



FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 26 ISSUE 8 JANUARY 2019



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FAIR FAMILY CALENDAR

January

- 20 Path Planning, 12 pm, OCF Office
- 23 Food Committee, 5:30 pm, OCF Office
- 24 Elders Committee Meeting, 7-9 pm, Growers Market, 454 Willamette St., Eugene
- 28 Board of Directors Budget Meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene

February

- 4 Board of Directors Meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 6 FAIR FAMILY NEWS DEADLINE
- 12 LUMP, 7 pm, OCF Office
- 13 Craft Committee, 5:30 pm, OCF Office
- 14 Community Village General Meeting, 7 pm, Unitarian Universalist Church, 1685 W 13th Ave, Eugene
- 15 Deadline to submit your application to perform at 2019 Fair
- 17 KOFC Fundraiser "Post Valentines Cure for the Blues," 4-8 pm, Whirled Pies
- 17 Path Planning, 12 pm, OCF Office
- 25 Diversity Task Force, 6 pm, OCF Office
- 27 Food Committee, 5:30 pm, OCF Office

March

- 1 Teen Crew applications available
- 3 Arbitrator Training, 1 pm, Alice's
- 4 Board of Directors Meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 6 FAIR FAMILY NEWS DEADLINE
- 6 Craft Committee, 5:30 pm, OCF Office
- 12 LUMP, 7 pm, OCF Office
- 14 Community Village General Meeting, 7 pm, Unitarian Universalist Church, 1685 W 13th Ave, Eugene
- 17 Path Planning, 12 pm, Alice's
- 25 Diversity Task Force, 6 pm, OCF Office
- 30 Registration Packets Mailed to Booth Representatives
- 30 Elders Spring Retreat, 10 am-dinner

July

- 12,13,14 The BIG 5-0



Happy Birthday Capricorns!

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!



KEEP IN TOUCH

Oregon Country Fair
442 Lawrence St.
Eugene, OR. 97401
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THE RESOLUTE FFN



Michael "Tenacity" Ottenhausen
Suzi "Spunk" Prozanski
Mary "Intestinal Fortitude" Doyon
Kim "True Grit" Griggs
Brad "Undaunted" Lerch
Mary "Moxie" Callaghan
Niki "Nerve" Harris
Dan "Courage" Cohn



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



Arbitrator Training at Alice's Sunday, March 3rd 1-4 pm

Join us on site at Alice's Wonderland to be trained as an arbitrator in the OCF grievance process on Sunday, March 3 from 1 to 4 pm. We work hard to resolve grievances before they get to the point of an arbitration, but we need wise and thoughtful fair family members trained as arbitrators in the rare cases when they are needed. You are not obligated to serve as an arbitrator if you are ever asked to, but only those who attend a recent arbitrator training will be asked to serve as an OCF arbitrator. Come enjoy learning with other Fair family members for part or all of the weekend, and expand your skills. The arbitrator training is at the end of a weekend retreat full of free workshops on communication and conflict response skills.

So You Say Ya Want A Resolution?

A Conflict Resolution Retreat for Fair Family

by the Center for Dialogue and Resolution (CeDaR)



The 10th OCF Conflict Response Skill-Building Retreat will be offered on the weekend of March 2 and 3 and will be held on site in the house at Alice's Wonderland. The retreat is free and is open to all Fair family members as well as volunteers and supporters of the Center for Dialogue and Resolution. The retreat is hosted by CeDaR, one of several OCF crews and teams providing conflict resolution services at the Fair.

The previous retreat, "The Marvelous Mosaic," focused on skills for building community. Both days were held to full capacity and we anticipate the same for our upcoming Resolution Retreat.

"So you say ya want a resolution?" Well, now that our individual New Year's resolutions for 2019 have been declared, we turn to another form of resolution — the goal of turning conflict into cooperation. As Fair family welcomes this milestone 50th anniversary, we all could not have made it to this landmark event without our ongoing focus on productive communication, cooperation and the skill sets of moving through conflicts and disagreements as to cultivate agreements and cooperation.

Yet, most families will have their share of conflicts. Be it the Fair family, the Royal Family or the best-known family in rock. No, it's not the Partridge Family or Sly and the Family Stone. Nor is it the Allman Brothers, the Pointer Sisters, the Everly Brothers or even the Lennon Sisters. It comes from a musical family of four life-long friends and their celebrated 50th anniversary releases of some of their most memorable works: Sgt. Pepper (1967), The White Album (1968), and Abbey Road (1969). And so

many more! Yes. The Beatles. And they had their share of conflict! Yet, they gave us reminders of love, cooperation and working things out in their songs. So, we thought it would be fun to build our 2019 retreat with Beatle-themed workshops:

- We Can Work It Out (Getting to agreements)
- Tell Me Why (Having productive conversations)
- Let It Be (Mindfulness and being in the moment)
- With A Little Help from My Friends (Collaboration & cooperation)
- I've Got A Feeling (Managing personal "triggers" in conversations)

Sometimes families pick us and sometimes we pick our families. A family supports each other and celebrates life together; they are there for one another when things are tough. It has ups and downs, struggles and challenges, but it's the support within a family that makes it a Real Family.

Join us as we celebrate 50 years of Fair family!

Did we mention the retreat offers an optional sleepover on Saturday, March 2? We will have food (potluck for sides and snacks), and evening games. We hope to see you on Saturday, March 2, and Sunday, March 3, for this 10th OCF Conflict Response Skill-Building Retreat. The last retreat filled up and these retreats have consistently been inspiring, educational and a great place to meet other wonderful people from all around the Fair. We hope to see you there! To register, please go to: <http://lanecdr.org/pg1003.cfm>

**Recently Unclassified
Material**

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



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- 1/31 Adrian & Meridith / Hannah Sophia
- 2/2 Hodown Showdown
- 2/6 SunSquabi / Yak Attack
- 2/7 The Shaky Harlots / YUVEES
- 2/8 Senior Talent Show - 2:00 PM
- 2/8 Terrapin Flyer feat. Melvin Seals
- 2/9 King Tuff / Tropa Magica
- 2/12 Volunteer Orientation - 7:00 PM
- 2/14 Leftover Crack / Days N Daze
- 2/15 LDW performing Talking Heads
- 2/20 Big Something / Aqueous



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).

For the Children

Dear Fair Family,

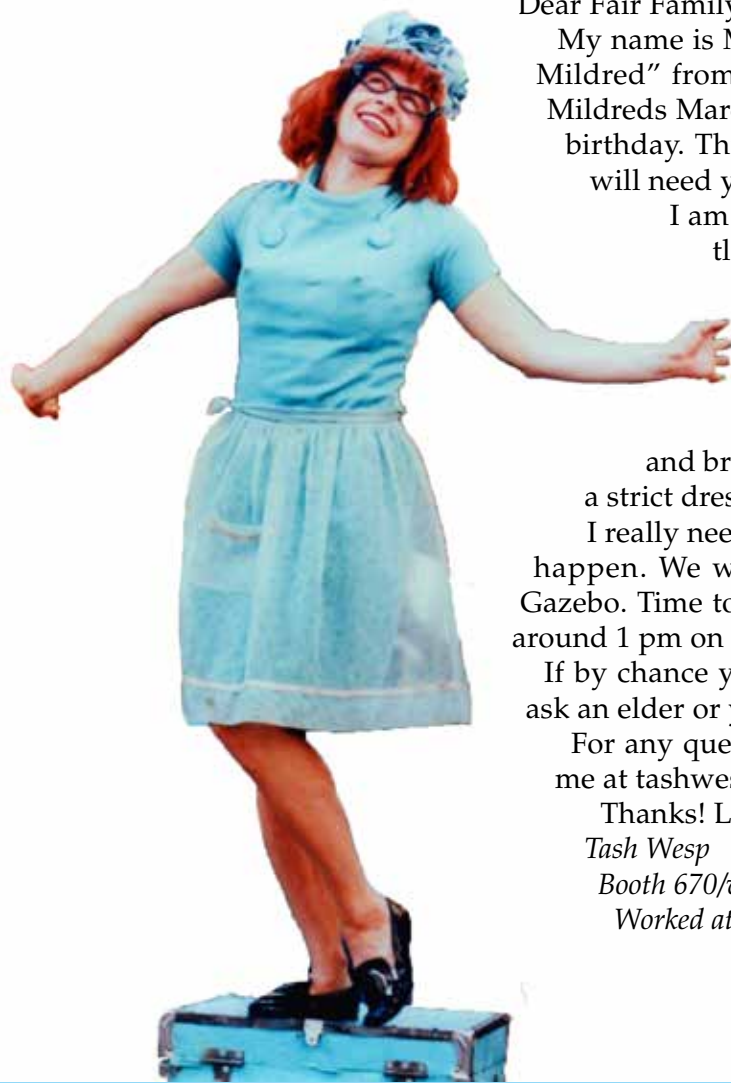
Last year, 3,100 high-school-age-and-under kids in Oregon started smoking tobacco — more than graduated from all public high schools in Medford, Bend, and Pendleton. Seventy-five percent who started smoking will continue the addiction as adults. Among those who can't break their addiction, one-third will get sicker more often — and die much younger — than their peers who don't smoke.

Big Tobacco's stealthy advertising to hook the next generation of youngsters starts with sponsorships and logos at fairs and car races they attend with their parents. Smoking is still cool — and prevalent — in the movies. For decades, the industry has been using youth-rated movies, child actors, celebrities, and Joe Camel to make smoking seem like the most normal thing in the world.

Always hunting for "replacement smokers," Big Tobacco employs a proven strategy to entice kids and teens to try tobacco and lock them into a lifetime habit: Make it sweet, make it cheap, and make it easy to get. The number of sweet-flavored tobacco products marketed to youth has exploded in recent years, available now in countless forms and varieties. Flavors such as "vivid vanilla" and "cherry crush" mask the natural harshness and true taste of tobacco, making flavored tobacco more appealing to kids and young people.

The Tobacco Industry costs Oregonians billions of dollars in medical care, lost wages, and countless lost opportunities for our friends and neighbors to live healthy lives. What will it take for the Oregon Country Fair Board of Directors to stop working for this repugnant industry and start working for the health and common good of the children of those who attend the Fair? Why haven't they done so already?

Jerome Garger
Elder



Fifty Mildreds March

Dear Fair Family,

My name is Mildred Hodittle. Can I have a big "Hello Mildred" from everyone?!?! I am putting together a 50 Mildreds March at Fair, in honor of the Fair's 50th year birthday. This event has been approved by the Fair. I will need your assistance.

I am asking people to come as Mildred Hodittle. Yes that's right, you read that right. To be in the March/parade, you must be wearing the right attire. Marchers should wear: a turquoise dress, red hair if possible, small hat, funny black glasses, over-sized black shoes, purse and bright red lips! Gender is not important, but a strict dress code will be observed.

I really need 50 or more Mildreds to make the March happen. We will meet in the Meadow near the Rebo Gazebo. Time to be announced, but most likely it will be around 1 pm on Saturday.

If by chance you don't know who Mildred Hodittle is, ask an elder or your mother.

For any questions or to be put on an email list, email me at tashwesp@charter.net

Thanks! Love Mildred!

Tash Wesp

Booth 670/vaudeville/Elder

Worked at the Fair for 27 years in a row!



Late Nite Trippers Mark Yarabinec, Jerry Joffe, and David Gubernick

Sleep In Your Own Bed

by Jerry Joffe and Mark Yarabinec



Thinking about the 50th? Think Late Night Trips! We know — you've barely finished taking down the stockings and recovering from New Year's Eve and already the gravitational pull of our 50th Anniversary is upon us.

So, here's a question: Would you have a better 50th Anniversary Fair if you left the camping gear and car at home, could still stay after hours to party, and then get chauffeured back to Eugene in a comfortable bus with other Fair Family?

If you hear your inner voice — or your partner — saying, "That sounds like a great idea," then think about including Late Night Trips in your plans for having a great Fair in 2019. Late Night Trips has run smoothly for two years and we are looking to further improve our after-hours bus service and increase our ridership during our special anniversary event.

Some reasons to become a Late Night Tripper:

1. The buses are a safe, fun and comfortable way to get home from the Fair.
2. Sleep in your own bed and no waiting in line for a shower.
3. The bus pass laminates are really beautiful and will surely become a collectors item.
4. Support insures that an easy alternative to driving and parking will continue and become a regular Fair service.
5. Using buses reduces the Fair's carbon footprint.

Please spread the word to your family, crew or booth mates and make plans to become Late Night Trippers.

Watch this space in the coming months for more details. Can't wait? Send any questions or ideas about Late Night Trips to: ocflatetrips@gmail.com

See you at the Fair and on the Bus!

Fair Thee Well: Chez Ray Sewell

Chez Ray died in his sleep on Nov. 26, 2018. The Oregon Country Fair family will miss his mischievous spirit and excellent cuisine. Since it first opened in 1972, Chez Ray's Gritz La Ritz booth was a popular dining destination at the Fair. Over the decades Ray touched thousands of lives with his gourmet meals, delightful storytelling and expansive generosity.

To celebrate the life of "Chez Ray" Sewell, Merry Pranksters handed out food Dec. 15 at Kesey Square, and the next day a large group of friends and family gathered at the McDonald Theatre to share song, dance, stories, film clips and poetry.

Born on Oct. 26, 1950, Raymond Dale Sewell grew up in an apartment his mother rented above the legendary City of Lights bookstore in San Francisco during the heyday of the Beat Generation. When he moved to Eugene in 1972, Ray felt right at home among the free-thinking friends he made at the Eugene Saturday Market and the Oregon Country Fair (then known as the Oregon Renaissance Faire).

"I'd left the Bay Area discouraged that things had changed so radically to the wrong direction," Chez Ray said in an interview in 2006. "The Fair was like an oasis." He set up his booth at the top of Upper River Loop on the Eight pathway. After the river eroded parts of Upper River Loop, Gritz La Ritz would relocate to the Fair's Left Bank in 1991.

The Gritz La Ritz booth featured fabulous French toast and delectable salmon burgers cooked by the toque-wearing chef who was trained in classic French cuisine. Chez Ray had apprenticed under Swiss chef George Bollag, who was trained by Auguste Escoffier, the father of modern French cooking.

Chez Ray's culinary skills launched him on numerous life adventures. When he first landed in Eugene, he bought an army field kitchen stove at the surplus store and opened a food booth at the Saturday Market, serving omelets filled with blueberry cream sauce and topped with raspberries and almonds.

"It just went wild," Ray said. "It just took off. ... The first Saturday Market I did, I got this huge response, which made every Saturday Market from then on — I call it the faucet effect — the line never stopped. It went on, and the only time it stopped was when I had to take some kind of break. Then as soon as my break was done, the line was there, from open to close."

He built on his Saturday Market success with the Gritz La Ritz booth at the 1972 Fair. Just a month later, Chez Ray was back at the Fair site for the Grateful Dead's 1972 Field Trip concert. He had met Merry Prankster Page Browning, who took him backstage. "If you've got nothing to do back here, you've got to find something to do," Page told him. So Chez Ray started cooking. It would mark the beginning of Chez Ray's service as chef for numerous Grateful Dead concert tours in the 1970s and early 1980s.

"I chose to cook for the kings of my time and that became my passion," Chez Ray said, "to cook for people like Ken Kesey or the Grateful Dead or Tim Leary or the Oregon Country Fair family or whoever I felt were the kings of my time, the most important people on the planet to me."

Starting in the 1980s, Chez Ray would also go on the road to cook for the New Old Time Chautauqua tours that were organized by the Flying Karamazov Brothers. The Chautauqua tours happened each summer after the Fair. Dozens of Fair entertainers, including the Fighting Instruments of Karma Marching Chamber Band/Orchestra would perform a show and offer workshops for people living in rural areas of the Northwest. His friendship with Fair entertainers would also result in Ray performing on stage in the 1990s at the Daredevil Palace, located next door to the original Gritz La Ritz booth.

"I would look over my fence and watch them rehearse and get ready for their show and really want to be involved with that group," Ray said. "I love that kind of silly theater stuff."

Ron Bailey of the Du Caniveaux troupe created sketches that exploited Ray's unusually large girth and took into account his limitations — he had a hard time remembering lines. "We did a bit called 'One, Two,'" Ray said.



© 2016 Heather Wakefield

"He's the Ali Babba, Huey, the Master of One and I'm the Master of Numerology One Two. So the whole bit is written so that all I have to say is 'I am one too.' The beast that I am, I can handle that. But no more than that. So we played that bit all over the place and people really love it."

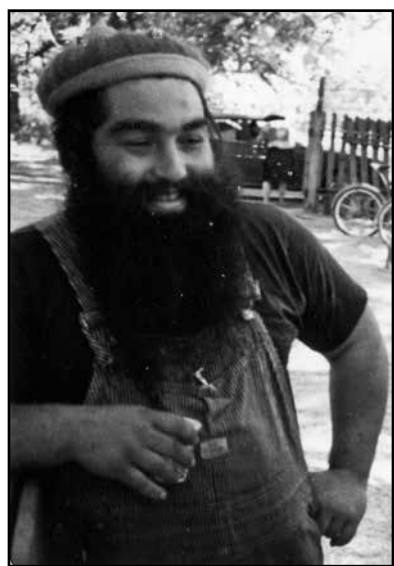
On another occasion, Ray played a part in a sketch called "The Fearless Kundalini." Ray, with a stomach of truly heroic proportions, stood on the end of a teeter-totter. The audience got the impression that a Fearless Kundalini would jump off a platform onto the teeter and catapult gargantuan Ray up onto the shoulders of the people standing behind him.

"Obviously so ridiculous," Ray said. "There's no way that this could happen. ... Ron Bailey, in particular, is a master of comedy and showmanship — him and Paul Magid. They are so extraordinary. I am so grateful to be part of it and to have them

drag me in my shyness and my insecurities up onto the stage. It's really been such a great joy."

Chez Ray loved the Fair and shared many favorite stories about it, including one time when the Sunday morning Om Circle connected just outside Gritz La Ritz on Upper River Loop. That morning, he and a friend, Tom Mitchell, were cooking omelets for hungry customers.

"I had this long line of people, and everybody joined in the Om Circle," Ray recalled. "People were so serious about this Om Circle and it was just so sacred in a sense. As soon as the hands joined, they went right away into OOOOMMM. And then Mitch and I looked at each other and went, 'LLLLLETT.' And so every time they chanted OM, we chanted LET. It be-



© Sandra Bauer



© 1997 Dominic DeFazio

came so hysterical, but of course in some ways we felt we may be violating the spirit of the moment. But I've always thought God is as funny as we are. And so it was really a wonderfully silly moment in a serious setting."

Ray met his future wife, Dawn, when she applied to work at his first Eugene restaurant, La Primavera, in the mid-1970s. But Dawn didn't fall in love with Ray until she saw him serving free soup to "old timers" from his stand at the Saturday market. Dawn asked if she could help, and Ray handed her an apron. "Not long after, Shine was born," Dawn said.

Jennifer Shine Sewell grew up watching her father cook for all kinds of people, from the "kings of our time" to those who couldn't even afford to pay. That included the Whiteaker Thanksgiving Dinner where Ray helped cook free meals every year since 1982. The 2018 dinner, 36 years later, would be the last one for Chez Ray.

In 2001 when Chez Ray's health problems prevented him from operating his booth at the Fair, a group of friends ran it as a fund-raiser for the New Old Time Chautauqua traveling troupe. In the dining area, Chez Ray would host a Spoken Word stage, a back-to-the-future twist reminiscent of the Beat Generation.

On Oct. 20, 2018, Ray was suffering from his diabetes and asked friends and family for a Living Wake. Dozens of entertainers and friends gathered from all across the country to tell stories, sing songs, and perform from the WOW Hall stage to pay tribute to their favorite chef. Six weeks later, he tripped the light fantastic and left his friends behind.

Chez Ray Sewell is survived by his wife, Dawn Leona Sewell; his daughter Jennifer Shine Sewell; his granddaughter AnnaBella SunShine Day-Dream Sewell; and a host of friends and fans.

Sound Bites

by Dean Middleton, Station Manager of KOCF-LPFM



I would like to start off by saying thank you to those who have responded to my request to support the efforts of the Oregon Country Fair's radio station. Donations to the station are up! It does not escape me that there are many of you who realize why having our own community radio station, our public voice, is so important.

I have heard many of the digital folks say they don't get the whole radio station idea. When they want to listen to music, they want to listen to their music and there are dozens of audio services that allow them to sculpt a channel to their liking.

So what does KOCF offer that other services don't? First and foremost, we are human powered — not an algorithm in a computer. When you listen to our programming, we have a human deciding what music, promo, underwriter or Public Service Announcement is playing and you get to explore how that producer or host relates to the music and why one song relates to another. This can be and usually is a fascinating journey.

Also, the Fair is just starting to use the station to reach out to the

community, both local and global. Our early application of this outreach has been to inform what the Fair does the other 362 days a year. This is a huge project that we've just begun to explore. Each Wednesday evening at 9 pm, our radio show, "Live From the Oregon Country Fair" allows the musicians who perform at the Fair — and hopefully you too — to hear their performances. So if you get why it's important to have a voice over the "public's airwaves," please continue to give us your support by sending a check to:

KOCF RADIO, P.O. Box 923, Veneta, OR 97487.

Here are some other opportunities to support the station:

January 17, 5-8 pm: The Broadway Grill is donating a percentage of the evening's sales to KOCF.

February 17, 4-8 pm: Whirled Pies is giving KOCF the cover charge for The Almond Butters featuring Marty Chilla of the Sugar Beets performance.

Coming later, on the third Saturday evening in April, KOCF is hosting a fundraiser to help pay for our transmitter move. Details are being developed. If you'd like to help with this event, a planning session will be held January 31 from 6:30-7:30 pm at the Fern Ridge Library. Please come out and lend a hand and help KOCF. We need your support! That's a wrap.



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Twenty Years of Sidecar Bikes at The Fair

by Eugene Jarschke, 4-A Crew

My first Fair was 1992, working security. One thing leads to another and I was assisting Bob-O with

Energy Park Electric.

During set-up for the '98 Fair, Bob-O says, "You've had that pass for a couple of years now. Go get a job." After getting set-up done, throughout that Fair I pondered the question, "What was it that I really wanted to do for the Fair?"

In muse, I reflected on a conversation with a Fair family man that I had the opportunity to meet, Randy Roundfoot, who had talked to me about people at the Fair who helped more patrons get to experience the Fair by giving out wheelchairs and mobility devices. I thought that was pretty cool. Then I thought, "Wow, what if I could put a platform next to my bike so that I could put a person in a wheelchair on it, without them getting out of the chair, and move them around comfortably and right beside me?"

It was such a far out idea, I found the 4-A booth in Community Village and asked them what they thought of it. Their response was overwhelmingly positive.

Back at home in Napa, I took my original (19 years old) mountain bike and a modified push scooter to Fair Brother Vince's welding shop and asked if he could weld something between my bike and scooter.

Vince flatly stated, "Yes, I can do that,

but when I get done, it would look like shit."

I responded, "Wait, wait, no! What I really want is a platform next to my bike about (hand gesture) this high, this (hand gesture) wide and (another hand gesture) this long."

Vince, by the way, is an artist of the highest caliber. What followed was hand-bending, hand-notching and hand welding like I had never seen. He designed it in his head as he made it, and did not charge me for the time or materials. I did pay him for having it powder-coated.

I was delighted with the Sidecar Bike, so I found out who to call at 4-A. That was Midge — who then gets a call from me asking if she remembers me, and my highly imaginative story about a strange vehicle. Not surprisingly she has no idea what I am talking about, but she hears me out. She must have thought I was OK after I said, "It's worth an SO pass to see what I've got."

So for the 1999 Fair, I got to be the start of a now score-year-long tradition that has three different sidecar bikes, ASSISTING ACCESS FOR ALTER-ABLED every July.



Will, Rick, and Gene posing on the custom sidecar bikes (photographer unknown).



**BOARD OF DIRECTORS
MEETING
JANUARY 7, 2019**

7 pm, NW Youth Corps, Columbia Room
*(subject to approval by the Board at the
February 4, 2019, meeting)*

Board Directors present: Aaron Kenton, Cynthia "Peaches" Peachey, Diane Albino, Jack Makarchek (President, alternate), Jon Silvermoon (alternate), Justin Honea, Laurel Blaser (Second VP), Lily Harmon-Gross, Lisa Parker, Paxton Hoag, Spirit Leatherwood. **Board Officers present:** Hilary Anthony, Lynda Gingerich, Kimberly "Kimmo" Howard. **Staff present:** Crystalyn Autuchovich, Mary Callaghan, Stephanie Talbott; plus 30 members and guests. Sam Rutledge facilitated the meeting. **Board Director absent:** George Braddock (First VP), alternate Jon S. to vote in his stead.

This Board of Directors meeting is being videotaped and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings here tonight. To get links for this and all Board meetings, go to the Board section of oregoncountryfair.net and click on "Sign up to receive videos of monthly Board meetings." Please note, Board meetings held at the OCF site are not live-streamed due to intermittent access to the internet.

New Business

- Personnel Policy Committee — Jon
- Appoint Kate Gillespie as Co-Coordinator to White Bird Medical Crew — Laurel
- Appoint Kelly Dunn as Co-Coordinator to Fair Central Crew — Spirit
- Appoint Sue Theolass to the Food Committee — Lisa
- OCF Guidelines — Peaches
- Member input in all committee business — Jon
- Time in meetings for conversations between membership and the Board — Aaron

Laurel moved and Lily seconded to move the appointment of Kate Gillespie from new

to old business.

MEMBERS: Wren said he asked it to be moved to old business because he would not be able to attend the next two Board meetings. Palmer said it is never good to delay White Bird.

Motion passed: 9-0-1; Spirit abstained.

Jon S. moved and Aaron seconded to move the topic of time in meetings for conversations between membership and the Board from new to old business, if time allows.

BOARD: Aaron asked Jack if the Board could decide to make time at each Board Meeting for conversations with membership, and if a motion was required. Jack said a motion was not necessary but that it would need to be decided when it would take place in the agenda. Aaron suggested topic-driven conversations between membership and leadership for a specific amount of time. Jon S. said he had questions and suggested it be discussed more.

MEMBERS: Brad joked that a discussion about a discussion certainly feels like us. Jon P. said it was a substantive proposal in terms of the role of the members in the organization.

Motion passed: 9-0-1; Lisa abstained.

Announcements

Yah Mon Peter: He has been to Jamaica 25 times since 1975 and did benefit concerts for them after Hurricane Gilbert. He thanked OCF for welcoming him to hippie heaven and said the 50th will be his ninth year. He announced a birthday bash benefit for the Egan Warming Center for 9 pm, January 19, 2019, at Whirled Pies in Eugene.

Amy from Recycling Crew said a crew member in the Veneta and Elmira community, Patrick, passed away in November. She said while he was a red-headed trouble maker, he had a good personality and brought to the Fair a balance of reaching out to our community about trash and recycling. Even if he was a headache, he will be missed very much from Recycling Crew.

Firecat Tom said our musician friend T-Bone Weldon passed away. Our thoughts are with him and his family.

Sue sadly noted the passing of Arn Barr who had spent time with Recycling Crew and Elections Committee.

Jon P. announced the WOW Hall Annual Membership meeting will be Wednesday, April 3, 2019.

Sue said the Kareng Fund will have their sev-

enth annual Art Bingo on Sunday, February 10, 2019, from 4 to 8 pm at Sam Bond's Brewing, 540 East Eighth Ave., Eugene. There will be lovely prizes from OCF and Saturday Market artists.

Staff Reports

Crystalyn: On December 9, 2018, we had a Coordinator Group meeting with more than 70 people who attended in person or via GoTo video and it was a good test of remote participation. We received a lot of good information and have had follow-up conversations with some coordinators. The meeting notes were sent to Coordinators and the Board and we hope to have a draft plan out soon. There will be more information at a Coordinators meeting on January 19.

Management met with Lane Transit District and are preparing for the 2019 event. They are excited about our 50th!

Crystalyn, norma, and Jon P. went to Hawkins Heights Park, which is across from the original Fair location, and are working with the city about a plaque or park bench to commemorate our 50 years. She hoped everyone had a good holiday and new year, and asked for patience in getting caught up on emails.

Stephanie: Happy New Year everyone! She said there have been some meetings with Elections and Teen Crew about the Fair's database needs and we are continuing to work on this project.

We've been working on typing up the notes from the Coordinator Resource Groups and getting feedback from Coordinators. A draft will be sent and we have a YouTube link that can be shared for those interested.

There have also been some meetings with stakeholders about the Little Wing expansion, Fire and Security Peninsula.

The deadline for Guideline change proposals has passed and they will be published in the FFN. The Board will vote on the proposals at the February 4 Board meeting.

Capital Project proposals are due at the end of January.

Elder applications are available online at oregoncountryfair.net and are due by February 1, 2019.

Mary: We have a new volunteer, Shawn, helping with the videos of the Board meetings. He is doing a test run tonight and we hope to go live with his professional equipment next month. Thank you, Shawn!

Mary has been working with Hilary on a

draft for an accounting and bookkeeping handbook. She also has been working on year-end and bookkeeping chores, and helping to collect the information for the outside accountant to get it to them earlier this year.

Mary hopes everyone has a happy new year with lots of peace, love and harmony.

Committee Reports

Executive Director Search Committee/Jon S.: We met a couple of times and are slowly proceeding because of the holidays. We hope to have more to report on timelines at the next Board meeting.

Jill Heiman Vision Fund/Laurel: We are making plans to develop the allotted space at Jill's Crossing, naming it Jill's Joint with cool seating. We are excited about this and raising \$50,000 for the 50th!

Poster Committee/Crystalyn: We have selected the 2020 poster artist. We planned a year ahead for the 50th poster and we want to continue that. Planning ahead will help with marketing, branding and imaging.

Member Input

Kirk said it is a good time of year to reconnect and get back into the swing of things with OCF and check out the website oregoncountryfair.net where you can find information and applications.

Jon P. commented on the new summary format for the Board Minutes and realizes it was a Nonprofit Association of Oregon (NAO) recommendation. He has read many past Fair minutes in different formats and prefers a transcript format. His historical experience is that participation in these meetings and the governance process of the organization, in general, increased substantially when it was a transcript format. He thinks it's a better way for people to understand what is going on. When people speak at the Board meetings, they are trying to make every word count and chose their words specifically for their specific meaning. That meaning can sometimes get lost in someone else's effort to interpret it, and he would rather read what the person actually said. He acknowledged it was not a reflection on the work that goes into the meetings but about the format.

Firecat Tom agreed with Jon P. and said he enjoys reading the whole thing.

Jon S. read the following statement: A recent post on Facebook addressed the Board's decision last month to refer the advisory votes and related matters to the Elections and Bylaws Committee by asserting that I made the motion so that I could "confuse and subvert the original request" and that I wanted to "suppress" the membership's voice. The post's author also asserted that this was evidence we have "Board remainders" that "sees the membership as a thorn in their ruling side. . ." and "enemies of their agenda."

The post ignored the reasons I gave for making the motion. It ignored the fact that the motion passed unanimously including the five newly-elected Board members. It instead ascribed nefarious motive and intent. If someone wants to know my intent and motive in making any motion or casting any particular vote, all they have to do is ask me. If someone fears that the effects of a particular action will be negative, we can discuss and debate that and find ways to address those concerns.

During my tenure on the Board, I have had disagreements with many actions taken by the Board of Directors. But I have always believed that all Board members, whether I agreed with them or not, were acting with the intent of making the best decision for the overall health of the Oregon Country Fair. If we all accept the principle that each of us are acting in that manner, then we can move forward together in the "respectful and equitable" manner called for in our Code of Conduct. Let's discuss and debate

potential effects of actions, not intent and motive. That is how we can find common ground.

Sam said prior to Christmas, the NAACP called on Facebook folks to log out because of Facebook's collusion with some anti-African American type groups during the 2016 elections. Sam heeded the call personally to log out of Facebook for a day but has not logged back in since and it's the best thing he's ever done. After reflecting on his three children, he clarified it was the fourth best thing he has ever done.

Aaron spoke to the Board minutes and also likes the transcript format, acknowledging that it can be hard to reproduce it all in the FFN each month. A transcript should be available and maybe we can have someone else to help do a straight transcription that is available on the .net site. Then a less lengthy version for the FFN so there is more room for people to write letters of further interest to the Fair. The audio version should always be available on the .net site and members shouldn't have to sign up for it. There is more work to do two different versions but doesn't know what the solution is. Anyone can send a letter to the Board if they have a suggestion.

Jen Lin said having been a former Recording Secretary, she would not want the job of doing a transcript knowing the time spent reviewing the meetings and making an objective summary. Some people are very verbose. A recording should suffice rather than a transcript of it all as the secretary is already putting in a lot of time.

Hilary noted that what people have to say is interesting but a year or two later when meeting minutes are reviewed to clarify what decisions the Board made, we need to be able to search the documents quickly to find the motions, votes and when policies are made.

Treasurers' Report and Budget Items

Hilary has been working with Mary on the accounting policy and bookkeeping manual for internal controls, about how the transactions are input and documenting those processes. Separate from that, Hilary is writing up the internal controls embodied in all of our systems, as well as a master document of our actual financial policies, which are taking time to research. There are some existing documents such as the Personnel manual and the Gift Acceptance Policy, some prior motions will be included and she noted some things are done differently than motioned in the past. These things will be in the document for review along with suggestions for updates, such as a whistleblower policy and making sure our conflict of interest policy is up to par. At some point there will be further discussion about how to roll out the draft, such as a work session, before it goes to the Board.

Lynda thanked Hilary for her hard work. The Budget Committee is working on completing the recommendations for crew budgets which will be confirmed during the week prior to the Coordinator Meeting on January 19.

The Board of Directors Budget Meeting will be at 7 pm on Monday, January 28, at the NW Youth Corps, Columbia Room, 2621 Augusta Street, Eugene. The Board will vote on the operating budgets for crews, staff and the board budget. Lynda will provide additional information at this meeting about revenue projections.

Capital projects are due by January 31, 2019. Vehicle stickers will be issued the same way as last year: the standard allocation is 50 percent of the crew size. We are also taking the additional parking we have from the winery and will be dividing it equitably based on a percentage.

Old Business

Laurel moved and Lily seconded to approve the December 3, 2018, meeting minutes.

BOARD: Spirit requested a correction to member input from Michael James-Long. The minutes are summarized as: 'Michael James-

Long read a statement from Jon Steinhart expressing Jon's disappointment in the comments made by three Board members at the last meeting about Jon's election-related email to his crew.

Spirit asked to remove the verbiage "to his crew" as Jon doesn't lead a crew, but is a volunteer on a small crew. For clarity, his email was only sent to a few individuals who requested his input.

The recording secretary agreed to amend the December 3, 2018, meeting minutes.

Motion passed: 9-0-1; Justin abstained.

Lisa moved and Jon S. seconded to appoint Sue Theolass to the Bill Wooten Endowment Fund Committee.

BOARD: Justin is amazed by Sue's continued enthusiasm for our organization. Spirit is also inspired by the amount of time Sue contributes, but does have concerns about everybody's time and how much they put in. Spirit trusts Sue knows how much time she has to give, and supports Sue and the good work she does.

Motion passed: 10-0.

Jon moved and Paxton seconded a 50th anniversary budget adjustment of \$2,000 for purpose of the Spoken Word and bringing the Flying Karamazov Brothers, to include six wristbands and food vouchers.

BOARD: Spirit asked why the amount changed from \$4,000 to \$2,000 and Jon S. said there was another entertainer being considered that could not be confirmed.

Motion passed: 10-0.

Jon moved and Lisa seconded Motion Number 2 concerning review of bylaws and election procedures.

Motion Number 2: The BoD requests the Elections and Bylaws Committees and Get Out the Vote to:

1. Develop draft best practices for OCF elections that can support all candidates being able to reach all interested voting members.

2. Consider ways to support more robust discussion of qualifications, positions, and ideas.

3. Set guidance on how to create processes that seem fair to all and minimize potential conflicts of interest and coercive situations.

4. Consider what type of committee support is needed to implement resulting recommendations.

MEMBERS: Hilary said this was a hard election and there are some best practices we could have done better. Announcement from OCF Elections should be on the .net site or a Facebook page that is controlled by them, not a group that is being administered by one of the candidates and has limited membership. No one is being accused of doing anything wrong, but saying everyone should have equal access. It's important to examine what best practices are and make some goals moving forward.

Jon P. doesn't think content of the proposals are in this motion. The motion is just directing the committee to identify the points that are in the motion. The discussion and potential content lie with that proposal. It's important the proposal becomes available with significant lead time for people to review, and not just on Facebook but also the .net site. There should be a work session as the right to vote and engage in discussion is an intrinsic, basic right of all members and needs to be protected in this process. It is such a significant question that really broad notification is called for.

Jen Lin said the Elections Committee process has always been to put up information on the .net site as soon as it is available.

Somerfield was fortunate to be part of engaging our membership this past year, and helped with two events that were both sponsored by OCF and Get Out the Vote. The existing Board and election candidates were informed far

ahead of the event dates. The year prior we had increased voting by 25 percent, and this year by another 25 percent. If there is anything better, we can do for our body as a whole is to engage all of those people, and we did a great job.

This last year was pivotal and will continue to be so in positive ways. It is challenging to get more people involved and get them up to speed, but engagement from our community is the only way we can be better at being us. Somerfield said he was disappointed by the misrepresentation of his input to the events because they were sponsored by OCF and Get Out the Vote, but also thankful and looking forward to helping this next year and confirmed there will be two events sponsored by Get Out the Vote in 2019.

BOARD: With regard to best practices, Jon S. asked if the candidate forum dates could be set well in advance for candidates to have planning time. He also suggested updating the membership list procedures in the Bylaws with regards to use of email technology that was not used when the bylaw was written. These are two examples of things that can be worked on by the groups involved in making our processes better and updating things.

Lisa said the current process of the membership electing the Board of Directors was codified in the Articles of Incorporation in 1989, prior to the internet. A lot has changed since then, with 90 percent of the population using the internet as a form of communication. It behooves us to examine our procedures within this context of technology that did not exist 25 years ago.

Aaron asked for clarification about the bylaw Jon S. referred to regarding members who desire to send written communication to other members and said it seems to be non-specific. Also, in running for the Board for the first time, it was hard to find out what you can do because there is no book and varied opinions. She is very interested in having a more clearly defined process and that everyone has chance to get information out to all members. The idea of creating a group to work on this is critical, but does not agree with the wording.

Part of Aaron's concerns regarded the Membership Secretary expressing not wanting to be a part of the campaign guideline sessions. It makes sense to involve Get Out the Vote and also membership as a resource to decide how to hear about the candidates. Membership should be included in this group because they are the most important voice. Aaron asked for a friendly amendment to change the motion header to "The Board of Directors requests Get Out the Vote to work with membership to do the following ..." and change Item No. 3 to "set guidance on how to create processes that seem fair to all ..."

Jon S. explained why he did not want to amend the motion. In order to change the process of how members send written communication to other members, you have to change the Bylaws. Changes may also include the process for counting the votes, and there are aspects in each of the motion items that relates to the Elections Committee and Get Out the Vote. The motion doesn't state a specific committee should do all of the work, but there are aspects that affect all of them. Jon S. hopes someone on one of the committees takes leadership on how to move this forward.

Paxton agrees the three committees are appropriate to continue the needed discussions. We have grown considerably since this was set up in 1989. The Bylaws Committee has been directed by the Board over time to address specific topics there weren't a mission to do a full review. Now is an immanently appropriate time for a greater review.

Justin spoke to the processes of a committee and getting directive from the Board. This is an opportunity to review and look at the inadequacies in our Bylaws. In regard to membership

there will be a process to give them the ability to provide input. It is appropriate for the three committees stated in this motion to review this. Our bylaws are great until they get tested, and they were tested this past year. This is a time to review and evaluate our best practices based on the demands of our organization.

Spirit is not in support of the motion in entirety. The second item will be addressed in the Nonprofit Association of Oregon (NAO) recommendations and we just charged the Elections Committee with six directives last month. Items No. 3 and No. 4 are redundant and fit into last month's motion that already passed and covers Bylaws, too. Developing best practices for the Elections Committee covers that, but the rest seems to be micromanaging. Spirit is concerned about the appearance of limiting the ability for members during campaigns to engage and get informed.

Lisa noted, in regard to access to the membership list by members, in 1992 the right of members to access the membership list was abolished by a vote of the membership. It was replaced by the process we have now as described in the Bylaws. Access to membership lists is a concern in this motion and it is fair to examine that.

Diane said since the Bylaws and Elections Committees are charged with reviewing the Bylaws, membership and elections will be topics covered. The Bylaws currently state mailing written communications, but members could let us know if they prefer snail mail or email. With committee meetings starting soon, we'll be working on the Board charges and NAO recommendations. This motion addresses the concerns of providing fair and accurate elections and equal access to the membership by all parties.

Peaches supports the motion and the three committees being involved. Like last month's motion, there needs to be some language for a means for member input as they go through this process and while they are being formed and not just member input at Board meetings. Peaches agrees with Spirit that some items will be addressed during NAO recommendation discussions and it's a lot for the committees to take on, but it has to be timely so we should at least start the work.

Aaron said she understood why Jon S. included the three committees in the second motion, but that it was redundant to the first motion already passed. Some of the committees have already been given tasks, but we need to say the committees will include the membership. Jon S. was willing to amend the motion to include verbiage about member input.

Jack said adding the qualification part is not the appropriate way to address that. It is separate and is not the election. The qualifications are to be a Board member of the OCF. That itself is not any indication as part of the election process.

Spirit agreed with Jack about the qualifications and said the group of candidates who ran last year were more qualified and informed than past years. These are things that will be covered in the NAO recommendations phase two. There is no need for the words "minimize potential conflicts of interest and coercive situations" because we have anonymous voting.

Paxton said the Bylaws Committee has been sent stuff to consider and will say when something does not fit the Fair. Some of the qualification things are coming from the NAO recommendations, but the committees can review that and decide what to recommend. It is well worth looking at, and we are tasked with looking at all options.

Jon S. said this motion's intent is not to have these groups set the qualifications for candidates, but how can you have a more robust discussion of those qualifications, and the positions of those candidates. For example, the ques-

tions that get asked at a candidate forum, can they be phrased in a way that gets candidates to specifically talk about their qualifications. He hopes things like that get considered and that the NAO recommendations will address setting candidate qualifications. The motion is not to have the committees determine what the qualifications should be, but simply how to have more discussion about the qualifications they do have.

Spirit said at one of the 2018 candidate forums, a question was asked about specific qualifications.

Peaches suggested to amend Item No. 2 to read: "Consider ways to support more robust discussion of individual qualifications, positions, and ideas."

Aaron suggested to amend Item No. 3 to read: "Set guidance on how to create processes that seem fair to all." The language about conflicts of interest and coercive situations seems punitive and bringing up negative stuff from the past. We can make it fair to all, going forward with a good attitude and open-mindedness.

Spirit asked the word "individual" in Item No. 2 be changed to the word "candidate."

Jon S. and Lisa accepted the friendly amendments:

Motion Number 2: The BOD requests the Elections and Bylaws Committees and Get Out the Vote, in a manner ensuring member input, to:

Develop draft best practices for OCF elections that can support all candidates being able to reach all interested voting members.

Consider ways to support more robust discussion of each candidate's qualifications, positions, and ideas.

Set guidance on how to create processes that seem fair to all.

4. Consider what type of committee support is needed to implement resulting recommendations.

Motion passed: 10-0.

Jon S. moved and Paxton seconded to re-designate the Diversity Task Force as a standing committee.

MEMBERS: There were many thumbs up in support.

BOARD: Peaches supports this as ongoing and continuing to explore the broad topics of what diversity means to the Fair. Spirit is happy to support anything having to do with more diversity within our organization.

Diane said the name might change too, such as Diversity, Equity and Inclusion Committee and catching up to what is happening in our larger community and other local organizations. The next Diversity meeting met January 16; the committee is looking for new members.

Justin asked as a point of process, knowing the task force had a charge appointed and took on many subjects, will the committee have a mission statement? He likes the other terms of equity and inclusion, and wants to understand the directive of the committee rather than broad-based terms. Justin questioned if the cart was before the horse and if we were premature in forming a committee before we knew what its purpose would be.

Jon S. would expect the committee to come back with a mission statement and request to change the committee name. He would expect the committee we keep doing what the task force had been charged with doing: to develop a diversity plan and to advise the Board on diversity issues in the interim. It is apparent that developing a plan does not have an ending and is an ongoing process. It has been six or seven years since the task force has been formed and in effect functioning as a committee. Committees having mission statements is a good thing.

Peaches asked to amend the motion to read: "re-designate the Diversity Tasks Force as a standing committee with a mission statement."

Paxton said this started as a project and is now an ongoing operation. What Paxton appreciates about being on committees is the enabling motion that is referenced many times, and is OK with Peaches' request to amend the motion.

Diane added the Diversity Task Force had a clear mission when established, which was to carry out OCF's No. 1 Vision Quest Goal and that will continue with the committee.

Jon S. and Paxton accepted the friendly amendments: re-designate the Diversity Task Force as a standing committee with a mission statement.

Motion passed: 10-0.

Laurel moved and Paxton seconded to appoint Kate Gillespie as Co-Coordinator to White Bird Medical Crew.

MEMBERS: Kate has been involved with OCF for nine years. Wren said Kate has been doing the work of a coordinator for several years, is super-valuable to their process and it's time to give her the official title. Kate is involved with White Bird coordination in Eugene and within a year of being part of Rock Medicine she was also helping with coordinators.

BOARD: Peaches said she was willing to recuse herself from the vote if there was a conflict of interest and fully supports Kate and what a great resource she is.

MEMBERS: Brad agreed with a general consensus that Peaches did not need to recuse herself. Jessica said she has worked with Kate during some incidents and said she is an amazing resource to our organization and thanked her for being willing to take it on. Tina said she also love working with Kate and feels comfortable with her.

BOARD: Aaron supports Kate and said she is a good worker, does a good job and is wonderful. Aaron asked to clarify if the Board had given up their ability to appoint coordinators in October 2018.

STAFF: Crystalyn clarified that the Bylaws removed anything about coordinator appointments or dismissal, and the motion to hand operations over to management does not go into effect until March 31, 2019.

BOARD: Lisa said the motion in October specified when an Executive Director is hired or March 31, 2019, whichever comes first. Lisa has worked with Kate for several years on the medical crew and said Kate displays personal integrity, dependability, humility and experience.

Spirit said she fully supports Kate as co-coordinator, but as a point of principle and believing in consistency of process will recuse herself and offer her vote to Jack or she will abstain.

Jon S. said removing authority in the Bylaws does not remove the authority from the Board. The Board has open-ended authority under Oregon law to manage the affairs of the corporation. The motion that we passed says that on March 31, 2019, we will delegate that authority to operations so until that time the Board has the authority.

Jack said this is an interim discussion and Article VII in our Bylaws gives the Board such authority.

Aaron read the last paragraph of section five in Article VII regarding Committees and Coordinators, as it reads in both the November 7, 2016, and October 1, 2018, OCF Amended Bylaws and said the Board gave up authority to a lead professional.

Jack and Crystalyn clarified section one in Article VII regarding Powers states: The activities, affairs and property of the Fair shall be managed and directed, and its powers exercised by and vested in, the Board of Directors.

Motion passed: 10-0; Spirit recused and Jack voted as alternate.

Spirit asked to table a motion about Coordinator Resource Groups.

Spirit has received a lot of positive feedback and affirmations, along with some concerns that have been expressed. In tabling the motion, she wants time to make amendments based on the great feedback and seeing how the CRG's process goes with the planned goals. The OCF is going through a major shift in its organizational structure. While the BoD will be delegating authority of operations to Management, it still has a responsibility to ensure success as we navigate these changes.

Further discussion about the topic of allowing time in meetings for conversations between membership and the Board:

BOARD: Aaron suggested establishing a short period of time at the end of the meetings for topic-driven comments, and not conversation about everything going on. It could be the same topic for months if continuing conversation is going on. It could be a specific designated amount of time, such as 15 minutes, or limiting each person's talking time to two minutes. The Board can set the topics and the members have a way to request a topic be discussed by submitting a request to the secretary.

Jack spoke to how the agenda might change or need something removed to accommodate more time for dialogue between members and the Board. At one time when there was a lot of business to be done, some things like staff reports were optional. He did not mean in any way to marginalize the question and said if something is important, then time can be made like it has been done in the past. Jack agreed making time for conversations with members is something the Board should do.

Jon S. has advocated in the past for having discussions without a motion first, and does not have a problem with the principle with what is being proposed. In looking at what work sessions are being planned, the Board can identify other topics for discussion at a Board meeting rather than a work session. Once the topics are identified, then it can be decided how much time to allow as some topics will take more than 15 minutes. It will be a challenge with our current agendas, but let's look at identifying those topics before we schedule them.

MEMBERS: Jon P. appreciates the intent of this discussion, and said with the current Board process when member input is given. the Board then interjects new information the members cannot respond to. In addition to creating member forums for discussions, he would like a mechanism to exchange, correct or respond to new information.

Sam said his formal training in meeting facilitation came from groups that use various forms of consensus process and this sounds like consensus seeking. There is a process that arrives at consensus that has to do with back-and-forth discussions and he has been thinking a lot about how to bring more of that to the Board meetings. He would like to see a working group that talks about meeting process in a broader and more holistic way in terms of efficiency and getting everyone on the same page.

Kirk said the communications are important and when he was a Board member, it felt weird to him to feel you couldn't speak to something unless there was a motion on the table. It's an exploration and opportunity to get more ideas on important matters.

Jen Lin said determining a timeframe member input may lead some to feel they are not being heard. She is challenging the idea of back-and-forth dialogue and would like educational materials sent out a month in advance for topic-driven discussions.

Aaron said it would be give-and-take with membership, a learning process for everybody and not a place where the Board would be making motions. Topics of discussion can be carried over to the next meeting knowing some things, like the winery, will take longer.

MEMBERS: Brad noted a common theme is the need for better communication in general and would like to see us put more energy into a universal communication system besides Facebook.

Somerfield said Board meetings are such a formal structure for a lot of people involved in the organization and we can derail serious business by bringing in all those discussions. He has considered hosting events, calling them Bored meetings and have them precede the Board meetings with an event-driven topic. We could have a more open discussion with the Board members and help involve more people.

Firecat Tom agreed with Somerfield's idea and wanted to add when motions are being made, he would like Board members to yield more time for member input and back-and-forth conversation.

BOARD: Lily loves the idea of using some of the pieces of consensus meetings. She had some consensus-style training and thinks there is huge utility for it at monthly or other Board meetings. She said it has been a struggle to adapt to making a vote on a motion without more discussion by the Board members and would like to be part of a working group if there are more suggestions.

MEMBERS: Wren said White Bird has a community meeting that is consensus based and they have a designated spot every week for community discussion and there are no motions during that time. There was a Nonprofit Association of Oregon recommendation to have separate operational meetings from the Board meetings.

BOARD: Paxton said we used to have Board workshops the third Monday of the month for major topics. The meetings were two hours where anybody could come, and the meetings were interactive and productive.

STAFF: Crystalyn reiterated the NAO recommendation and intent after an ED is hired to have more operational meetings.

BOARD: Aaron said she is talking to policy and not operations, and thinks the Board could spend more time chatting with the membership.

President's Peace

Jack said we have turned away from a lot of traditions but wanted to thank Crystalyn and Staff for their interim work in this transition because it is important to acknowledge. He said it was nice to be leaving this Board meeting with a whole different feeling. Dealing with transition and change tends to be difficult and it takes time to sort through the work that needs to be done, and to understand each other's intonation, demeanor, and thought process. It is important that we have turned a corner and he is thankful to the Board and Staff for moving forward because we have a 50-year anniversary event to put on.

January 28, 2019, Board of Directors Budget Meeting

7 pm at NW Youth Corps, Columbia Room

Draft Agenda for February 4, 2019, Board Meeting

7 pm at NW Youth Corps, Columbia Room:

- Approve January 7, 2019, meeting minutes
- Personnel Policy Committee — Jon
- Appoint Kelly Dunn as Co-Coordinator to Fair Central Crew — Spirit
- Appoint Sue Theolass to the Food Committee — Lisa
- OCF Guidelines — Peaches
- Member input in all committee business — Jon
- Time in meeting for conversation between membership and the Board — Aaron

Proposed Changes to the Oregon Country Fair Guidelines for 2019 Fair

Here are the proposed changes as submitted by various OCF participants. You can find a copy of the current Guidelines at oregoncountryfair.net/2018OCFguidelines.pdf

Update and clarify when wristbands are needed to camp on the Far Side

Submitted by Michelle Fitz, Vaudeville Coordinator
page 19, Guideline 48. Campsites
Far Side Camping

... You must have both OCF and Far Side wristbands to access the campsite before noon on Thursday, July 12.

Show how the revised section is to read.

... You must have both OCF and Far Side wristbands to access the campsite until Friday when Fair opens (*or fill in the correct date and time*).

Identify other sections that would be affected by the change, if applicable.

Not sure where else it would be listed.

Why does this change need to be made?

Who would be affected?

I've camped at the Far Side for 20-plus years. I'm sending this as a request for someone to please reach out for the real date and time the Far Side wristbands are needed until. I manage a crew of 40 (and their SOs and kids) as well as 300 performers and I relay this type of information to many of them. Last year we were told this is not correct by the gate security after several of us had removed them. Is there any way to reach out to the Far Side coordinator and update? Would be so appreciated!!! This affects Far Side campers and gate security.

Redundant sentence in Food Booth Representative section

Submitted by Larry Booman, Refer coordinator/Food Committee
page 31, Guideline 83
Food Booth Representative

Show how the revised section is to read.

The first paragraph ends with ... "The primary representative may assign up to two more secondary representatives to manage the booth during the primary representative's absence." The second paragraph starts with the same sentence: "The primary representative may assign up to two secondary representatives to manage the booth in the primary representative's absence." The only difference being the word "more." The repeated sentence starting the second paragraph can be removed, so that the second paragraph of guideline No. 83 starts "All primary and secondary representatives must have..."

Show how the revised section is to read.

The repeated sentence starting the second paragraph can be removed, so that the second paragraph of guideline No. 83 starts "All primary and secondary representatives must have..."

Identify other sections that would be affected by the change, if applicable.

See above.

Why does this change need to be made?

Who would be affected?

This should be considered housecleaning with no change in policy.

Food Booth Representative

Submitted by Larry Booman, Refer coordinator/Food Committee
page 31, Guideline 83
Food Booth Representative, fourth paragraph

In the case of a primary booth representative change, the booth will be automatically subject to a two-year probationary period. Final

approval of the transfer of primary booth representative status will be pending successful completion of the probationary period.

Show how the revised section is to read.

After the final sentence ending "...probationary period." add "Potential new food booth representatives need to be vetted by the Food Committee by the first Wednesday in May."

Identify other sections that would be affected by the change, if applicable.

N/A

Why does this change need to be made?

Who would be affected?

This gives food booths and the Food Committee a timeline that allows for an orderly transfer of power and responsibilities.

Food Booth Representative

Submitted by Larry Booman, Refer coordinator/Food Committee
page 31, Guideline 79
first paragraph

Show how the revised section is to read.

After the second sentence, "Any changes to your menu must be approved by the Food Committee." Add the sentence, "All new menu items need to be juried in by the Food Committee on the last Wednesday of May."

Identify other sections that would be affected by the change, if applicable.

N/A

Why does this change need to be made?

Who would be affected?

Provides food booths a timeline for new menu items to be approved.

Grievance Process

Submitted by Lily Harmon-Gross, Co-Coordinator for Camping Mediation Team (Camping Crew) and Board member
page 12, Section 32
Grievance Process.

From time to time, disputes and disagreements that require settlement may arise in the flow of interactions within the Fair family. The grievance process is one method for settling disputes, and it strives to be completely fair to everyone while supporting the expression of our alternative ideals. You may obtain a full copy of the Grievance Process from the Fair office or online at oregoncountryfair.net. All grievance processes and time limits at any step of this procedure are suspended from June 1 through July 31. During this period, contact Quartermaster or Fair Central for assistance from people trained in conflict resolution.

Show how the revised section is to read.

Conflict Resolution and Mediation

When people work together, there are sometimes disputes and disagreements that come up within the Fair family. The Fair strives to be completely fair to everyone while supporting the expression of our alternative ideals. As a diverse family, we offer many techniques for resolving disputes, including mediation, counseling, restorative justice, and, should it be needed, arbitration.

There are several groups whose work includes some sort of conflict resolution services. The following groups hold it as part of their primary mission to provide conflict resolution services for Fair family members. Please start by contacting whichever of these groups is appropriate for your issue to begin the conflict resolution process. If there are other resources that may be more appropriate, we would be happy to help connect you with them.

Camping Mediators: For assistance finding solutions to conflicts regarding campsites or booth territory, the Camping Crew Mediation Team is trained in an OCF-specific method of mediation. We are available if you have any issues concerning neighbors, territory, boundaries, within or adjacent to your campsite or booth

space. You can find us onsite pre-Fair and during the Fair, and off-site by email. Please reach out to us at ocfcampingmediation@gmail.com or via our book at Quartermaster in Main Camp.

CeDaR Mediators: If there are interpersonal disputes not connected with camping, you can visit CeDaR in the tail of the dragon in Dragon Plaza for conflict coaching or mediation.

Grievance process: If someone has violated OCF written Guidelines or policies, and that has harmed you in some way, you may file a formal grievance. A full copy of the grievance process can be obtained from the Fair office or online at oregoncountryfair.net. All grievance processes and time limits at any step of this procedure are suspended from June 1 through July 31. During this period, contact Quartermaster, Fair Central, or CeDaR for assistance from people trained in conflict resolution.

White Bird Rock Medicine: In addition to the other services they offer, White Bird has professional Counselors and Social Workers on shift 24/7 offering crisis counseling for all issues, including but not limited to interpersonal conflict and mediation, couple and family disputes, consent and sexual assault. Any OCF staff can assist in requesting a White Bird team to respond to your location or you can go in person to either of our two service installations (Big Bird by the Main Stage meadow, or Little Wing in Xavanadu).

Identify other sections that would be affected by the change, if applicable.

None.

Why does this change need to be made?

Who would be affected?

It more fully explains the Grievance Process and the resources available for Fair Family when they have an issue. It makes it clearer which Fair groups help with which kinds of issues and how Fair Family can reach those groups when needed.

Camping Mediation

Submitted by Lily Harmon-Gross, Co-Coordinator for Camping Mediation Team (Camping Crew) and Board member
page 18, Between Sections 46 and 47.

This would be a new section, and would not replace or edit an existing section.

Show how the revised section is to read.

Camping Mediation. Mediation services are available if you are having issues concerning neighbors, territory, boundaries, within or adjacent to your campsite or booth space. You can find us on site pre-Fair and during the Fair, and off-site by email. Please reach out to us at ocfcampingmediation@gmail.com or via our book at Quartermaster in Main Camp. For more information on other mediation and conflict resolution options at the Fair, please see the Conflict Resolution and Grievance Process sections of the Guidelines.

Identify other sections that would be affected by the change, if applicable.

All later sections would be renumbered.

If the Conflict Resolution and Grievance Process section is not approved, changed, etc. the reference in this proposed addition may need to be altered.

Why does this change need to be made?

Who would be affected?

This lets people know about the Camping Mediation Team and where to find them. Adding this section to the Guidelines here will help people locate our services in the camping section, which may be where they look first when they're having a problem with camping.

Our Code of Conduct

Submitted by Jessica Metteer and Brad Lerch, Back-Up Managers (BUMs)
page i, Our Code of Conduct
The Guidelines apply whenever and wher-

ever we gather for OCF activities.

Show how the revised section is to read.

The Guidelines apply whenever and wherever we gather for OCF activities or discussion, in person or online.

Identify other sections that would be affected by the change, if applicable.

Everything is covered by the Code of Conduct

Why does this change need to be made?

Who would be affected?

So that we can continue to operate as an intentional community, within the structure and intent we created for ourselves. We hope to remind ourselves to act with respect and equality in all interactions, and not be torn apart by the ease of negativity, disrespect, and abusive language online.

Paths and Carts

Submitted by Erin Maureen Pettigrew, Cart Central Co-Coordinator
page 17, Guideline 43
Paths.

Please keep vehicle use on Fair paths to an absolute minimum. Carts will be available for your use, so please be prepared to cart and carry your stuff in. Handcarts are available on weekends for free at Cart Central beginning three weeks before the Fair. Check with your coordinator or Cart Central before Friday, July 13, if you need a cart during the Fair.

All paths will be closed to vehicle access for the season effective July 31. To facilitate post-Fair path rehabilitation, call the office for access if needed.

Show how the revised section is to read.

43. Paths and Carts.

Please keep vehicle use on Fair paths to an absolute minimum. All paths will be closed to vehicle access for the season effective [DATE]. To facilitate post-Fair path rehabilitation, call the office for access if needed.

Peach Carts will be available for your use, so please be prepared to cart and carry your stuff in. Carts are available for free at Cart Central beginning three weeks before the Fair. Check with your coordinator or Cart Central before [DATE], if you need a cart during the Fair. Carts are for community use, serving thousands of people each year at Fair; treating them with care is appreciated and expected out of courtesy to other Fairgoers. If you check out a Peach Cart, please adhere to the following guidelines:

- Announce your presence when in a crowd.
- Promptly return carts after you are done with them.
- Return carts clean and report any needed repairs to Cart Central.
- Carts are not safe for rides for children, service animals, adults or other creatures; pleasure rides are not allowed.
- Carts are designed for walking speeds only and should not be towed.
- Carts are for single-day use only unless your booth or crew has arranged for dedicated, long-term-use carts.

Identify other sections that would be affected by the change, if applicable.

The index. Pagination.

Why does this change need to be made?

Who would be affected?

At present, there is no guidance or rules on cart usage. This affects the availability of carts for Fair family, the longevity and safety of usage, and clarifies expectations of use.

OCF Consent Policy

Submitted by Erin Maureen Pettigrew, Cart Central Co-Coordinator
page 8, Guideline 15
OCF Consent Policy

The Oregon Country Fair (OCF) does not tolerate sexual misconduct and prohibits any

person from sexually harassing or harming any other person at any time on OCF property and/or during any OCF functions. Every person involved in the OCF has the right to be treated with dignity and to be free from harm.

It is expected that common courtesy, mutual consent, and considerate behaviors toward each other regardless of position or role within the organization are fostered and respected. All forms of sexual misconduct are contrary to the standards expected of the employees, participants, and guests of the Oregon Country Fair.

Reporting avenues available to support this policy (subject to change):

- Year-round, inform Fair Management (managers and Back-Up Managers) by email: consent@oregoncountryfair and/or in person.
- Pre/post July event: go to White Bird or fill out a paper reporting form at Quartermaster.
- During July event: go to White Bird or fill out a paper reporting form at an Information Booth.

The Management Team will collect reports and take complaints of sexual misconduct seriously to ensure disciplinary actions are applied, as appropriate. Disciplinary actions may include but are not limited to: removal from OCF properties, ban from OCF events, inform/call the law authorities, mediation, and/or grievance procedures.

Show how the revised section is to read.

NEW OCF Consent Policy

The Oregon Country Fair (OCF) does not tolerate sexual misconduct and prohibits any person from sexually harassing or harming any other person at any time on OCF property and/or during any OCF functions. Every person involved in the OCF has the right to be treated with dignity and to be free from harm.

It is expected that common courtesy, mutual consent, and considerate behaviors toward each other regardless of position or role within the organization are fostered and respected. All forms of sexual misconduct are contrary to the standards expected of the employees, participants, and guests of the Oregon Country Fair.

Reporting avenues available to support this policy (subject to change):

You have a right to call law enforcement if you are a survivor of a crime committed at Fair, such as assault or sexual violence.

You are encouraged to inform Fair Management (managers and Back-Up-Managers) if you have experienced any such misconduct so that they can take remedial action, but you are not required to. These are your options:

- You may, year-round, inform Fair Management (managers and Back-Up Managers) by email: consent@oregoncountryfair and/or in person [PROVIDE A PHONE NUMBER].
- Pre/post July event: you may go to White Bird or fill out a paper reporting form at Quartermaster.
- During July event: you may go to White Bird or fill out a paper reporting form at an Information Booth.

The Management Team will collect reports and take complaints of sexual misconduct seriously to ensure disciplinary actions are applied, as appropriate. Disciplinary actions may include but are not limited to: removal from OCF properties, ban from OCF events, inform/call the law authorities, mediation, and/or grievance procedures. Please note that these reports to the OCF management team are not considered privileged or confidential and maybe be shared among leadership and management. They will not be publicized or disclosed outside of that team, however, unless there is a need to call law enforcement.

Identify other sections that would be affected by the change, if applicable.

None.

Why does this change need to be made?

Who would be affected?

The consent policy needs to make clear that reporting a crime such as rape to the authorities is always an option. At present, the policy says nothing about that, and a person may feel pressured to not report if there is nothing said about it in the policy.

Additionally something should be said about the privacy and confidentiality of such reports. Leaving it open suggests that they might be confidential when that is not true. In general, I have a lot of concerns about this policy, and made recommended changes based on the structure as-is, but would welcome dialogue about whether this is the most protective or logical approach in assisting survivors. I think we could make it much better.

Sound Amplification Timing

Submitted by Crystalyn Autuchovich, Operations Manager
page 19, Guideline 49
Sound Amplification

Timing. All Sound Permit requests and timing issues are subject to management approval all year long. During Main Camp, the following amplified sound timing requirements apply: Friday and Saturday, ends at 3 am; Sunday to Thursday, ends at 1 am. All amplified sound taking place on OCF Stages during the weekend of the event are subject to stage coordinator approval, community agreement, and final management review and approval. The rest of the year, all permitted amplified sound will end at times in accordance with the Lane County ordinance Sunday through Thursday, and no later than midnight on Fridays and Saturdays.

Show how the revised section is to read.

Timing. All Sound Permit requests and timing issues are subject to management approval all year long. Amplified sound will comply with Lane County ordinances. All amplified sound taking place on OCF Stages during the weekend of the event are subject to stage coordinator approval, community agreement, and final management review and approval.

Identify other sections that would be affected by the change, if applicable.

None.

Why does this change need to be made?

Who would be affected?

This will bring us in compliance with Lane County.



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