

FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 27 ISSUE 2 JUNE 2019

What's Inside

Packed full of Fair info.

Read & get ready to pack!





FAIR FAMILY CALENDAR

June

- 22 Last day for partial refund of booth fees
- 22 Community Village General Meeting, 1 pm, OCF Site
- 23 Human Intervention Training at OCF Site
- 23 Board of Directors meeting, 4 pm, OCF Site
- 24 Peach Power, 6 pm on site (meet in Main Camp)
- 28 Last day to submit plans for major booth work
- 29 Reception for "Party with a Purpose: 50 Years of the Oregon Country Fair," 2:30 pm to 4:30 pm, Multnomah County Central Library's Collins Gallery, at 801 SW 10th Avenue, Portland. Exhibit runs through Aug. 26.
- 30 Last day for regular-price passes

July

- 1 Cost of S.O. passes and vendor camping passes increases to \$140, vehicle stickers increase to \$40
- 5 No FAIR FAMILY NEWS in July
- 10-14 Pick up passes at Registration
- 10 All construction requiring inspection must be completed!
- 11 All construction completed (tools down!)
- 11 Annual meeting of booth participants, 7 to 9 pm at Shady Grove
- 11 Human Intervention Training, 5 pm, Blue Moon
- 12, 13, 14 Party on @ OCF
50TH ANNIVERSARY!!
- 15 NO CAMPING ON OCF PROPERTY. No one on property after 6 pm except post-Fair work crews.
- 21 Main Camp closes
- 31 Food voucher redemption expires
- 31 Last day for booths to request pass refunds

August

- 2-9 Culture Jam!
- 5 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 7 FAIR FAMILY NEWS DEADLINE
- 14 Craft Committee, 5:30 pm, OCF Office
- 17 Teddy Bear Picnic, 2 pm until dusk, OCF Site, Main Stage meadow
- 18 Fair Evaluation Meeting, Fair Site
- 25 Deadline to submit Board Candidate statements to run for the Board of Directors
- 28 Food Committee, 5 pm, OCF Office
- 31 Last day to remove all temporary booth/loft structures, personal property, ground covers
- 31 Booth refunds mailed

September

- 9 Board of Directors Meeting, 7 pm, OCF Site
- 11 FAIR FAMILY NEWS deadline
- 19 Last day to register as a voting Fair member

FFN HIPPY ARTIFACTS

Suzi "Patchouli Oil" Prozanski
 Mary "Love Beads" Doyon
 Dan "Bell Bottoms" Cohn
 Niki "Long Hair" Harris
 Brad "Lava Lamp" Lerch
 Michael "Pickle jar Hookah" Ottenhausen
 Mary "Black Light" Callaghan
 Kim "Roach Clip" Griggs
 norma "flower power" sax

Happy Birthday Cancers & Leos!



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. !



Fair Family News Editorial Policy

The Fair Family News provides space for a calendar of events; announcements; Letters from the Family and to and from the Board; information for and from crews, booths and entertainers; committee reports; official information about the Fair; and room for any other Fair Family contributions with the purpose of sharing. As space allows, Fair-related contributions such as art, short literary pieces and humor will be included.

All printed material will be edited for clarity and length. We will not print personal attacks or material that is libelous. It is the intent of the Fair Family News to print all sides of a debate whenever possible. This newsletter will uphold the OCF Code of Conduct.

Booth Registration Hours

MAIN CAMP

JUNE 2 – JUNE 30

Monday & Tuesday.....Closed
 Wednesday & Thursday.....11 am – 4 pm
 Friday, Saturday & Sunday....10 am – 6 pm

JULY 1 – JULY 9

Daily10 am – 8 pm
Open regular hours July 4th!



WRISTBAND BOOTH

for Vendors, Crews and Troubleshooters

Wednesday, July 109 am - 10 pm
 Thursday, July 119 am - 10 pm
 Friday, July 129 am - 9 pm
 Saturday, July 139 am - 9 pm
 Sunday, July 1410 am - 2 pm

**Entertainers, Community Village,
 Energy Park and Teen Crew
 have their own hours.
 Please check with them for times.**



PHOTO ID BOOTH HOURS

JULY 10 – JULY 14

Wednesday, July 108 am - 8 pm
 Thursday, July 118 am - 8 pm
 Friday, July 128 am - 8 pm
 Saturday, July 1311 am - 12:30 pm
 & 5:30 – 7 pm
 Sunday, July 14closed

KEEP IN TOUCH



Oregon Country Fair
 442 Lawrence St.
 Eugene, OR. 97401
 (541) 343-4298, fax: 343-6554
 FFN@OREGONCOUNTRYFAIR.ORG
 OFFICE@OREGONCOUNTRYFAIR.ORG
 OREGONCOUNTRYFAIR.ORG (EVENT INFO)
 OREGONCOUNTRYFAIR.NET (BUSINESS SITE)

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



Fair Family Forum

Bring your best self to the Fair Family Forum for a discussion on how we move into the next 50 years as a strong, healthy gathering of passionate artistic people. Let's guide our future with the strength of all of us.

Forum will be held Thursday and Sunday evenings of the Fair – 8:30 pm at the Rabbit Hole.

One of the big questions is how to open up discussions on important topics using digital tools, to bring forth the collective wisdom within our very talented artistic family.

The Fair is so very important to all of us. It is here where we have fallen in love, raised our children, and learned about ourselves. We are learning how to work and play our best with each other. We may not have it all together, but together we have it all and none of us is as smart as all of us together.

Parade of Bears

Join us! We need 50 Fair family to parade with us during cool hours of Friday am and Saturday pm dressed as BEARS for the 50th!

Make a bear costume at home, buy a suit, or swing by our pre-Fair bear-making workshop with your own materials (giant un-stuffed teddy bears, fur fabric, etc). Accessorize with picnic baskets and checkered cloth, if you like. We would also appreciate Musicians for "Teddy Bears' Picnic" while we parade. ALL ages and abilities welcome. Both parades start in front of the Ritz, attend both or either: Friday 7/12 at 10 am, Saturday 7/13 at 10 pm.

Bear Making Workshops: June 29 and July 11 until 6 pm, location to be posted on Main Camp bulletin board by breakfast that day. More info: katrina50bears@gmail.com



Lost & Found

Lost something? Please go to the Odyssey Information booth to see if it's been found or to file a report if it hasn't yet appeared. All found items will be collected from Information booths and taken to Lost and Found Central at Odyssey by the end of each day of the Fair.

After the Fair, please email: lostandfound@oregoncountryfair.org with your contact info and a complete description of your item. Because of the volume of reports we receive, we may not be able to get back to you if we don't have your item. If you don't hear from us within two weeks, it's because we do not have what you're looking for.

If your item is given to us after the Fair, we will do our best to re-unite it with you by mail (at your expense). If you're in the Eugene area, we may be able to deliver it to you. We keep found items for about 30 days after the Fair and then donate unclaimed goods to a local charity.

Please consider putting some sort of identification on your precious possession so we can easily return it to you. An address label is a good idea. Cell phones, ipads, cameras, fanny packs, all turn up and astonishingly enough, don't always get claimed. We would return items much faster if we can easily identify to whom they belong.

Found something? Please bring it to the Odyssey Information booth and your good karma points will increase considerably.

Minors On Site Forms

Everyone coming on site pre-Fair with a minor must fill out one of these forms. You need to fill it out only once. They can be found online at oregoncountryfair.net or at the Fair site from the Greeter or at Quartermaster. Filling the form out before you get to the site will earn you extra brownie points.

Bring Your Water Bottle

Bring reusable water bottles. Pass the word. Stay hydrated.

OCF Sound Policy Correction

The 2019 printed version of the OCF Guidelines has a misprint on page 19 under the TIMING section of #50, Sound Amplification. It should read as follows:

"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."

This change reflects the necessity of monitoring, measuring, and adjusting amplified sound during Main Camp and the weekend of the event. In order to maintain our ability to project amplified sound on our property for the purpose of entertainment and celebration, the OCF Board has adjusted the sound policy to allow management to make operational decisions based on the county tolerance base of 50 dB, A at any time between 10 pm and 7 am with approved variances taken into account.

BUMs and Staff Managers will be using sound monitors to help determine when sound levels need to be adjusted or turned off to keep us in line with the ordinance and, to the best of our ability, in good faith with our neighbors and community. Persons operating with management-approved sound permits will be required to comply with any and all requests to adjust or terminate sound from management. If you are experiencing an issue with amplified sound, please notify QM during pre/post-Fair or Fair Central during the event.

Drug-Free Event

Alcohol and marijuana consumption is not allowed in public places during public hours. Please ask others to cooperate. Selling alcohol or marijuana at the Fair is illegal. Such sales risk closing the Fair, as well as criminal charges.

No Dogs on Site

NO DOGS allowed on site as of June 1, except for service dogs. Anyone considering bringing a service animal to the site should refer to the additional information provided on the oregoncountryfair.net site (look under documents for Service Dog Info). Once on site, please inquire with the Dog Control Crew about getting a laminate tag.



Fire Danger

Fire danger goes up daily. Make sure to have a fire extinguisher, burlap bags and a bucket of water in your camp. We are planning on having fire extinguisher training out at the Fair site on Wednesday and Thursday July 10 and 11 from noon to 5. We will be out near wristbands. Look for the white fire truck and the big green fire truck!

Pack it in! Pack it out!!

Leave no trace. Pack it in, pack it out. Please clean up your booths & camp sites. Mother Earth thanks you.

Get Cash

ATMs are located at Dragon admissions and at Main Stage, along the fence on the right side as you face the stage.

Hospitality

The main Hospitality is located in Main Camp and is open noon to 5 pm, Friday through Sunday. Cool drinks, fresh baked goodies and a light buffet are served.

A hospitality center is also located in Flowin' Notes Shower area (near the Warehouse). It is open Friday through Sunday nights from 7 pm to 10 pm, and serves warm beverages and small nibbles.

Shower Hours

Six shower locations are available for staff and performers. Hours vary, but most are open early and stay open until around 9 pm. Please bring your own towels and shower supplies. Please be mindful that every gallon of water we use showering, we have to pay a hefty per gallon removal fee. So please keep your showers short to conserve water.



Hours and locations are as follows:

Shower Central (dahinda's)

Thursday..... 5 pm – 9:30 pm
Friday & Saturday 7 am – 9:30 pm
Sunday 7 am – 4:30 pm

Alice's

Friday thru Sunday 8 am – 5:30 pm

Zenn

Friday thru Sunday 8 am – 5:30 pm

Flowin' Notes

Friday thru Sunday 8 am – 10:30 pm

Farside

Thursday..... 5 pm – 9:30 pm
Friday & Saturday 7 am – 9:30 pm
Sunday 7 am – 4:30 pm

Miss Piggy's

Thursday..... 5 pm – 9:30 pm
Friday & Saturday 7 am – 9:30 pm
Sunday 7 am – 4:30 pm

Info for Lost Parents, Found Children

During the hours the Fair is open to the public, found children should be taken to the closest Child Care location, either New Kid's Child Care on Wally's Way or Child Care Sesame Street. Fair Central will be notified immediately of any lost or found children, so parents can check in at any Information booth regarding their lost child.



During the Sweep, parents/guardians without a wristband who become separated from children in their care should be directed to New Kids Child Care near the front of the Fair on Wally Way. The New Kids staff will work with Sesame Street staff to find out if the lost child is there and to arrange reuniting parents/guardians with children.

During the Sweep, parents/guardians with a wristband who become separated from their child should be directed to the closest Child Care location where staff will work with Fair Central to locate the child. Lost children will be taken to New Kids on Wally's Way and Fair Central will be notified.

After the Sweep, all found children should be taken to New Kids Child Care. Security, Child Care and Fair Central will work in concert to reunite parents/guardians and children as quickly as possible. After 9 pm, all found children will be taken to New Kids.

Pre-Fair Childcare

Pre- and post-Fair child care services are provided on a limited basis for working crews only as designated by the management team. Please instruct your children and non-working teens not to rely on Main Camp kitchen as a resource. Bring adequate food and water for kids.

Smoking Areas

If you want to smoke, please be considerate of your fellow Fairgoers and smoke only in designated areas. Smoking areas have signs and brightly-colored butt cans. If you don't see the can, don't light up!

Feedback

During the Fair, feedback forms are available at any Information Booth. After the Fair, forms or written comments complete with your name, address and phone number can be mailed to: Feedback, OCF, 442 Lawrence St., Eugene, OR 97401 or emailed to office@oregoncountryfair.org. Your feedback is appreciated, welcome and given attention!

Need Help?

We hope you don't have any emergencies, but if you do, go to the nearest Information Booth or to the White Bird Medical Clinic by the Main Stage. See map for locations or ask at any booth. White Bird is a complete emergency medical system staffed by nurses, doctors and other health care professionals. Information Booths are equipped to handle minor first aid situations and can get you connected with the care you need.

Thinking of Wheels? Think Again!

Please leave the kids' bikes at home. This has been in the guidelines for a while. Only service bikes are allowed. We have many trucks driving on site. The Snivel/Smile corner is especially dangerous.

There is a new process for non-street legal vehicles — i.e. golf carts. There has been an explosion of personal golf carts, gators and other motorized vehicles. Check in first with QM (Quartermaster) or the management team before bringing a motorized vehicle to the Fair. These vehicles will be limited for service and not personal transportation.

Let's Make It a Fire-Free Fair for the Fiftieth Anniversary

by Fire Bill, Fire Crew

So many people ask if we ever have fires at the Fair and yes, we do. In fact every year we respond to at least one incident and in many years several.

Fortunately, we have folks who react quickly and decisively and these small fires usually don't end up getting big. That is why we've been pushing for past 20 plus years for fire extinguishers, buckets and burlap. We've been fortunate not to have experienced a large complex fire, mainly due to the reaction of a few folks that had their stuff together and knew how to use it.

Of course, it's still early and we may get moisture right up until the Fair, but if the fire weather predictions hold true with less than average precipitation and warmer temperatures, the Fair could be very dry indeed. This coupled with the huge amount of down woody material resulting from this winter's snows could create a situation unprecedented in Fair history.

We would like to give a shout-out to the Fair for making a concerted effort in hauling, chipping, or otherwise reducing the amount of fuel concentrations in the majority of the camping areas. Great job, folks!

Please bring your certified five-pound ABC rated fire extinguishers, buckets and burlap. A good rule of thumb for your camp is — if you can't see a fire extinguisher or buckets from where you're standing, then it's a good idea to have more. Clearly mark your fire buckets and use them only for water and burlap. Mount your fire extinguisher at eye level if possible and away from other potential fire sources. Ask yourself if your camp has a fire plan and if not, make one. If you need assistance developing a plan,

please let us know. Sanderson Safety is continuing to offer their "OCF Happy Daze" special for Fair family for fire extinguisher re-certifications, recharging, and or purchasing, so give them a call.

Please note that RVs are considered individual camps and are required to have a current fire extinguisher as well as a working smoke alarm.

Also, if you are working at the site and are using any gasoline-operated equipment, please have a fire extinguisher with you, watch for sparks, and be extra cautious during refueling.

As far as campfires are concerned, it's too early for severe restrictions, but that could change as we get closer to "Fun Time." Of course, all campfires must have a valid 2019 Campfire Permit issued by the Fire Crew and meet all of the requirements as listed in the Guidelines.

We will conduct fire-extinguisher training from noon to 5pm on July 10-11. Location will be determined according to the prevailing winds, but - we will be visibly set up out in the parking lots. Don't miss this great opportunity to build confidence on how and when to use an extinguisher. The testimonials that we've heard from folks reinforce our belief that this training is absolutely necessary and has saved lives and homes.

With the conditions the way they are (or could be), everyone needs to have a heightened level of fire awareness. You folks are our eyes, ears and noses and with your help we can have a fire-free Fair.

Thanks for your vigilance!



I attended my first "Renaissance Fair" in 1971, and came back as a crafter in 1972 with the Looking Glass dressmakers' co-op. Our booth was a teepee in the area now occupied by Community Village. I was out of state without transportation for two years but came back with my quilts

in 1975. I had a booth on the river near Shady Grove that I shared with two dressmakers. A couple years later erosion took that booth space and we moved to space 368. I have been the booth rep since 1980 and have always shared the space with two or more crafters.

Still Stitching

by Nancy Murphy, Lost Valley Quilts

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 behaviours towards 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.

Sexual misconduct refers to any action that is unwanted and unwelcome to the recipient. The following unsolicited written, verbal, physical, and/or visual contact with sexual implications may constitute, and are examples of, sexual misconduct:

- *Physical examples include, but are not limited to:* rape, assault, touching, patting, pinching, impeding/blocking movement, and/or any other unsolicited physical contact regardless of what someone is wearing and/or any previous contact.
- *Verbal examples include, but are not limited to:* unwelcome verbal advances, sexually oriented comments, unwanted and unwelcome jokes of a sexual nature, offensive flirtation or lewd remarks, comments on a person's sexual orientation, and/or remarks of a sexual nature, continued requests and/or suggestions for sexual activity after it has been made clear that such requests and/or suggestions are unwelcome.
- *Written examples include, but are not limited to:* suggestive or obscene letters, notes, and/or invitations.
- *Visual examples include, but are not limited to:* leering, sexual gestures, and/or display of sexually offensive objects or pictures.

Definitions to Bold Words in Policy:

Sexual Misconduct is defined here as any unwanted conduct of a sexual nature, whether outright or implicit, which creates an intimidating, hostile, or humiliating environment for that recipient. Sexual harassment, assault, intimidation, humiliation, and rape fall under the category of Sexual Misconduct.

Consent is the voluntary, informed, un-coerced agreement through words and actions freely given, which a reasonable person would interpret as a willingness to participate in mutually agreed-upon sexual acts. Consensual sexual activity happens when each partner willingly and affirmatively chooses to participate. Important points regarding consent include:

- Consent to one act does not constitute consent to another act.
- Consent on a prior occasion does not constitute consent on a subsequent occasion.
- The existence of a prior or current relationship does not, in itself, constitute consent.
- Consent can be withdrawn or modified at any time.
- Consent is not implicit in a person's manner of dress.
- Accepting a meal, a gift, or an invitation for a date does not imply or constitute consent.
- Silence, passivity, or lack of resistance does not necessarily constitute consent.
- Initiation by someone who a reasonable person knows or should have known to be deemed incapacitated is not consent.

An individual who is incapacitated is unable to consent to a sexual activity. When a person is in an incapacitated state they lack the cognitive ability to make or act on conscious decisions. The use of drugs or alcohol can cause incapacitation, although intoxication alone does not mean someone is incapacitated. Engaging in a sexual activity

with an incapacitated individual whose perception or judgment is so impaired that they are incapable of making an intentional decision to participate (and therefore unable to consent), constitutes sexual misconduct. Indications that consent is not present include, but are not limited to:

- the use of physical force, or a reasonable belief of the threat of physical force; duress;
- one person overcoming the physical limitations of another person;
- the age of the individual. Oregon state law considers persons under the age of 18 to be "incapable of consenting to a sexual act" (ORS §163.315).

Employees are the paid staff of the OCF.

Participants are entertainers, crafters, artisans, food booth folk, volunteers, significant others, elders, companions, vendors, contractors, and/or any other person who participates in the organization's year round operating activities.

Guests are the public or any official visiting our properties and/or sponsored functions. **Reporting Avenues Available to Support this Policy** (subject to change):

Year-round, inform Fair Management (managers & BUMs) by email:

consent@oregoncountryfair and/or in person.

July Event:

- Pre/post: go to White Bird or fill out a paper reporting form at Quartermaster.
- During 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.

**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

New Zone Gallery commemorates OCF anniversary with an exhibit opening July 5. Join us for this unique, experiential show designed to evoke nostalgia. Daily 12-6:00. 22 W.7th, Eugene.

Yes, Temporary Marriages will again be happening, Fri. & Sat. after hours at Veggie Heaven. Certificate, bouquet (recyclable), veils, gaudi rings, etc. \$10. Add-a-spouse, \$3. Maybe cake if you're good... Ooh-la-la!

Stephano's Souvlaki wants to again thank the Fair Family with our 50% OFF on the 50th Anniversary! (Good throughout the fair for our Fair Family volunteers only) Buy a Stephano's Souvlaki or one of our Greek Salads for 50% off with purchase of a drink. Celebrate the 50th anniversary with Stephano's Souvlaki in our 45th Year! See us at #850 Strawberry Lane

CUSTOMCUT LUMBER—OCF crafts-person with sawmill can supply beams, posts, paneling, live edge countertops or ??? to your specs from sustainably harvested local trees. Eugene based, great prices. 541-517-4836

Shadowfox — Maker of art, builder of booths, searching for a space this year, could it be with you? pancoast@shadowfoxdesign.com 541.868.4252

Hannah's Henna seeks booth space! I will occupy as little space as possible and have always brought in crowds of customers. I have been a crafter at OCF for the past two years and cannot imagine missing this one! 541-690-4816

Carpenters, Artists, Dancers, Musicians, Creators, Team players and all around sunshine frequencies is what we will bring. Looking forward to being a part of a most magical 50th year, and your team! Check out the art at www.etsy.com/shop/EnchantedArtEmporium Instagram: Enchanted Art Emporium

Seeking shared booth space — new juried crafter with dichroic & opal glass jewelry, vortex marbles and glass adornments. Would pair well with tapestries, incense or other good vibes~ Matt (dichropendants@gmail.com) 541-760-2509 etsy.com/shop/amorphousart

For sale — 18 acres suitable for planned community. Salmon in creek, great well, pumphouse, tiny house w/ southern exposure and big trees in counter culture neighborhood \$295,000 707-972-8811.

I'm a respectful, friendly artist seeking a boothshare at OCF. I create realistic wildlife portrait paintings. They can be viewed at www.bekahzeimetz.com. Contact me at 641-204-1575 or bekahzeimetz@gmail.com.

Leather worker seeks booth space to share. I make leather wearable art and accessories. Very fun, kind and easy to work with. Check out my social media @Invibedesigns email invibedesigns@gmail.com

Continued on page 7

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of Fair history from
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TEDDY BEARS' PICNIC
AUGUST 17, 2019 2PM – DUSK MAIN STAGE
MEADOW

OCF WILL PROVIDE BARBEQUED CHICKEN,
VEGGIE BURGERS AND NON-ALCOHOLIC
BEVERAGES

PLEASE BRING YOUR OWN CUP & PLACE
SETTING TO SAVE ON USING
PAPER AND PLASTICS

PLEASE BRING READY-TO-SERVE, POTLUCK
SALAD, SIDE DISH OR DESSERT

USE AERO ROAD ENTRANCE AND
LEAVE THE POOCHES AT HOME

MARK YOUR DISH WITH YOUR NAME AND
IF THE FOOD IS VEGETARIAN,
VEGAN OR MEAT

COME ROCK WITH YOUR FRIENDS!

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).

Lime On

As Fair folk eyes turn to the golden Fair, 50 years young, don't forget the other color: Lime! Yes, Lime Green Friday has been at the Oregon Country Fair for more than a quarter of those golden years.

So wear lots of lime in any form on Friday, July 12, no matter who you are, where you are, or what you are doing. The Limeys will be up to our usual — Meet & Greet at the Dragon admissions up until 11 am, then we will meet up at Rebo Gazebo in Chela Mela for the opening parade 11:11ish (stick around after the parade for a Lime Group photo-op on Rebo Gazebo). We will meet up with Peachi for special Lime-Green runs (check with the Dragon Handlers for times), as well as just strutting our stuff around the Fair.

Lime Camp will have plenty of Lime-Green loaners to help you lime up. We will set up Thursday afternoon at the Miss Piggy's side of Reefer Pass. Just look for the Lime-Green glow! Lime on you Limeys! LoL

Dana Merryday
DeConstruction (Decon)



This is a story of glam and glitz and of community service. On a cloudy day in June, Andy and Dean head out into the country to a small school in between Franklin and Cheshire. It's 7:45 am and we check in at the front desk of Territorial Elementary School. The ladies at the front desk point us to the multipurpose room, which is set up for morning snack that happens at 8:15. We go back to the car and start to unload the

equipment: laptop, mixer, microphones, table, mic stand, banner that identifies us as KOCF 92.7 FM, speaker stands, powered speaker that weighs 40-50 pounds, two boxes with interconnect cables, extension cords, various stands for mixer and computer, three cases of KOCF T-shirts, and a wagon to tote it in.

When we arrive in the room we are greeted by Linda Burden-Williams, a member of Lane Arts Council, which is a co-sponsor of the event today. Linda is an acting coach assigned to help the fifth-grade class prepare to do the "Live" radio play we are setting up for. Linda tells us that all 20 students would be participating in the play, not just a couple as we anticipated.

The script is a dozen pages long with an introduction to the program, several commercials, interviews, a number of poems and a play. It is all written by the students and, we heard after the show, one student who couldn't be in front of the cameras and mics wrote most of it. We set up in the center of the room as planned so we could be seen by the students and the parents. When we are almost finished with setup, we find out the parents aren't attending, but rather listening from home and the students are staying in a green room near the gym. We decide to move all the equipment to a better location in the room.

Time's now getting tight. We're almost set up and checking our equipment, about five minutes to nine (show time), and discover the mixer isn't working. I suggest switching out inputs and the wiggling causes the sound to come and go. A couple of taps and it's working again. We need one more mic, so Andy runs out and discovers a huge truck is making access to his car "interesting."

At 9:02 am, Andy introduces the show to our listeners. About this time the first group of performers arrives. At the end of a song they begin their show. One student is very nervous and stands back from the mic and is almost too

Just Ban It

To the FFN:

The sleazy, unfortunately effective, tactics that Big Tobacco has employed since day one to guarantee its users remain profitably addicted are well documented.

Intelligent prohibition, however, such as stigmatizing harmful tobacco use by moving smokers out of bars, restaurants, offices, airplanes, fairs, etc. has proven, in fact, highly effective. Teenagers and pre-teens smoking, the industry's "growth market," had rates fall below 5 percent. Big Tobacco countered by heavily promoting "nicotine delivery devices" directed at middle- and high-school youngsters, whose use rose nearly 80 percent from 2017 to 2018. The industry lured and hooked youngsters with their fruity and minty flavors and appealing colors. Their core goal: nicotine addiction. One of their "pods" has more nicotine in it than an entire pack of cigarettes.

OCF leadership can and certainly should do what most large fairs throughout the country and every fair on the West Coast has done: Move the tobacco smokers to a comfortable place outside the

Fair. Stop rewarding tobacco smokers by making them seem cool and special by providing them with areas under the biggest shade trees along paths near entertainment areas. Practically all children and young teens want to be like their parents and other adults in their lives. Youngsters are misled and harmed by seeing them having their addictions rewarded by such special treatment.

Fair leadership has never given specific reasons for doing so. I must therefore conclude from their lack of transparency that warnings in official Board minutes about attendance dropping after alcohol was banned underlies their decision. If I'm correct, our beautiful, once health-promoting counterculture, environment-protecting Fair has devolved into something no better than any corporation that glorifies maximizing profit at any cost as its governing principle. If so, that is truly regrettable. We deserve transparency and detailed reasons why this long-overdue decision remains unmade.

Jerome Garger
Elder

Fair Thee Well: Arn Barr

There will be a celebration of life for Arn Barr of the Recycling Crew in late July. We are having a potluck, and we're providing the barbecue. Feel free to bring a side dish or dessert, and BYOB. For location and details, please call Thom at 541-606-7844. Thank you.



Sound Bites

by Dean Middleton, station manager, KOCF-FM

quiet to be heard. The others do fine. At the end of the first act, the teacher of the fifth-grade class, Sherrene Kulm, rushes into the room and tells us the kids weren't being heard and only music was. I log into our stream and discover a buffer of music and a few seconds of the introduction is stuck in a loop on air. The schools firewall is blocking the outgoing stream!

We have to switch to cell signal and create a hotspot from an iPhone. The signal in the metal building is too weak. I run the phone out the doors and get one more bar, just enough to stream the show. We're back in business. This is "Live" radio and the show must go on.

After the first few segments, fifth-grader Josie Osborn interviews Mathew Thelander, an Iraq war veteran, about his likes, dislikes and life experiences. It's very well done. Stella Bounds stays in the room when her fellow students exit. She has several parts. She introduces both interviews and is one of the voices for a commercial. After the next segment the students get interested in the technology on the table and Andy explains to them how it all works.

During one of the musical interludes, two audience members who have filtered into the gym during the play introduce themselves as Loria Sponko, Executive Director of Lane Arts Council and Eric Branman, Lane Arts Council Arts Education Program Director. They are very excited and proud to see this event happening. They sponsored Linda throughout the project. I talked with Sharrene about how Lane Arts Council got involved. Sharrene is close friends with Loria and spoke to her about the idea. She said in addition to her teaching degree, she had a degree in Radio Communications, and putting on a radio play was a dream of hers. Seeing the kids carry it out was just fantastic.

Andy checks our steaming service and discovers the stream has the largest audience the station has ever had! Sharrene requested we rerecord the opening that didn't make it to air. We did and will edit it onto the recording.

It's now 10 am and tear down begins. The actors and sponsors go to the green room and celebrate the show, and Andy and I load all the equipment back into the little wagon. Several trips later we are finally headed back to Andy's place. We celebrate on the way. Live radio, ain't nothing like it!

If you'd like to hear the show, go to our web site (KOCF.ORG) and select our Community Service tab.

That's a wrap.

Continued from page 5

Emily Kell painter of mystical divine feminine art seeking booth space for paintings, tapestries, and prints. juried vendor. 7035815524 emkell20@gmail.com

Recently juried in experienced Tarot Reader/Intuitive Counselor, seeking Booth space to offer TAROT & Numerology for the Soul Readings. Love to hold and create Peaceful, Compassionate Space. Aruna Beth Miriam Rose, MA @ Rose Lotus Healing Arts TAROT — call or text 541-510-7063

Lisa Gladiola is looking for a booth to share, only need 4' by 2'. I have dolls and finger puppets & a doll house. Been doing fair since '08 and would love a permanent share. Good References 541-228-4082.

THE MOTHERSHIP
A Body-Mind-Spirit
Healing Space



Bodywork & Readings
Serving Fair Family since 1997
Open Thursday afternoon
Facebook - OCF Mothership
Chela Mela Meadow - M 55
& Kavanadu - R 52

DODECA ART FARM

Creating and enhancing



- 501(c)3 nonprofit
- community farm
- vegetarian
- art collective
- sober sanctuary
- moon worshipping
- season celebrating
- ritual transformations
- OCF Art Barn support

WE LOVE YOU!

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

WOW HALL
8th &
Lincoln
All Ages
687-2746

- 6/28 Soul Vibrator / Adebisi / Spiller
- 7/5 Abbey Road 50th Anniversary with Abbey Road Live! / Maya Love
- 7/12-13-14 Visit the WOW Hall / KLCC Booth at Main Stage Meadow
- 7/17 Cuco
- 7/19 Rock For Recovery: Ghost of Gatsby Rad Ranger / Wild Ire
- 7/22 Thunderpussy
- 7/29 - 8/2 Music's s Edge Summer Rock Camp
- 8/3 LDW

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1712 Willamette Street Eugene, OR 97401
(541) 505-8450

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

OCF 50th Anniversary Sustainability Initiative: Becoming a Carbon Neutral Fair by 2025

by Sallie Edmunds, Fair BUM

Hey Fair Family! On May 6, 2019, the OCF Board of Directors passed a motion stating the "Fair strives to be Carbon Neutral by 2025." A working group is being formed to create an initial assessment of our carbon footprint and an action plan for establishing OCF as a carbon-neutral event.

We humans have just 12 years to contain our climate change catastrophe, according to a recent United Nations report. The consequences of doing nothing will be worsening famine and disease, worldwide economic hardship, and a growing global refugee crisis.

While limiting global warming to a moderate level will require massive changes at every level of society, the good news is that governments and other organizations around the world have been stepping up to do their part. The European Union has adopted bold legislation aiming to become carbon neutral by 2050. Twenty-three states including Oregon, Washington, and California, have implemented greenhouse gas targets. And 89 percent of companies have set concrete goals to reduce their carbon emissions.

After working over the past year to collect feedback about the Fair's

future environmental direction, the 50th Anniversary Sustainability Initiative worked with a number of you to develop the motion passed by the Board. By working toward the ambitious goal of becoming carbon neutral, OCF will continue its environmental leadership among events across the U.S. The Fair will also draw attention to this critical issue among Fairgoers, educating them about the severe threat global warming poses to the future of life on this planet, while encouraging them to become leaders for change in other parts of their lives.

Becoming carbon neutral is also in line with the Board's commitment to operate by a "seventh generation intention," in which it conducts all business with consideration for the people who will inhabit the planet 200 years from now.

If you are interested in learning more about this or getting involved, please visit the Stewardship in Xavanadu during the Fair or email us at: OCFsustainability@gmail.com.

New Zone Art Gallery

New Zone Art Gallery is delighted to present a unique show commemorating the 50th anniversary of OCF. During the month of July, we will have pieces specifically created to reflect the joy and wonder of a Fair experience. Many of our members are old hippies who have visited or participated in the Fair since the beginning. Works will reflect their experiences and memories.

Our artists work in a great variety of mediums and styles—from felting, collage and found object to photography, painting and sculpture—and many in between! They create idiosyncratic pieces of work designed to evoke emotion through art.

This month-long show is located at 22 West Seventh Avenue in Eugene. The gallery is open every day, noon to 6 pm. Please come visit us to experience the *joie de vivre* and nostalgia of Oregon Country Fair as expressed through the artwork of New Zone artists. Opening celebration will be July 5, from 5 pm to 8 pm.

What is the Craft Committee?

We are a Board-appointed group of crafters working with coordinators of our two associated crews (Registration and Craft Inventory), representing the more than 900 juried artisans selling their art at the Oregon Country Fair. We do not require our members to be crafters, but you do need to be an OCF member with an interest in crafts.

We volunteer our time, energy, and heartfelt efforts in the name of bolstering a magical and inspiring event for all. We gather at the OCF office on the second Wednesday of the month, and encourage you to stop by and join us.

We act as a voting membership, giving thought, discussion, and due process to the behind-the-scenes experiences of the craft world. We foster exploration and a foundation for operational and cultural subjects from Wi-Fi at the Fair to the 50th Anniversary celebration. We promote equity, as well as connect Fair family with logistical information, helping folks navigate the event and organization effectively and smoothly.

We assist logo artisans by putting together

display albums for each location where Fair logo items are sold. We function as a cornerstone for every crafter, while promoting the fabulous array of fine-quality crafts, as well as sharing the opportunity to view and purchase these exclusively hand-made goods.

On the rare occasion of customer complaints, we conduct research and assist the office in making contacts between crafters and customers. Our duties also include communicating with other committees, the Board of Directors, and specific key community groups that work hand-in-hand with the OCF, encouraging a successful Fair year after year.

Indeed, although we are the Craft Committee, we do not run the jury. Ultimately, we are here to make recommendations on craft-related policy to the Board. We are honored and elated to be celebrating 50 years of Oregon Country Fair fun, food, art, entertainment, and family with each and every one of you.

FARTS (Fair Area Rapid Transit Service)

The FARTS shuttle will operate three buses: Bubble Bus, Purple Passion and the ExtraLove, for the Fair Family on July 9, 10, 11, 12, 14 and 15.

The FARTS shuttles move in Fair Time (please be patient) from OuttaSite to Carts. Stops include: the entrance gate to OuttaSite, Registration and Carts.

Our ExtraLove Wheelchair minibus will also make two additional stops: at SCOF Lot Handicapped Parking and at Elders Camp near The Hub showers. Your Fair Family has experienced and trained drivers to assist in the loading and unloading process.



Please Note:

- Please wave the FARTS down and the FARTS will stop if/when they are able.
- Jumping onto a moving FART is dangerous.
- Hanging off the back step is dangerous. The FARTS ropes are there to keep our Fair family safe; please be inside of them, and enjoy your adventure.
- Our two trolley-style buses carry about 30 passengers, please consider this when there is a crowd.
- During the high ridership hours of 11 am-5 pm one bus will be turning around at the entrance to OuttaSite. Please stand in the shade to wait while the bus turns around before boarding.
- The other bus will come through the parking lot center aisle and pick up people on the way out. We do not pick up at the low point of the ditch at "It's Been Swale." Our pick-up will be just after the ditch, as we're heading out.
- Registration is the drop-off and pick-up location for off-site campgrounds (like Zumwalt's) that have shuttles. Just to be clear, F.A.R.T.S. stops at Registration but does *not* service off-site campgrounds. The Winery has its own shuttle service.

FARTS Loves You!



Photos courtesy Annie Niedergang

Introducing the FARTS Extra Love: A Shuttle Van with Wheelchair Lift

Stops at all the regular spots: Carts, Registration, OuttaSite, and additional stops at:

- ♦ SCOF Lot/Handicapped Parking
- ♦ Elders Camp (near the showers)

Hours:
 Tues 6p-10p
 Wed & Thurs 8a-midnight
 Fri 7a-9a
 Sunday 9p-midnight
 Monday 7a-7p

Join us!

ExtraLove Schedule

Tuesday 6 pm -10 pm
 Wednesday ... 8 am-midnight
 Thursday 8 am-midnight-
 Friday 7 am-9 am
 Sunday 9 pm-midnight
 Monday 7 am-7 pm

Regular FARTS Schedule

Tuesday 6 pm -10 pm
 Wednesday ... 8 am - midnight
 Thursday 8 am - midnight
 Friday 7 am -9 am
 Sunday 9 pm - midnight
 Monday 7 am - 7 pm

Last Call! All Aboard!

by Jerry Joffe, Late Night Trips Conductor

*There once was a family from Eugene
 Thought camping a bit extreme
 They left home their tent
 Very little they spent
 Using Late Night Trips is a dream.*

OK, so I'm still not a poet. I know it. I also know that there are only a few days left to reserve your seat on Late Night Trips. July 1 is the absolute deadline for Registration Forms/Checks to be received at the Fair office at 442 Lawrence Street, Eugene, OR 97401.

So what are you waiting for? OCF Board meetings that last only an hour? Cannabis to become the national flower? Craft chewing gum? To get a Registration Form and a FAQ Sheet with all the info, you can go to the Fair's .net site and click on the link in the upper right hand corner; or go by the Fair Eugene office; or send an email to ocflatetrips@gmail.com.

Please remember that in June, the Fair office is only open from 1-5 pm, Monday - Friday.

You still have a chance to be one of the first 100 registered riders who will receive a special VIP bus laminate and a 50th Anniversary poster. Here's the Late Night Trips schedule. See you at the Fair and on the bus. For more information: ocflatetrips@gmail.com



The 2019 Late Night Trips Schedule	
Thursday, July 11	
VRC to Fair	10 am, 3 pm
Library to Fair	10:15 am, 3:15 pm
Fair to VRC and Library	10 pm
Friday-Saturday-Sunday, July 12-14: Fair to VRC and Library	
Friday July 12	10 pm, Midnight
Saturday July 13	10:30 pm, 1:00 am
Sunday July 14	10 pm, Midnight





2019 Oregon Country Fair Wait/Share List



Do you have booth space to share? If you do, these fine Fair family artists would love to hear from you! If you need extra passes for a crafter on the wait/share list, the "Booth Rep." may request them from Registration. The wait/share list is comprised of juried crafters who have participated in the Fair within the last two years. If you are an active

juried crafter who wants to be on this list or to be removed from this list, contact Justin at Registration by email at boothreg@oregoncountryfair.org or phone (541) 868-8903 to leave a message. This list is also available at the www.oregoncountryfair.net website.

First Name	Last Name	Craft	City		Phone	Email Address
George	Anderson	Folk art	Grass Valley	CA	916-536-1098	george18@sbcglobal.net
Mel	Ashley	Bamboo or organic cotton baby accessories.	Redway	CA	415-244-6678	mel@bamboo-mama.com
Ruth	Ballard	Handwriting Analysis	Apache Junction	AZ	480-798-2661	illuminationshandwriting@gmail.com
Carson	Barnes	Leather wearable art/accessories	Portland	OR	907-723-4219	invibedesigns@gmail.com
Mezzanine	Beecomb	Artist, painting and sculptural	Santa Cruz	CA	910-515-1328	beecombfreedom@gmail.com
Ryan	Berklovich	Glass ink pens	Maui	HI	808-868-8596	rberklovich@gmail.com
Mychal	Berry	Woodworking: bowls, cutting boards, boxes	Coquille	OR	541-217-5830	mychalberry@yahoo.com
Paris	Birdwell	Glass Art	Joshua Tree	CA	808-268-6731	birdwellglassart@yahoo.com
Natalie	Bloodgood	Face painting, sculpture	Portland	OR	503-960-8619	art.natalie@gmail.com
John	Bridges	High end art glass marbles/spheres/pendants.	Eugene	OR	541-513-0934	blackfireglassworks@gmail.com
Kendra	Brock	All sizes fun clothing	Albuquerque	NM	541-514-4605	kendragbrock@gmail.com
Cheryl	Cameron	Hand painted silk	Portland	OR	217-493-0683	cygnetsilks@gmail.com
David	Camp	Hand sewn shell jewelry	Hanalei	HI	808-635-1815	shelldave64@yahoo.com
Audrey	Cannon	Earrings, clothing, artwork	Beaverton	OR	503-933-2480	belladoxy@gmail.com
Bridget	Chaney	Unique fabric hats.	Portland	OR	401-486-8815	fancyshopphats@gmail.com
Jack	Charney	Polychromatic clayworks earthenware	Santa Fe	NM	505-570-1035	jjcharney@gmail.com
Anne	Conzemius	Wool headwraps, neckties, art	Springfield	OR	541-510-0468	bullockanne@yahoo.com
Taylor	Cornejo	Hand fabricated jewelry	McKinleyville	CA	707-298-0623	galacticmessages@yahoo.com
Renee	Culbreath	Corsets and clothing for women and kids	San Luis Obispo	CA	805-704-1217	renee@barefoothandmade.com
Annamieka	Davidson	Acrylic paintings and collage	Portland	OR	541-556-9208	hello@annamieka.com
Mary	Davidson	Lotions, lipbalms, salve	Eugene	OR		
Allison	Ditson	Festival clothing essentials	Portland	OR	541-513-5349	Allihalla@gmail.com
David	Duckett	Up-cycled, re-purposed home decor!	Eugene	OR	541-228-2933	bluebill56@gmail.com
Jared	Duke	Classical artisan jewelry	Springfield	OR	931-310-6236	kademetalcraft@gmail.com
Alfred Tait	Duus	Weaved belts, bags, dog collars & leashes etc.	Eugene	OR	970-773-3767	atduus@yahoo.com
Lianne	Dyche	Sustainable Palm wax stone candles	Lebanon	OR	503-863-0312	lianne_dyche@yahoo.com
Amy	Ehn	Jin Shin Jyutsu / Reiki			970-946-2786	exquisitehealing@gmail.com
Hollee	Fierro	Feather bow ties and hair accessories.	Portland	OR	541-324-0590	holleefierro@yahoo.com
Evan	Fife	Handmade one-of-a-kind hats.	Portland	OR	505-412-9149	fancyshopphats@gmail.com
Rachael	Foss	Jewelry made of kiln fused glass	Portland	OR	503-756-7805	rachaelfoss@comcast.net
Gerardo	Fuenzalida	Leather jewelry, bags, and purses.	Eugene	OR	541-359-0744	zatcabala@gmail.com
Roger	Funk	hardwood toys educationally designed for creativity and durability	Talent	OR	541-535-8876	rogerfunk@charter.net
Sage	Garrison	Pottery Multifunctional OrganicForm	Grants Pass	OR	503-915-4882	sagesgarrison@yahoo.com
David	Giulietti	Hand engraved gemstone jewelry	Berkeley	CA	707-236-2484	engraverdavid@gmail.com
Lisa	Gladiola	Finger Puppet & Dolls	Veneta	OR	541-232-4141	
Tucker	Glasow	Jewelry made from gold, silver, and stones.	Portland	OR	503-863-0634	kovorkians@comcast.net
Heather	Green (Hankele)	Astrology readings & hand drawn charts	Kahului	HI	808-276-5750	hakele@seasonalastrology.com
Ronia	Grillos	Decorated sewn leather waterproof hats.	Freedom	CA	831-247-0502	ronia1@aol.com
Samantha	Haglund	Organic body care products made with love	Eugene	OR	503-997-6288	samanthahaglund@gmail.com
Audrey	Helow	Teepees for children/adults	Williams	OR	850-597-1009	audrey.helow2@gmail.com
Margaret	Jack	3D Multilayer puzzles	Corvallis	OR	541-757-3196	mdjack8@yahoo.com
Marvin	Jack	3D Multilayer puzzles	Corvallis	OR	541-757-3196	mdjack8@yahoo.com
Tyler	Jarvik	Clothing from upcycled fabrics	Portland	OR	503-737-8761	tjarvik@gmail.com
Lisa Telling	Kattenbraker	Batik cotton items	Olympia	WA	360-970-2912	Lkattenbraker@gmail.com
Lindy	Kehoe	Posters Stickers & Books Magical Art	Gold Hill	OR	541-690-4197	imaginari37@gmail.com
Jim	Keith	Pottery	Eugene	OR	541-459-0320	hungrypotter@copper.net
Tracy	Keith	Pottery	Eugene	OR	541-459-0321	hungrypotter@copper.net
Emily	Kell	Paintings done with oils and acrylic.	Boulder	CO	703-581-5524	emkell20@gmail.com
Cynthia	King	wildcrafted herbal salves, sprays, and powders	Silverton	OR	503-874-9423	Cynthia@theherbshed.com
Ilsa	Kirby	Upcycled cashmere baby gear	Portland	OR	541-520-7442	ilsatalaya@gmail.com
Uli	Kirchler	Handmade wooden sculptures	Cornelius	OR	503-332-4478	ulilulikirchler.com
Deborah	Krell	Contemporary Dye Art:	Seattle	WA	206-384-8095	debbie.krell@yahoo.com
Sherri	Kremer	Hand fabricated 24k gold and silver jewelry	Los Molinos	CA	530-519-1430	Qkremer@sbcglobal.net
Mondo	Larios	Wire and Gemstone Jewelry	Albany	OR	435-414-4916	mondotheminotaur@gmail.com
Rebecca	Love	Life masks	Forestville	CA	707-874-1067	rebeccalove3@gmail.com
Milton	McClaskey	Mandolin family wooden instruments.	Berkeley	CA	415-602-4413	milton@mdavidmandolins.com
Jenni	McConnell	Yummy schmelly WoolyBalls	Lake Oswego	OR	503-522-9773	mebugandbernice@gmail.com
Nicole	Medema	Macrame' jewelry / stones	Eugene	OR	541-324-8175	nicole.medema@gmail.com
Devin	Mense	Terrarium pendants	Portland	OR	808-255-4725	DevinMense@gmail.com
Blossom	Merz	Hand woven and sewn cotton garments	Wolf Creek	OR	541-351-8223	blossom@weavingmonk.com
Eric	Myers	Handcrafted custom longboard skateboards	Eugene	OR	541-729-9055	cascadialongboards@gmail.com
Peter	Neff	Hand Blown Glass Art	Portland	OR	503-913-3436	peterbneff@yahoo.com
Debra	Nelson	Pottery, carved clay	Hillsboro	OR	503-628-1562	nelson@chehalemmountainpottery.com
Tracy	O'Bryan	Up-cycled mandalas	Tacoma	WA	530-722-5788	tracy.obryan1@gmail.com
Ming-Chu	Oye	pictures: pressed flowers mounted.	Monterey Park	CA	626-375-8249	michoyear@yahoo.com
Tito	Pagan	Hand made soaps hand sculpted	Redmond	WA	206-778-8920	tpagan@w-link.net
Lawrence	Pagen	kaleidoscopes and funhouse mirrors	Monroe	OR	541-321-2381	sadobe@peak.org
Diane	Parker	Jewelry	Eugene	OR	541-554-1464	datilpepper@hotmail.com
David	Parry	Pottery	Eugene	OR	541-653-9978	info@whistlepostpottery.com
Chris	Paulsen	strange ceramic sculptures	Portland	OR	503-730-7963	clpaulsen@hotmail.com
Rachel	Perry	Ceramics (hand-thrown & carved)	Santa Rosa	CA	707-322-5442	rachelperrydesigns@gmail.com
Mariana	Pisoni	Painted silk	Tepoztlan Morelos		0052-739-395-2797	marianaranja@hotmail.com
Moon	Rainbow	Rose garlands and Jewelry	Deadwood	OR	541-214-5687	
Sedlak-Ford	Randy		Camas	WA	360-713-2386	sedlakford@mac.com
Jesse	Rappaport	Seating for your alien visitors	Corvallis	OR	503-407-9349	jesse@dragonflydezigns.com
Laura	Reynolds	Leather moccasins, sandals, and more!	Eugene	OR	970-631-3720	treadlight@gmail.com
Hannah	Ring	Henna body art.	Ashland	OR	541-690-4816	ring@clark.edu
Matt	Rode	ironwork: hand-forged items	Canby	OR	503-263-6317	msf@mountainstreamforge.com
Diane	Rodriguez	Convertible backpacks & crossbody bags	Bend	OR	541-678-0261	ttriberodriguez@gmail.com
Aruna Beth	Rose	Tarot & Numerology	Eugene	OR	541-510-7063	bethr@efn.org
Amanda	Ryznar	Vibrant colored hand carved porcelain pottery	Eugene	OR	541-232-4425	amandaryznar@gmail.com
Brian	Sabado	Vegetable tanned leather goods, wood goods	San Francisco	CA	415-822-8025	
Page	Sanders	Knit crochet clothing and accessories	Roseburg	OR	541-900-9283	pagesanders90@gmail.com
Elisa	Saucy	sterling and 18k adornment	Monroe	OR	503-819-5615	saucyjewelry1@gmail.com
Mikel	Smith	All natural aloe body lotion	Newport	OR	603-991-0829	firstsightsoap@gmail.com
Raymond	Smith	Wooden kitchen utensils	Marcola	OR	541-933-2373	jjaem@yahoo.com
Sheri	Smith/Holgate	Pine needles woven into art!	McKenzie Bridge	OR	541-822-6035	sheri@pineneedlecreation.com
Jim	Snow	Fine mineral wire wrapped jewelry.	Salt Spring Island	BC	469-231-8866	gemsnow.co@gmail.com
Jim	Spiri	Jewelry	Medford	OR	541-930-9418	luckyjim666@yahoo.com
Heather	Storrs	hanging glass lamps from vintage glass bottles	Eugene	OR	541-913-9902	haphazardcreativity@gmail.com
Sabrina	Taylor	Hand Made Moccasins	Winston	OR	541-670-0461	sabrina6302002@gmail.com
Jarred	Trantham	Hand stamped /carved leather	Portland	OR	904-316-2199	lostsailor@design@gmail.com
Hanna	Traynham	Porcelain sculpture and pottery	Portland	OR	540-392-6522	htraynham@gmail.com
Jessica	Trimbath	Sterling Silver jewelry with raw gemstones.	Ojai	CA	805-766-1773	davkadeergirl@gmail.com
Shari	Trnka	Sewn textile work, clothing, and elf slippers	Olympia	WA	360-951-1318	sharitrnka@gmail.com
Britta	Vance	Hand dyed Festival clothing	Grants Pass	OR	859-608-0024	flowerpowerdyes@gmail.com
Matt	Veazie	Dichroic glass pendants and marbles	Corvallis	OR	541-760-2509	mattveazie@gmail.com
Shirley	Verner	Aromatherapy products	Cottage Grove	OR	541-603-8788	shirley_verner@yahoo.com
Jack	Walsh	Wood fired pottery	Glenden Beach	OR	503-875-8369	Jackfrancis111@gmail.com
Kathleen	Walz	Herbal skincare products.	Leavenworth	WA	304-667-5044	katwalz@gmail.com
Gavin	Warnock	Woodburnt Lichtenberg figures	Portland	OR	515-419-2685	warnockarts@gmail.com
Anna	Waters	Fine art	Snohomish	WA		annawatersart@gmail.com
Sylvia	Weston	Tin-type style photos	Bountiful	UT	435-757-8594	silverstilltintypes@gmail.com
Joshwa	Whitelightning	Pottery, ceramic arts	Eugene	OR	541-913-2033	wakiyanska@gmail.com
Kim	Williams	One of a kind designs	Whittier	CA	323-799-0707	kimonthego@charter.net
Hisako	Yamada	Fine gold jewelry	Portland	OR	503-686-5801	hisako@laceworksjewelry.com
Daniel	Yanchury	Hand-made wooden utensils	Eugene	OR	541-852-6779	coryluscrafter@gmail.com
Shelby	Zamboni	Hand sculpted leather & flower Headdresses	Ashland	OR	541-326-6993	shelbyzamboni@gmail.com
Rebekah	Zeimetz	Highly Detailed Wildlife art painted on Birch	Eugene	OR	641-204-1575	bekahzeimetz@gmail.com

White Bird At OCF: More than You Probably Think

by Wren Arrington, White Bird

Almost everyone in the Fair Family knows that White Bird has been providing exceptional medical care at the Oregon Country Fair since the beginning. I am always surprised though, to find out how few folks know the depths and breadth of our service.

We want to spread the word!

White Bird offers a lot more than just care for your physical health. I like to say, “We don’t just treat broken bones; we treat broken hearts and broken spirits too!”

Half of all White Bird crew provide Crisis Services. That means more than a hundred folks with backgrounds and training in counseling, social work, addiction treatment, mental health, sexual assault, intimate violence, and more.

We can help with depression, PTSD, anxiety, psychosis, relapse, mediation and just plain feeling overwhelmed.

White Bird provides a Safe Space for folks to process feelings and troubling thoughts; to seek shelter when you don’t feel safe; to help you find your own answers and to point you toward ongoing help in town. We are a client-centered service — that means our goal is to help you find your own way and your own strength to carry on. Every thing we do is both confidential and free.

We can help you make a plan for tomorrow when you feel too confused to think, or keep you safe while you sort through the chaos — and you don’t have to come to us. We will come to you.

Health care is a right, not a privilege. In the end, all we have is each other!

There has been some discussion lately of the need for Safe Spaces at Fair. I say all of OCF needs to be a Safe Space; but if you ever don’t feel that way and need support, go to any Info booth (located on OCF maps), any craft booth, or any volunteer in a staff shirt and ask for help. Tell them to call for us and we will come to you. Everyone on radio knows how to reach us. We can also be reached by Tinker Bell (there is a Tinker Bell phone in every Info Booth and by many stages, gates and installations). We are a phone call away and we love you.

We have expanded our service model and hours!

We will be ready to serve you 24/7 in Main Camp beginning June through Wednesday July 10.

This year we have two full medical stations at opposite ends of the Fair. Little Wing in Xavanadu Meadow has upgraded and provides the same services found at Big Bird, Booth 243 by the Main Stage Meadow.

Big Bird will now open at 8 am Wednesday, July 10, and run 24 hours until 8 am Monday, July 15.

Little Wing will open at 8 am Thursday, July 11, and run 24 hours until Monday July 15 at 4 pm.

At 4 pm Monday, White Bird will move to a reduced service working out of Main Camp for the week of DeCon.

White Bird Flies for Fifty Years

by Loretta McNally, Quartermaster

Fifty years ago, the small town of Eugene, Oregon, joined the revolution. Residents embraced the call to question authority, think globally, and act locally. The Fair was born at that time — a time of change and innovative approaches to solving social issues.

Folks from the Eugene Socio-Medical Aid Station attended the earliest Fairs, to offer a humanistic approach to medical and mental health care as an act of resistance to the dominant paradigm. What would soon become White Bird Clinic’s Rock Medicine was a chance to do things right, in alignment with Fair community values, free of the moribund prevailing culture. Rock Medicine grew alongside the Fair and soon branched out to other festivals, bringing a bit of Fair magic along.

During this time, Eugene’s need for high-quality medical and mental health care provided in a judgment-free environment increased tremendously.

White Bird responded by growing from its roots as a crisis support service to become an organization capable of meeting a diverse range of needs.

Today White Bird operates 10 programs, including CAHOOTS, Chrysalis behavioral health, medical, dental, counseling, HOOTS, homeless case management, SHOP, Front Rooms day center, and our Crisis Service which has operated 24/7/365 since 1969. We are the safety net below the safety net, caring for our community’s underserved — all with a philosophy of meeting people where they are and supporting them in taking control of their lives. An act of rebellion repeated daily. Check us out at www.whitebirdclinic.org; we value your support.

White Bird wishes the Oregon Country Fair Family a Happy 50th Birthday and looks forward to the amazing accomplishments of the next 50 years.



BOARD OF DIRECTORS’ MEETING JUNE 3, 2019

7 pm, NW Youth Corps, Columbia Room
(Subject to approval by the Board at the June 23, 2019, meeting.)

Board Directors present: Aaron Kenton, Cynthia “Peaches” Peachey, Diane Albino, George Braddock (Vice President), Jack Makarchek (President, alternate), Jon Silvermoon, Justin Honea, Lily Harmon-Gross, Lisa Parker, Paxton Hoag, Spirit Leatherwood. **Board Officers present:** Hilary Anthony, Kimberly “Kimmo” Howard. **Staff present:** Crystalyn Autuchovich and 30 members and guests. Sam Rutledge facilitated the meeting.

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. Thank you, Sean Bonsell, for recording the meeting.

Jack said, in regard to Board meeting protocol, the OCF Board members have never adopted Robert’s Rules of Order. To clarify, when an agenda item is tabled, the item does not have to be brought to a vote to be on the agenda at a following meet-

ing. Facilitator Sam apologized for any confusion regarding meeting protocol.

Jon S. withdrew his motion on membership input in committee business, indicating it can be incorporated into Peaches’ motion on Board committee best practices.

The following agenda items were tabled until the June 23, 2019, Board Meeting:

- Transparent open meeting laws — Aaron
- Closed session recordings and minutes — Aaron

The following agenda items were tabled until the August 5, 2019, Board Meeting:

- Consider Office Task Force recommendations — Lily
- Board member job description — Lisa

New Business

Approve revised Operations Manager job description — Jon S.

Approve placement of Operations Manager in OM pay scale — Jon S.

Authorize Executive Director hire — Jon S.

KOCF fundraising and fund disbursement — Lily

Site new compost facility — Paxton

Announcements

Yah Mon Pete is making a new guitar for OCF’s 50th with a dragon and a peach on the guitar body and inlaid abalone peaches on the guitar head and fingerboard. He will also be making a bass. Stop by his booth at the Fair to see his handmade musical instruments. He thanked everyone for letting him in hippie heaven and looks forward to another 50 years of Fair.

Sue wished Jain a very happy belated birthday! Jain said she is 70 years old.

Hilary said Simon Neal passed on May 9, 2019. Simon was part of the Freemont Players in Seattle and introduced OCF to Panto about 15 years ago. He was a huge part of community arts in the Northwest, and will be sorely missed.

Sandra announced the opening ceremony of the “50 Years of the Oregon Country Fair” exhibit at the Lane County History Museum, 740 West Thirteenth Avenue in Eugene, was held June 8. The exhibit will be open for one year. Jon P. added the exhibit opening ceremony included entertainment from Wheatfield, Good ‘N Country, Baby Gramps, Tom Noddy’s Bubble Magic, Tall Puppets, Mithrandir, Fiddlin’ Sue Band, The Radar Angels, and Girl Circus.

Heather wanted to remind everyone, including those working on site, to be aware of the traffic on Suttle Road coming from the west. When you exit the Fair site on Aero Road, be sure to stop and look left for oncoming traffic.

Spirit gave kudos to all the work being done on site by various crews and volunteers. The Fair is alive with the hustle and bustle of preparing for the event, and she gave thanks for all the hard work.

Staff Reports

Crystalyn: Main Camp is open! The opening weekend went remarkably well and it was wonderful to see everybody. People were happy, the weather was gorgeous, it was very busy, and thanks to everyone who came out to help. There is an extraordinary amount of work to do, especially with the storm damage.

Breeze Powell Spivey has been provisionally appointed as Co-Coordinator of Xavanadu Movement. She is the first coordinator to be appointed using the interim process, and was interviewed for over an hour on the phone by Crystalyn and

Cotterpin. Breeze received letters of support from crew members and others. It was a smooth process and Crystalyn appreciates Breeze's willingness to be part of the interim coordinator appointment process.

Crystalyn, Shane and Archaeology Crew coordinators had a meeting in Salem with the Historical Preservation office. They gave our current process and Archaeology Crew a lot of praise.

As Sandra announced, the opening ceremony of the "50 Years of the Oregon Country Fair" exhibit at the Lane County History Museum was held June 8.

OCF Staff has been meeting with neighboring campgrounds to address traffic issues. There will be flaggers on Territorial and Suttle Roads during the event from Thursday through Sunday to help with traffic flow. Continued work with the neighboring campgrounds will also address noise issues and public safety.

To help with traffic issues, Maple Gate will be open on Thursday, July 11, from 9 am to 9 pm. For any internal Fair workers or crew arriving on Thursday before the event, please enter through Maple Gate. Please help get the word out to Fair folks, as traffic issues on Suttle Road are a big concern for county commissioners and this will help. Neighboring campgrounds are also working on ways to get their campers in and out more smoothly.

Crystalyn received some preliminary materials from the remaining active members of the Coordinators Resource Group (CRG). She looks forward to digging into those materials and working with the CRG after the operational period of the event this year. Crystalyn read the following statement:

"I firmly believe in the benefits that an open and inclusive CRG can bring to this organization. In an effort to support this cause, because so many of the CRG have resigned and the remaining members have not followed the structure as outlined and accepted by the coordinators participating in the process this winter, starting in September, I will provide the following support: I will host monthly meetings where all coordinators, team leads and management are invited to attend. In these meetings, if there is a desire to change the structure of the CRG, that can be discussed with all stakeholders who would like to provide input. In an effort to promote transparency and inclusiveness, the agendas of these meetings will be posted on the .net site, an avenue for out-of-town volunteers to participate will be provided by phone or online, and the notes or recordings from the meetings will be posted on the .net site."

BOARD: Aaron wanted to give feedback on Crystalyn's Staff report, and said it was Crystalyn's own opinion and Aaron does not agree with it. Aaron referenced the Nonprofit Association of Oregon (NAO) report and questioned the OM being involved with the CRG. Aaron said the Board has not had a conversation about Crystalyn's choice to do whatever she is doing and start running the meetings, and is not what was directed to be done. Aaron said she was confused and asked the Board if they were comfortable with this, and that it does not agree with anything she has seen.

Spirit said she was under the impression there would be some meetings at Main Camp. She said excluding certain groups at Fair is not by the choice of the CRG, and wanted to clarify that.

STAFF: Crystalyn said half of CRG members have resigned, and the Board is aware of their reasons. In her opinion, the coordinators and team leads all agreed to a structure for the CRG meetings and that has not been upheld at all. Right now, it is event time and we all have work to do. Therefore, in an effort to get back to the agreed-upon structure, she would like to pick it back up in September.

BOARD: Jon S. said if the Board wishes to discuss this further with the OM, he thinks it is a subject for a closed session, and feels it is a personnel matter. If the Board decides to do that there is a process to call a closed session to discuss that. He feels it is not an appropriate discussion for an open meeting.

As a Board member, Diane was under the impression that the CRG was meant to represent all aspects of the Fair including volunteers, crews, teens, and she does not see that happening now. She agrees the CRG needs to be rebooted.

During Committee Reports, Aaron asked Jack how to handle getting a closed session to discuss the issues with the CRG and OM. Jack said to do it after the Fair event. Jon S. said to look at the bylaws.

Committee Reports

KOCF: Dean provided the following report: The FCC has received form 316 change in control and form 319 completion of the construction permit to change frequencies. They usually take two to three weeks to review these forms. If they are found to be correctly filed and are legal, they will be approved.

Marshall Peter, chair of the KOCF Advisory Group, and Dean have an appointment with Kyle Schauer, the city of Veneta's Public Works Director this Wednesday. They are opening a discussion with the city about how best to create a partnership that benefits both the city and the radio station with regards to placing a transmitter and antenna atop Bolton Hill. Eventually these talks will result in a letter of agreement and a formal request to the City Council.

Finally, Andy Goldfinger went to Revolution Hall last Friday to attend the Little Feat 50th anniversary tour concert. I'm pleased to announce all members of the band will be sporting their new KOCF T-shirts.

Peach Power Committee: Peaches said the contract was signed to install the new solar panels and work will begin soon. The new panels will replace the old panels out in front (near Will Call) and new benches will be created to showcase the area. At the Peach Power meeting on June 4, the committee used a solar path finder which is an analog tool to find optimal locations for solar arrays.

Spirit questioned the location of the new solar panels, expressing concern for other Fair operations in the same vicinity. Peaches confirmed the new solar panels will replace the existing solar array location, will be more efficient and not expand the footprint. The old panels will be repurposed somewhere else, still to be determined.

Jill Heiman Vision Fund Committee: Peaches said there will be a new pocket park area on the left bank side of Jill's Crossing that runs along Indian Creek. It will have seating and décor, and be a rest area with new signage to commemorate Jill and promote \$50,000 for the 50th. Teens will be helping to give out information and promote donations from the public.

Path Planning Committee: Paxton said Path Planning held their final meeting with a group photo and potluck, and passed a work plan for next year.

LUMP: Paxton said their May meeting was postponed due to scheduling conflicts.

Personnel Policy Committee: Jon S. the PPC has received a draft employee handbook from our Human Resources consultant, so they are working on tweaking some portions of the handbook to more closely fit our existing practices and policies. He thinks it will be a couple of months before the handbook is ready as he is sure the new Executive Director will want to look at it. On the flip side of that, as the handbook is developed with procedures, the remainder will be the policies which will be organized in some kind of logical sense for the Board to review.

Executive Director Search Committee: Jon S. said the committee planned to bring two ED finalists to the area on June 14. They planned to organize a community for Fair family to meet each of the finalists that evening, with location to be determined. As they get the rest of the details worked out, they will get the word out to folks. This will be an opportunity for Fair family to hear what each of the finalists have to say, to ask some questions, and to give feedback to the committee about your impressions of each of the two finalists. Somewhere between June 14 and June 23, the ED Search Committee hopes to make a decision and get a recommendation to the Board.

MEMBERS: Wren expressed that he hoped the candidate and membership meet-and-greet would be held on Fair site for the members who are working on site. Jon S. said they are working on the location and it is possible the venue will be in Veneta and not at the Fair site itself. The committee is looking at what is available and what fits, as they want it to be not a real formal kind of thing. They do not want an auditorium, and want it to be less formal than that, so they are looking for an appropriate location. At this point, they have not ruled out Veneta or Eugene, as it will depend on what is available and will fit the needs.

Firecat Tom asked where and how the location would be announced, once they do know. Jon S. said he would ask Crystalyn to have Staff disseminate that through the various channels the Fair uses such as the .net site. Jon S. suspects they will

also put notices up at Fair site, emails, and various Facebook pages, and to the extent that everybody that learns about it can use word of mouth to let other people know.

Amy asked if the committee had considered the winery as a location to host the ED finalists. Jon S. said the legal issues with the winery prevent it from being used.

Food Committee: Sue said they have finished the tastings of the new food items proposed and to look around the Fair for new, fun breakfast items. The mandatory Food Vendor meeting was June 12, at Harris Hall in Eugene. Sue said the meeting would address food booth line control so that lines of people do not block the paths.

Coordinator Resource Group: Fire Dic said the CRG has faced a lot of hurdles in a short amount of time. They have continued their work and recently bundled their work product together and reached out to share it with Fair family through their forum and Facebook. The committee has also asked the Fair Office to send it out in an email to all coordinators. Much of that product relates to the motion at the March Board meeting discussion regarding the CRG and management, particularly about discipline, progressive solutions and coordinator appointment. The committee has recommended these proposals, after a work session with management or something similar, be adopted on an interim basis during this Fair so that people will know the rules of the road — something they have heard from a lot of coordinators individually. The CRG looks forward to discussing and refining these proposals in detail with coordinators at large and management.

Member Input

Fire Dic said the CRG has tried to be measured and reasonable in their responses. He said when the CRG says something, regardless of what instigated it, they are put under the magnifying glass. He does not want to disparage anyone who resigned from the CRG committee, but said it is discouraging that the CRG members who resigned sent some strongly worded emails to the Board and others and they seem to be taken as fact. A lot of things seem to be taken as fact and one-sided, and no one has asked the remaining CRG members what has transpired or how things got to where they are. They have not been invited to engage on some of the work products they have made, and are sure there will be disagreement about how all of it has transpired.

Fire Dic said he also wanted people to know some of the hurdles the CRG has faced that made it hard to have some of the open meetings and things they intended to do. The CRG is dealing with the termination of two coordinators, and trying to ask questions about the terminations that seems to have been done without process and policy, and without consultation from the CRG. The committee also had complaints about harassment and retaliation they have been trying to address. Recently, the CRG also became aware of an issue they feel exposes the Fair to substantial liability and feel they have not gotten any engagement to discuss those things with management.

Fire Dic is also discouraged that when they had the coordinator meeting where the model was presented, it was overwhelming in their view that coordinators should pick who was to be the CRG committee. He said they were told that no decision was made and nothing was clear but now it is being touted as a binding agreement to do what was specifically not agreed to. Fire Dic said it seems the Board meetings have become a forum for attacking the CRG.

Bennett said with it being summertime and people driving more, he is concerned that he saw a vehicle in town with a Fair service sticker go through a red light. He wants to remind Fair family that our actions in the community are seen by everyone, not just Fair folk. He expressed concerns for safety and the heartbreak of losing family in vehicle accidents, especially on Highway 126 heading out to the Fair. When you have a Fair sticker on your vehicle or are wearing a Fair staff T-shirt, you are representing OCF and should be aware of your actions in the community.

Jain asked about entering Fair site from Suttle Road, since it was mentioned earlier in the meeting that folks arriving Thursday, July 11, should enter from Highway 126 at Maple Gate. Crystalyn confirmed for Fair family coming before Thursday from Eugene on Highway 126, to not use Territorial Road but instead continue west on Highway 126 and then

take a right onto Suttle Road which then allows a right-hand turn onto Fair property. This will reduce the impact to our neighbors and is a much safer.

Amy from Recycling Crew asked to get the word out to crews, booth workers and anyone coming out to the Fair to be mindful of what you are bringing. If you pack it in, then you must pack it out. Think about the cardboard and plastic packaging on new air mattresses or batteries. Please remove any of the bulk waste items before you come out to Fair. Encourage everyone to bring their own cups and reusable wares for beverages and food, and make an effort to avoid using plastic. Share this information and remind those who you may be responsible for.

Mouseman said he was interested in reading about the ED finalists. He said if there was an opportunity for members to engage in questions and answers in an informal setting, then it should certainly be held at Fair site, since that is where the people are who would want to ask these questions and it would keep people off the road.

Palmer said with the opening of Main Camp, the kitchen created lunch for 324 people for the first meal. The Kitchen Crew will be serving three meals a day and will meet their deadlines, while many of the rest of us don't have those deadlines. They are doing a damn good job.

Katie gave a shout out to Recycling Crew, and said if you are interested in decomposition, there will be a sign outside of the Reg Hut with information on how long it takes for things to decompose. In addition to pack it in and pack it out, Katie put an emphasis on pack it out, pack it out, pack it out.

Crystalyn wanted to provide some clarity about the structure of the CRG. On January 24, 2019, the following email was sent out to the coordinator email list:

"Since sending out a draft proposal of how to get started with the CRG process, management has received a lot of feedback, mostly about how the initial group will be chosen. Some coordinators have expressed that they are happy with what was proposed, some have expressed that they want it to be different than proposed but have concerns with an election process, and some coordinators have asked for an election.

"In an effort to support forward momentum and the success of the CRG formation, we want to encourage the coordinators to take the reins in developing their own selection process for the initial CRG members by the date designated by the BOD, January 31. We do want to say that members of the CRG need to be current coordinators and we also believe it is important that only one coordinator per crew is serving at a time. We also hope that whatever process is decided on, that the results have a wide representation across crews and different areas of the Fair, that there is a range in age as well as gender, and that those elected have skills in things like organizational change, leadership, creating policy new processes, etc.

"Since we have not received much feedback (and all feedback we have received has been positive) on the rest of the proposed structure of the CRG and sub-groups, we assume that people are on board with the proposed model and we will move forward in that manner once the members of the CRG are chosen."

Lily said she has been struggling with how to say what she wants to say, and it is difficult. She finds so much of what is happening in our community to be very troubling. Lily has been working within herself with how to be true to the type of person she would like to be, and call out inappropriate behavior, violence in words, debasing and degrading each other when she sees it. She said she has not been courageous enough to do that frequently yet, but is working on how to be more courageous about this. She finds certain behavior, that she has seen, to be unacceptable even for strangers to say to each other.

For a group of people that she has chosen to be a part of and dedicated her heart to, Lily finds it unacceptable to behave this way. We should all be calling each other on speaking harshly to each other, name calling, and using language meant as violence. Lily's promise to all of us and our community of 30,000 people is that she will be calling it out when she sees it, in the hopes we can treat each other better whether online, face to face, or in the back-biting she sees in online comments and emails. The inappropriate behaviors are unacceptable and she hates seeing it, and is seeing it everywhere. Lily will be as courageous as she can be in calling it out.

Treasurer Report and Budget Items

Hilary said this time of year, a lot of money goes in and out. It gets very intense and she wanted to give big thanks and gratitude to coordinators, volunteers and staff who handle all these transactions. About half of the money that comes in is the responsibility of volunteers at one point or another, and about a third of the money that goes out is the responsibility of volunteers. The rest is the responsibility of paid staff, so we have hugely dispersed responsibilities and it is an amazing organization - that people take on this accountability and do what they do.

As a note to coordinators, if you start to have trouble with your budget or collecting from your crews, we can help you address those issues so be sure to get in contact with your BUM liaison or paid staff. If you are a crew with high activity and need a transaction report, send Mary an email. To get reimbursements, be sure to use the cover sheet provided, fill it out and return to Mary, and understand the reimbursements are not immediate as the process has changed.

Hilary and Lynda met to scope out the upcoming budget season, to get ready for the ED, and continue the work of getting information up on Google docs. They are working on more efficiency, more accountability, and will be sending out emails soon with their notes. The treasurers will be communicating with coordinators right after the Fair to ask for feedback and check in on how things went. With the budget process comes a tremendous amount of operational information. This information will help staff and the new ED, as we can get bogged down with details and we need to find efficient ways to move forward which will cause less demand for paperwork from the coordinators.

Hilary and Lynda will also be meeting with some of the cash handling crews and training for Main Camp. They look forward to working with the new ED and the rest of Staff on financial policies and internal controls.

BOARD: Jon S. asked about the transaction report on what has been spent to date, and if it was considering the retreat with the consultant prior to signing the contract for the full consultancy as part of the allocation. Hilary said she did not have the details to answer the question, and asked Jon to send her an email.

Aaron said she thought it would be taken from a different line item, but was not sure. She said we need to add more to the ED Search budget (personnel line item). Jon S. said if the amount was inclusive of the initial consultant retreat, then the Board would be asking for a budget adjustment of \$7,500. He said it was not inclusive then the Board would be asking for an adjustment of \$5,000. Aaron suggested an adjustment of \$7,500 knowing it does not all have to be spent, to prevent another future budget adjustment. Jon S. said if some of the consultant costs can come from another line item (research and education) then only \$5,000 is needed. Spirit asked for clarity on what it will be used for. Facilitator Sam suggested a motion be made.

Jon S. moved and George seconded to approve a budget adjustment of adding \$5,000 to the Board personnel line item for the ED search.

BOARD: Spirit asked for more details. Jon S. said most of it would go to the consultant or toward travel costs for the ED finalists. The consultant would like to have enough in the budget to go to the planned events, but without the adjustment they will have to pick and choose what they do.

Jack asked if it was above what the Board had budgeted, and Jon S. confirmed it would be above the \$30,000 allocated (personnel line item). George said it would be coming out of the research and education line item. Aaron said they are asking for \$5,000 more (for personnel line item), not coming out of other line item. She said \$2,500 of consultant fees can come from the research and education line item. Jack ask for clarification on if it was the Board budget being adjusted.

STAFF: Crystalyn confirmed the Board personnel line item of \$30,000 is for the consultant firm and ED search costs.

BOARD: Jon S. said they need to increase the Board personnel line item amount by \$5,000, or adjust that amount from somewhere else in the budget. He said they need it to complete the process.

Motion passed: 10-0.

Crystalyn asked to create a budget line item under building permitting for \$15,000. The Board has already designated \$100,000 for this, but to be able

to spend it a line item is needed.

Aaron moved and Lily seconded to approve a budget line item under building permitting for \$15,000.

Motion passed: 10-0; Spirit left the room, so Jack voted.

Crystalyn asked to increase the wristband budget from \$11,500 to \$12,500. We have ordered more wristbands, and have changed the three-day wristbands so they are more identifiable.

Paxton moved and Lisa seconded to increase the wristband budget from \$11,500 to \$12,500.

BOARD: Peaches asked if the increase in the amount of wristbands was for general public or staff. Crystalyn said more overnight internal wristbands were ordered, and more three-day wristbands because ticket sales have been through the roof. Peaches asked if the internal wristbands were for volunteers or staff. Hilary said a lot of the growth comes from elders and teens, and Crystalyn said that last year they did not have enough of a cushion for wristbands that broke or malfunctioned.

Jack asked for details on advance ticket sales. Hilary noted that the Fair schedule was just published today. Crystalyn said compared to last year, this year the three-day pass sales are up 1,500, Friday ticket sales are up 600, Saturday ticket sales are up 500, and Sunday ticket sales are up by about 200.

Motion passed: 10-0; Spirit left the room, so Jack voted.

Old Business

Jon moved and Paxton seconded to approve the May 6, 2019, meeting minutes.

Motion passed: 9-0-1; Spirit left the room, so Jack voted; Peaches abstained.

Diane moved and seconded to appoint Thom Barr to the Diversity Committee.

MEMBERS: Hilary said she is thrilled and has enjoyed working with Thom a lot. She said internally we have a lot work to do on equity, diversity and inclusion and hopes the committee can help us do that. Thom said he whole purpose of being on the committee is to make sure our crew and family is as diverse as we can possibly make it, so that it resembles the country we live in. Ann said Thom has been coming to the diversity meetings for a couple years and it is appropriate that he has stepped up. Sue said Thom has been a real asset on the Food Committee, thinks he will be terrific on the Diversity Committee and thanked him.

BOARD: Justin thanked Thom for his continued support on the Food Committee and his ability to cut through crap, get to the point in an honest and straightforward way, and it is appreciated. Diane said the Diversity Committee is looking for members from other crews such as Entertainment and Crafts people.

Motion passed: 10-0.

A couple months ago, Peaches circulated a draft motion about committee best practices based on feedback and NAO recommendations. They hope to get more committee reports on the .net site to let people know what is going on, and to encourage the Board to provide feedback to the committees in a more timely manner. She received a lot of feedback, and with the makeup and missions of each committee being different, it became apparent that one structure of doing things would not work for all committees. The motion is intended to form a work group with a call out for members, stake holders and people who are interested in coming up with some structures and best practices for how our committees relate with the Board and membership, and how committees bring in and make room for new members.

Peaches moved and Justin seconded to form a work group with a call-out to members regarding Board committee best practices to be convened by September 1, 2019.

MEMBERS: Sue asked if there was a deadline to respond for those interested, and Peaches replied there would be a call-out on the oregoncountryfair.net website, Facebook and social media. The plan is to have a large work session where anyone is invited. Sue said to make sure that all committees get the invite because some committees did not get the draft motion circulated previously. Peaches reiterated that anybody is invited and it will be an open meeting. Ann confirmed some committees did not receive the information, and said it can be difficult

if the committee does not have a chairperson.

Please contact Peaches via email at peachey.cynthia@gmail.com to be included in the meetings about committee best practices.

Michael James Long asked to have the Elders Committee included.

Fire Weenie asked if Peaches wanted recruits who were already on existing committees, or all Fair family? She confirmed anyone from Fair family.

Thom said it is a great idea and he is in support of the motion. He said all of the committees that he is on welcome any member to drop in on a meeting. Thom emphasized that it is all about participation, that is how things get done, you don't need an invitation and he is glad to hear people's opinion. Sam noted there are a few committees who prefer closed meetings (due to the nature of security and privacy issues).

BOARD: Spirit asked if would include task forces and work sessions. Peaches said task forces can also be included, and that the first meeting would indicate what the agenda can be. Spirit said she does think we have enough trained facilitators, that we have gone through periods of encouraging people to be scribes and hopes it will be an agenda to grow that in our organization.

Jon S. was reminded when he was elected to the Board a number of years ago, he proposed the Board poll the committees to see how they operate and come up with some standards, and it went nowhere. He is glad to see that after 10 years, things have shifted. The motion now says that this working group is to convene by September 1, so he asked if Peaches anticipated the appointments to occur at the August Board meeting. Peaches said she was willing to amend the motion to be a work session instead of a work group.

Jon S. said, in terms of the motion, if Peaches is asking people to be part of a work group then their first task should be to come up with a work plan about how they will approach this, how they will reach out to Fair family, what is the timeline, and when they think they would get something back to the Board. He does not have a problem with forming a work group, but would want a work plan with some kind of framework for directing that. Jon S. suggested the appointment be made in September, to allow enough time, but if it happens in August, he asks they convene and bring back a work plan to the Board by the September or October Board meeting. He thinks the motion should state that the committee comes back with a work plan.

Jon S. wishes this could be part of the strategic planning process that the Board is talking about doing. He said somewhere along the line we need to address which committees are going to remain Board committees, and which are operational committees. He thinks that is a decision that the Board should be addressing before the new ED comes on. He is fine with the motion as a start, but wishes it was in a larger context. Jon S. offered a friendly amendment to have the motion state the committee will report back to the Board with a work plan by the September or October Board meeting. Peaches and Justin agreed to amend the motion that the committee will report back to the Board by the October Board meeting.

Aaron offered a friendly amendment of the motion to direct Staff to send out requests for participation through our standard channels, directly to the committees and our general membership. Also, for the work group to come back with some actual ideas by the February Board meeting for the committee protocols. She said November and December can be kind of crazy because of the holidays, and it might take some extra time into the new year to come back with some ideas we could put in place. Peaches is confident she can work with Staff to get the word out, but does not necessarily want to include that in the motion. Peaches thinks coming up with a work plan by October will prompt the next steps for the committee, and does not want the motion to be too directive about future deadlines.

Aaron said that when we had motion like this at the end of last year and Staff had to do work, she was told she had to direct Staff to do the work in the motion so that is why she offered the friendly amendment. She asked Jack to comment and he said he did not have a comment, saying this was different. Aaron said she wants an end date of some sort for the committee to come back with a work plan to the Board. Peaches confirmed a work plan will be brought back to the Board by October. Aaron said she is looking for a more complete document.

Justin thanked Peaches for bringing this conversation forward, saying it has been a long con-

versation to get structure and consistency to the committees' work. He is a true believer that a lot of work is done and the Board and committees need to strengthen their relationship, back and forth as a two-way street helping set the agenda and accomplish those goals. Justin thanked Peaches for saying no to the second friendly amendment, as he would have said no as well. He said this is well within our boundaries and capabilities to be able to get together and put this stuff together, and is willing to help the endeavor to set a charter, put out a survey out to membership and figure out how to get the emails out to all committees.

Justin also appreciates Jon S.'s comments about the motion, in how to figure out as we move forward how to break out the operational committees versus the Board committees. He has heard others say, and thinks it important, that segment must come first and can be part of this process. He believes we can have the discussion around how to figure that out within this, putting a call-out for members of this task force, if that is what we are forming. Creating a work plan can be accomplished and is of the utmost importance as an organization that we figure out how to have a framework. Justin has been to a lot of committee meetings and some are good, and some lack structure. He understands that not all committees fit in the structure of one box, and can be nimble enough to identify the needs — that every committee does not need a treasurer or a chairperson. Working together with the people out there (on the committees) is important, and he commended Peaches for continuing to push this motion forward.

George also appreciates the effort to bring this forward, saying it is really important and needs to happen. He noted the importance of the framework initially and how we begin to collect really good data from committees that are already standing and the strengths they have exhibited. He thinks that information and a poll would be appropriate. George worries about motions with a whole bunch of last-minute adjustments because it doesn't give the chance to think about them comprehensively. He thinks that is a critical component for long-term strategic planning, so supports the establishment of this but worries about setting deadlines that could potentially set us up for failure.

George also worries that the framework is not right, and said he thinks that is what happened with the CRG - that there were a lot of good intentions and pressure to get things to done, but some things fell apart and misunderstanding happened. There is a huge potential for things to go sideways, so he would feel more comfortable with more process, giving the task force a strategy for collecting the data and incorporating into the strategic planning.

Spirit said she was thinking about this when ran for the Board, is excited to support it and encouraged to see the work plan. She thinks this has the potential to help encourage how the structure can be and help to lift up work being done instead of breaking it down. She is encouraged, thinks it will be a positive attribute and wants task forces and work groups to be included.

Jack spoke to Aaron's concerns and said there is a difference in context between the motion that Aaron referred to last year regarding Staff and to Board committees. It is implied in this motion that we are reaching out to membership for their participation in the committee, where the prior motion was about the winery, which we are not in agreement as to where it is going. Jack felt the need to explain his reasoning, and said the year-round work by committees is one of our biggest strengths and why we are at 50 years.

Paxton is really looking forward to this, saying those on committees have been talking about this for quite a long time. One of the things he urges the task force to do, giving Path Planning as an example, is to take the first year to study what works in the Fair and then to take the mission onward. He urges this task force to contact all committees and find out how they are currently functioning, and see how they can help proceed with this.

Aaron said when Peaches brought this up, she thought it was great, and is what caused her to take her membership involvement motion down because this pertained to the committee portion of that motion. Besides the format parts, the most critical part to Aaron is the communication with everyone and how to set the information so that everyone can see it. With the idea of having it on the .net site and saying what the agenda and meeting is going to be about, enlarge on that so that membership can decide if that is what they want to be involved

in or that they have some input. Aaron thinks the .net site is a great place, since that is where we announce meetings, but we don't always know what the actual meetings are about so people don't know when to participate. She appreciates Peaches bringing this up in a way that hopefully we can move forward with.

Lisa wishes this were part of the larger strategic planning process, but she does think this is really important work to move forward.

As amended, Peaches moved and Justin seconded to form a work group with a call-out to members regarding Board committee best practices and report back to the Board by the October 2019 Board meeting.

Motion passed: 10-0.

Aaron stated she will read her motion she presented in March, and wants to start the conversation but does not necessarily think it will be voted on. She also wants to change the term "task force" to "ad hoc committee." Spirit said she would second the motion but wants to tailor it down.

Aaron moved and Spirit seconded the following motion:

The Board will create a task force to discuss how the Code of Conduct will be applied. They will make recommendations to the Board and the membership regarding the following:

- 1) Who will decide what constitutes a violation of the Code of Conduct?**
- 2) How are violations graded as to severity?**
- 3) What are the consequences of violations?**
- 4) Can claims of violations be retroactive and if so, within what time frame?**
- 5) Determine if we need a separate group to act as judges in regard to claims.**
- 6) If we create this body, then what is the demographic of this group; how long do they serve?**
- 7) Other ideas and thoughts that arise from the discussion process.**

The task force will be comprised of one Board director, one BUM and six other non-staff, BUM or Board directors from the membership at large. The Board hopes an attorney will volunteer for one of these positions. If an attorney does not volunteer, then we authorize the task force to request legal review of their findings and recommendations through the President of the Board of Directors. We also direct the President of the Board to allow this task force or its chosen representative to speak directly with our designated attorney.

The Board or the maker of this motion will provide a letter requesting membership volunteers. This letter will be published in the FFN and staff will send it via e-mail to all parties who are currently contacted regarding Fair business. At the next Board meeting, this group will be appointed by the Board.

The Board directs this task force to meet twice monthly and to report on their progress monthly in open session to the Board and the Membership. The Board also directs this group to request input from the membership through the e-mail systems we have in place to contact coordinators, their crews, crafters, vendors, entertainers and elders and via notice in the FFN. The Board directs staff to distribute the task forces request(s) for input via our email system to as many of the membership as is normally contacted for all fair business upon request from the task force.

To provide context, Aaron said one of the critical recommendations is: 7) Other ideas and thoughts that arise from the discussion process. She thinks the makeup of this group should be a large group of the membership, that the BUMS can represent Staff, a Board Director can represent the Board, and an attorney should be involved because these are legal questions. Aaron said there is a bunch of wording about how to contact people via email because she was having trouble with how to contact everybody, or as much as everybody as we can, and the last two paragraphs are in regard to that. She said if we can just imply that if we decide to set up this group that the Staff will take care of normal contacts then the last two paragraphs will go away.

MEMBERS: Michael James Long does not question the need for such an ad hoc committee, but would like clarification if this would be in addition to or in place of the current grievance procedure that the Fair utilizes. Aaron said there is some consideration that the grievance process will be looked at as part of this, although when this motion was made, she did not specifically direct that. Her intention is not to make the seven points in her motion rolled into the grievance policy, and thinks we need

to do this in a different fashion.

Heather asked if this task force would be tasked with looking at and figuring out who decides, or would they be the deciders? Aaron re-read the following:

- 1) Who will decide what constitutes a violation of the Code of Conduct?
- 2) How are violations graded as to severity?
- 3) What are the consequences of violations?
- 4) Can claims of violations be retroactive and if so, within what time frame?
- 5) Determine if we need a separate group to act as judges in regard to claims.
- 6) If we create this body, then what is the demographic of this group; how long do they serve?
- 7) Other ideas and thoughts that arise from the discussion process.

Aaron said it will be trying to figure out if we need a separate group, and that obviously there are a lot of different degrees of severity with Code of Conduct violations.

Cynthia W. said it is a great start, and asked about the composition of the work group. She said it would smart to have a Human Resources person with the group or available to the group, and this is not the first time these questions have arisen. There could be a lot of experience from a HR professional who could move the ball along more quickly than you might think. She said in addition to who decides, there need to be definitions about what some of these words mean.

Cynthia W. also asked to whom someone would go to when they have a complaint, and noted that emails and electronic messages are now possible to violate the Code of Conduct if someone is bad mouthed. She said it is not clear now who to contact, that is how problems have arisen, and if not an HR advisor then a member from within the Fair family with expertise. She searched online and said there are models that fit nonprofits to resolve some of these issues.

Jon P. said Aaron and Cynthia W.'s questions are really important, now that the Code of Conduct has been broadened to be inclusive of a lot of potential situations. Yet, in all that broadening there is no definition of any of those questions and can lead to abusive situations under certain circumstances. He thinks a task force or ad hoc group would be good. He thinks it would be helpful to put the motion all together, in order to do that, but doesn't mean the discussion can't start.

Hilary said it would be super helpful to have more clarity about what it means to violate the Code of Conduct, give more examples and talk about the process, but is not sure how to pull it apart from the grievance process at this point. The Code of Conduct is part of the Guidelines and guideline violations are what the grievance process deals with. She said she is not one to defend that the grievance process as working really well for us, and thinks there should be the possibility of getting into a complaint, mediation or problem resolution that doesn't involve a violation of the Guidelines and looking at the broader issues and types of conflict that come out of misunderstandings, disrespect and violating people's boundaries.

Sandra said it's really wonderful and high time we delve into this problem. She thinks it is different than the grievance process and Grievance Committee, as they implement policy so they need to have a really good definition of what it means before they can arbitrate or mediate. So, the Grievance Committee and the new committee should work well together because one is more implementation and one is a definition. She also thinks a piece of the Code of Conduct process should be tracking complaints all the way through to completion and closing of those complaints, as it has gotten a little loose.

Cynthia W. agreed with Hilary that guideline violations and the grievance process are connected, but the problem now is the Grievance Committee doesn't deal with these issues. In her view, Code of Conduct complaints don't go to the Grievance Committee, they go to Staff or other places and that is why this is such a good opportunity to define the process much more clearly.

Ann asked for an outline of who Aaron thought should be involved, as she potentially sees a lack of diversity in including Native Americans, African Americans, and Hispanics who participate in Fair. Every year in the Diversity Committee, someone would come and say how they felt they were treated in a discriminatory manner. She said we need to get those populations involved.

STAFF: Crystalyn said a lot of what is being

talked about is operational process, not policy and asks that it be separated since the Board is shifting to governance. When things are reported, there are a lot of protocols, and — depending on the location, time of year, and how the situation is handled by crews — some things get escalated to management. People also have access to the grievance process. The fact that no management staff was included in the motion details is a problem for her. She also questioned if the committee was going to have unfettered access to an attorney, how would it be budgeted and where would the funds come from?

MEMBERS: Fire Dic agreed that Code of Conduct violations can be broad. He said we want to come together, resolve things, hold hands, feel rejuvenation and want restorative justice but some of these things aren't appropriate to just go to mediation. They need to start with fact finding — that seems to be lacking in the process — and find out if something really did happen or not. Clarifying how some of those processes should go will help determine if it requires investigation or coming together and understanding something to heal a rift.

Sam said he does this work professionally. What he has learned is that these matters are never simple. One hundred percent of the time, at least half of the people leave feeling like shit. He asked our community to be mindful of the complexity and level of difficulty investigating these matters and doing the fact finding. Going through the entire process of whether something may or may not have happened is extremely complex and time consuming. If it is not done in a fair, neutral and unbiased way on all sides —when you are in the middle of these things being handled, it can seem unfair when it really is not. Or, we often feel like they are being handled in a way that is fair because it's coming out our way, when in fact it is not ... or something in between. It is very difficult when you are in the middle of this process, so Sam urged caution and thinks this is a tricky and difficult issue.

STAFF: Crystalyn said our grievance coordinator is working on revamping the grievance process.

Jon P. said the beginning of this discussion is, if this pertains to operations or not. His understanding of the advance of human relations in civilizations, is the notion of separation of powers. By separating judgement from operations or legislation, you have an opportunity from all parties to be treated fairly. When only one side of that picture is the arbitrary, then there can be no belief in fairness.

Cynthia W. thanked Sam for his comments and has a lot of faith in him as a professional. She does not know if we need to get so far into actual implementation, saying it is a proposal to investigate the possibility of how to define and structure the way to go forward with the Code of Conduct. Right now, there is no structured process definition or outcome. So, we are just going to look at how that might be. Without that structure, the Fair could be highly liable legally for a whole bunch of stuff. It is so arbitrary and subjective right now, and we could be in big trouble. She is surprised nothing bad has happened in that regard. Just beginning to look at how to do that, if for no other reason than to protect you legally since no one knows what is what, should be a high priority. This isn't necessarily adopting that structure right now, it is looking at how to create a structure process, definitions and outcome. It may not be a far-reaching investigative process that has been suggested, or that a university might do. There is not enough money to do it like a state government, but regardless we need to look at it to protect people on both sides. The reason it has to be done is because we can't go on in the amorphous fairyland of nothing.

Somerfield said it's because that is the only way we can feel like this is a process. He said the others stated what he was going to say, far more eloquently.

Amy said in regard to the Code of Conduct and thinking about this proposal, is that there are people like the Board who are the actual responsible people for the Fair and make things happen legally. If this motion moves forward, she thinks the people who are willing to be legally responsible for what happens are included in the process for Code of Conduct violations when it is mishandled. You all on the Board could get sued, so you should be part of the conversation because violations and protocol are a big thing to look at.

Jean said she feels very strongly about this, and mentioned she had not been to a Board meeting until a couple months ago. We are a huge family, we are people, and there is always miscommunica-

tion happening. It breaks her heart when feelings are so bad that there is lost trust or lost faith, and not seeing our family as our family. We are human and it's natural, so we are not blaming anyone. But that is what structure is about, so she wants to minimize this. She thinks there are a lot of great things and thanked Aaron for her proposal for a working group. She thanked the membership for lucid comments, what Jon P. said about separation of power, because that is the checks and balances and assures us of what fairness it. Jean said there was brilliant input that she could have not said herself, and thanked everyone for serving. Remember why we are here, that is what is important. We can work it out.

Fire Dic wanted to support what Sam said in that the process needs to be done carefully and made in advance, not in the middle of something because nobody has faith in that. It has to be thought out very carefully. In this motion, when talking about grading levels of violation and fact finding, whether or not this group creates that structure, it's important to identify when it fits into mediation process or fact-finding investigation process.

BOARD: Jon S. said he fully agrees this is a very complicated issue to deal with. For him, a Code of Conduct violation by an employee is an employment related issue. A Code of Conduct violation by someone who is at an operational role is an operational issue. A Code of Conduct violation by somebody exercising membership is a membership issue. A Code of Conduct violation could be made by a member of the public, so he does not think we can get to a one-size-fits-all situation and a that's the level of complexity that will be here. More importantly for him, a Code of Conduct is a reflection of the shared vision, values and culture of our organization.

Jon S. wanted to remind the Board, they recently had a Board retreat and the consultant they met with had some very insightful observations to give us. One of those is that as an organization we have not done very well with the internal investment into that shared vision, values and culture and how to nurture that. The recommendation that came out of that retreat was that we begin an engagement-heavy, culture-centric strategic planning process to provide greater clarity about shared vision, direction and priorities.

To Jon S. said this is something that we need to be addressing in the strategic planning process. He thinks we need to re-examine the whole Code of Conduct first, and come to an agreement of what does the Code of Conduct mean, and what should it be before we even get to how are we going to enforce that Code of Conduct because he does not think we as an organization have an agreement about even what our current Code of Conduct means. So, finding a way to get to that shared vision, affirming that shared vision, affirming those shared values and the culture is a necessary prerequisite in coming up with procedures of how to deal with when someone violates that Code of Conduct.

Jon S. is not prepared to vote for this motion. He wants to fold this into the strategic planning process that we need to put on our plates first. He voted for the last motion to start a committee, but he fears if we are setting up all these individual work groups to look at these individual topics, we are going to miss the larger picture and the larger strategic planning process that we need to do. So, he is not prepared to vote for this motion and wants to deal with it in that larger process.

Lily said she thinks it is imperative we re-examine the Code of Conduct and we re-examine all of these adjacent topics to the Code of Conduct, be it the progressive discipline process or restorative justice. She knows the grievance process is being revamped and this could be an incredible way to do that with this task force. There is the potential that it could keep getting bigger and bigger, so she is hopeful that the final wording helps to direct the ship a little bit or at least provide places where the work is going to take place. She would love to know more, and thinks we need to talk about the demographic of the task force before we can set the members of the task force. This is a set of concepts that is close to her heart, thinks it is great and needs to be executed the right way so that we have community involvement, everyone feels that it is fair and representative of how we want to be together. Then it will be up to the community to live by it.

Paxton is definitely interested in more clarity, defining what the Code of Conduct is, and he is not ready to vote on this motion. He said Kat, the

Grievance Coordinator, has been in contact with him and others to say that she is working on a proposal based on her experience with the grievance process to revamp it. Paxton would like to hear from her before a new process is started because that is a process, we actually have that is working. Kat has ideas on how to improve it and make it work better. Paxton is more interested, at this point, in hearing from her before starting to set up a whole new task force.

Justin said the Code of Conduct is not a punitive statement, talks about the community and choice, and is aspirational in how we should be treating each other. It is not a punitive decision-making tree detailing how we are going to deal with each violation of the code. This is an aspirational goal stating our stance that we are an association of equals. He views this as an opportunity to step back and understand how to go through this process of violations. He does not feel this motion has been brought forth to the stakeholders who are currently responsible for discerning the levels of grievance and situations. Justin thinks there is a lot more complexity here to our Code of Conduct and violations therein than has been put forth, in order to deal with this motion. He thinks the motion should be removed or tabled, and come back to how to assess the proper ways to vet out the complexity of internal corrective action or progressive escalation. We need to define when is the Code of Conduct violation egregious enough that it needs to go to a different level of escalation.

Justin said we need clarity around what is a violation of the Code of Conduct. He encourages people to read it, saying it was a beautiful statement that has held us well with the best intent of how we treat each other. How do we have reverence for the land and chosen community? Very few of us are truly family in the blood sense. This is a chosen community that we are intentionally creating, and this is the aspirations of how we should treat each other. Justin thinks there is a different mechanism that we already have, the fact that Kat is already working on clarifying the grievance process, and in that process evaluating this issue. He said it was disrespectful to the Staff and BUMS who are currently tasked with this, and that they should have help and clarity but to remove them from this motion and process is not in our best interest.

George feels like we are starting the conversation at the wrong end, the cart ahead of the horse. As Justin pointed out, we have a shared vision that brought us all together and has held us in good stead for a very long time. Not reinvesting and reaffirming in that, unhealthy behaviors are creeping in more and more in our community. As Lily said earlier, lack of action grants permission. When you see certain kinds of behavior, the culture is not going to improve if we have more rules. The culture is going to improve when people say there are certain behaviors that are just unacceptable, when the whole community stands up and says no — going back to re-establishing that kind of spirit among ourselves, to where each of us is a guardian of our values. When the community will not accept that behavior, then we are on the right road. George thinks to jump ahead and define things — create judiciaries and degrees of penalties — misses the point.

Spirit said we have our Code of Conduct, but it is not clear. It is not adhered to equally across the board and she feels it needs to be expanded on. She is a little surprised the Board is not supporting what the members have said, and hopes the conversation can continue to evolve. Even with online conversations, there is a strong call for this conversation to happen. Just because we have a group who is exploring these things like the violations severity, who judges that and the consequences, doesn't mean that policy necessarily comes out of that. It could be that it is a great addition to our guidelines.

Spirit thinks it is sad if we cannot build this group to have this conversation because we need it. We need equal treatment for all of the membership, volunteers, staff and everybody should be following this Code of Conduct. She said the Board has a tendency to often pass something and not have clarity, which is what we did when we passed the guideline change with the addition of online communications. We have a tendency to pass something and then try to fix it later. Spirit thinks we are running into clusterfucks, having to do damage control and it is frustrating for her that this conversation would not be had. She wants to build something that we can really stand behind and that has a clear process.

Spirit said without having a clear process, dif-

ferent groups within the Fair may be dealing with a Code of Conduct violation or complaint and depending on who they bring it to, sometimes the "who" becomes more important than the "what." Without clear process, we are struggling there and we don't quite have the trust behind the decisions that are being made. Spirit thinks an HR professional is ideal in this situation, and bringing in an attorney as need be. She said toning down the language in the motion might be a good idea, and maybe it should be tabled but it is too important to let go. She also has concerns with such a defined group of people in the ad hoc committee, because sometimes that may divert from somebody even better qualified. She doesn't want it to be too specific, and rather choose from letters of interest and go with a good broad range of people serving on this.

Spirit said the grievance process needs definite work and is glad Kat is looking into that because it is not working in a lot of cases, but it doesn't define the Code of Conduct. A Code of Conduct violation leads to someone filing a grievance, so these are really two separate things that interact and it would be great to have Kat involved in this conversation and this group. This motion consists of a lot of ideas that need to be looked into and have conversations around. Spirit agrees with Jon S. that there are lot of Code of Conduct violations that might have to go to the Board if more severe, or may go to operations. These things will be a conversation in this group and she does not want a deadline for this.

Spirit loved the consultant at the Board retreat and wishes that when they pay good money for a consultant that they actually heed the advice. She went in opposition of what the NAO consultant said because she felt the Board moved too quickly, but now finds herself often defending those recommendations and feels the Board is not on the same page right now. The NAO consultant really supported this working group, an ad hoc committee and to have this conversation. This is exactly what ad hoc committees are made of, this conversation right here. Exploring these concepts does not mean that policy has to come out of it. We certainly can improve upon this, create a process that we can all stand behind, and stand behind our Staff when they have to make hard decisions and not question where that is coming from. Spirit will support the motion, but if the other Board members aren't going to support what they are hearing tonight and online, then Aaron might want to table this.

Jack has been thinking about the Code of Conduct and listening to the feedback, and said we have the Code of Conduct to protect victims. The complexity of what a victim is, we are trying to establish that everywhere and not just here. Jack feels that if he were a victim, how would he perceive what has been said and what victim are we trying to protect in the Code of Conduct. That is the complexity. The language with how we move forward with this is important for the victim. When he uses the word "victim," he is using it more in the context of those who are of less, weaker, not like the majority of us. That is the importance of the Code of Conduct. Jack said he is not hearing that and it is not coming through to him, but not because of the motion. It is because of what he is feeling right now. Wherever this motion goes, the most important thing to Jack is how are we going to protect victims because obviously there are victims who are leaving, not necessarily standing out, being falsely accused — we have all that. What Jack got out of this conversation is that there are a lot of victims, right here, right now.

Lily feels like she agrees with what has been said by everyone, and thinks we all do agree with each other but are having trouble fitting a theoretical discussion about our values that we would like to turn into a strategic planning process. She believes it is operational, the procedure of having policies in place and redefining the Code of Conduct to align with our values and having an idea about discipline, restorative justice, mediation or arbitration in the grievance process. Lily feels we can have all of those things. Sometimes a conflict needs to be managed right away, and that does fall to operations during the event. That is very clear to her, and that is how the world works. She can't think of a place where it isn't an operational move for justice or for interfering with a conflict.

Lily wanted to offer some clarifications, and said mediation cannot be proscribed. In order to have mediation, you have to have willing participants who have not been told they must mediate. You cannot have a mediation with someone who does

not want to sit down at that table. An article is being designed about mediators turning people away from mediation. That is part of the job of being a mediator, even if people say they want mediation, the mediator has the skill to say if they are not ripe for that. Lily said you can't use restorative justice when people are not willing to admit culpability, to apologize and work forward toward something better.

As Lily understands the grievance process, it requires someone to make a complaint about how they have had a violation, and they will not be included in the grievance process if that violation is not written in the guidelines of which the Code of Conduct is part. So, not everything is grievable through the grievance process. The Fair is working with Center for Dialogue and Resolution (CeDaR), which has generously offered to give Fair family mediations both on site and through CeDaR offices all year. You can have a mediation whenever you would like and CeDaR is great for that. The Fair has another mediation team that involves camping, boundaries or booth space.

Lily thinks the Code of Conduct has its power and there doesn't have to be a person who says "you are violating me right now." Any of us can witness a problem, and Lily reiterated that she will be a witness if anyone is violating the Code of Conduct and will call them out. We can call people out when they violate this agreement that we created as a community, an aspirational goal of what the Code of Conduct should be. She would love it if that was all we needed, but we actually need more than that. We need to empower operations to continue what they have been doing to keep us safe from the big violations.

Lily may not support the motion as written, but supports the need for a set of rules we can abide by equally to everyone and to know what channels to put some types of problems in so that we can reach resolution. Once we start having the language to work through conflict, maybe we won't have these problems, whether it is mediation, arbitration or the grievance process.

Peaches agrees with Lily. Getting clarification around all of this is crucial, and the discussion should start. She also agrees with Jon S. that terminology, definitions and defining the Code of Conduct should be part of strategic planning by the Board. In the meantime, we can start to get the family involved in this conversation. It doesn't mean that we can't start the process of trying to talk about what these things mean and how we deal with them. The family discussions and what is agreed upon about our common values can be folded into the strategic planning. In the community agreement, it does say failing to abide by the Code of Conduct may result in consequences, but it doesn't say who decides that and how it goes.

Peaches said she needs more clarification, is in favor of the conversation, and agrees with some of the feedback about making some changes to the motion. It seems like the motion does not have support of enough of Board at this time, but with some revisions we could move it forward. To say that it is not punitive is not really right, because we have used the Code of Conduct to recently pass some punitive measures. That is part of why this discussion is happening, so let's be real about that.

Diane thinks George is spot on. We need to reaffirm our shared vision. It has been a long time since we came up with our Vision Quest and nine goals. She is not sure if we can call it a Vision Quest anymore, maybe Cultural Appropriation Rules. It's supposed to be revisited, now is the time and back in the day it was our strategic plan. A lot of people here were involved with it, and a lot of people here were not around for those meetings. She appreciates Aaron's hard work, but wants to table it for now and fit it into the strategic plan that we really need to come up with. The current motion seems so punitive and if we could all get more on the same page in our vision, we wouldn't have so many people who needed punishment. As Diane reads the language with judges, severity of offenses and retroactive and she would like to see that we didn't need as much of that.

Aaron does wish that having a Code of Conduct and everybody being nice to everybody would really work, but the world doesn't always work that way. When Aaron put this motion together, it was not meant to be pointed at anyone or any situation in particular. In order for us to move forward, in a clear way we need processes that make sense. She doesn't know the answers to this, so that is why

she wants to create a working group that can toss it around. She appreciates the great ideas that have come from the current discussion.

Aaron wants to create a working group or ad hoc committee, and wants to replace the term "task force" because it is a military term and we are not a military organization. She is sorry if the motion sounds punitive because some of these words seem like negative words, but that is because violation is a negative word. We are trying to create a situation where there are consequences, not punishment, for violations and consequences that are clear to everyone, and to get an idea of what is egregious and what isn't.

Aaron is not trying to exclude anyone from this conversation. Management was concerned about being excluded and that is why she included a BUM, as she thought they might be an acceptable person. She is taking notes on everybody's comments and did not expect a vote tonight, but appreciates the conversation and great ideas. She believes this should be part of the strategic plan, but thinks there needs to be groups working on different specific subjects. Aaron wants to move this stuff forward to be part of the strategic planning process, and asked Lily to work with her to rewrite the motion in a way that incorporates these ideas. Lily said she would absolutely be willing.

Aaron said she is not an expert but saw a need, and also wanted to mention in her doing research for this some recommendations of principles and ethical practices she found in a document for nonprofit groups. It says a charitable organization should formally adopt a written code of ethics with which all its directors or trustees, staff and volunteers are familiar and to which they adhere. It also says the code of ethics should be accompanied by specific policies and procedures that would describe how it should be put into practice and how the violations will be addressed. As Cynthia W. mentioned, this is not new to our world, but new to the Fair world. Aaron wants to move forward but is happy to table it now, and continue getting feedback. She wants something that everybody is happy moving forward with.

Jon S. said he wanted to call the question and wanted to vote on the motion. Aaron said she would table it, and wanted to continue hearing what everyone has to say. Jon S. said if Aaron does bring this back, we should wait until the new ED is on board because this is going to have definite implications for how the ED carries out their duties. Especially since many people have pointed out, there are a lot of operational things around this. He would hope that we don't vote on this until the new ED is in board, if Aaron is going to bring it back.

George spoke to what Jack said, and said a lot of what has been said boils down to this perpetrator/victim kind of context. He wants to push the conversation above that and would argue that violations of the Code of Conduct make the whole community of victim beyond the individual basis. It ripples through the community.

Spirit agreed, and said having good policies in place will protect all involved, even someone falsely accused. She agrees with folding this into the strategic plan, but imagines there are people willing to do the work needed to incorporate it into long-term plans. Spirit thinks this topic is a whole can of worms and that it will take a long time, and does not agree we need to wait for the new ED to vote on it. She said she was irritated with Jon S.'s request to vote on the motion, but will try to let it go.

Spirit said with wanting to table it and still have a conversation, part of the problem is the Board often does not get time to discuss things enough. The Board should be able to have an hour-long discussion about something then pull together a nice motion at the end of that. Instead of shooting it down, continue on how to build it up and make it right for us. Spirit is glad Aaron is tabling the motion, hopes we have an ED soon, and hopes the ED and Staff who want to be a part of it know the meetings will be open to anybody who wants to come and give their input.

Spirit hears what people are saying about discipline and violations, but said we have to use words sometimes and we can't pussyfoot around it. She likes what the CRG has suggested with changing the whole discipline concept and progressive solution. That is a positive way to get at the same resolution. There has been a lot of input given by the Board members and the Peach Gallery, and she hopes it can be incorporated into a simple motion that will help us go forward so we can help our

strategic plan. Spirit thanked Aaron for her hard work, and Lily for her willingness to help.

Aaron and Spirit agreed to table the motion until the next Board meeting.

Aaron wanted to remind the Board that there was previous discussion about allowing members 15 minutes at the end of the meeting for discourse, and that has not been added to the agendas.

Jack said he was willing to yield time to membership dialogue.

Sam wanted to speak to parliament and procedure. We don't use Robert's Rules of Order, and we don't have rules of order that we do use. There is a lot of complicated history in tradition, and he wanted to make it clear that he is winging it. He is glad to have Jack for his knowledge and history of traditions, but feels that last few months we have gotten bogged down in some of the procedural details. Ultimately, Sam's goal is for there to be a productive and efficient discussion about the issues that are on the agenda. Hopefully we can manage to continue to do so.

Jack reiterated that he will yield time to Aaron, but will close with the President's Peace. Aaron said the idea is for questions and answers, and hopefully be topic driven.

MEMBERS: Wren said in observing the discussion around this issue, he found it valuable. Not only because this issue is a worthy topic, but he liked observing the Board doing the work of the Board. So often when we come to these meetings it feels almost like a performance. He would rather see the Board talking with each other and working out things, and likes that the meeting doesn't always have to be motion oriented. There is so much work to be done, and to take action you have to make motions, but you need to talk to each other. For Wren, it is valuable to him to watch the Board talk with each other and learn about their points of view. He said at White Bird they have weekly meetings and it is usually a month or so before things start to crystalize into a motion because people are learning from each other. He hopes he gets to observe more discussions.

BOARD: Aaron said they are working toward that, and the model she saw when she came on the Board was to throw the motion up then move forward. We are talking about it and we are trying. Aaron thanked Wren for his comments.

Paxton said he really misses the Board work sessions they used to have, on the third Monday of the month where they could have larger discussions and an open meeting on a topic. He said some of the topics we are talking about really deserve that attention.

Tresa really appreciates the opportunity to be at the Board meeting, and the discussion on how to create a fundamental foundation of how we treat each other, hold our values and support each other in the community. She agrees with George about having those fundamental ways of the organization, what it stands for, and having that mission clarified and broadcast. Does your behavior match the mission we are out to create? We need to hold each other accountable.

Tresa said we have gotten so far out of balance with how we treat each other in society, that we can really help each other with some training and development like what Zak does with Human Intervention training. We have gotten to where we are so easily bashing one another and critical toward each other. Once we have that foundation, then we develop some training for how to deal with these issues and confront people when there is lack of integrity because it is uncomfortable. Similar to the bias of sex, how do you talk about sex if it is not talked about? It is hard to talk about these things if you have never had training or development. Tresa hopes some development happens toward how to confront difficult issues on integrity.

Spirit suggested sensitivity and accountability training. She agrees with Wren that this was a fruitful discussion, and some of the best work this Board has done is when it is worked together back and forth.

Somerfield thanked Spirit for bringing up accountability, as it is a word that resonates with him and has been missing, and also thanked Wren for his comments. We need to see the accountability of the Board representing their opinions and disagreeing because it is so important. Everybody in this room feels very passionately, and many people who feel passionate about it aren't even here. For the Board to be able to represent those opinions is so

important to the membership. Somerfield is thankful for this open member discussion at the end of the meeting, and wants to make sure Jack has time for his President's Peace.

Jon P. loved what Wren, Paxton and what everybody had to say during this discussion. In addition to what Wren said about seeing the Board work together and debate things out, he also loved seeing things get debated out with the membership. He thinks that is an important part of this process. This piece at the end of the meeting can really start that back and forth dialogue.

Firecat Tom encouraged the Board to consider having some rules of order so we have an agreement about how to run the meetings. He also encourages the use of colored cards for yes or no opinions from the membership so you can know their opinion without interrupting with vocal interjections.

Sam responded and said one of the things he is mentally struggling with is the balance of wanting to have rules for consistency and people feeling like it is fair. But he also wants to have enough flexibility to allow for additional discussion. For example, clarifying questions like asking Crystalyn when Maple Gate opens and putting her in the stack of people who want to say something is not efficient if she can answer it immediately. But having dialogue back and forth about people's varying opinions of when Maple Gate should be open is not efficient. So, there needs to be that level of flexibility.

Spirit said when they had their Board training with the last consultant, one of the things he suggested was needing coaching with executive sessions and when we are interrupting each other, and maybe an ED can bring their experience to help with that. Part of the strategic planning process needs to be more conversation, how we talk about it and how it occurs has not been determined yet — some kind of rules of order.

President's Peace

Jack reflected about this year and said it has been hard on him. The break for him was the March meeting when he had to deal with a sick dog. After that he felt on the spot, but we did an agenda review because it was overwhelming. We are doing this and we have an acceptable agenda we have agreed to focus on. We are having a meeting, we are getting the work done and talking about hard things, that is what we are best at. Ultimately at the Fair, that is what we are best at and he saw it at the opening of Main Camp. We are putting on the 50th that everyone in the state is going to be aware of. And beyond that, it is going to be because of our language and how we project out there. We have got the language down, but we are not perfect; we stumble and we certainly stutter. We can get together in a room, have a member-elected Board, and have an agenda with very difficult issues. But our full focus right now is celebrating our 50th anniversary, reap the rewards and carry that into the future and make sure our patrons keep coming for another 50 years. Thank you very much!

Draft Agenda for June 23, 2019, Board Meeting 4 pm at OCF Sit

- Approve June 3, 2019, Board meeting minutes
- Transparent open meeting laws — Aaron
- Closed session recording and minutes - Aaron
- Create ad hoc committee regarding Code of Conduct — Aaron
- Approve revised Operations Manager job description — Jon S.
- Approve placement of Operations Manager in OM pay scale — Jon S.
- Authorize Executive Director hire — Jon S.
- KOCF fundraising and fund disbursement — Lily
- Site new compost facility — Paxton
- Membership and Board dialogue — Aaron

