every attempt at

resolution was ignored. Since then there have been several attempts at silencing, baseless legal threats, and more from various parties.

Still, we understand it's difficult to make this decision. Poor choices are often made by good people. You are empowered to make your own choice, and no matter your decision we will love and respect you. Our goal is to remove the protection of unchecked freedom to make such damaging decisions for Fair — silence.

We encourage you to consider how you would like to be treated if you felt harassed, and retaliated against for speaking up? We are at an important time in our history. Are we like the unFair world? Or will we hold our leaders to the high standards our founding collective envisioned 50 years ago?

If you need more information to make your decision, feel free to contact us at toendureistoprevail@outlook.com.

*Shelly Devine
Fair Central*

Recall: No

Hello Fair Family,

My name is Justin Honea. Before addressing the recall, I would like to give some background on myself.

I love the Oregon Country Fair and have dedicated the last 25 years to our event. It has been my honor to be Coordinator for the Booth Registration Crew for the last 12 years. I have served on and attended many committees within our organization. I pride myself on being an active participant in positive change and development of process within our organization.

In my real life, I am a Senior Manager with oversight and responsibility for over 65 employees. I have been involved in all levels of leadership and HR issues in my career. I always have done these functions with kindness and the goal to have mutual respect and clear communication and expectations.

Please know that as a member of the Personnel Committee and the Board, it has always been my commitment to treat all OCF employees fairly and investigate all complaints and claims thoroughly. Please do not take our decision to not discuss personnel details publicly as an admission of any wrongdoing. We are only respecting the private nature of the information. However, I can tell you that with regard to OCF's former Caretaker's complaints and claims, a thorough investigation took place and no policy or legal violations were substantiated. I am proud of the work we did and stand behind our decisions. Thank you to those that have been close to the situation and have expressed to me your appreciation for our work.

This is a misuse of our recall process, and highlights the need to clarify and improve our bylaws. I urge you to Vote No on your ballot and rebuff this attempt to recall me.

Thank you for all the support.

*Justin Honea
BOD member, Booth Reg. Coordinator, PC member
26 years of Volunteerism for OCF.*

Authentic

Dear Fair Family,

The second line of the OCF Mission Statement reads, "explore living artfully and authentically." "Authentically" is defined as being authoritative, real, trustworthy, genuine, true, honest.

Having read the minutes of the last several Board meetings as well as recent letters to the editor, I would like to suggest one way we can all live more authentically. Stop using social and other media to voice concerns and disagreements, and rely instead on person-to-person interactions with others, especially those with whom we disagree or even dislike.

Explore living authentically.

*Gail Phares
Elder*

The Ballad of Billy and Louise

'Twas at the Fair in 2010—
Louise sat with her wares:
Barrettes and buckles and peaches and pins
And plenty of dancing bears.

Louise does beadwork art, you see,
Just like her mother did;
She watched and learned from Grandma too,
Ever since she was a kid.

She never knew the Grateful Dead
'Til Jeff took her to a show.
Then Hampton, Alpine, Autzen too—
The places they did go!

She liked the art on Shakedown Street:
The bears playing guitars,
And stealies, jesters, terrapins,
And cats under the stars

She found a way to bead these things,
And sold them everywhere—
But mostly at the Dead concerts
And at the Country Fair.

So meanwhile Bill the drummer, who
Sure liked to have his fun,
Came to the Fair for many years
And was like a favorite son.

One afternoon in 2010
While Jeff was with his crew
A group approached her Ark Park booth
Her pieces for to view.

The central figure said hello—
A man of jolly mien—
He counted points on lightning bolts
And asked, "Why not thirteen?"

"This has twelve, and this, and this—
Ah, here's one that's done right."

Louise, she said, "I hope there's not,
'Cause that would cause a fright!

"The Grateful Dead have copyright,
And once upon a time
All artists out on Shakedown Street,
Just to avoid a crime,

"Decided that they'd lightning bolts
With twelve points only make—
So if you found one with thirteen,
Well that was my mistake."

The fellow laughed and said, "Now Hon,
You just go right ahead—
You make those bolts with thirteen points,
Don't worry 'bout the Dead."

"But no," she cried, "They won't let me,
And I accept their prohibition."
"Ah, go ahead," he told her then,
"I give you my permission."

She looked perplexed, and all around
The people looked surprised.
"And who are you," she asked the man,
"To say I'm authorized?"

"You really don't know who this is?"
One fellow asked—Meanwhile,
While picking pieces off the rack
The man up front did smile.

"That's Billy Kreutzmann!" someone spoke,
To which Louise asked, "Who?"
"The drummer for the Grateful Dead!
We thought everybody knew!"

"If so, then sign your autograph—
My husband, he will know;
If you're really who you say you are,
I'm sure he'll tell me so."



The gang all laughed, and Billy signed,
And he bought a bunch of pins,
So Louise was glad, whoever he was—
He made her day a win.

Then off he went, with all his crew,
And his treasures in a sack.
And Louise checked out his t-shirt
With his picture on the back.

And meanwhile, Jeff was at Main Stage—
Sev'n Walkers were at bat—
And there sat Billy at his drums,
Louise's stealie on his hat!



Fair Thee Well: Louise Jackson

by Jeff Harrison



On Sunday, August 26, 2018, Louise Jackson, the most wonderful woman in the world, passed away. She and Jeff had been at Klamath Powwow all weekend, where she danced every day, and Sunday evening prayed in the Wood River, a special place. Later that night, she lost consciousness and died of a heart attack. She was still beautiful.

Louise's large family includes husband, Jeff Harrison; son David Jackson; daughter Bonnie Jackson; sisters Valerie Daniels, Narcissus Foster, and Collette Gentry; brother Fritz

LeClair; nine grandchildren; and dozens of nieces and nephews who all call her Meemaw. Son Jonah Jackson; sisters Rachel Davis and Vesta Jackson; brothers Napoleon LeClair, Mike LeClair, and Richard LeClair; and first husband David Jackson have preceded her. Much of her family lives in LaPush, Washington, and Ponca City, Oklahoma. She considered her friends to be family, too.

Louise grew up in White Eagle, Oklahoma, which she always called home. In the Ponca way, as the first-born of the youngest, she grew up with her grandmother, who did not speak much English, and lived largely the old way. She thus came to be a traditional Indian woman. After protesting the teaching of history in her class at Ponca City High School, she attended Chilocco Indian School.

Before moving to Eugene in 1986 with Jeff and the kids, she also lived in LaPush, Washington, and Charlottesville, Virginia.

Louise was a renowned bead worker, whose work could be seen around the world, especially at powwows and Grateful Dead concerts. People from many nations made the pilgrimage to her Arch Park booth at the Country Fair.

She also was a Head Start teacher for many years, where she had a huge impact on all the children she taught. She was a powerful speaker and healer, often called upon to share her spirit and wisdom and love. The day before she passed on, she participated in a naming ceremony for a young Indian lady who was once in her Head Start class, now turning 16; Louise had been asked to give her her name, which was quite an honor, and her words to the people in the room brought tears of deep spirit to all eyes.

She loved powerfully and was dearly loved.

The family is celebrating her life on September 29 at the LCC Longhouse, with a meal starting at 1:00 p.m. (not a potluck). Please come and share in our love of Louise.

Sister in Spirit

Being in Louise's company felt like being home. Whether we were sitting on her front porch, in the room of her home where she did her bead work, or at her booth at Country Fair, we laughed a lot and time flowed around us.

We didn't notice time passing. We would speak of family, the importance of creating/making by hand, what mattered to us as women. Being with her was nourishing and satisfying. She was my friend, my sister in spirit. I feel blessed and graced that we shared this path together for a time. In relation,
Lucy Kingsley

Fair Thee Well: Robert DeSpain



Robert DeSpain was a sixth-generation Oregonian born in Pendleton, Oregon, in 1947. In Ione, Oregon, he was known as “Red” or “Bobby.” He graduated from Arlington High School in Arlington, Oregon, in 1965 and began at Oregon State University with dreams of becoming an electrical engineer, before embracing a love of music. He became Marching Band Assistant Director, Student Union Activities Coordinator, and composer of full concert band pieces and woodwind quartets. He earned a bachelor’s of science in Music Composition and Theory. In Italian class, he

met Linda and they married in 1971. Their daughter, Arwen, was born in 1972. Linda and Robert parted but maintained a close relationship throughout the years.

At the University of Oregon, Robert received a master’s degree in electronic music composition and held a teaching position. He worked for Worker’s Trust and Organically Grown Co-op, then drove backhoe and mastered the trades of demolition and environmental clean-up. Much of Robert’s life was devoted to the Oregon Country Fair, where he served as a role model for the multitudes he organized. At the Fair, he met his best friend and future wife, Laura. Everyone enjoyed their 18 years of dynamic, fun-loving, adventurous partnership.

Robert first snuck into the Fair in 1979 to participate in Community Village and enjoyed it so much that he attended Village meetings that winter. The Village process of consensus-building and the leadership of coordinator Marshall Landman inspired Robert so much that — in Hokey Pokey parlance — he put his whole self in to the Fair from then on. Robert’s participation would make a huge impact on the Fair’s evolution.

Robert served as Secretary of the Community Village Coordinating Council, Treasurer of the CVCC and Secretary of the Oregon Country Fair. He also was elected to the Fair’s Board of Directors and served as Fair Treasurer. On top of that, he started bringing his backhoe to the Fair site to help Main Camp, earning him the nickname “Backhoe Bob.” And that was just his first two years at the Fair.

After the Fair purchased the land and many original Main Camp volunteers stepped aside, Robert helped organize a Fair-wide retreat to pull everyone together. He served as Fair President from 1983 to 1985 and created the first management team, which he called the OM Team, for Operations Management. He spearheaded switching the OCF Annual Meeting from spring to fall to give new BoDs more time to prepare for each Fair. He also engineered building the six-pack holding tanks for Fair toilets at Commu-

nity Village and Politics Park.

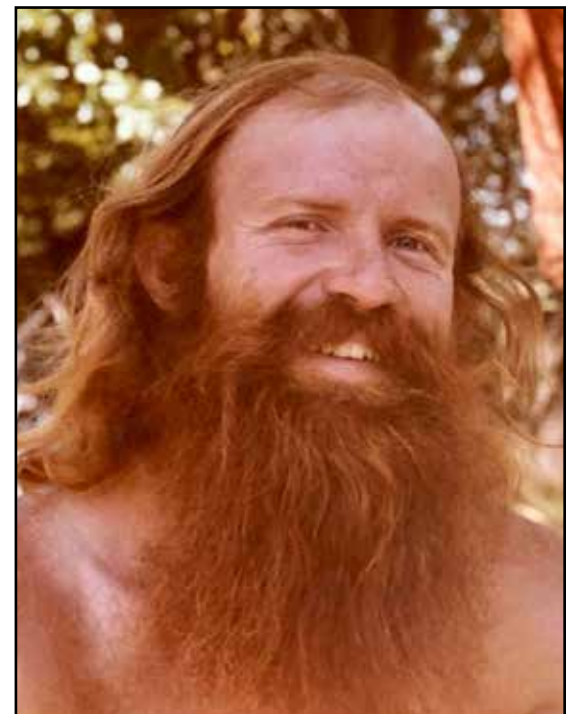
He was known as “Robert the Red” for his long red hair and beard. When it looked like the state was going to run a highway through the Fair’s parking lot, Robert helped fight that at hearings — even cutting his hair and beard so he would be taken seriously — and the Fair prevailed. Robert remained on the Fair Board through 1987, and served as a BUM, the reincarnation of the OM Team, from 1992 to 1996. In 2002 Robert and his wife, Laura Stuart, started the Fair’s Spoken Word series, offering a venue for the Fair to get back to its roots of changing the world one conversation at a time. He would co-coordinate Spoken Word with Laura for 16 years. His daughter, Arwen Maas-DeSpain, also served with them as Spoken Word co-coordinator for many years.

Robert’s goodness defies words. Throughout his life, his values of integrity and community brought people together. For him, each interaction was an invitation to curiosity and learning. His way of living profoundly affected many people’s lives. Robert had a gravitational pull that made you feel seen, heard, important, and empowered. As his grandson says: “Whenever we were down, he would bring us back up.”

Authentic, kind, loving, present, available, real, safe, a great listener, giver of the best hugs, preparer of the finest steak and garlic mashed potatoes known throughout the galaxy, an unhesitating helper for those in need: He was all of those things. He was a Buddhist, his religion was kindness tempered with a repertoire of cheesy one-liners. Later in life he was ordained in the church of the Flying Spaghetti Monster and officiated weddings with a colander on his head.

He loved experiencing the awe and wonders of nature. In his spare time, he studied astronomy, geology, indigenous history, world religions, evolution of humanity, genetic discovery, mysterious phenomena, koi pond maintenance, and the art of happiness. Above all, he valued family and meaningful connection. He has graduated on to become a beloved ancestor. He will be fondly remembered and deeply missed.

Robert is survived by his wife, Laura Stuart; brother, Chris DeSpain; sister, Merry Chandler; children: Arwen Maas-DeSpain, Luke Warden, April Warden, Kenin Warden; and thousands of others who he considered family. We know Robert will bless and watch over us forever. There was a celebration of life September 22 at the Oregon Country Fair Main Stage Meadow. For more information or to send condolences, email rememberingrobertdespain@gmail.com.



An Epic Ode to Robert the Red

By Denny Guehler, April 1997. Created for Robert DeSpain on the occasion of his fiftieth birthday

*Come all ye young children
before ye go to bed!
and I’ll tell you a tale of virtue and valor,
the saga of Brave Robert the Red.*

*Friend to animals, adored by children,
and beloved by women, it was said.
A role model for men of ages,
Noble Robert the Red.*

*Chieftain of the Long Tom, long hairs,
and of those who picnic with hair the color of fire on the head.
His venerable counsel was sought by many,
Wise Robert the Red.*

*Fearless and cunning, yet fair in battle
with those whose necks were also of red.*

*Revered by his friends while winning respect from his foes,
Loyal Robert the Red.*

*Student of music and poet of spirit,
a shining example to all in the life that he led.
Dragonmaster of the might backhoe,
Awesome Robert the Red.*

*Agreements he forged with the tribes of the hard hats,
of the sport coats, and of those whose heads were dead.
His stories were sung and told round many Country Fair campfires,
Legends of Robert the Red.*

*So come all ye young children,
Before ye to bed!
And I’ll tell you a tale of virtue and valor,
the saga of Bold Robert the Red.*



Fair Thee Well: Suzie Richards

Longtime Fair Family and Traffic Crew member Suzanne "Suzie" Richards passed away surrounded by her family and loved ones on June 10, 2018, from cancer. Suzie was born on July 24, 1944, in Fresno, California.

She moved to Oregon in 1976 and was truly an Oregonian who loved country life. She lived in Noti just west of Eugene for most of her adult life and loved tending to her chickens, horses, goats, sheep and various other animals she took in when they couldn't find a home elsewhere. Her love of all animals had no boundaries, and often she had more than her share of stray dogs and cats.

Suzie is survived by her daughter Kathy Rudolph



of Hitchcock, Texas; son John Duncan of Silver Springs, Nevada; grandson JM Brown; and all the children she took under her wing over the years who considered her Grandma.

Suzie wore many hats in her lifetime — from nurses' caps to her Noti firemen's straps, leaving footprints in our hearts. Yes, she did a lot in her lifetime. Suzie never met a stranger. She loved the mountains, loved the sea, loved to garden topless and be free. She was a great storyteller too; her loving and kind heart could make any patient or sick friend feel better.

A small service was held at Suzie's property in Noti on September 16. A celebration of life for Fair Family will be held during a work party in the spring of 2019.



Historic Grant for Fair Archives

The Country Fair Archives is committed to preserving the history of the Oregon Country Fair and of the family that makes it happen. To support that work, the archives applied for, and received, a \$12,101 grant from the Oregon Cultural Trust. These funds will be used to purchase basic preservation supplies and expanded storage for the Fair's archives, which is bursting at the seams. The Board has also shown support of this project by dedicating funds to the archives, which will be used to support digital storage.

This work will allow the archives to sup-



port a number of projects related to next year's 50th anniversary extravaganza. These projects include two 50th anniversary exhibits highlighting Oregon Country Fair archives. One will be a year-long exhibit at the Lane County Historical Museum and the other will be a two-month exhibit at the Central Library in Portland. Both will open in early summer 2019.

If you have pieces of history that you would like to see included in the Fair's archives, please contact Fair archivist Terry Baxter at 971-218-0606 or terryx66@hotmail.com.

Sound Bites

by Dean Middleton, Station Manager of KOCF-LPFM



It's that time of year again, Elmira Falcon Football is on the air. We are doing full coverage of the season this year. We have a new play-by-play person, Jerry Huls, new to our community from Texas. Sounds like

Jerry also has lived in the Pacific Northwest because he reported football for KPUG-AM out of Bellingham, Washington. Stu Burgess is supporting the technical side of the broadcast. Home games on Friday nights start at 7 pm and repeat Sundays at 4 pm; away games run Sundays at 4 pm only. We have sold an underwriting package. Our sponsors are: Eclipse Hair Studio, Broadway Grill, Y-Cook, Our Daily Bread, Key Bank, and the Oregon Country Fair.

If you want to associate your business with KOCF, underwriting is a great way to get started. Reach out to me, deanmiddleton10@gmail.com. Any time you are in town please drop by these businesses and thank them for being a KOCF supporter.

Andy Goldfinger and I recently upgraded our primary computer's hard drive. We installed a 1TB Solid State Drive to double our music storage capacity. The upgrade went as smooth as silk.

As part of the new tower location project, finding another frequency is key. KGEL 92.5FM, a

Christian radio in Springfield, is interfering with our signal. The FCC does have rules about low-power station encroachment. We are exploring our options. We are also exploring the idea of moving to another frequency. Our brother station (can't use sister, it has legal ramifications) KEPW has applied for a construction permit to change to 96.5FM. They have 18 months to make the change and then another 18-month extension. Since they applied for the new frequency, they have decided they are better off staying where they are.

During their recent board meeting I requested they relinquish that frequency for KOCF to acquire. Their board has recommended a final vote to hand over the frequency to us in December. Our 100-watt signal without cancellation from KGEL will likely make it into west Eugene. Also we should get parts of Junction City, Alvador, Cheshire and parts of Coburg. This increases our audience nearly five-fold. I will ask for a Board representative to accompany me to their December board meeting to help impress how important this is for the station and the Fair.

Planning for the 50th anniversary kickoff event, the KOCF Halloween Party, October 27 at the WOW Hall is still underway. Sol Seed will be our headliner with Steel Wool opening. In between bands Acoustic singer songwriter Henry Holden will perform. A poster to promote the event will be available soon.

That's a wrap!



Photo ©2017 Jeremy Running Photography

Morning at the Fair

by Carole Biondello, Elder

OCF 2017 – Another fabulous Fair! Waking at 3:00 am Saturday to visit the portaloos with the sweet soft sounds of a real live piano in a camp close by and a full moon to light my way.

Making coffee for camp at 6:00 am and watching sleepy campmates stumbling from their tents with cups in hand, then heading out to see our little city come to life. Tracking down a lone sitar player filling a green and woodsy space with ethereal music.

Watching a couple pass by lugging a harp, guitar, and banjo. Tired but happy little children in their jammies and yesterday's face paint making their own jump ropes from crafts left on tables just for them. A woman hula hooping in the meadow with purple hair sparkling in the morning sun. Carts rolling by with food supplies for us to savor later. Bleary-eyed young folk dragging their weary bones to bed.

Moving on to find breakfast and coming upon a string band entertaining those waiting for their first food of the day. All this before 8:30 am. What a magical place.



The Crafty Cone Caper of 2017

by Carole Biondello, An elder who should know better

It was a warm Saturday night and full moon just after midnight in our cozy camp, with happy folks making late-night plans, when “the incident” occurred and tempers flared. I must tell you that angry hippies are not by any means a pretty sight.

Curiously, the root cause of the kerfuffle stemmed from a root. The root was in the center of the path and nearly became the root of all evil in our precious little spot, and threatened to trip us up as if it were a joke amongst the trees as we once again invaded their space without so much as asking for permission.

We ignored the root until the sun set each night and it became impossible to see. Ever-so-sharp hippies that we are, we were conscious of the trippy hazard, and wanting to avoid anything falling except darkness, we plopped a white trash bag on top which shined in the dark but looked beyond unattractive. Hillbilly/Hippy was not the decor we desired for our camp.

On Saturday night, a campmate marched proudly down the path with a new and glowy solution. On her walkabout, she had come upon a banned glow necklace dropped in the road and was told it was up for grabs, so she wrapped it around the root thinking that would solve the problem, but half the camp said it was too small to notice, so the trash bag was put back and then promptly flung off by the pro-glowers, and then the ugly bag returned again, and so it went with heated discussions of how the trash bag wrecked the Feng Shui of camp.

So an elder and younger looked at each other, rolled our eyes, and decided that what we needed was a traffic cone. The younger jumped up and said she was going to find one, and older me said “wait up!” so just after midnight, with the full moon lighting our way, off we went.

We headed to Maintenance first and they were out, but just up the road under a tree was a fine orange cone doing nothing but

sitting there minding its own business—perhaps on a break from what cones do, so we nabbed (borrowed) it. The cone was the super-size version and heavy, so the younger did the main carrying until I took over a bit later huffing behind.

Then, on the very dark wooded shortcut home, I spied a parked car with the perfect little cone sitting on the trunk and glowing out to us. I’m guessing when they pulled out to run hippie errands, like a quick trip to Weedmart they used it to save their space.

So we snatched that one and hoisted the large cone on the trunk to take its place and scurried off. Back in camp, the little cone covered the root perfectly and we plopped the glow necklace over it and a color changing ball on top, and Tah Dah! The pesky root was transformed into our own unique art installation. Some in camp accused us of thievery, but we reminded them it was still technically on Fair property, and assured them it would be returned by Fair’s end.

It was decided that if we were caught, the story was that the younger was my caregiver and I, not being quite right in the head (not such a stretch there) had a fixation with traffic cones. I would pick it up, and while stroking it I would say, “My precious, oh, my precious, why are they taking you away?” If that didn’t work, we’d drop the cone and run like hell off into the dark woods.

On Monday, we tried to return the cone to the car, which, not surprisingly, was gone by then, so we left the small one at the spot under the tree where the original large one sat. It’s hard not to picture the reaction of the hippies who I imagine were coming off a Fair high, scratching their dusty heads when returning to their car to find a cone twice the size of what they had left. I feel a bit guilty that they didn’t get theirs back, but I have a sneaking suspicion that they had “borrowed” theirs too.

DESIGN THE 2020 OREGON COUNTRY FAIR POSTER

HERE IS YOUR OPPORTUNITY TO DESIGN THE POSTER FOR OUR 51ST ANNIVERSARY AND BE PART OF OUR AMAZING EVENT.

EMAIL SAMPLES OF YOUR WORK OR A LINK TO YOUR PORTFOLIO BEFORE NOVEMBER 1, 2018:
ADVERTISING@OREGONCOUNTRYFAIR.ORG

FOR MORE DETAILS: WWW.OREGONCOUNTRYFAIRPOSTER.COM

The image is a promotional poster for a design contest. It features a background of various historical Oregon Country Fair posters from different years, such as 1962, 1963, 1964, 1965, 1966, 1967, 1968, 1969, 1970, 1971, 1972, 1973, 1974, 1975, 1976, 1977, 1978, 1979, 1980, 1981, 1982, 1983, 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019. The text is overlaid on this background in a white, bold, sans-serif font. The main title is 'DESIGN THE 2020 OREGON COUNTRY FAIR POSTER'. Below it, there is a call to action: 'HERE IS YOUR OPPORTUNITY TO DESIGN THE POSTER FOR OUR 51ST ANNIVERSARY AND BE PART OF OUR AMAZING EVENT.' Further down, it says 'EMAIL SAMPLES OF YOUR WORK OR A LINK TO YOUR PORTFOLIO BEFORE NOVEMBER 1, 2018:' followed by the email address 'ADVERTISING@OREGONCOUNTRYFAIR.ORG'. At the bottom, it says 'FOR MORE DETAILS: WWW.OREGONCOUNTRYFAIRPOSTER.COM'.

2018 OCF Annual Membership Meeting and Election



6:30 pm, Saturday, October 20, 2018
Whiteaker School, 21 N. Grand St., Eugene Oregon

To: All active members of the Oregon Country Fair, having voting membership as required and defined in the bylaws of the Oregon Country Fair.

Note: OCF bylaws have changed and voting members must vote at least once every 3 years to remain on the voting member list. No one has been removed from the list for lack of participation (yet). Please vote!

Instructions for All Ballots

- There are 6 vacancies scheduled to be filled. You may use X's or checks to vote for 6 or fewer candidates. If you vote for more than 6 using X's or checks, your ballot will not be counted.
- More vacancies have been known to occur before the close of balloting. If you wish to vote for more than 6 candidates, please use numbers to mark your votes until all the candidates you intend to vote for are assigned a number. (You may assign a number to every name on this ballot and to all written-in names, if you want.) Number your votes sequentially, starting with 1. Only those votes with numbers up to the number of vacancies will be counted. For example, if there should be seven vacancies, votes numbered one through seven will be counted. Do not assign the same number to more than one name.
- Facsimile ballots will not be counted.

Absentee Ballots

- If you make an error on your ballot, or you are missing a ballot or return envelope, please leave a message for the Elections committee at the Oregon Country Fair office at 541-343-4298 or email elections@oregoncountryfair.org.
- Enclose and seal the ballot in the Secrecy Envelope (fold only if necessary). Put the Secrecy envelope in the envelope addressed to the Oregon Country Fair.
- Place your signature and legibly print your name and your mailing address on the return envelope where indicated. Envelopes that do not have a signature will not be opened or counted.

2018 OCF Election Timeline

- Meet the candidates! The forum was held on September 16 and videos are now on the internet. Find it at oregoncountryfair.net.
- **Oct. 1:** Last day to request an absentee ballot for timely delivery. You may request one after this date if you can return it in time for the meeting. Ballots that arrive after the meeting are not counted. Email: elections@oregoncountryfair.org or send your absentee request to elections at the Fair office address (see other side). Please include your current address with your request.
- **Email:** elections@oregoncountryfair.org
- Absentee ballots are not available from OCF office staff.
- **Oct. 20: Annual Meeting**
- Come vote at Whiteaker School, 21 North Grand St. Eugene, Oregon, 6:30 pm. Results are counted and announced after the meeting.

- Submission of an absentee ballot appoints the Secretary of the OCF as proxy to cast the member's votes as indicated on the ballot.
- Absentee ballots must be received in the Oregon Country Fair office (442 Lawrence, Eugene) no later than 5 pm, Saturday, October 20, 2018, or turned in at the Annual Meeting.

All Ballots

- If you are voting at the Annual Meeting, October 20, 2018, turn in your ballot at the elections table at Whiteaker School (21 N Grand, Eugene) before the election closes. Ballots that arrive after the meeting are not counted.

1

These three petitions were turned in and these questions will be on the 2018 ballot.

Now is the time to educate yourself about these issues — decide if you agree or disagree.

Statements for and against the questions are appended to the three documents linked on the oregoncountryfair.net web page.

The petitions are available at the Fair office for member review.

(In each case, the following text is printed verbatim, as it was presented. It has not been edited for spelling or grammar.)

If you would like to express your opinion on this petition, please label it clearly as Voter Registration at Wristbands and AGREE or DISAGREE. Send your statement of 100 words or less to elections@oregoncountryfair.org. Comments will be available for viewing at www.oregoncountryfair.net.

Recommendation for OCF by-Law Change – Voter Registration at Wristbands

We, the undersigned, being members of the OCF request that there be a resolution added to the ballot for the annual meeting of the membership...it is hereby resolved that.....

We recommend that the OCF develop plans/process that allows for FAIR family to register to vote when they collect their wristbands at the fair.

- We believe this would allow for the FAIR family to be better represented.
- We believe this increase Membership/Voter turnout.
- We believe the mail-in process must continue.
- We believe this will increase the number of registered voters & hopefully, allow them to become more engaged in our process.
- We respectfully ask that this recommendation be discussed with any subcommittee and with the membership & that it should not be ignored or buried if it passes thru the election.

On the ballot:

Do you agree that the OCF should develop plans/process that allows Fair family to register to vote when they collect their wristbands at the fair?

YES___ NO___

If you would like to express your opinion on this petition, please label it clearly as Change Candidate Declaration Date and AGREE or DISAGREE. Send your statement of 100 words or less to elections@oregoncountryfair.org. Comments will be available for viewing at www.oregoncountryfair.net.

Recommendation for OCF By-Law Change – Change Candidate Declaration Date

We, the undersigned being members of the OCF request that there be a resolution added to the ballot for the annual meeting of the membership...it is hereby resolved that.....

We recommend that the candidates who intend to run for election to the Oregon Country

Fair Board of Directors declare themselves by JUNE 15 (or some date prior to the actual dates of the fair) of the election year & we WILL accommodate a candidates forum during the FAIR so that our 'family' can have time meet, ask questions of & evaluate future BOD members.

- We believe this would allow for the FAIR family to have better access to & knowledge of the candidates.
- We believe this increase Membership/Voter turnout.
- We believe the mail-in process must continue.
- We respectfully ask that this recommendation be discussed with any subcommittee and with the membership & that it should not be ignored or buried if it passes thru the election.

On the ballot:

Do you agree that the fair should change the deadline for Board of Director candidates to declare themselves to a June date and have a candidate forum during the fair?

YES___ NO___

If you would like to express your opinion on this petition, please label it clearly as Justin Honea recall and AGREE or DISAGREE. Send your statement of 100 words or less to elections@oregoncountryfair.org. Comments will be available for viewing at www.oregoncountryfair.net.

Petition for board member recall – Justin Honea

We, the undersigned being members of the OCF, hereby recall from the Board of Directors Justin Honea, for gross violation of OCF policies, procedures, and code of conduct. We believe his actions in the recent handling of personnel issues are unacceptable. We believe his actions have resulted in significant costs to the Fair itself, financially, in membership morale, and the corrosion of behavioral expectations. We also believe that Justin Honea is not representative of the membership body or its values.

On the ballot:

Shall Justin Honea be removed from the board of directors of the Oregon Country Fair?

___ YES ___ NO



2018 OCF Board of Directors Candidate Statements

The 2018 Oregon Country Fair candidate statements below are published as submitted to the OCF Election Committee without editing. The views contained herein are the views of the candidates and not of the Oregon Country Fair. The Election Committee included only the contact information provided and approved by the candidates for publication.

Individuals must be 18 or older and an active, registered member in order to serve on the Board of Directors. Six directors will be elected to serve a two-year term.

Candidates

Sue Theolass
Spirit Leatherwood
Shelly Devine
Lucy Kingsley
Lisa Parker
Lily Harmon-Gross
Komo F. D. Gustafson
Jon Steinhart
Jack Makarchek
Etienne Smith
Ellen Singer
Darcy Rose
Cynthia Peachey
Ann Bennett Rogers
Aaron Kenton

Aaron Kenton

aaronfirephoenix@gmail.com
 28015 Ward Lane
 Eugene, Oregon 97402
 541-461-4204



I am by nature and professionally a problem solver, a logical thinker and a hard worker.

I believe it is critical that topics are discussed by the Fair Family membership before decisions are made. The resultant ideas need to be heeded by the Board, Management and Committees. I am actively working towards multi-faceted communications that reach all of our members. We must have more say in taking our Fair safely into the future!

We need transparency in and knowledge of the skills represented by our governing body. The Board hired a consultant for guidance in hiring a top manager. The recommendations include major changes to our existing volunteer and management responsibilities and needs substantial modification. I requested the Board work in open session instead of the unnecessary closed session they suggested.

There are so many ways we can move forward positively! I have been working collaboratively with a group of people, including candidates, outlining some of the many forward looking topics that need attention.

I've been with the Fire Crew for 16 years. I take care of passes, teens, camping and budgeting and co-manage crew structures. I attend meetings with outside agencies representing our first responder crew, fair emergency preparedness meetings and coordinators meetings.

I have worked with multiple non-profit and for profit entities, as a consultant, helping them to create and implement healthy, participatory, organized work environments. I have budgeting and fund accounting skills for multi-million dollar organizations including the Country Fair. I co-manage a 36 acre wetland similar to the fair property and have experience working with planning and water rights.

I would like to help recreate a collaborative approach to governing the fair with a clear conduit of information from the members to management and the Board.

Vote for me and I will vote for us!
 Aaron "Fire Phoenix" Kenton

Ann Bennett Rogers

ann2ocf@stoneromance.net
541-757-0650



I am seeking a second term on the Board of Directors in this period of transition and as we mature towards our 50th year. I bring with me an understanding of our past and a desire to see that our younger members are nurtured, educated and engaged. I attended my first Fair in 1973 and became involved in the OCF as a volunteer in 1986. My entire family now participates as volunteers on three different crews.

The Fair should not implement our activities without looking at the long and short-term effects of these actions upon the land and the event within our framework of goals and guidelines. I bring to my Board position over 25 years of environmental planning on Federal, State and private lands. This has all been with an emphasis on conservation and restoration of the land within a sound economic framework. Our process should be identifying the problems, determining objectives and evaluating alternatives, implementing and then revisiting these decisions to provide for the health of our community. There are both environmental and economic effects of our activities. As stated in our Code of Conduct, reverence for the land is one of the pillars of the Oregon Country Fair. My experience and knowledge will help with our stewardship and support the Fair as we move forward. The need for adequate upland kitchen facilities must be considered within our envisioned land use. Our infrastructure, including sufficient water and toilets, needs to be maintained both for the public and ourselves- volunteers, crafters, food booths and entertainers. Improvements must be undertaken whenever opportunities are present. We need to support recycling and "pack-it-in/pack-it-out" for all our activities. We need to look at food vouchers and volunteer appreciation considerations. Please vote for Ann Bennett Rogers for the Board of Directors.

Cynthia Peachey

peachey.cynthia@gmail.com



Dear Fair Family,
I'm Peaches and I'm asking for your vote for the OCF board of directors. I am an Intensive Care Nurse and have volunteered for the Fair for 22 years, ten on the Traffic crew and 12 as a Nurse and Pre-fair coordinator with Whitebird. These experiences have brought me the ability to think clearly under pressure and collaborate effectively with others.

As we come to celebrate our 50th anniversary, Our organization is at a crossroads. As we set a vision for the next 50 years, many of the structures that have served us well need updating and change. Our leadership structure needs stability, our grievance processes need to be evaluated and followed, the hiring process needs to be open, the membership given more information and opportunity for input, our facilities updated to be more accessible for all and our operational crews given the resources and say over what they need to keep the event a magical one for our paying guests and entire family. I feel ready to take part in the process of problem solving these issues.

I hold the core values of collaborative relationship, radical tolerance and pragmatic idealism. In this chaotic world, treating each other with compassionate excellence is a revolutionary act. We are needed to shine this light for those around us.

I love this place. It has played a huge part in shaping the person that I am. I have seen first hand the ways in which it has transformed so many people. I am deeply invested in seeing Our organization thrive and continue to inspire, not just at the 3 day event but in Our year round involvements in community outreach, support of the arts and youth programs.

Gratefully,
Cynthia Peachey

Darcy Rose

503-998-7507
darcyrose61877@gmail.com
604 NE Shaver Street Portland
OR 97212



Dear Fair Family,
I am a "Fair Baby," daughter of Wally's Way, aka "The Twins." I've served on staff since the first TEEN crew and have volunteered two decades as an InSecurity Pathrover. I am continually in awe of the amazing peaceful energy we create together and simply want to amplify the positive ripples.

I began this letter before Fair, not with the intention of running for the board, but simply to re-introduce myself as Darcy Rose. My original letter began with a long meandering musing about who I am, how culturally significant Fair is for my three generations, and why I feel called to contribute year round. Yet, with 300 words max, I need to condense my expansive desire to be part of our natural evolution, radically shifting from the patriarchy.

Here are some ideas:

- Allow, enable and encourage board members to participate virtually (We are in a new century that connects us virtually, plus it is the Oregon Country Fair).
- Make the bold and essential goal of becoming a carbon neutral gathering by 2022 (It's now or never, people...we don't have a decade to wait).
- Strategically and creatively reduce our collective dependence on fossil fuels to host our essential event.
- Plant trees and native plants on the land to sequester carbon where there are no plans to expand our human footprint. (Hoedads 2.0!!)
- Calculate the carbon footprint per fairgoer and encourage ways to offset.
- Work in partnership with Fair vendors and partners to offset our carbon impact by creating and funding statewide projects.
- Continue to support inspiring environmental art and performances.
- Celebrate the 50th by collaborating with filmmakers to create a documentary to capture Fair Magic, past, present and future...

Peace and love,
Darcy Rose
PS For the longer version, visit DarcysUtopia.com

Ellen Singer

e_singer@efn.org



Greetings Fair Family,
Hello again, Ellen Singer here. I'm a longtime volunteer on Information Crew, and an Elder. Many of you have asked me to run for our Board, and I'm willing to serve. My analytical skills, professional training and experience (decades of lawyering, three years as ombudsman and patient advocate, youth mentor, OCF mediation retreats, peer counseling) and previous participation on boards equip me to tackle any issue thoughtfully. I won't take a stand on an issue until I've fully researched the situation. I have a positive attitude, along with a willingness to envision worst case scenarios in order to deal with problems before they arise. I favor better compensation for all of our hard-working entertainers and volunteers. I consider the Fair's role as a loving and mutually supportive community at least as important as our main event. I'm committed to environmental awareness and stewardship. I disagree with the notion of "cultural appropriation," and would like to see the Story Pole go up as originally planned. I believe all Fair Family, not just staff, would benefit from attending Human Intervention Training. I love the Fair and appreciate its many faces. I look forward to partying with all of you at our 50th Anniversary celebration in 2019!

Peaches and Love,
Ellen Singer

Etienne M. Smith

541-653-1079
ems_peace@yahoo.com

My name is Etienne M. Smith AKA Auntie Em I'm running, proper, for the OCF BOD. I am asking for your vote to be your representative. It's time to come together to have more workshops and reaffirm our core values to guide us through the next 50 years.



We are a Family, Membership Organization and to that end I will work keeping Reverance and Stewardship for the Land above all. I will use my above and beyond abilities and leadership to create transparency and simplicity. I've always said, "the microcosom = macrocosom is reflected in US. We are an alternative progressive community who knows that change starts with the individual to the greater community /nation. If energy is an issue, then lets work on reducing 'our' footprint. Yet we need broadbands for commerce. I want to answer via example. "What does accountability look like?"

"It's not about the Who, it's about the What." I've said, "I want a new president; Not because I like or dislike the person who is president; It's because I want to hear, as a member, the real State of the Peach.

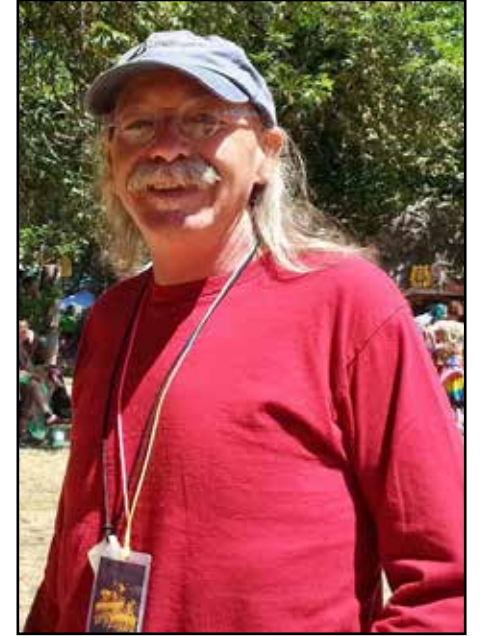
Who am I? I can say I've been coming to the fair for 45 years. I have been on staff since 1991 with M.C. Security-Hospitality, Lifetime VegManEc, QM, JYD, Elder and served on the BOD 1999-2001. No! I am not entitled. I am invested. What brings me to the fair? Peace, Love and Freedom. Please vote for me so generations can share in that same equality.

Thank you.

Jack Makarchek

541-570-2923

It is a privilege, and a gift, to serve as a BOD member and its president. This experience has deepened my knowledge of what it is to be a good being. The challenges have been many. With your support and that of my wife and children, volunteering for the Oregon Country Fair has opened my mind to just what can be done through celebrating the arts and developing a very important lasting piece of our culture. Next year we will be presenting our patrons with an amazing 50th anniversary!



We have had many successes over the last 50 years. Thank you all. Presently our relationships with the county and city over land use, permit issues, and local ordinances are in a good place. Work is still needed and the agencies that have jurisdiction over our event recognize our commitment to set goals for compliance and achieve them. Having a General Manager/ Director job description and completing a successful hire to help continue this work are essential. Our internal growth trajectory is steep. Our ability to continue to grow our family, be able to park, and have a place for them to camp need to be addressed by all of us. Each generation must recognize this and help by providing leadership and creative solutions. By doing this we will be well positioned to meet the challenges of the next 50 years.

Let's focus on what makes us strong: reverence for the land, celebrating artfully, and working together to provide an educational experience for our patrons. Outward looking and knowledgeable leadership as well as new voices willing to serve are both critical. Our future is in the hands of all generations working together. We are all teachers and can learn from each other.

peace and love, jack

Jon Steinhart

jon@fourwinds.com
(503) 857-7808

The Fair is an amazing event. I love helping to bring joy and enlightenment to so many people every year. But I don't like what's happening between Fairs.

I'm not running for the Board because it would be an honor and a privilege to serve; it's not about me.

I'm on the boards of several companies so I know that it's a lot of hard work. I'm running because I love the Fair and am concerned about the way in which it's conducting business. I'm running because I can't expect anyone else to do something that I'm not willing to do myself.



The vast majority of our Fair Family just comes for the event and doesn't sweat the details. But, a well-run organization is needed in order to be able to put on the event. I sense that the organizational dysfunction is spilling over into the event.

The Fair needs a Board of Directors, not a collection of micromanagers. The Board needs to provide vision, direction, and oversight; it shouldn't just delegate its responsibilities. A good General Manager is needed, and needs to be supported. We need to model the behavior that we want to see in the outside world. This includes treating our volunteers well; they make this event possible.

I've spent 26 Fairs working in the background to make things run better. Again, it's about the event and the Fair Family, not me.

I've provided technical support to Security Crews and Teen Crew pioneering the Fair's on-line services. Outside the Fair I'm an engineer, high-tech entrepreneur, and farmer.

I would appreciate your consideration and your vote. Not for me, for the future of the Fair. Please contact me if you have any questions.

Komo F. D. Gustafson III

Komo F.D. Gustafson III
komoflaug@gmail.com
503.507.1092

Needless to say, we are experiencing some growing pains and facing some turbulent times as a family and as an organization. Trust is becoming a rare commodity, accountability is majorly lacking, and we have strayed far from the ideals that led to the 4th article of our bylaws, "There shall be one class of membership." These issues, and others, make it abundantly clear that now is the time, more than ever, to focus on solutions and healing. Something I feel we can accomplish, as a family.



Hi, my name is Komo F.D. Gustafson III. I am approaching 25 years of service to our fair as a volunteer with Pre/Post Security. I served as an operational Shift Supervisor for many years, and am currently a crew lead for Early/Late. I'm a farmer, and as a farmer, I not only cultivate hemp, but I also cultivate community. I'm known for building bridges and bringing people to the table to find solutions when they are needed. I have a lifetime of experience working with non-profits, and have a knack for taking on the big tasks that most feel are not possible.

Given our current circumstances, my diverse array of skills and experience, and the urging by those in our community, I am hereby announcing my candidacy for the Board of Directors of the Oregon Country Fair. If you cast a vote for me, I pledge to dedicate myself to seeing us through this time of organizational change and growth, with a new perspective and level approach, and promise to do what's necessary to maintain a volunteer oriented event. Volunteers are our backbone and should always deserve a seat at the table.

To learn more, visit "Go For Komo" on Facebook.

Lily Harmon-Gross

lilyclearwater@gmail.com
607.262.1336



I'm a life-long Fair Family member, first in the Blintz Booth, and currently as co-coordinator of the Camping Mediation Team. I bring both the much-needed perspective of booth member and the understanding of a crew coordinator to the board. I will act with heart, passion, and intelligence. I have committee and leadership experience at the university, hospital and county levels. I offer open mindedness, clarity, and the forward-thinking nature to serve on the board, and will dedicate myself to speaking for us all as a diverse, evolving community.

It is essential to the Fair's future that our board functions as a professional structure. Developing the board into a governance body is an important step towards making board members aware of their legal and financial responsibilities to the organization. I advocate using this transition as an opportunity for the board to engage membership through transparency and inclusion.

We currently face an HR crisis and must hire a GM or Executive Director. Clarification of roles, responsibilities and power at the upper levels of Fair management is crucial. As a board member I will create systems that help management, coordinators, and volunteer leaders mature in their roles. Leadership development should be part of a collaborative process involving employees, coordinators, the hiring/personnel committee, an HR consultant, and the board. I will work to create a system of reviews and constructive feedback to be incorporated into our leadership structure.

Accountability and integrity are crucial to ensuring our vision lives on for 50 more years. I believe in the Oregon Country Fair and its values. We are family - a dynamic group of people who can work together to resolve our differences and preserve our ideals.

I welcome your questions and feedback.

Thank you,

Lily Clearwater Harmon-Gross

Camping Crew Mediation Team Co-Coordinator

Lisa Parker

lisaj.p.rn@gmail.com



Dear Fair Family,

It is my intention to run for a seat on the Oregon Country Fair Board of Directors. What serving on the Board of Directors means to me is to engage on a deeper level with the year-round intentional community that supports the creation of our Essential Event.

2019 will mark my 39th year as a Fair participant. Although I've done a lot of different things over the years, I've been a nurse with White Bird since 2010.

The qualities I will bring to the table are my objectivity, critical thinking, and commitment to informed decision making. I will thoroughly research the issues that come before me, taking multiple points of view into consideration before making up my mind. I have a solid sense of personal integrity and will endeavor to hold myself accountable. I am capable of changing my mind when confronted with new information, and I am able to admit if I make a mistake.

I see multiple issues of great importance to the Fair needing to be addressed. Priority areas include what we want our leadership structure to look like, how best to function as transparently and equitably as possible, how best to manage our growth, and how we will sustain our longevity, as well as things like amplified sound and quiet zones, providing optimal infrastructure to support the work of our volunteers, dealing with our garbage, promoting inclusion and diversity, taking care of the land, being good neighbors, and retaining the core values that we were founded upon while simultaneously embracing change and looking forward into the future.

I'm excited to be considered as a candidate, and I promise that I will always do my best to put the membership at the forefront of every decision I am entrusted with.

Sincerely,

Lisa Parker

Lucy Kingsley

lucykingsley42@gmail.com



At its heart, the Oregon Country Fair is a philanthropic organization dedicated to fund raising for local community programs supporting basic needs, the arts and social change. We raise these funds by throwing a world class 3 day artisan, food and performance festival. A prime directive for this market place is that the seller of the craft is the maker of the craft. This is an economic as well as a political act.

In addition to the event itself, another important feature of our organization is Culture Jam-an 8 day residential empowerment through the arts summer camp for youth ages 14 to 18. Staff and youth come from diverse backgrounds to form a community that is fun as well as transformative.

As an organism we are in the midst of a significant transition. As we maintain our traditions, we need to create space, literal as well as metaphorical, for the new. A major concern is our growth as a family and as well as a public event. Segments of our physical infrastructure need attention. I believe our family as well as the public would benefit from building a community center.

I have a deep commitment to our event. I have attended every fair since the beginning. I have worked on a variety of crews as well as worked in a food booth and been a craft person.

It is my honor and privilege to have spent almost my entire adult life being of service to this organization. I seek your support in continuing my participation as a member of the board of directors.

In gratitude.

Lucy Kingsley

Shelly Devine

503.481.3879
shellydevine@gmail.com



We are all in this together. It is a choice. We play all the rolls, and make up all the parts; patron, vendor, volunteer, coordinator, and employee. Having been each of these over nearly 30 years of Oregon Country Fair involvement, it's humbling to thank you for the experience. It is time to come home to our roots, our family tree, while simultaneously blazing the trail ahead into the future. We are at the crossroads. It serves us to look back and remember that which honors the original and radical impulse that started this. It is imperative that we look forward and envision where we are headed.

Thank you for being us.

Shelly "ShellBell" Devine

Spirit Leatherwood

ocfspirit@gmail.com
541-554-9806



Some people measure the success of an organization by its growth, assets, and revenue.

I measure success largely by how well we are fulfilling our purpose. As we approach our 50th, we are at a crossroads within our organizational structure.

Our community is the heart of who we are and what makes us unique. We should hold this close; relying on our core values as our strength. During this political climate, we need to model change, holding inclusiveness and transparency as the cornerstones of trust.

As the younger generation navigates these changes, guidance from our elders is invaluable.

Given the opportunity to serve as a Director on the OCF Board:

-My decisions will be made with loyalty to our organization's purpose.

-Membership will have a seat at the table; your voice valued.

-I will encourage volunteerism through ethical leadership and support.

-Our reputation is vital to the success of our event and I will reflect that in my actions.

-I will help shape policy that serves a healthy workplace, best practices, and accountability.

-Hiring a GM/ED is a priority and I support professional HR help. The right choice will allow the Board to focus attention on our nonprofit's policies, philanthropy, stewardship of the land, and fiduciary responsibilities.

I am a mama, wife, small business owner, and OCF volunteer of 21 years. I have learned to serve that which nourishes my spirit. Many of the qualifications I bring as a candidate are from my volunteer roles as a co-coordinator of External-Security, Fair Central Crew member, and Path-Planning Committee member. The ability to successfully coordinate 441 volunteers, manage a large budget, organize tons of information, and respond under pressure is due to collaborative teamwork, thorough communication, responsiveness and good policy/process. Above all else, I value integrity and accountability. Blessings and Please VOTE!

Sue Theolass

theolass@efn.org
28 n. cedar st. eugene, or. 97402
541-688-6679



Hello Fair Family,

The Fair is all of us: crews, entertainers, committees, our neighbors, BUMs, the ticket buying public, Board, and staff. There is a sustaining, transformative, magical energy inherent in what we do far beyond the three-day event. It manifests all through the year in our philanthropy and our programs. What we do together can change the world for the better for us and future generations.

I'm a juried crafter, a Board liaison to Craft, Budget, Food, and Endowment Committees and a member of Path Planning. This has given me a broader view of the interconnectedness of Fair workings, how one idea can impact other plans. It has been quite the education.

The past two years, as has often happened, have brought us opportunities and challenges. Working together we can rise to meet them. I will always listen to your concerns. I strive to consider all sides of an issue and do my best to support what is in the best interest of Fair and family; we may not always agree on the outcome. I value transparency and respect confidentiality which can be a difficult balance.

Some of my key issues are: respect for the land and for each other, improving neighbor relationships, providing more whenever possible for our amazing volunteers and entertainers, and dismantling us/them perceptions between booths and crews.

The 50th is coming. Let us take a deep breath and continue our good work. I would be honored by your continued support.
Sue



BOARD OF DIRECTORS' MEETING SEPTEMBER 10, 2018

7 pm, OCF Site, Hub Yurt

Board members present: Ann Bennett-Rogers, Chewie Burgess, Diane Albino, George Braddock, Jack Makarchek (President), Jon Silvermoon (alternate), Justin Honea, Kenya Luvert, Laurel Blaser, Paxton Hoag, and Sue Theolass. **Peach Gallery present:** Staff (Crystalyn Autuchovich, Mary Callaghan, Shane Harvey, Stephanie Talbott), Officers (Hilary Anthony, Kimmo Howard, Lynda Gingerich) and 60 members and guests. Sam Lutredge facilitated the meeting.

This Board of Director's meeting is being videotaped and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings. 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." Please note, Board meetings held at the OCF site are not live streamed due to intermittent access to the internet.

New Business

Bylaw change (Jon)

That Article VII, number 5, third paragraph (Committees and Coordinators) of the current OCF Bylaws last amended November 7, 2016, be changed to: The Board shall appoint an

employee or employees who shall be the lead professional(s)* of the Oregon Country Fair and who will be responsible for all operations of the year-round organization. The Board will hire, evaluate, decide on salary increases and, if necessary, terminate the contract with such professional(s).

Codify coordinator appointments and dismissals (Jon)

Jon said he would have a draft ready prior to the next Board meeting.

Approve Executive Director job description and form search committee (Jon)

Rename and repurpose the Personnel Committee (Jon)

Secure services of Human Resources consultant (Jon)

B.U.M.S. (Jon)

Appoint sanitation coordinator (Jack)

Announcements

Chewie: When the deadline for the candidates' statements were due, I was working an event and sent it to the wrong email address. I am running for Board as a write-in candidate and have a video up and my candidate statement in several places. If you want to contact me with questions or to get a copy, my phone number is 541-221-6408 and my email is chewieburgess@yahoo.com. I am running for the Board and would appreciate anybody who thinks of it to write me in. I will be participating in the Candidate Forum and will be re-posting my candidate statement. Thank you very much for your support.

Ann: I have some very sad news. Louise Jackson passed away August 26, 2018. She was a crafter and beader. She is wife of Jeff Harrison of Craft Inventory and will be deeply missed. The celebration of her life will be September 29 from 8:30 am to 4 pm at the LCC Longhouse. All are invited to share our love for Louise.

Auntie Em: Robert DeSpain's potluck memorial will be on September 22, 2018, at Noon at the OCF Main Stage.

Ann: Virgil Courtright's memorial was held September 15, 2018.

Staff Reports

Crystalyn: My report will be brief as I just got back from vacation. Culture Jam was a really big success. The Teddy Bears' Picnic was awesome. Thank you to everybody who came and volunteered. A special huge thank you to Mary Callaghan and Stephanie Talbott. They did a really awesome job, thank you!

I met with the City of Veneta recently to discuss some of the neighbor complaints we had this year, specifically around sound, traffic and cell phone usage. We are working to get a Verizon portable cell tower for the 2019 event. I feel confident we will be able to get AT&T and T-Mobile again next year. The City of Veneta is helping us to make connections there as well as text. We will have more meetings about ways we can help with some of the traffic issues and noise mitigation. I just got back from vacation, so apologize I did not have time to write a more thorough report.

Shane: I missed the last Board meeting because I was at Culture Jam. I'd like to thank the volunteers for putting on a wonderful event this year. It's been a pleasure to work with all of you. Especially, I'd like to thank Jenny Getty and the Geranium Eradication Team. They filled over 100 thirty-pound bags since they started working in April. They spent a lot of weekends onsite and focused on Alice's Wonderland. It's still a big problem and we will be starting a training program in the spring for folks who want to come out and help on their own time or with the team. Information will be sent out through the LUMP Committee and oregoncountryfair.net site.

Culture Jam was an amazing success. Robin knocked it out of the park again this year! The young-adult participants had an awesome time. It was great to see them enjoying themselves, their smiles and energy. I need to thank Eli and Elliott who spearheaded the kitchen this year. It was our first year using a rented kitchen trailer. It was a challenge and remarkably smaller space, only 24 feet long. They were able to make 130 meals three times a day for the event. There were challenges with electricity and how to capture grey water, but we figured it out and it was wonderful to do.

The Beaver Open just finished and I want to thank Sarah George and Paul Vorvick for their patience and working with me through the SUP Guidelines set up by the county back in September 2017. On that note, we have still have not heard from the county about the SUP reconsideration.

We do have movement on the road vacation issue. It's been discovered the title company made a mistake and that OCF actually owns Aero Road and Chickadee Lane. Western Aero Corporation (WAC) made changes to the property in the late 1970s and early 1980s to carve out several small parcels along these roads. As they did this, they excluded the roads from the adjacent parcels and granted the county an easement over the roads. It appears WAC had forgotten about ownership of the roads and/or that folks had wrongly assumed the county owned the roads. Michael Gelardi engaged Cascade Title to confirm if WAC had ever sold the roads.

We went to lengths to try and track down Gordon Wilkinson, the former President of WAC, and tried to reach an agreement to convey the roads to OCF. Gordon was cooperative at first, but as we got into the details of the deal he became concerned about the potential risks to him of transferring roads from the WAC Trust. He engaged a lawyer and wanted OCF to pay his legal fees, which slowed down the negotiations, until Michael Gelardi went through and revisited the property records. It was discovered in the 1982 deed from WAC includes the roads. The deed was strangely worded so was hard to know what was covered without understanding the full history of what WAC had done to reconfigure the property lines. This is because of the legal description in the deed that begins with a larger property WAC historically owned and then excludes the various parcels they carved out and sold before 1982. The good news is that we do not have to acquire roads from WAC and can proceed with the county and vacate. Also, Michael Gelardi and Herschel Hunter are not charging us the time for the mistake of Cascade Title and what has been recently known.

The fire danger is still high and it's very dry. When onsite and smoking or dealing with matches, please be conscious of what is going on around you. It doesn't take much to start a fire. We are seeing the ramifications throughout Oregon and Northern California. Please be conscientious.

We are gearing up to help with the Virgil Courtright and Robert DeSpain memorials. I'll be working with Tom Lanfear to see how to get the Cross-Country event done here in a different manner.

Stephanie: I just got back from a week off and visiting my husband's 95-year-old grandma. It's always a joy to meet people with that much experience in life. She made a point of pulling me aside, and said things that seemed important like deadlines, day to day stuff and little interpersonal things really aren't important. What is important is friends and family and those things will stick with you. I wanted to share that tidbit of wisdom, that we should all put things in perspective.

Thanks to Terry Baxter and Jerry Joffe for helping the Oregon Country Fair receive a grant for \$12,101 from the Oregon Cultural Trust. This will fund our archives project and is really exciting. It's been a small room in the office basement, not accessible, inventoried or properly stored. This will allow us to take steps to storing our

history appropriately. As part of our 50th Anniversary, the Archives Team is working on a one-year exhibit at the Lane County History Museum and two-month exhibit at the Central Library in Portland. Thanks to Terry, Jerry and the wonderful Archives Team!

The Board previously approved an Office Taskforce to look at ways to improve the office environment for employees, the numerous meetings held there, and to be able to accommodate those properly in addition to the archives. The taskforce will be submitting their report soon.

The Get Out the Vote team hosted the Candidate Forum on September 16 at Whirled Pies in Eugene.

As both Shane and Crystalyn said, Culture Jam was a huge success. While Robin can't be here, she did ask me to share how wonderful it was. She looks forward to getting back to us to share the wonderful things that happened.

Mary: Thank you to all the volunteers at the Teddy Bears' Picnic! It was a really fun day with great weather, food, music, and company. I want to thank the Board for the budget increase for Fooble the Dragon as I thought it was fun to have some entertainment for the kids, and adults too.

This year the Jill Heiman Vision Fund received \$20,722.15 in donations with a Board contribution of \$25,000. We were able to award five agencies a total of \$9,145 each: Bags of Love, HIV Alliance, MidLane Cares, Occupy Medical and Sheltercare.

Norma's last day was August 31, 2018. Please send your reimbursements to office@oregoncountryfair.org and be advised a one-week turnaround time for checks to be issued. The deadline for submitting reimburse requests is September 30, 2018.

Committee Reports

Poster Committee: Patti read the following report:

Greetings from the OCF Poster Committee, which includes current members: Patti Lomont, Jeanne Sharpy, James Bateman, Ruby Steinbrecher, Crystalyn Autuchovich, Laurel Blaser, Kenya Luvert, Sierra Thompson, and Kyla Thompson. Patti and Jeanne have been on the committee since its inception in the early 1980's; James is the OCF Advertising Coordinator; Ruby, Sierra & Kyla coordinate OCF Commemorative Sales; Crystalyn is the OCF Operations Manager; and Laurel and Kenya are OCF Board members. We feel it is important to have all of these areas of the fair well represented on our committee, especially with Advertising and Commemorative Sales, as they will be using elements of the poster to represent the fair to the public and our community.

With the 50th Anniversary needs in mind, and discussions with the 50th Anniversary task force and Fair management, we wanted to have the 2019 posters created early, so that advertising could begin shortly after the 2018 fair. We approached and commissioned three posters to be produced, and did not use our regular poster process. The artists are: Shanna Trumbly, Tara Kemp, and Cory & Catska Ench.

Seeing the advantage of having the poster art being completed at an earlier date, Fair management and the committee decided to start our poster process for 2020 a year earlier than we've done in the past. At our last committee meeting on August 16, we revamped our poster process timeline. We will be updating our website at: oregoncountryfairposter.com, which will outline the submission process and dates. We will be accepting artist submissions for the 2020 fair with a deadline of November 1, 2018. The final artwork from the poster artist will be due by March 1, 2019.

For clarification, we do not ask artists to submit actual OCF poster designs for us; we are asking them for examples of their artwork and portfolio. From the submissions we receive, we pick three to four finalists and ask them to submit sketches of poster ideas. Each finalist is then compensated

\$100 for their sketches. We then pick our poster artist from the finalist pool. We have been able to increase the compensation for poster artists over the years, and it is now \$3,500.

At our last meeting we brainstormed ways we can reach out to artists to increase the number of submissions we receive. (The number has ranged from 10 to 50+ per year.) We will use our OCF social media platforms on Facebook and Instagram, distribute postcards to galleries and art departments at UO and LCC, reach out to the Portland art community and poster artist groups, etc. If anyone knows a talented artist who would be interested in submitting, please direct them to our website for information (oregoncountryfairposter.com).

In addition, James has made high resolution digital archive versions of all of the past OCF posters we were able to get our hands on. Jeanne was a big help in sorting through old posters, tracking down some of the harder ones to find. This is part of a larger project involving the History Booth and Archives.

Vision Action Committee: Paxton said they had a small but successful Fair Evaluation meeting in August with about 22 people in attendance. It was a good discussion group and we'll work on getting a report out for the annual meeting.

KOCF Radio: Dean read the following report:

It's that time of year again, Elmira Falcon Football is on the air. We are doing full coverage of the season this year. We have a new play-by-play person, Jerry Huls, new to our community from Texas. Sounds like he's lived in the Pacific Northwest because he covered football games for KPUG-AM out of Bellingham, Washington.

We may be adding a high school student to be his color person courtesy of KRVM and Wally Bowen. Stu Burgess is supporting the technical side of the broadcast. Home games air Friday nights at 7 pm and repeat Sundays at 4 pm. Away games run Sundays at 4 pm only. We are actively selling an underwriting package. So far, we have a couple of good maybes. If you want to get your toes into the KOCF underwriting waters, this is a great way to get started. Reach out to me either after the meeting or call me.

Andy Goldfinger and I recently upgraded our primary computer's hard drive. We installed a 1TB SSD drive to double our music storage capacity. The upgrade went as smooth as silk. We are still trying to find a new location for our transmitter. We have been in negotiations to get onto a tower on Richardson Butte. The tower is owned by a couple who are very concerned about their privacy and are hesitant to add a second client to their tower. Time will tell.

Finding another frequency is a key part of the new tower location project. KGEL 92.5FM, a Christian radio in Springfield, is clobbering our signal. The FCC doesn't have too many rules about low-power station encroachment. So, I think our best bet is to try to get another frequency. Our brother station (can't use sister, it has legal ramifications) KEPW has applied for a construction permit to change to 96.5FM. They have 18 months to make the change and then another 18-month extension. After they applied for the new frequency, they decided they are better off staying where they are.

During their recent board meeting I requested they relinquish that frequency for KOCF to acquire. Their board has recommended a final vote to hand over the frequency to us in January. Our 100-watt signal without cancellation from KGEL will likely make it into west Eugene. Also, we should get parts of Junction City, Alvador, Cheshire and parts of Coburg. This increases our audience nearly five-fold. I will ask for a Board representative to accompany me to their December Board meeting to help impress how important this is for the station and the Fair.

Planning for the 50th Anniversary kickoff event, the KOCF Halloween Party, October 27 at the WOW Hall is still underway. Sol Seed will be our headliner with Steel Wool opening. In between bands, acoustic singer-songwriter

Henry Holden will perform. A poster to promote the event will be available soon.

Elections: Jen-Lin reported we have 15 candidates and three petitions for the upcoming OCF Elections. Candidate statements and petition information is available at oregoncountryfair.net under Latest News and Events. Candidates include:

Aaron Kenton, Ann Bennett Rogers, Cynthia Peachy, Darcy Rose, Ellen Singer, Etienne Smith, Jack Makarchek, Jon Steinhart, Komo F.D. Gustafson, Lily Harmon-Gross, Lisa Parker, Lucy Kingsley, Shelly Devine, Spirit Leatherwood, and Sue Theolass.

The deadline to register to vote as a member is September 20, 2018. As Stephanie stated, the Get Out the Vote team hosted the Candidate Forum on September 16.

The Annual Meeting is Saturday, October 20, at the Whitaker Elementary / Headstart building, 21 N. Grand Street, Eugene. The entrance is on Clark Street. Absentee ballots are not available by walking into the offices. Please email our Membership Secretary at elections@oregoncountryfair.org to request an absentee ballot. We will need ballot counters at the annual meeting, if you would like to join the endeavour. It will be an interesting year.

Diversity Task Force: Diane reported goals of the Fair stating "The Oregon Country Fair shall increase the diversity of all aspects of the Oregon Country Fair community," and to outreach to under-represented populations. We distributed 200 day passes for access to the event to several groups with diverse people from different ethnic, racial, and socioeconomic backgrounds. Their feedback was mostly positive except for the dust and prices of food. The next Diversity Taskforce meeting was set for September 24 at 6 pm at the Fair Office.

Personnel Committee: Jon reported the PC is working with supervisors to evaluate employees. We are working on evaluations of the Operations Manager (OM) and information will be going out to those who interact with the OM. Anything you would like to submit to be considered for their evaluation can be emailed to ocfpcevaluations@gmail.com. This information will be posted on the oregoncountryfair.net site.

Member Input

Martha: I'd like to thank the Board, all the committee members, all the coordinators and all the Fair volunteers. Everybody in this room works from their heart for the Fair. It looks different because we have different hearts and it comes out differently. But, I'd like to thank all of you.

Michael B.: I know about letting the world alone, not interfering. I do not know about running things. Letting this alone: so that one will not blow their nature out of shape! Not interfering, so that people will not be changed into something they are not! When people do not get twisted and maimed beyond recognition, when they are allowed to live — the purpose of government is achieved. The wise person, then, when they must govern, knows how to do nothing. Letting things alone, one rests in one's original nature. One who will govern, will respect the governed no more than one respects them self. If one loves one own person enough to let it rest in its original truth, one will govern others without hurting them.

Let one keep the deep drives in one's own guts from going into action. Let one keep still not looking, not hearing, let one sit like a corpse, with the DRAGON power alive all around them. In complete silence, their voice will be like thunder. One's movements will be invisible, like those of a spirit or teddy, but the powers will be the invisible, of heaven or magic will go with them. Unconcerned, doing nothing, one will see all things grow ripe around us. Where will we find time to govern?

Heaven does nothing: its non-doing is its serenity. Earth does nothing: its non-doing is its

rest. From the union of these two non-doings all actions proceed, all things are made. How vast, how invisible this coming-to-be! All things come from nowhere! How vast, how invisible — no way to explain! All beings in their perfection are born of non-doing. Hence it is said: "Heaven and Earth do nothing yet there is nothing they do not do." Where is the one who can attain to this non-doing? I ask that we all do our doings tonight with the balancing of love.

Spirit: A crew leader on External Security held a crew party in Portland to assist Fair family to register to vote. He opened it to anyone who wanted to attend and candidates were welcome. This event was held September 14 at the Lucky Labrador in Portland.

Summerfield: For the Candidates Forum (held September 16, at Whirled Pies in Eugene) we booked the band Taste, a great soul and r&b three-piece, so it will be really awesome. Questions for the candidates were emailed to elections@oregoncountryfair.org.

Donations / Secretary Report

Kimmo: Our donation request tonight is \$1,500 for the Friends of the Florence Events Center and does not have a Board sponsor.

To address Jon's concerns from the past Board meeting, I will be sending the Board the approved donation budget information for the past three years to see how they compare.

Dean: Will the donation budget information be reported to this group or just to the Board?

Kimmo: I will submit the information to the Office Staff so it can be put on the.net site.

Chewie: I feel uncomfortable that we are not giving some money to the Florence Events Center. I would like to sponsor that for \$500. They are asking for funds to cover the costs of a kid's cultural event workshop for kids to learn art stuff. I feel like since we are part of the Lane County community, and since we seldom do things for far west Lane County and Florence, I feel it is something we should do.

The funds would cover the cost of providing a kid's concert as part of their annual Winter Music Festival in January. Florence, Mapleton and Reedsport elementary and intermediate schools participate. I'm feeling like we should reach out to the greater community, rather than what we always do, and this is something new and I really thought somebody else would pick it up. I don't feel comfortable giving \$1,500 as the norm is \$500. Jon I am noticing you, and acknowledging you about the amount. I'm willing to sponsor this for \$500.

Heather: Having been to the Florence Events Center, it is really clear they do lots of good things. I was there for someone's birthday party and thought wow this is an amazing place.

Laurel: My mom went to Mapleton Elementary School. Go Sailors!

Chewie moved and Diane seconded to approve \$500 for the Friends of the Florence Events Center.

Motion passed: 10-0.

Treasurers' Report and Budget Items

Lynda: The budget cycle is about ready to kick off! Hilary planned a Financial Orientation Session for a review of how the financial process works. The sessions were held September 16 and 1.

Hilary: We did the session last year and it seemed to be well received. It's a more level playing field for those running for the Board to have a background of the reporting of the finances.

Lynda: The Financial Planning (FP) Committee plan to meet September 20. We'll have a report out afterward. The Budget Committee is meeting October 3, 2018. In the next couple of weeks, we will have details for coordinators and a budget handbook that will also be posted online.

Hilary: We will have the annual financial reports at the Annual Meeting (Saturday, Octo-

ber 20, at the Whitaker Elementary / Headstart building, 21 N. Grand Street, Eugene). We will have the restricted funds reconciled and a good picture of the results from 2018.

Jon: Thanks for the balance sheets with last year's numbers to see a comparison. I have a question about number 1196 under current assets (OCCU Rainy Day), how can we have a negative number (-88,459.02)?

Hilary: It is because we have designated work. For years we tried to show all the designations on the balance sheet. On every account, we adjusted and had sub-accounts for designated funds, but it got unrealistic to do it that way. Now we are keeping track of all the designated funds on a spreadsheet where earnings, spending and income are tracked, but it has to be manually reconciled. It's taking information from the financial system and putting it into a spreadsheet. That's a residue from when we were showing restricted funds. Money has been transferred out of that account and used for operations since we set up that designation.

Jon: So, looking at the balance sheet I cannot tell which designated funds we have. Would it be possible to get a supplemental report next time?

Hilary: They will be reconciled and ready by the Annual Meeting.

Jon: My question is when we get the weekly balance sheet, moving forward once you get that reconciled, will we also get a copy with designated funds?

Hilary: If we get some staff to help, we can probably expect it more quickly.

Jon: Is the \$717,010.21 drop in our total current assets, is that reflective of converting the current asset into a fixed asset by the purchase of the winery?

Hilary: Yes.

Sue: On the last page, line item 3903, what is Temp Rest Net Assets?

Hilary: Temporary Restricted Assets.

Old Business

Fiftieth Anniversary Budget Proposal (Chewie)

Chewie: I am trying to understand the recommended amounts and why some are missing or different amounts. I will recommend the OCF adopt the 50th Budget recommendations as requested by the Budget Committee.

Chewie moved and Sue seconded to approve the 50th Budget recommendations as requested by the Budget Committee.

Lynda: I'll give an explanation, and wanted to have more copies of this but I dropped the ball and my full apologies. This was a joint effort by the Budget Committee and 50th Anniversary Taskforce. We had several meetings to review the requests from crews and the taskforce. The amount showing as requested was the amount they provided in their requests, and then our recommended amounts. There are supplemental notes to explain some of the recommendations.

We went with a tiered approach to Entertainment, with a breakdown of those on the second page, with Main Stage getting a larger amount. If there is no amount in the recommended column, we did not recommend it to be funded.

Hilary: The total proposal is about \$140,000. Of that, \$58,500 is for Entertainment Crews whom we met with and they will decide on a project and how to spend it, rather than a committee recommending a particular project. The remaining total amount came from the committee and other crews and entertainment for things like parties, enhanced Spring Fling, and an event at Lane County Historical Museum.

The total proposal amount is a big chunk. The way our finances are now, we have about two-million dollars in the bank and about half of it is temporary restricted funds, for things like money set aside for the office, money set aside for deferred maintenance and the roads. There is about one-million dollars that is not deferred funds. Of that, \$400,000 will be used for this year's expenses such as the toilet bill which was about

\$100,000 so we have \$300,000 to operate the rest of the year. Then to get to May 1, 2019 it is about another \$350,000 to get start up funds and that is when we have a good solid amount coming in.

If we end up with personnel changes such as \$50,000 more in personnel costs next year, that leaves us with \$300,000 to possibly fund some or all of these projects, have money for capital projects, and potentially rebuild the rainy-day fund. If next year is similar to this year and prior, we can have the increased personnel cost and begin to rebuild the rainy-day fund in a more serious way. It is within a doable range to say that we have money in the bank, and if we do approve anything on the list we call it temporarily designated this year and track that to put into the operating budget next year.

Lynda: We have heard of a few other projects where we have not received the request yet. There may be additional items.

Michael James Long: I really appreciate Hilary's extended explanation. We are a membership driven organization and this is the first I have heard of the 2019 budget. I haven't seen anything posted. Being a member of the Elders Committee I know we have discussed it and thought about different projects and I don't know if anything formal was turned in. It would be good for the membership who don't attend the committee meetings to have a way to get this information that concerns our organization. Tens of thousands of dollars we have allotted on a motion that most of us have not seen or know about. I am speaking to process. Thank you.

Lawrence: Does this anticipate some of the ideas that Tom Noddy was publishing?

Hilary: It does not include his proposal yet.

Jon Pincus: I support the 50th Anniversary efforts but agree with Michael James Long. It would be great to see these budgets ahead of time and shouldn't be too hard to post them on the .net site.

Michael B.: The community at large would have a better effect if you give them some kind of reduction in fees, make it a big hippy fest and somehow go the other way with less stuff and make it simpler. We could have a donation jar and when you give us the money we just keep doing it that way. Be innovative.

Auntie-Em: I am hearing there are crews wanting to do something special for the 50th. Is there a piece of that budget available to these bright ideas within our Fair that might need financial support?

Hilary: I am not on the 50th Taskforce, but I know they worked hard to get the word out to get proposals to them for review. From the Budget Committee standpoint, it is not urgent that it happens this month or next. But, we did feel we wanted to get a sense of what was going on from the financial side. We wanted to get an idea of how big it is and we would prefer to not get proposals coming in all next year and keep adding and adding. We asked crews in the budget process and asked questions to people for over a year about their proposals. There is a small amount of funds available for will call and we really hope people find lots of cash efficient ways to celebrate. For example, a lot of the Entertainment Crews can refocus the funds they already have to put an emphasis on the 50th. We don't need fresh, additional funds to do that.

Jen-Lin: It was announced in 2017 at Board meetings and the FFN to submit proposals. As for the voting on this motion, I don't see how it is different than our January budget meetings where we have a proposal that is not published ahead of time. This is how we do this process.

Spirit: Some recommendations from the Path Planning Committee for the front of the Fair, I don't see them listed.

Crystalyn: There is some stuff through Ambiance, and we did do some front of Fair work this year. I would imagine if there is more it wouldn't necessarily be part of the 50th budget because it would be permanent and ongoing. I don't see next steps in that costing a lot of money.

Lynda: The proposals we are recommending are as follows:

Banners and Signs \$3,000
Community Village \$1,000
Elders \$450
History Crew \$5,000
JH Vision Fund \$6,500
Xavanadu \$5,000
Management \$5,000
Photo Team \$2,000
50th Taskforce \$49,500
Entertainment \$58,500
2018 already approved \$5,000
total = \$140,950

Chewie: These proposals have been in the works for a long time. This budget was not presented to us until about five days ago. We've known this has been coming and I apologize to anyone who did not know, but this was done with a lot of transparency. This process was more transparent than a lot of others. It's not a hidden thing and I did not put the number out there because I was under the impression this information was out there online. I apologize on behalf of myself, but I do think this process was open. I don't think anybody was trying to hide anything and if it was taken that way, I apologize.

Jon: I have comments on a number of these and the overall approach we are taking for the 50th. I would much prefer to have us act on this after the Financial Planning (FP) meeting scheduled for this month. I appreciate what you said Hilary and your viewpoint of what we should be doing, but the decision for what we do with our money is for the FP Committee to review and recommend to the Board.

I believe we need to build our cash reserves quicker instead of waiting until next year. If we commit this amount of money now, that will put a constraint on a decision that I think should be made by the FP committee. Therefore, I would like to move we table this until the next meeting.

Jon moved and George seconded to table the 50th Budget recommendations as requested by the Budget Committee.

Hilary: I want to clarify, I am not advocating or trying to push this.

Justin: You spoke that some of these people need access to these funds. I'm not opposed to running this through the FP Committee but I want to address the impact of those getting what they need to move forward with their planning.

Crystalyn: There are some items it would be nice to move forward with. For example, with the art installation we want time for people to come up with something amazing. They will need to submit an application with their ideas, be evaluated and have time to work on it. We could delay it for a month, but if not, we would like to start working on it as soon as possible.

Chewie: The rabbit kicked the bucket, and the bucket kicked the rabbit and we've been kicking this around for a long time. I am fine with this being thought out and if we wait until after the FP meeting on the 20th, I'd rather see us give the money contingent on it being run through the long-term financial planning rather than kicking it down the road that essentially amounts to two months for the release of the funds. My only input is to vote on it now understanding that if it doesn't go through the long-range financial planning then we revisit it in October.

Crystalyn: I think we need to know whether Spring Fling is a no or yes as soon as possible so we can start planning it. The plan is a Spring Fling the entire community is invited to so we have a substantially larger budget.

Sue: I would rather not have us flat out table this. I think it would be timelier to limit what we approve to two or three items. Line 14 Zavanadu Art installation at \$5,000 and line 30 Spring Fling at \$8,000. I'm proposing we approve \$13,000 in expenditures with a friendly amendment to the motion to table.

Jon: If that is necessary in getting the votes to pass the motion then I'll accept that.

George: Also agreed to the friendly amend-

ment.

Jon moved and George seconded to table the 50th Budget recommendations as requested by the Budget Committee, except for Line 14 Zavanadu Art installation at \$5,000 and line 30 Spring Fling at \$8,000.

Motion passed: 9-0-1, Chewie abstained.

Jon: I have some questions about the items that were tabled. I'd like to direct those to somebody between now and next meeting.

Crystalyn: Yes, between the Budget Committee and the 50th Taskforce we can address them.

George: I would like to hear included in this thinking and conversation how our primary focus within this organization is to do public good. As we think about how we spend our money, do we have a formula for percentages of things for putting on the 50th celebration? How does that impact our giving? That should be part of the conversation as we move forward in making these decisions. For example, tonight we heard how the JH Vision funds were distributed and we donate thousands from the budget. I wonder if that comes into the decision making and how much are we over-endowing ourselves and not fulfilling our true obligation as a non-profit organization?

Justin: The overall thought process and the work the Budget Committee does, seeing what was requested and what was allocated, I appreciate all the work they have done. George, your conversation is not lost on me. I think it is a balance between celebrating us, making sure we have an event the public is excited about, and carrying on our conversations about our philanthropic efforts. It's an honest conversation about our consent calendar and what we do on a monthly basis. I support that conversation and I know there is a lot of energy and excitement from our crews. I look at the thought put into these proposals and am excited for us to celebrate us. The 50th only comes around once and I hope we make it to the 100th. I know we are in a more financially tight position, but I think this will drive our overall gate sales, revenue, and hopefully celebrating us.

Jack: The donation line, the JH Vision Fund, and our philanthropic giving is established at the budget level, at least the donation line and we determine that in January. Historically that increase is on the Board budget and is discussed at that time. Quite frankly, it is a little bit arbitrary. I make the budget with the Treasurers and the Board and that line item gets increased. We have always voted to increase it when an increase was asked for by the Board. This year when the budget comes around we will evaluate the donation line and our consent calendar, that is when it comes up.

Chewie: In answer to your question George about the philanthropic greater good, we inspire joy by creating a 50th anniversary celebration that reaches out to the community and inspires and creates joy and allows people, who are not particularly internal Fair family, to come and celebrate with us our experience. We are reaching out through that for advocacy to the greater general public and inspiring joy. I am channeling a very good friend of mine who can't be here tonight. I think it's important we remember that the joy we inspire and create, it is ours to share. That is how we are reaching out to the public and doing our mission statement, by creating the joy.

Crystalyn: For the Spring Fling at the McDonald Theater, we are opening it to the public to use the attention for the 50th. A lot of the attention we get for the 50th is going to be used to let people know we are a non-profit and highlight the sides of our philanthropic organization. A lot of the community and Fair family don't know that. We will be working with KOFC, Culture Jam, JH Vision Fund and the Bill Wooten Endowment because the attention we are getting will make people more aware. That is a primary driver of us doing the Spring Fling at the McDonald and opening it up to the community.

George: I was not lobbying to short-sheet the 50th Anniversary. The nature of my comment was I would like to see more emphasis and concentration on our mission of doing the public good and understand how there is a balance in those things. I look at this and think, is it proportionate or out of balance some way. I don't have objections to any of these line items, I just want to move the conversation to a higher level in terms of thinking about our philanthropy. It raises concerns.

Jack: Dealing with this and the budget is a really solid thing to do. I think it's the best for our membership and community, that this comes to a level when we do the budget with that kind of scrutiny given, because it is a very important part of what we do. Helping people in need, inspiring diversity, and helping the suffering is a very important thing and the budget process is right for that. I'm all for it, for putting some kind of system to that process.

Jon: I generally agree with what George has said. However, to move forward with what I thought we were going to do, I will make a motion to approve the Zavanadu art installation for \$5,000. I have mixed feelings about the Spring Fling as it is an event for ourselves. I think an event for the public should be separate from the Spring Fling and do not want to turn it into something that is focusing on the public. I have real mixed feelings about doing that. I think there is value in having as an activity for Fair community getting together and would hate to lose that. I have no problem with an event showcasing ourselves, I just don't think we should make the Spring Fling into that. If I had a vote, I would not vote to fund the Spring Fling as an outreach to the larger community. I'd rather have that separate.

Justin: On this one I'm glad you don't have a vote. We've talked about this many times before, for the 50th it is a placeholder to reach out to the community for all the reasons we just said. I understand the want and desire to protect us and our party. I also see the opportunity to expand beyond just us and outreach to our community. I have to defend this plan from the standpoint for the opportunity to advertise us. I think putting the money in and potentially allowing people a little different glimpse into who we are, what we express and what our values are is an amazing opportunity. I would hate to short-change that, to either cheapen it or take the opportunity and parcel it. I say seize the opportunity for the 50th and see how something like this can work as an outreach. If it works, we make it a regular thing beyond our borders and hopefully fund raise and teach people.

Sue: Ditto what he said.

Jon: Is there a reason why it is at the McDonald Theater and were other locations considered?

Crystalyn: The McDonald Theater space would be free, compliments of the Kesey family, and we would need to pay for the cleaning staff and some other things.

Jon: Is that in addition to the proposed Spring Fling budget?

Stephanie: I will have to get back to you on the figures. This is something that was considered by a Board-appointed committee, and for the Board to at this point in time to be getting into the details of an event the committee has put forward seems a little off.

Diane: I am curious what are we getting for the additional monies requested (we usually get \$1,600) and if we are still going to do a raffle and raise money for Culture Jam?

Jack: The \$1,600 that is normally on the Board budget would be decided in January. As I read this, I am taking this as a request that would be above what the Board approves on that line item.

Sue: I will cede time to Jerry, a member of the 50th Taskforce.

Jerry: I did not come prepared to talk tonight. I came to answer questions as I thought this was going to pass because our 50th Taskforce has worked on this for over a year talking to

all sorts of people to try and come up with a realistic budget. To celebrate 50 years is a really big deal. It seems what happens here is we keep putting it off. There is a lot of work to be done. I just don't understand it. People have put a lot of energy and effort into coming up with these numbers. It's not like you are going to write us blank checks. There are reasons things are budgeted and based on turning in receipts anyway. So, it's not some wild crazy thing. I think for 50 years the Fair ought to be really, really special. It will certainly drive ticket sales.

Chewie: I am in absolute agreement with him. I just don't understand Jon. You tabled it and then said two things could be removed from it. We are sitting here picking it apart. I said this is a contingency and we can come back to it. I am totally in agreement with his frustration. This is silly.

The following motion was restated:

Jon moved and George seconded to table the 50th Budget recommendations as requested by the Budget Committee, except for Line 14 Zavanadu Art installation at \$5,000 and line 30 Spring Fling at \$8,000.

Motion passed again: 10-0.

Sue moved and Ann second to approve the August 6, 2018 Board meeting minutes.

Motion passed: 10-0.

Justin: I am tabling the Non-Profit Association of Oregon (NAO) recommendations.

Jon: Can we have a discussion to see where we are at as I suspect some people came for that?

Mary: I am hoping to have the final report within a week, but did not know what the plan was in terms of moving forward. It's quite a lot of work to pull off and a lot of pieces to get together.

Jon: I am assuming the report given to the Board will be posted for people to look at prior to the next meeting where we will be acting on some or all of the recommendations?

Sam: When the final report is shared with the Board, it will be shared on the oregoncountryfair.net site and various channels available to do so. Items on the report can be discussed at next month's meeting.

Jon: My plan is for the motion items I placed on the agenda, I will have versions of the specific draft language for them but want the final report first.

Aaron: Jon, were you basing your new business on a different version of the first draft that came out? I'm curious if you have seen something we haven't.

Jon: I have drafted wording for all those motions and may change them based on the final report. I thought it would be premature to give the draft language tonight without it.

Heather: Is this final report the final of part one or the final of the entire report?

Mary: It is the final for part one.

Martha: Has the Board discussed the recommendations already?

Jack: Yes, we have talked amongst ourselves. We don't know what it is going to look like, the same as you are. Any information we have and have worked off is from the draft. I suspect we will call another open session for the final report of part one and we will discuss it at that time. Then we will have the meeting in October when we will vote.

Dean: Based on the new motions Jon has moved for the next meeting, it seems a number of those items are dependent on part two recommendations and I don't recall when that will be provided. It seems there was a lot of important stuff and I am curious when we will have access to it.

Mary: Thanks to everybody for your most incredible input and objections. With all of that, part of what I am trying to do is take account of those things that really concern you. For the final report I am sticking with the core proposal, that operational matters need to be transferred to

Operations so the Board can focus on becoming a governance Board. I'm sticking to my recommendations on how I see that happening. What became clear was there was not enough information that outline the membership avenues for input, and the checks and balances. Part one of the report will address that as far as we can, given the amount of time we have.

I am really hearing you that I did not spell out certain things. For example, I never put that there wouldn't be a 360-degree evaluation of some of the Staff members. It was pointed out to me, you have two to three people running the Executive Director evaluations, and it was not my intention that they were the only ones evaluating. Those sorts of things need to be spelled out more clearly as well as other things around appointments, evaluation of and if necessary termination of everyone from coordinators, to B.U.M.s to employees. All of that I am trying to get more specific on, so that is what the part one final report will address.

Part Two will depend on if Part One passes. It will be a very different type of report because I was really brought in primarily to look at what needed to change to be able to attract the most optimal Executive Director or other lead professional, whatever you want to call that person. So, the first report is the most important part of my work here so the search can begin. The second part of the report concerns things that I have picked up on and will be different from the first report. I think we will be addressing how you can prepare Board members for what it takes to be on a Board, suggestions around Board committees, and more to be formulated to say here are some things that I think need attention. I will also suggest a timeline for which you attend to this so it will go to the appropriate body to take this and work it through. Study it and decide what you want to do with it.

Jon P.: To address Jon's motions, I understand you have to get more information before formulating the motions. Will folks know in advance what motions you are proposing before the meeting itself?

Jon S.: I plan to get those posted and sent out to people. I plan to get those out after I get back from visiting my grandkids for eight days and well in advance of the first meeting in October.

Michael James: My question is to Jon S., also. I am apprehensive between now and the next meeting because it is new business this time and all of a sudden next time your motions are presented and they are old business and can be voted on right then without the membership being privy to a discussion about it publicly. That is what bothers me and I am really apprehensive about that.

Sam: From a facilitator's perspective, this Board will not vote on anything without the members having a say. Every time the Board has something to vote on, somebody makes a motion and somebody seconds it. As long as that motion is on the table the first thing that happens is members have a chance to make their input. Then the Board has discussion and then a decision is made.

Jon S.: I will try to get the motions out before the next Board meeting. I'm on 18 or so different Country Fair Facebook groups, the oregoncountryfair.net site, the discuss list and I have lots of emails from people. I will get it out to as many places as I can. If you don't get something, feel free to email me.

Lawrence: I see the new business entry for bylaw change. Is the motion then to direct the Bylaws Committee to formulate these bylaw changes or is it to pass these bylaw changes? Is the Bylaws Committee expected to meet between now and the next meeting?

Jon: Yes, the second of the two.

Spirit: This may be a recommendation, or a suggestion, or request from the Board. When we were talking about things like the bylaw changes or codifying and dismissal a lot of it I

agree with. But, I am hoping we can have a more well-rounded represented group of people who will be working on suggestions for codifying those particular changes.

Jack: I'd like to speak as member. What we are trying to do is put together a package so we can proceed with the hire. That is the crux of it. We have only talked about this in the context of what is already known out there. We are trying to put together something in place to do a hire. That is the truth. We really have discussed this and as you look at those motions, they are vague but all having to do with what Mary said is to be able to go out there into the market place and get a hire started.

I am going to try and express a timeline. If it is on the agenda for October, and we are going to expand that search to different than just the PC, then part of that is revamping the PC to be policy instead of a personnel committee. With that timeline we might not have candidates looking at us until January, optimistically, or February. I am just trying to do the work and do the hire that I know we need. I have been pushing that we need it because it is fundamental. At least look at it in that context. There is a whole lot to discuss, but right now it is about the hire. It is a personnel issue and the PC is being relegated to policy. Somehow or another we have to get through this, so that is what I am asking. We are giving you the information as fast as we are getting it from Mary. We are also using the membership to pressure Mary to get us there, so we can get the information out to you. Thank you for listening. If anybody on the Board feels different, please feel free to say it.

Chewie: As member I am just going to say, there are a lot of \$25 words used in Jon's iterations, and in Mary's report. Don't be scared of them. They are \$25 words that you can break down into a bunch of nickels. We are not statutorilizing the meaning of this. We are codifying in that we are spelling out the steps. We are not going to change anything and we are not using those big words to scare anybody.

I believe that everybody on this Board realizes that this recommendation is a complete change of what this organization has been for the 34 years I have been involved. It's a big change and nobody here is taking this lightly. Nobody here is trying to push anything down anybody's throat. We are trying to deal with it as best we can, in an efficient manner and for myself in a manner that represents the Fair family. I want to be clear, I don't believe anybody up here is not doing that. Don't be scared by codify and quantify and all those \$25 words. We are trying to break it down, that is it.

Michael B.: I'm all for changes when we have to. For this \$140,000 thing, members didn't get to see that. This is what I worry about, do you have the time to digest, think about, write about it as it takes time to process. Hiring people is real important. When you talk about changes to the core, those need to be really vetted. We lack a way to talk about this without it being so formal. It is hard and if you lose that informal part then you lose the essence of what it is. And then I don't care how successful you get, you don't have the heart and we have to find ways to allow us to talk freely and happily. If we are going to make major changes, we've got to have a way to sit around the fire and talk about it and be us, and get mad and get glad and talk about it. Instead of the Board doing all of it, you have got to get the people more involved somehow.

Wren: I wanted to clarify and understand correctly what I heard Jack say. That was Mary is going to give her final version of the proposal to the Board and then there is going to be a public meeting similar to the one that happened already before the October Board meeting.

Jack: That is the hope. I even said it was pressure on Mary. We'll turn it over to Staff and they will get the word out in the next two weeks. I'd like to say I can make that happen and it might

be in the middle of the week before the next Board meeting. That is the intention.

Justin: I want to speak to Jon's breaking down of this and kind of explain a little bit. My perception, in terms of the overall opportunity, flexibility and forecasting that Jon envisions takes place, are the components in the draft that you have already seen. This allows us to break up these components and have further individual discussions. Originally, we thought all of these would be voted on as one, and this is more of an ala carte menu. We can have individual discussions when the final report comes out and this is an opportunity. My original thought is that some of these can still be voted on in a unified manner. It provides us an opportunity for the next Board meeting to have an outline of the elements within the draft proposal. I don't think it is anything different than we are already looking at and provides the framework and set up for the next meeting. So, this is a benefit.

Gwyneth: I know it is important to preserve our hippy spirit and grassroots flavor. I've also seen we have grown very big, and the bigger we become the more important it is to have structure and framework so that all of the various things that need to be accomplished can happen at the same time. A year goes by really quick and for all the members that need to have input I would recommend going to those committees and getting involved. Many committees have already worked long and hard on these proposals and it seems to me there is potential for micro-management of the work that has already been done.

We need to trust the committees are doing their work and let them submit their proposals and get involved with every little detail if you didn't go to the committee meeting that developed that proposal. There is so much work to do and having been involved with grassroots groups that have done this process, we have to restructure or it becomes a Titanic, and we don't want that. We need to move forward as efficiently as possible and trust all the committees are working together to make that happen.

Jim: Is the draft proposal on the .net site current, and what timeline will we experience for the final draft of the report?

Mary: The draft report is still up on the .net site. My goal is to get this finished in a week and usually it goes to the Board and the Staff as a courtesy, and then gets put on the .net site.

Jon P: I was just asking about Jon's process originally, but since this whole discussion evolved the essence I am hearing is that we are proposing major changes to the very nature of the OCF. I get how it works in order to attract a top-notch leader and I think we are going about it the wrong way, backwards to be exact. I think there is a lot of changes that need to happen to our systems. I think it would great if we did work it out in communities but that is not how this process worked. I think if we need an ED right way, we better hire an ED or a GM who is ready and fine with working with the OCF as who we actually are.

Katie: This is big enough, that the way this structure is going to work best is having the Board and ED viewing this thing from 50,000 feet. They are not going to be in your everyday thing out there when you are wristbanding, helping someone park, walking the path of security or giving out information at an info booth. The people that are the nuts and bolts, on the ground and interacting with the patrons that come to the Fair, they are going to be doing the same things they have always done.

This is not changing anything about who we are. We chose how we interact inside of this structure being proposed, but the Board and ED need to be able to view it from 50,000 feet and have people they can support beneath them doing the things that make the Fair work at the next level down, and the next level down, and the next level down. The B.U.M.s are doing it at about 20,000 to 40,000 feet. The coordinators

are doing it at between 10,000 and 20,000 feet, so there is overlap in all of those things all the way down to the people interacting with the public.

This structure is going to give the leaders that we have in place the tools they need to better support those people on the ground. It's not trying to change who we are, it's trying to give us better tools so that we can do it better, and be better supportive of each other.

President's Peace

Jack: From my perspective that is what we are doing, we are trying to put better tools in place so we are not in the situation that we are right now. I want to thank all the people who are running for the Board this year. It is really courageous and difficult thing. The membership, volunteers, entertainers, vendors, and staff, all of us put out our heart and soul to make this happen. It isn't our intention to change that heart and soul. Our intention is the Board can be a policy Board so that we can be thinking 50 years down the road and not be where we are at right now, which we are. I don't think there is anybody in this room or on this Board that is going to deny for one minute that we are in a hard spot. We work through that.

I have read the candidate's statement and they are good and confident. I can't remember when we've had this many people run. People are clamoring for involvement and I don't think we could ask any more than that. And why shouldn't it happen at the 50th anniversary, why shouldn't we all be courageous and tackle this and realize we want this to go on for another 50 years? We want everybody to be involved at this level so we can get past it and think about the policies it is going to take us to get to the next 50 years.

The overlay is that we have this Family and it is growing, and we are accommodating that family from a perspective that isn't enough vision to keep us all here. We have to try and look at it that way, somewhere along the line we made a commitment to seven generations. We are at four generations now. It is staggering. I never really wanted to have to say this, but it is staggering. Thank you for running and whoever does, be courageous because this organization really is worth the courage. Thank you.

Draft Agenda for October 1, 2018, Board Meeting, 7 pm at NW Youth Corps

Approve September 10, 2018 meeting minutes Non-Profit Association of Oregon (NAO) recommendations (Justin)

Bylaw change (Jon)

Codify coordinator appointments and dismissals (Jon)

Approve Executive Director job description and form search committee (Jon)

Rename and repurpose the Personnel Committee (Jon)

Secure services of Human Resources consultant (Jon)

B.U.M.S. (Jon)

Appoint sanitation coordinator (Jack)

