



FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 27 ISSUE 3 AUGUST 2019

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TEDDY BEARS' PICNIC





FAIR FAMILY CALENDAR

August

- 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

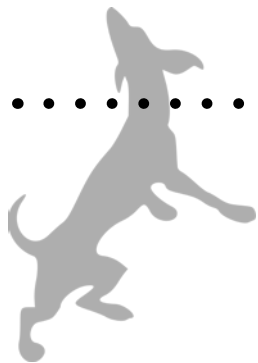
- 9 Board of Directors meeting, 7 pm, OCF site
- 10 Peach Power, 6 pm, OCF office
- 11 FAIR FAMILY NEWS deadline, ffn@oregoncountryfair.org
- 11 Craft Committee, 5:30 pm, OCF office
- 19 Last day to register as a voting Fair member
- 23 Culture Jam Fundraiser, Mazzi's Restaurant, call the office for info
- 25 Food Committee, 5:30 pm, OCF office

October

- 7 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 8 Peach Power, 6 pm, OCF office
- 9 FAIR FAMILY NEWS deadline, ffn@oregoncountryfair.org
- 9 Craft Committee, 5:30 pm, OCF office
- 19 Annual Meeting, 6:30 pm, Whiteaker Elementary School, 21 N. Grand, Eugene
- 25 Food Committee, 5:30 pm, OCF office

July 2020

- 10-12 Our Essential Event!



Happy Birthday
Virgos!



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!

Oregon Country Fair Looking for Our 2021 Poster Artist

Here is your opportunity to be a special part of our amazing event and design the poster for our 52nd anniversary in 2021. The OCF Poster Committee has changed the process for commissioning our poster designs by working a year ahead. We already have our poster design for 2020.

We will begin our process for the 2021 Fair this fall. Share some samples of your work or a link to your portfolio by Nov. 1, 2019. For more details, go to www.oregoncountryfairposter.com.

Membership Opportunity!

There is a Work Group forming to review and recommend Best Practices for how OCF Board Committees, Task Forces and Work Groups function and interface with the membership, the staff and the Board. These bodies are tasked by the Board of Directors to do important work and make recommendations to the Board regarding a wide variety OCF matters.

The goal is to create a standardized set of pathways for how our committees function, communicate their work and promote member involvement, as well as standards for the Board response to recommendations made.

If you are interested in taking part in this work group, please send an email to peachey.cynthia@gmail.com by Aug. 26 and include why you are interested and your OCF committee experience. All inquiries are welcome!

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.

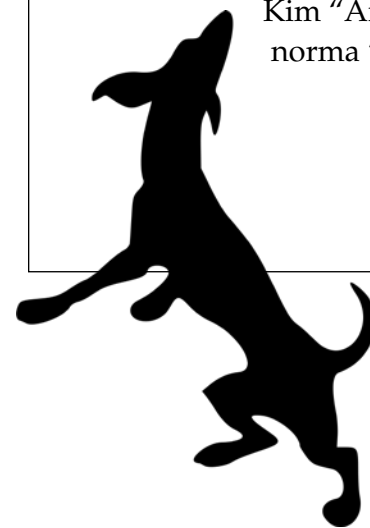
Mail to: OCF, Membership/Mailing,
442 Lawrence Street, Eugene, 97401.

Or Email to: office@oregoncountryfair.org



FFN DOG DAYS OF SUMMER

Suzi "Yip" Prozanski
Mary "Howl" Doyon
Dan "Bark" Cohn
Niki "Woof" Harris
Brad "Bow Wow" Lerch
Michael "Growl" Ottenhausen
Mary "Yap" Callaghan
Kim "Arf" Griggs
norma "bay" sax



Terry Baxter Honored by the Society of American Archivists

Terry Baxter, archivist for the Oregon Country Fair and the Multnomah County Records Program, was inducted as a Fellow of the Society of American Archivists (SAA) during a ceremony at the Joint Annual Meeting of the Council of State Archivists and SAA in Austin, Texas, earlier this month.

The distinction of Fellow is the highest honor bestowed on individuals by SAA, awarded for outstanding contributions to the archives profession.

During his 34 years of service to SAA and other professional organizations, Terry has worked to advance the understanding and practice of diversity and inclusion. Terry is a founding member of the Association of Tribal Archives, Libraries, and Museums, and he also serves as a Board member at the Northwest History Network.

Within SAA, Terry has consistently made personal connections to open difficult conversations and reshape thought in order to move the profession forward.

At the 2017 annual meeting in Portland, Terry conceptualized and imple-

mented "The Liberated Archive: A Forum for Envisioning and Implementing a Community-Based Approach to Archives," which explored how archivists might partner with the public to repurpose the archives as a site of social transformation and radical inclusion.

"The future of the archival endeavor will increasingly reside in the relationships among archivists and communities," Terry said. "If we do not connect, heart to heart, with the communities we serve, we will become an increasingly irrelevant profession."

As one supporter noted: "Many archivists care, but Baxter has consistently put his pen and his words where his very big heart is."

Terry is one of four new Fellows named in 2019. There are currently 200 Fellows of the Society of American Archivists. Founded in 1936, the Society of American Archivists is North America's oldest and largest national archival professional association. (www.archivists.org)

**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

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



M.A.G.I.C.

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ocfmagic.org

Now on sale!
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Another epic slice
of Fair history from
Suzi Prozanski



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- 10/9 Songhoy Blues
- 10/10 Kishi Bashi
- 10/20 Devendra Banhart

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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).

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.

Fantastically Fun Friday at the 50th Anniversary Oregon Country Fair with Phil Lesh & Friends



© 2019 Ann Goddard

Code of Conduct Ad Hoc Committee Motion

To the FFN:

I placed a motion before the Board to create an ad hoc committee to review code of conduct violations and their consequences. I hope for a committee comprised of a cross section of our Fair Family that can consult with a human resources professional.

The Board discussed this idea at the June 3 meeting. I and another Board member are revising the motion to incorporate some of the items that came up. I would like to continue the discussion at the September Board meeting.

I believe this is an important piece of our continuing efforts to plan for the future and create clear processes for situations that arise in our community.

I was shocked when I became a target of bullies after I was elected to the Board and when I was appointed to the Executive Director Search Committee. These personal attacks were not the primary force behind

my interest in setting up clear processes; however, they have become more and more of a concern to me. I did not know how disempowering continued harassment and bullying can be and have had to struggle with this extra emotional load to continue to stand up for my beliefs.

I hope we can all put our minds to finding ways to create clear processes that identify violations and protect the targets of code of conduct violations. I would also hope we could find a way to assist bullies to understand their behavior and change it. If you would like to know more about the types of bullying and harassment and their definitions please contact me.

I want membership participation in this process. Please contact me and the Board with your thoughts.

*Aaron Kenton
OCF Board Director*

Surprised by Controversy

Dear Fair Family,

At the August Board meeting, our Elections Committee made simple recommendations that somehow became controversial.

The Elections Committee recommended that a Board candidate statement be increased from 300 to 400 words. They also proposed optional questions that the candidates could answer about their qualifications to be on our Board: whether or not they have served on a BoD for any organization; whether they have been on any committees or done other similar work; how many Board meetings they have attended in the last couple years; and their priorities if elected.

This all seems such valuable information when selecting who we might vote for that I was taken by surprise by the controversy. The case could be made that the Election Committee shouldn't need the approval of the sitting Board of Directors on these recommendations because there is an inherent conflict in the Board making decisions about the process used to elect the Board. I would

think the Election Committee would have the authority to go forward with these simple recommendations.

Our Election Committee volunteers, like all our committees, are doing a hard, time-consuming job. Instead of vying for power or seeking to corrupt the process, I see them hoping that they can help us get well-qualified candidates.

Our organization has grown large and complex. Board members need to be aware of local and state law, our bylaws, group process, how a BoD functions, and a whole lot more. We all should be invested in electing the most qualified candidates possible. Loving the Fair and having good intentions is often not enough to be a good Board member. I want all the information I can get about a candidate's experience. Our organization has a lot on its plate these days. I hope we elect a Board that is up to the task.

Peace,
*Wren Arrington
White Bird*

Require Open Meetings?

Dear Fair Family,

For some time now, a motion has been floating on the Board agenda from month to month, waiting to be considered. The motion would commit the OCF Board of Directors to adhere to the same requirements as those of the current Oregon Open Meeting Laws. These laws are also generally known as "Sunshine Laws" because their intent is to prevent government from operating in the shadows, i.e. to let the sun shine in. Currently, our nonprofit organization does not follow these rules.

The OCF Board is more than a Board that oversees a business model nonprofit, like a museum, or a hospital. The OCF Board is the highest governing body of the Fair communities. When the Board makes policies, which are either rules to live by or cause rules to be made that we live by, we are making the laws of this community.

When you apply to join the Fair Family,

right at the top of the form, the first requirement that is placed upon any who would join reads, "Any individual who subscribes to the purposes and basic policies of the Fair, abides by the terms and conditions of these Bylaws, the Articles of Incorporation and any amendments thereto, and act in accordance with the decisions made by the Board of Directors, is eligible for membership if the individual is registered with the Fair and..." (oregoncountryfair.net membership form)

That sounds like government to me. Surely the government of my intentional community should be as transparent to the community as any school board or fire district in the unfair world is required to be. This should be a low bar for us, and seems like a no brainer to me. I hope it advances soon.

Sincerely,
*Steven "FireDIC" Berkson
Fire Crew Co-Coordinator
Board of Directors Candidate*



Fair Thee Well: Anita Sweeten

Anita Benefiel Sweeten, an Oregon Country Fair Elder and longtime cook at Phoenix Rising, died June 21 in a traffic accident. She was 69.

Anita was born August 11, 1949, in McMinnville, the oldest child of Curtis F. Benefiel and Eva Benefiel (McBee). She grew up in the Willamette Valley, attended grade school in Dayton, high school at Central in Monmouth, and then graduated from Stayton High School in 1967. She was awarded a full scholarship to the University of Chicago, which she attended for a couple of years before returning to Oregon.

Anita found deep community and connection at the Oregon Country Fair. She loved her Fair family and was looking forward to the 50th anniversary this year. She first helped run a food booth at the June 1971 Oregon Renaissance Faire along with members of intentional communities in Sunny Valley and Takilma in Southern Oregon. They served yogurt sundaes from a booth near Main Stage. Anita never missed a single Fair after that, until this year. In 1981 Anita joined Phoenix Rising booth, where she cooked for almost three decades.

Outside of the Fair, Anita held a variety of jobs. She managed an alternative foods program at Chemeketa Community College teaching vegetarian



© 2015 Toia Norris

cooking classes. She worked at the Oregon State School for the Blind, the Garten Foundation and eventually for the United States Postal Service as a rural mail carrier for more than 20 years. She loved that her work as a mail carrier allowed her to drive the beautiful rural roads of Oregon, and she enjoyed the people she met delivering their mail.

Anita loved to feed people and care for others. If she was in your corner, she was behind you 110 percent. She enjoyed gardening, reading, singing, and being in the wilderness. She worked hard to instill a love of nature and the Pacific Northwest in her children

She was preceded in death by her father and mother, and is survived by her daughters, Toia Norris (Eric), and Elani Pullman, and grandchildren Curtis and Max Norris all of Portland, brothers Kelly Benefiel (Donna) of Stayton, and Rex Benefiel (Deborah) of Salem, and sister Annie Koenig (Bob) of Stayton, a large extended family, and her beloved cat Lilly.

A donation was made in her memory to the Jill Heiman Vision Fund and a celebration of life was held on August 11, which would have been her 70th birthday. To honor her memory, plant pollinator-friendly plants or make a meal for loved ones.



Fair Thee Well: Daniel Dillon



© Brien McMullen

Daniel Dillon, longtime member of the Blintz Booth and former president of the Oregon Country Fair, passed away on July 24, 2019, while working at his beloved Prindel Creek Farm home.

He was born September 15, 1949, in Ashland, Wisconsin, and graduated from high school in Park Falls. While attending the University of Wisconsin-Superior, Daniel met his lifelong friend Roscoe Caron and they both became active in the peace movement. Daniel applied for and received Conscientious Objector status from the Vietnam War.

Roscoe and Daniel left Milwaukee in 1973, landing in Eugene, Oregon, after many ad-

ventures on the road. They soon hooked up with the Hoedads tree-planting cooperative and helped form "Lowell's Crew," which later became Cheap Thrills.

Daniel and other Hoedads provided security at the 1974 Oregon Renaissance Faire. In 1977, Daniel helped Crista Schneider and Carolyn Smyth start the Blintz Booth at the Fair. Carolyn and Crista came up with the idea for the booth, but Daniel played a key role in keeping it going for the last 40-plus years. Daniel was elected to the Fair Board in 1991, serving as president during most of the 1990s.

Daniel and Carolyn Smyth fell in love in 1976 and settled in the Coast Range of Oregon on farmland that they named Rainbow Mist. They got married in 1981.

Daniel's interest in cooperatives expanded with an opportunity to buy the Rainbow Mist farmland — along with five other people, originally. The group incorporated the land as Prindel Creek Farm, Inc., an Oregon cooperative. Daniel was instrumental in writing the bylaws and a land-use plan for the farm. The co-op started a tree seedling nursery in 1978, with a Forest Service contract for transplanting small trees. The nursery work continued for the next three decades. In their top year, they raised and transplanted a total of 1.25 million tree seedlings.

Daniel also worked as a school bus driver with Lincoln County, and as a manager for Computer Solutions in Eugene. In the early 2000s, Daniel found his calling as a teaching assistant for special needs students at Newport High School in the Lincoln County School District. He worked for the Education for Community Employment and Life Program.

He retired in 2018 and was pursuing his hobbies of cheese making, growing shiitake mushrooms, playing ukulele, gardening, rock painting, welding yard art and repairing farm equipment. He and Carolyn had enjoyed winters in Florida, where they have a condo.

Daniel could find common interests with anyone, whether it was talking ham radios, hops, slide rules, steam engines, or bird varieties and calls. His greatest source of joy was his son Ryan and daughter Megan and their families.

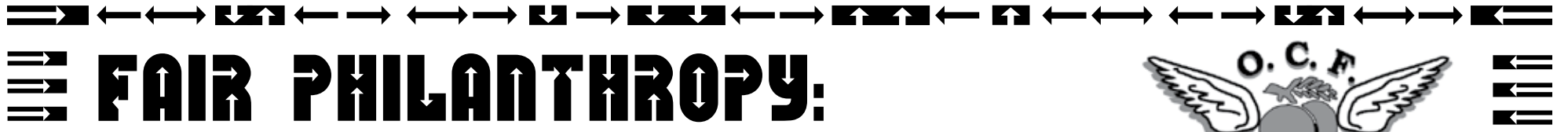
Daniel's family will host a memorial celebration in his honor at Prindel Creek Farm on Saturday, Sept. 14, starting at 2 pm. Camping will be available for anyone who would like to stay over (for driving safety, for convenience, or for fun). Dinner on Saturday night will involve a main course grilled by the hosts. Please bring a dish to share with the crowd. Sunday, Sept. 15, would have been Daniel's 70th birthday, and a birthday cake will be served in his honor.

In order to plan for food, drink and camping spaces, and provide well for all those celebrating what a larger-than-life fella Dan was, please RSVP with your plans to Lily at lilyclearwater@gmail.com.

Memorial donations for Daniel can be made to: Student Body Funds, ECEL, Newport High School, 322 Eads St., Newport, OR 97365.



© Jonas Berry



Donations Leap to a New Record

submitted by the Jill Heiman Vision Fund committee

We are thrilled to announce that donors to the Jill Heiman Vision Fund really came through for the Oregon Country Fair's fiftieth anniversary celebration, raising a record \$29,353. The Board match of \$25,000 brings this year's total to \$54,353. Since the fund began 23 years ago, the fund has donated more than \$600,000!

Thanks to our many donors! Your incredible generosity will make it possible for these five nonprofit organizations to reach even more people in need this year:

Carry It Forward: Build a laundry and cleaning station facility for un-housed campers

St. Vincent de Paul: Purchase a 15-passenger van to transport partici-

pants in the First Place Night Shelter program and St. Vincent de Paul Youth House

Catholic Community Services: Refugee & Asylum-Seeker assistance

Assistance League: Fresh produce and other nutritious food for the Weekend Food Pantry & Backpack Program for school kids

Planned Parenthood: Purchase an autoclave to sterilize medical instruments

The committee thanks all of our donors: Fair crew volunteers, food and craft booth folks, and Fair-goers — and the Fair Board for the two-to-one match. One food voucher and one dollar at a time, we are making a difference in our community!



Kudos for Jill's Landing

by Suzi Prozanski and the JHVF Committee

With so many people working so hard in preparation this year for the Fair's fantastic 50th anniversary celebration, the Jill Heiman Vision Fund committee wants to express our deep appreciation to the pre-Fair volunteers who took the time and the energy to create the beautiful new space called Jill's Landing.

Located on the Left Bank side of Jill's Crossing across from the Spirit Tower, Jill's Landing offered a lovely shaded pocket park where the public could relax, eat, take care of babies, or just chill.

Even better though, Jill's Landing fulfilled our committee's longtime dream to have a viewpoint of Jill's Crossing with signage honoring Jill Heiman's key role in Fair history. As Fair attorney in the 1970s and 1980s, Jill helped establish the Oregon Country Fair as a tax-exempt nonprofit and guided the Country Fair through its original land purchase in 1982.

For the 50th celebration, our committee worked with Teen Crew volunteers to staff Jill's Landing as a Passport Program station. That gave us the opportunity to interact with people, show off the new area, and spread the word about Jill Heiman and the Jill Heiman Vision Fund. (Aiden, Axel and Chloe — thank you for your awesome help and positive attitudes!)

It felt like everyone involved in this project took to heart the idea of honoring Jill's special role at the Fair. Many, many thanks and kudos to:



Above: Two signs frame the view of Jill's Crossing bridge from Jill's Landing.

Below: Flowers and banners create a festive place to relax.



© 2019 Kathryn Madden

Construction Crew Coordinator Kirk Schultz, for sitting down with us, hearing our committee's dream, and working with Construction Crew volunteer Matt McCune to sketch out a plan that brought our ideas to glorious fruition;

Registration Crew Coordinator Justin Honea, for his flexibility that allowed the space to be expanded into a rest area;

Construction Crew volunteers Daniel Drewry, Daniel Martinez, Nicholas Balster, and Duncan Walker for all your work that showed love and care — from the entryway arch to the tables decorated with inlaid wood and flowers;

Sign Crew volunteer Brad Johnson, who painstakingly painted the beautiful script on the new sign facing Jill's Landing that lists Jill's key accomplishments for the Fair;

Flower Crew Coordinator Ashley Demaline, for the cheerful flower arrangements that brought eye-popping energy to the space;

Kelsey Faery of Kelsey's Creations, who created the red and white flags and hanging lanterns that added pizzazz; and to

Cynthia "Peaches" Peachey, JHVF Board liaison, who shepherded the many different details of the project behind the scenes, communicating and following up with pre-Fair crews on everything from hay bale seating to signage.

A big high-five to all these people who helped make Jill's Landing a reality! We look forward to re-creating this restful space for years to come.

An OCF Life — Too Many Stories to Tell

by Johanna "Shadow" Leighty, Hospitality Showers Coordinator



My name is Johanna Leighty, known at Fair as Shadow. I have been procrastinating writing a story for the 50th anniversary because I have so many Fair stories, it is hard to pick one.

I have been attending the Fair for my entire life and only missed one Fair. That was in 1988 when I was 16, because I was at the Grateful Dead shows in Berkeley, California. My mom is Diane Albino, currently a Community Village Council member, Elder and a member of the Board. My father is Howard Leighty. He no longer attends Fair, but was on Communication Crew for many years and was involved in setting up communication in the early

days, using his naval experience with radios and electronic engineering. He was also involved in crafting the original grievance procedure.

Both of my parents started with the White Bird Chicken Booth and told me early stories about babies (myself included) being laid under a tent at Main Stage and parents taking turns minding them.

My early Fair memories are of open-air camping behind the Stone, Bone, Leather & Wood booth (currently the midwifery booth) with my stepfather Hawk Owl DeYoung (Leather), and I believe the other booth people were Wolf Daniel Braun, Peter Rockbadger and his brother David Johnson.

My stepsister Abigail DeYoung, whose mother is Julie Daniel of BRING recycling, and I had a trail leading through the woods of the Eight to the Dead Wood Booth where Abigail's mummy camped. We were 3 and 4, or maybe 4 and 5. My best friend Justine Porter (daughter of Bette Porter, Elder) and I would love to get fish and chips and 50-cent apple fritters from the booth that now serves tempura.

It was wondrous wandering through the pre-Fair Eight as a child. During Fair we had free reign. We would climb tall, three-plus-story booths into the heights of the oak trees. I had a medicine pouch containing a note and my lunch money and instructions to return to the Village (where we camped for years near Camp P.U. aka Marcola Camp) for dinner.

My sister Jessie Green (Shower Crew, formally Traffic), is three years younger. She enjoyed a fort camp on top of a booth in the Village during her teenage years until she was evicted when our mom moved to Africa for three years. It was because Jessie herself hadn't attended any Village meetings — never mind that our entire childhood was filled with the torture of being dragged to monthly Village meetings by our mother! I guess none of that counted.

There was no Teen Crew when I turned 13 and was required to purchase a pass. My mom was broke and demanded that I be given a job to get my pass like her. That first year, I worked at the unofficial Dog Pound, which was located directly across from Main Camp. I spent four hours a day untangling barking dogs' leashes from trees and refilling their spilt water bowls. The next year, I was assigned with a number of other youth to Main Camp. A man named Andy ordered us (dressed in sandals, shorts, dresses, etc.) to move a giant pile of lumber filled with nails into a dumpster taller than us, then he disappeared. We weren't up to the task, so we just stood around awhile.

I ran away from home the following winter at age 15, but returned Friday of Fair with no pass and hid in a tent during Sweep until my mom scored me a pass Saturday. I missed the next Fair after that. Then at age 17 (1989) Teen Crew was formed and I was assigned to Traffic Crew, where I worked until I started running the Showers.

I was so embarrassed of my first staff shirt. It said, "TEEN" on the back, and had a Star Trek emblem on the front that said, "The next generation." I wanted to be an adult so bad that I took a pair of scissors and chopped out "TEEN" from the back, and made that shirt into a scrappy little rag that barely covered my chest. I wish *now* that I had not adulterated that shirt, damn it.

I started running the Hospitality Showers, which happened to be parked directly above my camp on Snivel Lane in dahinda's acres. More than 20 years ago, there was no attendant on duty, so my ex-husband Mike Percilick (Construction Crew) had to shut them down to prevent gray water spilling into camps. The following

year, I requested a pass to run the showers and received a trade pass, along with Mike Percilick, my sister Jessie Green, and Julia Mooney. The next year we got passes for Dan Mooney (retired Shower Crew and Elder) and Jason Kellogg (Shower Crew). Then Shower Crew was joined with Hospitality Crew. They (David and Anne Marie, Natalie) used to push a cart soliciting treat donations through the Fair to serve next to the showers: the Night Tea House at Flowin' Notes Showers, which still remains.

Soon after, Leslie Scott, who was GM then, formed Crew Services and assigned Marshal Landman as the Coordinator. Crew Services included Showers, Hospitality, Drinks and Lanterns. Hospitality later moved to Main Camp, additional showers were added. Flowin' Notes was built by Dan Mooney and Jerry Shultz (formally Traffic, retired Shower Crew, Elder), and our crew grew from six to 15, to 24 and so forth until now we are a crew of 45, with six showering locations around the OCF grounds.

When our coordinator, Marshal, unexpectedly passed away the spring before Fair, I composed a letter to the BoD containing all of the crew leader's signatures requesting we co-coordinate our crew. I received push-back from management, but the request was granted by the BoD. Some years down the line, Hospitality became their own crew, and then Showers did, leaving Crew Services to handle drinks and lanterns. I was able to provide many staff jobs to my peers from Marcola who grew up at Fair, but were unable to obtain jobs when they transitioned from Teen to adults, essentially being cut out of the Fair they grew up in until the formation of our crew.

In 1999 I worked Fair while nine months' pregnant in the hottest summer in years. It was miserable. Thankfully my son Talon Percilick waited to be born until July 30. I raised my boy at Fair. He had Asperger Syndrome (high functioning autism), and unlike other kids on the Autism Spectrum, he didn't mind the stimulation of Fair. He loved to "hippie fish" from my camp with glow sticks on fishing line and prank people by making the porta-potties look locked when they weren't and stood snickering behind trees as he watched people wait for empty bathrooms. It was annoying, but it did keep the potties near our camp just a little bit cleaner.

Talon started working youth jobs in the Village at age 9, and by 11 he was independent at Fair during the day. He joined Teen Crew at 14 and worked with Archaeology Crew (swatting mosquitos with a zapper during walks) and then worked the Community Village Info booth until he was 16 when he got to work Back Stage as a runner. He loved it and he thrived at Fair. He died unexpectedly and tragically following that Fair less than a month after he turned 17. I was so heartbroken and devastated that returning to the Fair and running my crew in 2017 was excruciatingly hard. I couldn't have done it without being held up and supported by my good friends, family and crew members. There is now a memorial for Talon at Shower Central; please come visit.

I have two surviving children, Morgan (11) and Levana (9), and I am raising them both at Fair as I did their brother. Morgan has been working Village jobs a few years now and Levana is excited to join her brother this year. She also wants to sell her art in the Youth Booth just like her brother Talon did, and I hope to help her get that going this year.

I have stories about Shower Crew's expansion to six locations around the camping areas of the Fair, I have stories of my stepsister Abigail and I pretending to be Security Crew kids, sneaking into their showers when no showers were available besides the Ritz (which I still can't afford). I have more unsavory stories from my Teen Crew days when older men would choose me to sit up front of their trucks with them when teens were supposed to be handing drinks from the back to hot, thirsty Traffic volunteers. I have stories about White Bird abducting (rescuing) friends from our circle who overdid themselves, I have stories about hidden gates and playing "golf" with the now plugged up smoking trees throughout the Eight.

I have a story about the first Tent Tags when our friend Craig (Bee crew) hijacked the tags from Main Camp in rebellion and tagged everyone and everything, including our couch surfers in camp and passed out hippies at Main Stage.

I am 47 years old; I have spent almost every July of my life at Fair. I have stories about many people, some of which should never be shared, and some that most likely resemble the stories of the people of my generation whose parents started the Fair. We are now four generations (not me yet). Our parents left us this legacy and I desire to leave it to my children and their children. What luck to be born into this community that I would have chosen had I not been so blessed. Peaches and Love!

**I am 47 years old;
I have spent
almost every
July of my life
at Fair.**

Last year I made a commitment to improve our air signal. We have been exploring several options: moving the transmitter, adding a translator, changing frequencies, improving our antenna, and several combinations of these options. After many conversations, meetings, exploring and testing the FM band in the lower Willamette Valley, we decided the frequency change would be the easiest and the most bang for our dollars.

After the move, we have a much greater and cleaner sound in our coverage area. Parts of Eugene sound like downtown Veneta, in terms of our signal. Other parts, like my house in south Eugene behind a hill, the signal is so noisy it can't be listened to.

With FM radio, terrain rules radio frequency. FM is generally line of site. That is, the FM signal travels from the transmitting antenna to the receiving antenna in a straight line. If a hill is between you and the source, you probably won't hear it. The current transmitter/antenna of KOCF is the top of Lane Fire Authority's 80-foot tower in downtown Veneta. When comparing it to the surrounding topography, the antenna is 47 feet below average terrain. This is not good. Even 80 feet up the antenna, the radio frequency is still starting out in a hole.

Imagine you're in a slingshot contest trying to shoot a rock as far away from you as you can. If you're in a hole, most of your energy is spent going up out of the hole then away from you with what's left. Now imagine you're on top of a hill. All the energy is spent shooting away and the contour adds to how far the rock travels. This is why you always see radio towers on top

of hills and mountains; the higher up the hill, the further you can throw your signal and with less energy.

Phase two of improving our signal comes with new transmitter/antenna placement on top of a hill. We looked at Richardson Butte, just north of the Fern Ridge dam. There is an old 100-foot-tall television tower up there at 820 feet elevation. The current owners of the property won't talk with KOCF about placing our antenna. A new location being explored is the top of Bolton Hill, one mile northwest of the fire station. It's about 810 feet tall. This will get us above most of the Eugene hills and should enhance our signal dramatically once again.

Most of us don't know if we are getting hit with 10 watts of power or 10,000 watts of power. If the signal is clear on the radio, we don't care. Here is the difference: If it is 10 watts after about five minutes of driving away from the radio frequency signal source, you can't hear it any more. If it's 10,000 watts, you can drive away from it for an hour or more. Bigger slingshot!

Why is any of this important? KOCF-FM 92.7 is a part of Fair philanthropy. We inform, educate and enhance the image of the Oregon Country Fair organization to our listening audience, our community. The better our signal is, the larger our audience and the better it has an opportunity to hear and understand that the Fair is so much more than just a three-day event each July in the Fern Ridge area. We are an intentional community, building community, and helping others.

That's a wrap.



by Bryce Gray, for the team over the years at Booth 210

Goddess only knows what year it was — '83 or '84. It was some time when cars and trucks still rolled into the Eight in a cloud of dust on Sunday nights.

We were packing up when a young man came into our booth, asking "Please, can you help? My wife is in labor!" We had the biggest tent in the neighborhood, though White Bird was fewer than 100 yards away. But we said, "Of course, it's yours." My family packed up their gear, left them our bed and we thought to ourselves, "Only at the Country Fair!"

We nestled down in the thick mulch of the Long Tom's banks, and were joyfully awakened Monday morning with the yelp of a newborn. Then they left as quickly as they came, with a child who can always claim "I was born at the Country Fair, under the Dancing Tree!"

Crowning Performances

by Danusia Brandstetter
Creates and sells feather fairy crowns at her booth,
Crafter Feathers by Danusia

One year — and it was the last day — we had 8 crowns left and the crowds seemed to be thinning. I said to my friend Sharianna, "Why don't we give away these last crowns?"

"Danusia," she replied, "why don't we ask them to perform for you and then they can earn a crown. You haven't been out to see the Fair and I think you should sit here on this tall chair like a queen and I will bring the performers to you."

OK, so I sat, and Sharianna went off into the crowds and soon returned with two very very big young women. They said they had been visiting pagan festivals all summer and were just blown away, and they were going to scarf dance for me. They stripped off most of their clothes and swirled and twirled for about 10 minutes and picked their crowns. Sharianna brought in the next performer, and this woman sang me a song she had

written with an operatic voice. She picked her crown.

Everyone stayed after picking their crown because they wanted to see the other performances. Two little girls did their rendition of the *Lion King* song. Another woman said she didn't know how to do anything, and the previous singer said, "I will teach you a song and we will sing it together." They did.

After everyone left, Sharianna told me the young woman who claimed she couldn't do anything had been to our booth the day before. She had tried on a crown and loved it, but didn't have the money to buy it. The last crown that was left, the one she chose for her reward, was that exact same crown that she had wanted.

An example of Country Fair serendipity and one of my favorite experiences. We have tried to re-create this by wanting to give away left-over items, but we could never successfully re-create this event.

Things You See at 3 am

by Sandra Parnette, aka Rascaleeee, Security Crew

I have been attending the OCF since the mid-70s and in 1980 joined the Security Crew. By 1981 I had my own crew. Our official working place and time was Neighbors 10 am to 2 pm.

We patrolled a great expanse: Suttle Road, Main Gate, Aero Road and Chickadee Lane. There were no "Keep Out" or "respect our neighbors" signs at this time blocking off driveways, so being a crew of six, we stayed on the move just to cover the territory. It was basically "Traffic" as much as "Security" work. (Same As It Ever Was.)

Anyway, this particular year I had enlisted the help of three dentists and their SO's. At the time I was part owner of a dental lab in Eugene and knew and worked for at least a dozen dentists. It was very late on Saturday night or, shall I be more precise saying, it was early early Sunday morning, probably around 3-ish. We were all back in camp around the fire laughing and sharing stories of another great day. Then it was time to say "good nitrous," (dentist joke) and they all slithered off into various tents for a little dreamtime.

I was suddenly extremely excited to notice that no one — *not one dentist* — had brushed their teeth! Unheard of!! I was so thrilled to witness this unbelievable (if I hadn't seen it with my own eyes) event! I had them now! Ha Ha!

I could hardly wait until we met up again for shift. I gathered up the crew per usual, preshift positioning, and then proudly announced my observation of their poor dental hygiene hours previous. I really thought this was a dental bust.

But then, my own good buddy and personal dentist got in the last word and said: "We flossed in our sleeping bags."

Ya right. So funny.

To this day, I am still thrilled to know that a dentist (or three) might not brush (under extreme circumstances) before bed. It was the early '80s after all!



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**BOARD OF DIRECTORS'
MEETING
JUNE 23, 2019**

4 pm, OCF Site, Alice's Fire Pit

(subject to approval by the Board at the September 9, 2019, meeting)

Board Directors present: Aaron Kenton, Cynthia "Peaches" Peachey, Diane Albino, George Braddock (Vice President), Jack MARCHEK (President, alternate), Jon Silvermoon, Justin Honea, Lily Harmon-Gross, Lisa Parker, Paxton Hoag, and Spirit Leatherwood. **Board Officers present:** Hilary Anthony, Lynda Gingerich, and Kimberly "Kimmo" Howard. **Staff present:** Crystalyn Frank, Mary Callaghan, Shane Harvey, and Stephanie Talbot. Plus 50 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 asked to put the authorization of the Executive Director hire at the top of the old business agenda.

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

- Transparent open meeting laws — Aaron
- Closed session recording and minutes — Aaron
- Create ad hoc committee regarding Code of Conduct — Aaron
- Consider Office Task Force recommendations — Lily
- Board member job description — Lisa

Announcements

Grumpy said Maple Gate would be open on Thursday before the event.

Peaches gave a shout out to the volunteers working hard on site to get ready for event! She acknowledged new construction and tree clean up, and said it was super-busy and awesome.

Stephanie announced the opening of an OCF exhibit at the Collins Gallery (Multnomah County Library) in Portland — Party with a Purpose: 50 Years of the Oregon Country Fair, which runs through August 25, 2019.

Justin reminded booth vendors of the price increase of vehicle sticklers and wristbands as of July 1, 2019. He also spoke of the need for people to have wristbands to be onsite for the Fourth of July celebration.

Lisa said Anita Sweeten of Phoenix Rising passed away in June.

Jack said Doug of Construction Crew also passed away.

Jon P. said any Elders should contact him about getting a wristband for the Fourth of July celebration.

Staff Reports

Crystalyn: She said the OCF site has been incredibly busy, things are going well and it's nice to see people working together for Team Fair.

The opening ceremony at the Lane County History Museum was a phenomenal success! A huge shout out to Cynthia Wooten for organizing it and Stephanie for helping; it went really well.

The City of Veneta Kiddie Pool has opened with a park expansion. The City of Veneta May-

or has declared July as Oregon Country Fair month.

Shane: He gave thanks to all the Pre-Fair crews for all of their work and long hours due the extensive storm damage. The idea for grassy paths gave way to needing to clean up the branches and limbs. Special thanks to Construction, Kitchen, Camping, Site and Tree Crews and for George's dump truck. Shane said it is a privilege to work with such awesome volunteers.

Committee Reports

KOCF: Dean provided the following report to the Secretary:

Last Monday, while I was visiting Veneta to reset our CPU 1 remote control software, I received a call from the Federal Communications Commission. This was my first ever call from the FCC and it was very casual. I was halfway thinking it was a hoax call. But she started talking about our recent filing of form 316 which transfers control of the license from the old Board of Directors to the new Board of Directors. This form (transfer of control) triggered the need of the new Board giving me authority to file official FCC documents for the Board. The old Board had given me that authority. I have communicated earlier this week with Jack and George requesting this permission. Not knowing whether or not this would need to rise to the attention of the full Board or if it could just be business the Board chair could attend to. Without this permission, the Board chair will have to sign all KOCF filings with the FCC.

Marshall Peter (KOCF, Advisory Group Chair) and I met last week with Kyle Schauer, Public Works Director for Veneta to begin negotiation for a transmitter site to be constructed atop Bolton Hill. Kyle is working with City Administrator Ric Ingham, to figure out the details of our request that will be made to the City Council. We hope to be able to begin construction of the transmitter site this fall. Our estimates show cost for the project could run as high as \$16,000. KOCF does not have that much on hand currently, but we anticipate with our current cash flow that we will have it by the time the project concludes. This would not be possible without the generous support of the staff and Board of the Fair. Thank you.

Our volunteers are busy getting ready for the Fair with booth decoration projects and schedules to cover shifts at the Hoarse Choral stage and the booth. There are plans to offer hourly live cut-ins on our regularly scheduled programming using the new expanded internet capacity being offered by the internet team. We hope to provide important updates about campgrounds availability, traffic and parking updates. We hope to get tied into the media coordinators, Neighborhood Response Team, and others to gather the information for these updates. They will occur near the top of each hour.

Peach Power Committee: Paxton said the new solar array has nearly doubled our power capacity. It was an amazing project because it got support really quick and is one of the fastest projects he's seen get done at the Fair. It is similar to what a home solar array would look like and a signage will be added to help explain the nice upgrade.

Peaches gave a shout out to George Patterson who was the project manager and facilitated it happening quickly.

Member Input

No member input.

Treasurer Report and Budget Items

Lynda: While most people are fully focused on this year's fair, as Treasurers, we have already started planning for the 2020 budget season. I apologize in advance for the amount of information I'm going to give you right before the current year's event. However, as we continue to strive for full transparency, we feel the need to start communicating now. And this is not the last update on these topics. I will continue to provide updates as we move into full planning

mode for next year.

Our takeaway from the 2019 budget season was that the process has become too huge and unwieldy. Given the size, scope and complexities of the Fair, if we want to continue with good financial governance over the budget, the current process is not sustainable.

1) Our first area of focus is to look at various types of passes and the variety of prices and streamline them wherever we can. We started by looking at passes with relatively low usage. This is a list of the changes that will be proposed for discussion:

Eliminate purchased \$10 youth passes. Age 13 and under would be free for Fair family. They will need a wristband, but at no charge. The revenue impact based on 2018 is about \$2,500. The amount of revenue generated does not cover the administrative burden of allocating the passes and collecting the funds.

Worker Day Passes for Wednesday and Thursday would be free for everyone. Currently they are free for crews but booth people pay \$10. (Fri./Sat./Sun. are \$20). The revenue impact based on 2018 would be \$4,700. The revenue is negligible for the overhead cost of managing the passes.

Elder Worker Day Passes would be \$20 for Fri./Sat./Sun. Currently they are \$10. Very few of this type of pass is sold, 55 in 2018. Elders can still take advantage of the Worker Day Pass option at \$20 or the \$40 weekend wristband.

We will be meeting with the Booth Reg folks to see if there are additional changes we can make in that area. As an example, only booth people use a special \$100 supplemental wristband. We'd like to see if it's possible to streamline that price.

We are open to suggestions on other ways to standardize pricing and reduce the number of different types of passes, so please reach out if you have ideas. Every new type of pass and new price adds another level of difficulty to the budget process as was painfully apparent most recently with the addition of a new vehicle sticker for the winery.

2) Our second area of focus is around capital projects. Learning from this past year, we see the need for additional governance and planning for our largest projects. We have two proposed changes for discussion in this area:

For any projects over \$5,000, it would require a management sponsor. Large projects often need coordinating across crews and with the Site Manager. This provides a benchmark to help determine when that is needed.

Second, for any projects with a management sponsor, approved funds could be carried over for a specified term. For example, the rebuild of Main Stage is a very large and very expensive project. It requires longer planning than the time allowed after the Board approved allocation of funds in March to the event in July. By allowing funds to be carried over for additional terms, crews and management can fully plan the project without the constraints of losing the budget after the current cycle.

3) The final area of proposed changes is within the budget calendar and process itself. The most cumbersome and complex part of the budget cycle is the budget request form. While 2020 is year one of a two-year cycle, we are not planning on sending out budget request forms. Unless there is a change in crew structure, a large land acquisition or major change in scope requested of a crew, the expectation is that budgets will not change year over year. We understand that some budgets will need incremental increases due to cost of supplies and services, but the number of wristbands required should stay the same.

Our goal is to send out transaction reports to all coordinators in August as well as a form, due in September, that allows for feedback on previously unexpected budget needs. The idea is that the transaction report would be used as a basis for budget requests and any changes would result from something specific and documented that happened during Fair. We will continue to talk about this process because it is a change for coordinators.

The yearly financial planning meeting is tentatively slated for the week of October 21 or 28. This would allow newly elected Board members to attend.

And finally, the proposed Revenue Projections will be presented to the BoD at the December Board meeting instead of the November meeting. This allows new Board members at least a small amount of time to get acclimated before having to vote on prices. Also, by December we will have a better idea of spending requirements. This gives the Board the opportunity to adjust revenue to accommodate additional funding needs.

As always, thank you for your careful stewardship of our shared resources. This is a big year with a lot of spend so your management is more important than ever.

Hilary: Some of the ideas Lynda mentioned will be presented to the Financial Planning Committee. We hope to simplify some of our things. We have an incredible amount of granular data on operations through the budget process. At this point we are really good at capturing this information, even in our QuickBooks system. To move forward, we want to focus less on the granular detail and more on the big picture of our needs so that the Board and Management use the financial system more to steer planning, rather than to plan in the short term. Our goal is to focus it bigger, more outward and long-term.

Crystalyn said ticket sales are almost double from last year. Our advertising crew and Stephanie have been doing a really good job. People are very pumped for our 50th!

Shane asked for an additional \$780 for the solar array rail structure to fit the new panels.

Paxton moved and Peaches seconded to approve an additional \$780 for the solar array.

Hilary said the Peach Power Committee has to approve funds from their budget, or the Board can approve to take it from the green ticket money.

Paxton moved and Peaches seconded to approve an additional \$780 for the solar array from green ticket money.

Motion passed: 10-0.

Old Business

Peaches moved and Justin seconded to approve the June 3, 2019, meeting minutes.

MEMBERS: FireDIC questioned the CRG report was missing in the minutes.

Spirit moved and Aaron seconded to amend the minutes to include the CRG report.

Crystalyn clarified FireDIC's CRG report was published under Committee Reports, and his additional comments were published under Member Input.

BOARD: Jon S. suggested to amend the minutes to show FireDIC's member input comments were in response to the CRG report.

Spirit moved and Aaron seconded to amend the minutes to show FireDIC's member input comments were in response to the CRG report.

Motion passed: 10-0.

Jon S. spoke about the Executive Director Search Committee and said it was a long and involved process, they put in a lot of hours, and he thanked those who served. There has been a lot of interest in knowing what the process was, what steps were taken and what the committee was looking for. It is the committee's intent to meet after the hiring process ends and prepare a report for the Board, most likely by the August Board meeting. The report will not include the names of everybody who applied, as it is best practice not to reveal names of job applicants and will remain confidential. Any applicant can communicate they applied if they choose to do so.

Jon S. moved and Diane seconded to approve the Executive Director Search Committee recommendation as supplemented by the Board and authorize negotiation and execution of terms and conditions of employment by the negotiating sub-committee and ED Search Consultant.

MEMBERS: Jon P. asked if members would get to know who was being recommended, and Jon S. replied no and said a name would be confirmed when hired.

Palmer asked if this means the committee has reached a conclusion and this search process will not be ongoing. Jon S. said he hopes the committee is successful in executing terms of

employment, but there is always the possibility it is not.

Tex said it sounds like the next step is making an offer to someone who may or may not take it.

Ann thanked everyone on the ED Search Committee. They had mandatory meetings, numerous times, and it was not easy. They also have confidentiality issues in keeping names private during the process, which we should all respect.

Palmer also thanked everyone on the ED Search Committee. He knows it's loads of hours and is the first hiring committee he has not been on in decades. Regardless of the outcome, he offered lots of thanks and appreciation for the hearts and heads who worked on this.

Shanay asked what the time frame would be to announce the grand reveal. Jon S. replied, however long it takes to execute the terms and conditions of employment. He said he did not want to speculate.

Amy reminded the Board, although the Search Committee has done a wonderful job and worked tireless hours, the Board is not required to hire either candidate. In her opinion, neither is qualified and they will get eaten up and spit out pretty quick. They are not qualified for the leadership position and she hopes the Board goes back to the drawing board in looking for a qualified candidate.

Somerfield wanted to clarify, since the ED Search Committee was formed, the priority has been to desperately find someone to be the leadership of this organization. He hopes that continues to be the priority. To a point of not being able to be understood by everyone and why it is so important, we get that this role needs to be filled. But the desperation has seemed out of place at times and right now it seems there is a lot more hesitation. He does not necessarily understand it, but he looks forward to understanding why it has changed.

Brad echoed Palmer, and said it was hard to be on the other side of the hiring process but understands why the Board has made the motion. He wants us all to think about why it is so challenging for us, as an organization, to fill this position. Personally, he believes we are a hard group to lead, but it hurts his heart to say that. He said it's great to be back on site and feel what it's like to all be working together on a goal.

Brad said the last few years have been very challenging and he wants to extend his best. It's a good time to reflect on what we all bring to the table in terms of what is it to lead this organization, and wish whoever is hired for this position the best possible outcome because we need it move us forward into our next 50 years.

BOARD: Jon S. wanted to thank everyone who came to the public part of the process, everybody who watched the YouTube video, and participated in the feedback survey. He thanked those who took the time to provide their input and said it was an interesting process.

MEMBERS: Jon P. asked if the input from the surveys had a significant impact.

BOARD: Jon S. said the impact from the surveys was considered.

Spirit felt the process was thorough and improved upon for hiring practices, as far as she can remember. She personally trusted the consultant, does not know if it was perfect, everyone tried really hard and thinks it was successful. To her it does not feel like desperation, saying it was a lot of hard work that got us here.

Spirit understands the candidate public presentation we had was titled interview, and led people to have expectations of what they should have been presenting. Having an hour and a half window for each candidate is not going to give you a good picture but gave an idea of who these people were.

After her experiences with other interviews the Board had with both candidates, Spirit is excited to support this and thinks the committee did great work. She thinks the candidates are both qualified. There will be a steep learning curve because this is a new position for our organization. Spirit fully supports the finalists and welcoming somebody new into the family, and hopes everybody does the same with open arms.

Diane thanked the committee and said it was a privilege to be involved. She really wanted to thank Jon S. for his tireless efforts to herd cats,

and gave up his sleep to continually push the committee to move forward.

Paxton also wanted to thank everyone and said it was a long seven-month process with an amazing amount of work. He has been involved in many of our past hiring processes, and this was by far the best process he has seen and most complete to go through. He also said he has feeling of success.

Motion passed: 10-0.

Jon S. handed out copies of the OCF Operations Manager Job Description. To give some background, he said there has been a lot of commentary about this on social media, a lot of assumptions being made, and he wanted to provide some information before the motion is made. First, once the Executive Director is hired, the Operations Manager's authority as GM and the associated pay scale will expire. Then the OM will go back to the job description that is in place, which is a 2012 job description. When the ED job description was developed, the relationship between the OM and ED was described in that description. The relationship is different than the relationship in the current OM's job description, between the OM and a GM. There are duties implied in the ED's job description for the OM that are not included in the 2012 OM job description.

When the Board went through the process of developing the ED job description, the Board and the Personnel Committee at that time discussed there was going to be a need to update the OM job description. Jon S. said he wanted to apologize to the new Board Members elected last fall, in that he did not provide that background information to them and was something discussed in the past.

One of the things that will happen when the ED comes on board, is the OM goes back to their pay at the time they were given those additional duties. The current OM job description has the OM as a supervisor over the Site and Facilities Manager. When that pay reverts back to the previous pay level, the OM who supervises the SM will be paid less than the SM. So, we will have a female employee in a supervisory position being paid less than the male employee that she is supervising. Oregon passed the Equal Pay Act, and last year it came into effect. The Bureau of Labor and Industries implemented the regulations implementing that law January 1, 2019.

Jon S. believes that paying a female OM less to supervise a male employee is a potential violation of the Equal Pay Act, and that needs to be corrected. He says this not simply coming out of thin air — he has 20 years of nonprofit management experience, including human resources. So, when folks say — "Did you consult with a HR professional?" — he confirmed he is a human resource professional. That is one of the factors that went into play in considering if the OM's salary needs to be in accordance with the Equal Pay Act. To set a salary, one of the best practices in human resources is looking at the duties and responsibilities for the position of which you are setting the salary. That is another reason to update the OM job description, to reflect what the expectation is given the ED job description.

The Fair has been moving to establish pay ranges for all job descriptions, which is why the updated OM Job Description has a salary range. Some folks have asked if this will be a conflict with the new ED and somehow have an adverse effect on our ability to hire somebody. Our ED Search Consultant was asked to give their input as to whether revising the OM job description would have an adverse effect with getting a new ED on board or get an ED relationship. The consultant said they did not see any problem with doing that. So, the ED Search Consultant was consulted about the effect this might have, and it was his professional opinion that it would not have an adverse effect.

These are all of the factors that went into play in updating the OM Job Description, Jon S. said. He realized in mid to late May that we had not moved on doing this, so he created a first draft and shared it with the Board Members and Officers (so the Treasurers were also included), and individuals on the committee. The draft went through a series of changes after feedback was given, and was also shared with Crystalyn.

It is typical HR practice to share a job description with the person doing the job to make sure you capture everything that person is actually doing, and that there is clarity. That is how Jon S. came up with the OM Job Description. Any Board Member can bring any item of business to the Board for consideration. This is not a rogue act on his part, as some are saying. That is his opinion and others are entitled to their opinions. But he hopes the discussion can focus on the merits of the draft job description because that is what he will move to adopt.

Jon S. moved and Paxton seconded to adopt the draft Operations Manager job description, last modified June 23, 2019.

MEMBERS: Karl wanted to clarify that the updated job description represents what the OM is actually doing, and if it was changing the scope of the role. Jon S. replied that it incorporates those things in the ED job description that pertain to the OM. There are some things in there that are not in the current 2012 version. There are some things the OM is doing now that is the result of being given the GM authority, and some of those things are staying with the ED. So, what Jon S. tried to do was look at the 2012 job description, the GM job description and the ED job description and contain elements of all three.

Fire Weenie thanked Jon S. for all his work. His big concern, having attended the roll out with both candidates and how they would deal with the organization of the Fair for the next 50 years, is both candidates talked about looking at the organizational chart, revising job descriptions, and having a role in that because they will be in charge of that sort of thing. To have that piece of their job duties and responsibilities taken away from them, before they have any input on it, is concerning to him.

FireDIC commented about process. His understanding is the reason something goes on new business and waits a month to get on old business is for the family to be able to absorb what's being proposed, and provide intelligent comment and input about it. The last modified date of the job description was June 23, 2019, and he is not aware of it being published anywhere in final form. FireDIC thinks if something is put on new business, it should be ready to be published and out there for anybody to read, and amend it at the meeting if it's going to be amended in order for the family to be aware of and comment on what is going on. He thinks the motion should wait at least another month, because really this is the first time it's being published.

STAFF: Stephanie spoke to Fire Weenie's comments and said once an ED is hired, it does not preclude any action of them. As Spirit mentioned, it will be a steep learning curve. If anyone came in the first month of being hired and said they were going to rearrange the job descriptions, it would not be a good move on their part. Having a clear job description for all the roles and a new role we've never had before, and clear expectations for how things will go forward is a good start to this path. Down the road once the ED has absorbed all the information, then they can make an informed decision about how they want to reorganize the jobs. Being a Staff person, clear expectations are important.

MEMBERS: Brad said as a longtime Personnel Committee member, he agrees with Jon S. that a plan was there to revise the OM Job Description and should have been done sooner in the process. Since we are on the verge of hiring an ED, it is totally incumbent on the Board to deal with this now, given the way the salary reverts when the ED is hired. Timeliness is very important, and he urged the Board to move forward on it.

Jon P. agreed with several prior comments, and said he has been asking for proposed job descriptions for a couple of weeks from a lot of people and nobody was able to share it with him. Now is the first time he or anybody else in the membership has seen it, to his knowledge. He thinks membership input is really important in all these things, but said you can't have informed membership when you are asked to absorb a complex thing about a complex issue in 15 minutes right here at this fire pit. The sug-

gestion to wait at least a month to consider this in detail makes total sense to him. He said the whole family should have some context to what changes are being made.

Personally, Jon P. thinks it would be a real mistake to make any kind of change in the job descriptions that didn't exist during the hiring process, before the ED is onboard. He also thinks extending the pay of the current OM as it is, through the onboarding process, rather than making it like a light switch when the ED is hired, as that would be more practical. He knows Jon S. has done a lot of thorough research on this, but there are actually a lot of people sitting in this circle who have decades of administrative and human resource experience. Other people may have different perspectives than Jon S.'s, and those folks should have an opportunity to absorb what this says and means, and then provide input to the Board.

Jen Lin said job descriptions are living documents that should grow with the job to meet Fair needs. It should be something ongoing the lead professional or ED is doing to meet the needs of the Fair. This OM Job Description reflects the current needs of the OM at this time.

Sandra said since the prior job description originated in 2012, she doesn't see there is suddenly a big rush to update it. A policy was put in place in the ED job description for them to set goals and work on job descriptions, and we should let the process play out because it is an important process. She said it is also important that people get paid for what they do, and said it was excellent idea to extend the authorization for the work the OM is doing now until sometime in the future when we feel the onboarding of the new ED is sufficient for them to take things on in a thoughtful, careful and systematic way with plenty of input from affected parties.

Sandra does not believe that kind of global input has the opportunity to be given in this, almost short-circuiting the work we'd like to see go into changing these descriptions. She also said it does not seem to be part of a governance Board, which disturbs her as well and hopes the motion is put on hiatus. Not speaking of the merits of the description, she thinks the ED has to be more involved in finalizing and implementing of it.

Grumpy thinks we should pass the job description, and agrees with Jen Lin that it is a living document and can be modified at any time by the Board. If the motion does not pass, he thinks the Board should at least extend the pay as it's been and would hope someone would move to amend and put the new salary range in. Grumpy questioned if the ED or the OM chooses the management team. Crystalyn clarified the management team also consists of other management Staff, and the OM would be responsible for picking the BUMS.

Marlene seconded a lot of what Grumpy said. She thanked both Crystalyn and Shane for all of their hard work, and thanked Jon S. for keeping on track with the committee work and following what we we're supposed to do to with equal pay because it is really important. She thanked the Board members who were actually paying attention to what Jon S. said, and not the person who was texting on their phone.

Ed said there is a big fight coming if the motion passes. He said it was ridiculous, it was not in the minutes, there was no announcement it was coming up and once again we are in a situation where paid staff are ahead of the people who run this organization — the volunteers. This organization was built by volunteers, not by paid staff. He said when the money runs out, the paid staff will be gone and you will be left with what volunteers you have. You need to take care of these people, that is why there is a Fair, plain and simple.

Mouseman said reason we don't have an ED, or some executive position since Tom Gannon was not rehired, lies with the Board. We have had years of no leadership and that guilt or responsibility lies right there. This whole tumultuous situation should have been attempted to be rectified long ago. For membership to be give this piece of paper that's supposed to describe the changes here with only 20 minutes before a vote, he wonders why the information was not given out last month, and that is why there is new business moved to old business. He said

was it was disrespectful and highly suspect that this change would be thrown upon us now.

Mouseman continued, we've been living in disarray the past few years, and try and do this in 15 minutes is absolutely disrespectful and he suspects the motives here. And, to throw out the female card right now, we know who we are. We respect females, but to say oh, we might get sued or are going to be liable for something that we haven't been for the last three years, that is a curveball too. At least, the OM pay should be extended until the new ED gets his feet under himself and gets to know the Fair. But the fact that the ED doesn't know enough about this Fair, makes Mouseman wonder if he is even the right person. To make this motion and follow up on it now is absolutely wrong, and he also agrees with Ed that there will be a lot of push-back behind it.

Michael James Long questioned if the document could be modified, since Jon S. referred to it as a draft but the discussion was leading him to believe it as a final document. Jon S. said it's a draft until approved.

Dean thanked the committee members who worked on this document, especially Jon S. for leading it forward. We vote for our Board members and ask them to be the leadership of the Fair in taking on the work that has just been handed us and that we expect them to do. He echoed Brad's comment about us being a difficult group to work with and this conversation is evident of that. If this is not voted on, we could be in situation where the ED and the OM have the exact same roles because their job descriptions have overlapped and potential for conflicts happening. Hopefully this will be voted on and pass.

Cotterpin expressed gratitude to the Board for empowering the OM with the authority these past three years to keep us afloat through so much turmoil and change. She loves this organization and this event, and is glad we are able to do it. Our Staff and volunteers together make that happen, but somebody has to sign the checks and permits, and she thanked Staff for making that possible. Cotterpin thinks it would be unfair to keep the current employee in flux as OM as they take on yet another significant task, in a long list of significant tasks which they have been asked to take on since originally applying for the Assistant Manager position within our organization. That task will be, along with the Board, to help our new ED be successful in this family, this new role, and this organization.

As a special events manager herself, Cotterpin believes this is a fair and thoughtful job description, which gives our current employee clear expectations for success. Cotterpin attended Humanistic Intervention training again today, and reminded everyone that Zak teaches us that we must always assume positive intent when we want to work together. She hears a lot of assumed and accused negative intent in this discussion. As a Fair baby, and someone who was raised by this community to be the best she can possibly be, she rejects that assumed negative intent, and replaces it with the positive assumption that the people who put this job description together, especially Jon Silvermoon, did so to help the organization, to make us better, and to help us go forward.

Ann thinks would be appalling if we don't address the OM salary. We know that women earn 75 percent of what men do. To have white men sitting here saying they do not want to address this description or salary is appalling to our goals, our Code of Conduct, and our vision.

Palmer wanted to acknowledge that Shane and Crystalyn were co-joined at the hip as a management team. The Board elevated Crystalyn. Sure, it also takes Stephanie, other management and volunteers, including those who started as volunteers and were foolish enough to take a paycheck from this organization. With those making negative comments about Crystalyn and the job she did, Palmer is not quite sure why she is still here listening to it. This job description is something that makes it possible for her to do what she is supposed to do for us. She should get more money, and anyone who takes a paycheck from this organization should get more money. Palmer asked that we please treat Crystalyn and management the way you would like to be treated and respected.

Bryon wanted to give more time to Ed.

Facilitator Sam said Ed had already spoken. Ed decided to leave the meeting, and Jack and others told Ed he did not need to leave. Many members on both sides of the issue were speaking over each other.

BOARD: Jack asked to get focused and keep dialogue civil and respectful. What is on the table right now is what we are discussing. We can keep it intellectual, civil and the way we do our best work because we need to focus, and we have important things coming up. Please, let's mind ourselves. We don't need to be over verbose; we just need to state our opinion.

MEMBER: Joanna said in reading the job description, it is not clear to her what the organizational chart is. She is also unclear if that falls under the Personnel and Policies Committee or the Board. With all due respect to the work that is ongoing right now, she would like more clarity about the OM position directly supervising the SM, and how the ED is involved. An organizational chart could be created for membership, and be thinking how the transition process will go. We are going to keep doing this difficult work together.

As a professional woman who works in the energy industry and is often the only female in the room, Joanna feels pay equity is a huge deal. She cringes a little bit at hearing the words "because we have a (insert gender) in a role we need to make a change." She does not think that is what the law is about, and ultimately it is best practice. Like Jen Lin said, you come up with a job description that fits the organization's needs and goals at the time, and work to fill those with the best candidate. We have a position that is filled by the person who is the expert in this role at this time who happens to be a woman. It's complicated, but it sounds to Joanna like the fairest thing to do is extend the OM's current pay for an overlap period when we bring on the new ED, and allow the ED to be included in what the organizational chart will look like.

STAFF: Crystalyn said organizational chart would be the one the Nonprofit Association of Oregon consultant recommended, and the OM would supervise the BUMS. But she can also see the ED making rearrangements. The 2012 OM Job Description has the OM supervising the SM, and the OM salary would revert to lower than the SM salary.

Crystalyn also commented on the misogyny she is hearing in the meeting, and something she has faced since the day she started working at the Fair. As an organization, she hopes we can stop allowing that.

BOARD: Spirit said she hoped Jon S. would remove the motion for now, and has process questions. She wants to add new business and move to old business: extend the temporary OM salary through, at least, October 2019.

MEMBER: FireDIC suggested the motion could be amended instead.

BOARD: Diane said job descriptions get updated somewhat regularly, or irregularly, by the PC. There are many things the PC does that is tedious and time consuming. She said she was on the PC for many years, and she is amazed at the interest in this job description and has never before seen such interest or requests to review. She heard an accusation that this job description might have a hidden agenda, besides just getting pay equity and clarity on making an old job description fit with the most recent job description. Diane wonders if there is a hidden agenda on the part of some people the Peach Gallery, because things are not making sense to her and why people are so hyper-knickered in a snit over the job description.

Justin thanked Jon S. for his work, it was a task and is needed to provide clarity and support for the inbound ED. It helps outline what is currently going on, as and somebody who reworks job descriptions often. He agreed it is a living document that is reviewed and updated as things change, and does not see it as an insult to the ED or taking away their authority. It is codifying the existing role and providing clarity to the inbound ED so that they can have a conversation about how they will function as a team. This is a great starting point in order to do that. To align a job description with a pay increase, or codification of the existing pay, is just smart. In his experience, that is how things

work. After seeking advice from the Board and our consultant, Justin believes this is important work that must be done.

Lisa thanked Jon for all of his work on this.

Paxton said this was expected from the PC and glad it's finally getting done. It has been needed to be updated, and this reflects the work being done now. He thinks the ED will review it and make some changes. At this point in time, it's up to us to bring it up to date.

Aaron is not going to address the job description details now, but wanted to discuss when this should have been brought forward to the Board. She said this is very operational. We just voted to hire an ED, and the ED is in charge of hiring staff. The NAO Organization Chart shows the ED in charge of everyone. There is no one under the OM except for a shared office assistant, and the ED may change that when they get onboard. This job description shows almost the exact same authorities as the ED and relationship to staff. If the Board is going to write a job description, which is what we are doing here and Jon S. has made a start, none of the Board has discussed this line item by line item and Aaron does not feel that is the Board's job. It's the job of the ED to do this work with his staff.

Aaron sees the biggest problem being talked about is salary. This job description shows a large increase in the OM salary. We do not currently have evaluations on the OM performance, and it does not make sense to do that. We don't normally have that kind of conversation in an open session. Personally, Aaron does not support passing the motion and said there are many things in the job description that should not be. She thinks the ED should write it, and we should consider passing another motion to extend the OM salary to ensure appreciation and being paid properly. We should give the ED and OM the chance to work together to figure out what their job descriptions are, rather than providing a document that would be hard for an ED to sit down with and pull apart. It is better for the ED and their staff to work on it together.

Spirit wanted to also be able to see the ED job description, listened to what Jon S. had to say and also likes to hear what membership has to say. She said she asked numerous times for an update on the OM job description this year and was told the 2012 version would suffice. There is a lot of supplemental work our OM has done because it needed to be done. The instinct was there to do that, and Spirit has trusted that and thinks we can continue to do that. She thinks the OM Job Description is absolutely operational and questioned when the Board was involved with interviewing the candidates if the Board was really transitioning to governance.

Spirit said the Board should "walk the talk" and try to be governance Board they need to be. We are hiring somebody we believe has the skill set to analyze our internal structure and systems, and work collaboratively with the staff to review the old job descriptions. They may be able to minimize and lessen the duties of the OM, who has already taken on so much, and relieve some of the pressure. Spirit said she would rather the job descriptions were built up instead of being torn down. On gender alone, this could look bad especially if the new job description required lesser pay for less duties. Hypothetically speaking, Spirit said it may not look good, and when talking about misogyny it really wouldn't look good if a new male authority had to take down the job description and the pay. She said she would rather have them work together and build it up.

Spirit continued, there is a lot of talk about assuming best intentions and everyone wanting that, and the same folks are assuming negative intentions. She said this was not done in due process, where previously an entire Board would direct the PC to develop or revise a job description. The Personnel Committee has been restructured to a Personnel Policies Committee. It is no longer their role to work on an operational job description. Spirit is not sure who all on the committee worked or was consulted on the OM job description, but said it is not their job to determine the OM salary range. It is the job of the ED who we expect to take this role on.

The timeframe is also hard for Spirit, because it was clear to her this would be a contentious conversation because it was out of due process.

She feels Jon S.'s term 'rogue' is exactly what happened. As a Board member, Spirit said if she were to go work on her own on a significant personnel matter and consulted with the employee then she would be considered wreaking havoc. A lot of people are assuming things because there was no communication by the maker of the motion. Membership is just now seeing this for the first time, and Spirit did not want the document handed out as the shiny object in the room because there was no due process. It is not the role of the Board any longer.

Spirit said she may be wrong, but did not see where in the past the Board directed anybody to work on it as Jon S. assumed, on his own. She appreciates all the hard work that went into it, and would like it to be a document that the new ED looks at and considers because it is a great source of information. It does not need to be passed today. The intent may be positive, but we have to go back to what our role is. We just passed a motion regarding the ED hire, and Spirit did so having full confidence this person will do what this person needs to do. She hopes the Board considers this, trusts and has the confidence in who we hire. With all due respect, we did not hire Jon S., don't know his resume and did not direct him to do this.

This is tough for Spirit; she is a process person and really hopes we can give full confidence and trust into our new hire. Hopefully that ED will have full trust in the operations team to carry on and help guide him through the process. Otherwise, what are we doing in hiring him? Spirit wants to move forward with trust and confidence, and maybe we can pass the agenda item for Crystalyn to receive the pay she deserves through this transition. She also thinks a fine ED will make sure Crystalyn is paid adequately for the work she does, equally.

Peaches said when Jon S. first sent out the job description to the Board, she wondered what the process was that brought him to do the work and if there was a directive because it had not been discussed with the current Board. She has since learned more and gave appreciation to Jon S. for apologizing that he did not mention the history. Being a new Board member, it did catch her and the other new Board members off guard.

In terms of the content, Peaches also had concerns on the language about direct reports. She referenced the NAO organizational chart, had clarified some things with Jon S. who was open to feedback, and some changes were made to the language about direct reporting as assigned by the ED. Currently there are no people who directly report to the OM except the Office Assistant, but he ED could decide otherwise, so Jon S. changed the language.

Peaches' understanding, in response to what Jon S. said about a female employee in a supervisory position being paid less than the male employee that they are supervising, is that the organizational chart will not be that way going forward. Everybody will direct report to the ED, and there should still be equal pay.

Aaron did some research and wanted to clarify, as she was curious about the comments about a previous Board talking about updating the job description. She knows there was probably talk about it, but said there was no directive to do the work that she is aware of. She said reached out to Jon S. about the "shiny object" too, before realizing the Board should not be doing this work. It is still not the Board's realm of responsibility and authority, and that it belongs to the ED.

Aaron admitted she was attracted to the "shiny object" and sent Jon S. a whole lot of changes that she would want if going to approach this. Aaron would be uncomfortable, even if the Board decides this is what we need to be doing, and would not be able to pass it in its current verbiage today because the Board hasn't worked on it. She thinks it is out of process, not relevant, and thinks the Board has a lot of work to do.

Motion passed 8-2; Aaron and Spirit opposed.

To preface, Jon S. wished that the next motion had been able to be discussed in the closed session the Board just had, as it was his intention.

Jon S. moved and Justin seconded to place the OM in the salary range at the level com-

mensurate at her existing pay.

MEMBERS: Mouseman said this is the job of the ED.

Hilary asked if the salary range could be announced. Jon S. replied we don't announce employee pay.

Jon P. said it is public information as 501(c)3 nonprofit in Oregon. He supports the OM being paid at their current pay rate until their responsibilities or workload is changed by the ED. There should be some caveat that the ED can adjust all the pay of operations.

FireDIC is not sure how interested he is in the current salary number, but just saw an OPB special about transparent pay businesses in Seattle and that it goes a long way toward the Equal Pay Act becoming a reality. We have a choice about how transparent to be. Whether we disclose something or not doesn't mean we don't have the choice to. He said if we really think we are a community, then our processes should be as transparent as the unfair world's community. We should be as transparent a school district or fire district, and that would mean that these sorts of things that are not disciplinary or other personal matters would public to this community.

Grumpy does not know what Crystalyn gets paid but said it is not enough. Over the past year she has done an incredibly good job and we should be thankful she is willing to stay in this job, for whatever the pay is. We probably pay all our employees too little, given all of the drama that we all see. It's not good and not right to write negative things and attack Crystalyn on Facebook or wherever those things are written. If you look objectively at what has been written both to Crystalyn and about her, is just disgusting. She certainly deserves the pay she is getting now, and we should continue it.

Brad said in the Mary Miller's process for the NAO report, it was always the intent to right-size the salaries of all the other employees. Based on the ED's range at the top, high tide raises all ships. Brad thinks that should be done systematically, this is a good start, and we don't pay our employees enough in general. That's hard to say in the organization where we all bust our ass and volunteer so much. It's always been the challenge doing right by our employees and honoring all the volunteers do. It's not an "either or thing;" we are not at odds with each other. It's a "yes, and thing," and in Brad's experience this organization is doing OK and can afford it. It's a way we walk our talk.

Mary is a PTSD survivor and 35-year public school teacher, and expressed when members yell for someone to speak up it is distressing to her, and maybe to others trying to speak. She requested that members should move when they cannot hear.

Robert said it is still the responsibility of Board to vote on this since we don't have an ED yet, and we should absolutely vote on this today.

BOARD: Diane said the Board is in transition. The Board is working toward governance, but having always been an operational Board the NAO consultant predicted a couple of years to make that transition. The Board is both inward and outward facing, and it is our job now.

Jon S. wanted to address the issue of pay transparency. He thinks it can be a healthy thing for organization and is not opposed to that as a policy moving forward. He just does not think we should do it in this case in the absence of a policy and the knowledge that all employees know that is what we will do moving forward. It has not been the practice of this organization to be transparent about pay, but Jon S. can see changing that practice. He thinks it should be done as an overarching policy and not on a one-off here.

Justin said we voted to bring this pay up to commensurate with her extra responsibilities. Overall, codifying that today makes sense not only for the work she has done and continues to do, and for the pay for all the employees. We could have gone for a rate increase, which this job dictates within market, and we chose to codify what she is currently getting.

Justin hopes the ED will look at the rate of pay for all the employees of the organization, and that there is still room within the evaluation processes to come back and right size this. If you

look at market value for the work our amazing staff does for us, we have the room to increase the pay commiserate with the work they do. He thanked Crystalyn for sitting through this. He said he doesn't disagree that it is not right to have transparency through our reporting, and understanding what staff is paid through the budgetary process and full disclosure. Justin thinks it is distasteful to argue about the dollar figures with the staff also present at the meeting. Transparency is one thing, debating the dollar value of an employee in front of them is disrespectful, in his opinion.

Spirit said part of what makes the motion difficult for her is that it's not the Board's role. She said there was some hypocrisy going on, because just about a month ago she brought up some issues that are actually the role of a governance Board such as a personnel matter, and was told it was the role of the ED. The issues Spirit wanted to address have not been dealt with.

Spirit also called out the hypocrisy of this Board and others who say they are going to stand up for people who get attacked. She said when she is getting threats and attacked, just because she can stand up for herself does not mean that she is not getting bullied. It would be nice for Spirit if people stuck up for her too.

Spirit cannot support this motion because we do not have a consistent evaluation process. As a Board Director, she has asked for that process to supervise our lead professional, and has not received that. She feels it is the role of the ED to do a 360-degree evaluation and thoroughly be able to evaluate after this Fair when decide to do so. We are hiring them to do this. Spirit does not have a problem with the salary range and thinks we don't pay enough, but has a problem with the process and therefore won't be supporting this motion.

Motion passed 8-2; Spirit and Aaron opposed.

Paxton moved and Diane seconded to direct the Site Manager to locate the new compost barn at the Outer Limits site, and start the site plan process for permitting.

MEMBERS: Amy said Recycling has been working really hard diverting landfill into compost and we've seen drastic, amazing results from that. It's really the heart and soul of what Recycling does; it's not taking your cans, it's taking things out of the landfill which means increasing the compost. So, your support in this is so important and we are really excited to secure the location and the commitment to build it means a lot personally to Recycling. It also means a lot for the organization, in what we can do for the future. It's everything we stand for, seventh generation and sustainability. Amy is excited this is moving forward and thanked Paxton for the motion.

Ann has been working with them to establish what would be a non-commercial compost facility. That means we would not be selling our compost on the open market. This would be for our own uses.

Tom said there are a lot of uses for the compost, and Amy is absolutely right. This closes the loop in a way that nothing else that we do does. But at least as importantly, we are on the cutting edge for Lane County. Rexius can't do what we do. They had to close down their compost operation because it's too dirty. We are the ones who are making clean compost that we can turn into real dirt that is not toxic, and we are the only people in Lane County currently working on it.

Jon P. concurred and supports the Recycling Crew in making this happen. He knows they have worked really hard on it and done their research thoroughly, and thinks it's a major step forward.

Brad is Recycling's BUM and has seen the amount of work Recycling has put into this over the years. It is literally our last solution, and we have got to move on it. Brad wanted to show his appreciation for all the work Recycling does, not only on this, but in general on our mission that they are a big part of. They do a wonderful job, so let's support them in this.

Katie said Rexius had to shut down because of the crap and garbage people in Lane County put in, even goats in their yard debris bins.

So, what we can do to help this work for our Recycling Crew is follow their labeling and do it right.

FireDIC said sounds like a great idea. He asked what would be the downside to selling our compost?

Ann clarified Rexius is commercial and has to sell the compost, and because of how the Fair operates. In terms of animals in compost, you can put hamburgers in that have been cooked, but you can't put 500 dead chickens in.

STAFF: Shane said is also a different permitting process, as a commercial operation would bring in the DEQ and other regulatory agencies, and construction would be way more complicated.

BOARD: Peaches thanked everybody who worked on this, saying she saw the report and all the work that went into it. As a Board, a lot of clarifying questions were asked and were responded to timely so Peaches is super impressed with the forethought and knowledge gained already. She fully supports this, and suggested it could be positioned in a site where solar panels can be added.

Lisa thanked Recycling Crew for all the work they do and is really happy to support this.

As a point of clarification, Jon S. said Outer Limits is the location formerly known as the winery property.

Spirit also thanked Recycling for what they do and wholeheartedly supports this.

Aaron wants to know when they figure out the exact site, and hopes it is not next to the beautiful building, in case we get to end up using it one of these days.

Diane is glad we've identified another use for the winery, now known as Outer Limits, and looking forward to a great work session where we can identify a few more uses maybe more fun than composting and parking.

Motion passed: 10-0.

Amy thanked the people who worked on this, and said there have been meetings with Stephanie, Crystalyn, Shane, Brad, Ann and Tom for over a year and a half. She thanked them for their trust.

Lily moved and Justin seconded that KOCF is authorized to spend funds budgeted for them by the usual process. In addition, they are authorized to spend the funds that they raise through their fund-raising efforts for KOCF expenses, with the approval of management, in addition to the funds that are authorized in the annual budget. Funds they raise will be held in a dedicated bank account, and their ability to spend them continues from year to year. KOCF must comply with the OCF gift acceptance policy.

MEMBERS: Hilary said we have not had a good policy for the way we have been doing this because the way we think about the budget approval process, that's when the money is approved by the Board to be spent. The KOCF situation developed kind of organically because originally, they weren't spending money out of the main budget. KOCF was fund-raising and had separate bank accounts and rather than being a separate entity that has become a program. We've been sorting through getting the bookkeeping sorted out with two different PayPal accounts and other funds. We are trying to get it much more routine and working with Mary, Dean and the KOCF bookkeeper to get a clear trail. What the Board approves will be one expense account on the profit and loss, and there will be another for the money they raise. As we work on this, it might also be a good idea to work with the Board on a KOCF budget process. We want KOCF to be able to spend the money they raise, and that is what this is for.

Dean this is codifying the work KOCF has already been doing. When the Board offered to help us with yearly, ongoing expenses they also asked us to continue to do the work of fund-raising. We are hoping to move the transmitter to the top of Bolton Hill and that is going to cost some money, more than we currently have. We are hoping by the time we complete that project through our fund-raising efforts we'll have that money in the bank account. This is helping the bookkeeping structure and many thanks to Mary and Hilary who have done a lot of work to clarify this.

Jon P. encouraged the Board to pass this motion, saying it will aid KOCF's fund-raising potential. It will be very clear as a Board action that the money donated toward KOCF through their own programs will end up in their programs, which is important to major donors.

Michael James Long agreed with Dean and Jon P. He thanked Hilary for helping them out, and said transparency and process is exactly what we are talking about.

BOARD: Spirit asked if the Board should consider adding anything about following policies regarding conflict of interest.

Hilary said what we need clarity on is barter and sponsorship, and we still need to continue a working discussion about those and any conflict-of-interest policy we have. We also have organizational dual roles that involve dual loyalties, but that does not involve an IRS level conflict of interest. Hilary thinks more work is needed on those expectations. For example, if KOCF were fund-raising to pay themselves, then that would be a conflict of interest. The policies we have right now would cover that.

Motion passed: 10-0.

It was agreed to end the meeting with no further dialogue between membership and the Board.

Sam asked for feedback on facilitating the feedback, saying he had done some things differently than the past. He noted that on contentious topics he was only allowing member input once.

Kimmo said Sam does a good job and she appreciates him so much for keeping us directed, and he takes feedback well from the Board.

Peaches appreciates that Sam does a good job. She did think it was weird he wanted to limit the members to one time speaking, and conceding time as a member to someone else is done a lot. There was no preview that change was being made, and was an awkward moment when someone was told they could not speak again. Often, Board members will also concede to members. But Peaches does appreciate Sam's intent immensely and does think it is a bad idea going forward. Rolling it out in a heated time was uncomfortable.

Sam's understanding is that members of the Board can yield time to a member of the community, but members of the community have never yielded time to one another. Sam understands that some people want to speak more than once, and said it was a new decision he had made quickly.

Grumpy thought this meeting went better than the prior meetings because of the policies Sam did enact. People have complained about our stilted Board process, and there is a reason for this process. As a previous Board member and Co-Treasurer, meetings would last until midnight and last a long time. That is what we are preventing, one person taking over the meeting and saying the same thing, or the back and forth of one person speaking multiple times. Grumpy likes the idea of people only speaking once on an issue, including the Board members because we hear things over and over and over again.

Spirit agreed with Peaches about the moment Sam announced members could only speak one time, and did not give the best appearance when someone is feeling elevated and just needed to get that out. She wishes Sam would have given Ed the opportunity to speak more.

Somerfield thought it was great that Sam opened up for feedback, said he has to make really difficult decisions and does a phenomenal job. Somerfield doesn't always agree with Sam, but as long as those decisions are universally applied then all we can do is support it. He said Sam does a fabulous job.

President's Peace

It is our 50th, let's think of all the things that has happened since 1969, everything that is happening right now and how that plays in what we do. Everybody has come together and pitched in for more than five decades and created a community that some did not think would succeed.

This is an important time for the world to

see that we are celebrating. When true celebration succeeds, there is enlightenment. The past 50 years is because of everyone —the kitchen crew and food booths, the arts and crafts, entertainers, all the volunteers and staff, and elders — who helped this community to thrive and remain strong.

As we focus our goals and vision on the next 50 years, let us think as positively as we can about our accomplishments and uniqueness, and how we are a strong presence in the community. The passion and individuality we have will help us continue in our success. There will still be disagreements and hard decisions to make. What we have is because everyone of us are doing what we love.

Thank you, and tell everybody to bring a friend to the 50th anniversary because this is an important moment in time, not only for the Oregon Country Fair but for the accomplishments of being 50 years old.

Draft Agenda for August 5, 2019, Board Meeting

7 pm, NW Youth Corps, Columbia Room:

Consent Calendar / Board Donations
Transparent open meeting laws — Aaron
Closed session recording and minutes — Aaron

Create ad hoc committee regarding Code of Conduct — Aaron

Consider Office Task Force recommendations — Lily

Board member job description — Lisa
Membership and Board dialogue — Aaron



BOARD OF DIRECTORS' MEETING AUGUST 5, 2019

7 pm, NW Youth Corps, Columbia Room
(subject to approval by the Board at the September 9, 2019, meeting)

Board Directors present: Cynthia "Peaches" Peachey, Diane Albino, George Braddock (Vice President), Jack Makarchek (President, alternate), Jon Silvermoon, Justin Honea, Lily Harmon-Gross, Lisa Parker, Paxton Hoag, and Spirit Leatherwood. **Board Officers present:** Hilary Anthony, Lynda Gingerich, and Kimberly "Kimmo" Howard. **Staff present:** Crystalyn Frank and Wally Bomgaars; plus 40 members and guests. Sam Rutledge facilitated the meeting. **Board Directors absent:** Aaron Kenton.

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.

On Aaron's behalf, Spirit postponed the following agenda items until next month:

Transparent open meeting laws
Closed session recording and minutes
Create ad hoc committee regarding Code of Conduct

Lisa tabled the Board member job description item. She passed around a draft copy of what a Board Member job description might look like. Lisa said it was meant to be informational as the Board has not yet had time to work on it collaboratively. Her email address is lisapocf@gmail.com, if anyone has questions or concerns about the draft.

The OCF Board member job description draft submitted by Lisa is as follows:

Mission — The purpose of the corporation shall be to sponsor the Oregon Country Fair, hereinafter "the Fair," which shall be an annual event intended to educate and inform the public about choices in personal and community lifestyle through the promotion and preservation of the work of individual crafts persons, artists, artisans, musicians, and performers, displays in a traditional fair setting, psycho-spiritual rejuvenation, and the creation of a public forum encouraging the exchange and discussion of ideas about alternative community organization, use of economic resources and appropriate technology, as well as any other lawful purpose within the scope of sections 501(c)(3) or 509(a)1 of the Internal Revenue code.

For more information, please visit the Oregon Country Fair's website at www.oregoncountryfair.net.

Position — The Board of Directors is legally and ethically responsible for all activities of the organization. To that end it: Determines how the organization will carry out its mission through long- and short-range planning. Adopts an annual budget and provides fiscal oversight.

The Board will support the work of the Executive Director and provide mission-based leadership and strategic governance. While the Oregon Country Fair's Executive Director leads day-to-day operations, the Board-Executive Director relationship is a partnership, and the appropriate involvement of the Board is both critical and expected. Specific Board Member responsibilities include:

Leadership, Governance and Oversight — Serving as a trusted advisor to the Executive Director as they develop and implement the OCF's strategic plan

Approving the OCF's annual budget, audit reports, and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities

Contributing to an annual performance evaluation of the Executive Director

Partnering with the Executive Director and other Board members to ensure that Board resolutions are carried out

Serving on committees or task forces and taking on special assignments

Representing the OCF to stakeholders; acting as an ambassador for the organization

Fundraising — With the generous support of Oregon Country Fair volunteers and Fairgoers, and through our tax-exempt designation, the Fair continues to carry out our original philanthropic intention: building community and helping others. The Fair has long held a 501(c)(3) tax-exempt status reflecting and mandating our nonprofit purpose. Philanthropy is fundamental to the Fair's ability to host the event and grow, while reinforcing the Fair's vision for the world and educating the larger community about that vision. OCF Board Members will support the OCF's philanthropic mission through active participation in OCF charitable giving programs and activities.

Board terms/participation — OCF's Board Members will serve for two years or until their resignation or removal, whichever occurs first, and are eligible for re-election at the OCF's Annual Membership Meeting. Board meetings will be held monthly and committee meetings will be held in coordination with full board meetings.

Qualifications — Any OCF member in good standing who is at least 18 years of age is eligible to serve on the Board of Directors. Service on OCF's Board of Directors is without remuneration, except for administrative support, travel, and accommodation costs in relation to Board Members' duties.

Consent Calendar / Donations

The Board received the following donation requests: \$555 for Full Access, \$1,000 for Music Education and Performing Arts Association, \$1,000 for Joy Now Inc., \$750 for Diabetes Community Care Team, and \$500 for Northwest Theatre Workshop. Representatives from Full Access, M.E.P.A.A., and Diabetes Community

Care Team were in attendance to speak about their programs.

Jon S. said the Board has been reducing the larger donation requests by 10 percent for budgetary reasons, and recommended M.E.P.A.A. and Joy Now, Inc. be reduced to \$900 each. There were no objections.

The Board approved \$555 for Full Access, \$900 for Music Education and Performing Arts Association, \$900 for Joy Now Inc., \$750 for Diabetes Community Care Team, and \$500 for Northwest Theatre Workshop.

New Business

Wally as check signer on bank accounts — Spirit, on behalf of Aaron

Authority for Wally to sign contracts — Spirit, on behalf of Aaron

OCF Organizational Chart — Lily

Lily handed out two organizational chart drafts, and wants feedback in the next month about the layouts, a way to make it visually appealing, and the lines of interconnectedness. She hopes it will be a living document that can be changed as the organization grows. Lily and Peaches worked together to expand on the NAO organizational chart. Lily welcomes feedback and her email address is lilyclearwater@gmail.com. The organizational chart drafts are available on the .net site, under Board of Directors Working Documents: http://oregoncountryfair.net/Pages/Board/WorkingDocs/19.Aug.OCF_Org_chart_draft.pdf.

Appoint Ann Bennett-Rogers to the Elders Committee — Lisa

Replace previously designated money back to Green Ticket Fund — Peaches

Replace previously designated money back to Peach Power Fund — Peaches

Create new budget line item for carbon neutrality project — Peaches

Spirit moved and Paxton seconded to move Wally as check signer on bank accounts from new to old business.

Motion passed: 10-0.

Announcements

Wren announced it was Peaches' birthday!

Jen Lin said there are links on the Fair websites (under Contact Us on the oregoncountryfair.org site and a direct link on the oregoncountryfair.net site homepage) where you can provide your feedback on the 2019 event. Online feedback is preferred, as handwritten correspondence can be hard to decipher and transcribe. The feedback responses are available at the annual meeting in October and will also be published on the .net site shortly thereafter. Social media feedback is not collected.

Yah Mon Pete said we made it to 50 years. When people ask him, what is special about Jamaica and OCF, it is the people and all of us here and Jamaica. Sitting at Fair with his sister, he felt surrounded by a hippie heaven and wanted to thank everyone. Here's to another 50 years!

Lily announced the passing of Daniel Dillon on July 24, 2019. He has been coming to the Fair since the early 1970s and has been a Blintz booth rep since its inception in 1977. He served on the Board from 1991 to 1997, and was also the President from approximately 1992 to 1997. He will be missed very much by his family. A party in his honor will be held on what would have been his 70th birthday — Sept. 14, 2019 — at Prindel Creek Farm beginning at 2 pm. His family is opening the farm for the party and everyone is welcome, which is what he would have wanted. Guests are welcome to spend the night. There will be music and food, and you can RSVP to Lily at lilyclearwater@gmail.com.

Peaches said the Board voted on June 4, 2019, to create a workgroup to discuss how committees function, and develop some best practices for communication between the Board, committees and membership. If you are interested in joining this workgroup, please contact Peaches at peachey.cynthia@gmail.com.

Jack said he and Daniel Dillon worked to-

gether as co-presidents. Daniel and Leslie Scott were important in the work of the Fair's ongoing vision of the past 20 years and movement forward. Jack said he has tried to honor, to the best of his ability, what Daniel had in mind and expressed to him. He is really going to miss Daniel.

Mouseman said Daniel was a good friend to him, and Daniel was also a Hoedad. Daniel was very special, genuine, and a wonderful human being. He will be missed.

Kimmo said the secretary digital audio recorder no longer works, and will need to purchase a new one. She thanked Sean for the videos of the meetings to help her complete the minutes.

Jain noted the Eugene-Springfield Pride Festival was set for August 10, 2019. Also, downtown the same day (near Saturday Market and Kesey Square), a right-wing group planned a rally at the Wayne Morse Free Speech Plaza. A peaceful, non-escalation counter-protest was also planned at the plaza.

Smilee asked if some remembered when External Security Coordinator Timothy Clyne's house burned down a couple years ago. Last month, his daughters' and ex-wife's house burned down. They have lost almost everything, and did not have renter's insurance. A GoFundMe account has been created (<https://www.gofundme.com/f/house-fire-total-loss-ocf-family>), and a fund-raiser will be held on a date to be determined. This is our Fair family and we need to help them.

Staff Reports

Crystalyn: What an amazing 50th Anniversary! We did it because of everybody working together. It was an honor to be a part of and witness the collaboration. We had more people on site than ever before. The event attendees were 20,048 on Friday, 21,619 on Saturday, and 16,795 on Sunday for a grand total of 58,462 people coming to our celebration.

As a result of more people, we did have more incidences but we worked together. It was great to see everyone working together after the storm tree damage. It was wonderful to work as a team, and Crystalyn thanked everyone for putting on a great event. It does take every single one of us.

Welcome to Wally Bomgaars, our new Executive Director! Crystalyn is excited to have him on board and looking forward to getting to know him.

Culture Jam was held Aug. 2-9. The Teddy Bears' Picnic was set Aug. 17. The onsite Fair event evaluation meeting was set for Aug. 18.

Wally: He is still plugging in and getting settled as the new Executive Director. He spent about 10 days on site during the event getting to meet many. He was thankful for the warm welcome, smooth transition, and opportunity to work with the management teams. It was wonderful to see everyone working together and having a good time. Wally looks forward to moving forward in his role.

Committee Reports

Peach Power Committee: Peaches said their meeting for August 6 was rescheduled to August 18, 2019.

Personnel Policy Committee: Jon S. said they did not meet since the last Board meeting, so had nothing to report.

ED Search Committee: Jon S. said they overestimated how much time and energy they would have after the event to work on their report about the hiring process, so are still working on it and will have something next month.

Food Committee: Sue reported the Food Committee wants everyone to know that when it comes to Food Health and Safety, the Food Committee, Booths, Management, White Bird, Food Team and Lane County Health work together to address issues and keep our family safe. Please know that rumors are damaging and can hinder the process.

Path Planning Committee: Dean said they will be meeting Sept. 15.

KOCF: Dean said Mike Brown Broadcasting,

our FCC consultant, has received the additional information the FCC requested regarding permission for me to make reports to them for our new Board. Additionally, they requested a new statement that ensured we are compliant with the community-based rules requiring the headquarters or the campus being within 20 miles of the transmitter location. He is filing these additional amendments this evening and will be received officially by the FCC in the next day or two.

KOCF stepped up our presence at the Fair this year by adding a bit more splash to our booth and to our presence at the Horse Corral. We added a new multicolored roof to our booth that came in handy during our rainstorm. We also added a new counter with KOCF emblazoned into it and a table to do our live broadcasts from. Our night lighting was a big improvement over last years'. We constructed a new table at the Hoarse Chorale for the On-Air hosts to sit and operate the recording and announcing equipment. It was made from end cut slabs recovered from the "don't ask don't tell" pile at DUG's green. A new sign was also hung at the Hoarse Chorale to let folks know we were recording.

In addition to our new presence we were given new tech this year. Many thanks go out to the Network Team, specifically Cliff and Jay. They provided us with an internet connection that was both fast and reliable the entire weekend of the Fair. Thanks go out the Construction Crew: Bennett, Kirk and David and many thanks to the very talented folks at the Banners and Sign crews. We struggled keeping our broadcasting gear powered. After many frustrating hours of trying to connect to our streaming service, we think they had a glitch, when we got a stream working, our deep cycle battery and inverter died. Within the hour AC was handed to us that allowed our continuous broadcasting all weekend long.

We coordinated with the Neighborhood Response Team and provided updated information on neighborhood parking and camping availabilities. We promoted the Carbon Net Neutral motion that was recently passed and the Fair's continuing Seventh Generation intentions. We promoted the Fair's five philanthropic programs and the ongoing support and impact they have in our community. We provided important details about no on-site ticket sales and information about on-site parking. We also broadcast all three nights of the Hoarse Chorale recording made earlier that day. All went off without a hitch.

We raised nearly \$600 in donations and another \$800 in T-Shirt sales. Hundreds of people came by the booth and learned that we run the station 24 hours a day, 365 days a year broadcasting on 92.7 FM and streaming at KOCF.org. I've recently been reminded that I don't remind folks of these important facts enough.

On Wednesday of this week Marshall Peter and Dean will be meeting with Ric Ingham, City of Veneta Administrator, and Kyle Schuler, Public Works Director, to finalize an agreement that will allow KOCF to develop a transmitter and antenna location at the Bolton Hill water tank site. Once these details are all settled, the proposal will be presented to the City Council for approval. The negotiations have gone very well and we anticipate continued support from the City of Veneta.

Diversity Committee: Diane said they will start meeting again on Sept. 26. They typically meet the fourth Thursday of every month and are looking for new members.

Vision Action Committee: Lily said their Pre-Fair meeting was wonderful and well attended. They discussed how this committee can move forward in the next 50 years and will provide a report for the .net site soon. The VAC meetings are open for anyone to attend.

Lily reminded the Fair Evaluation meeting was scheduled for Aug. 18.

Bylaw/Elections Committee: Kimmo reported on the June 9 joint committee meeting. Bylaws/Elections Committee reports can be found on the .net site. Comments and questions may be sent by email to elections@oregoncountryfair.org.

Apologies, there are no meeting notes for

our May 19 meeting. We worked primarily on fine-tuning the survey. We had good feedback from Wyetta on our research questions and our survey is almost ready to roll out with the Survey Crew at Fair time. We aren't sure if we need management approval but Survey Crew says they can do it.

This June meeting, our focus was on our suggestions for bylaw changes. Heidi got a response to our request for legal advice regarding some of our election-related questions. The lawyer agreed with the recommendation from Mary Miller (from the Nonprofit Association of Oregon) that it is not advisable to have alternates on our Board of Directors. The committees feel that we need more information about this (as will the membership) and will ask for that.

We think a work session with the Board and Fair family will be needed to discuss the pros and cons of changing the term length, Board composition, and term limits. The NAO recommendation is to have 12 members on the Board, with four elected each year to three-year terms. This needs to be a larger Fair family discussion than just our two committees. Our current Board structure has worked for us for a long time, we need time and many brains to consider how this new structure would be beneficial.

We worked on bylaw language to more clearly define how to initiate a recall of a director and for advisory proposals. Further discussion regarding petitions for advisory proposals (aka adding an item to the agenda) had us thinking there is little time for voters to consider these petition items and get information before the ballots are sent out. The current deadline for petitions gets them published in the September Fair Family News. Some of us like the idea of a deadline four to six months before the Annual Meeting so there could be discussion during Fair time. A deadline to get them in the August FFN (end of July) would give members time to send feedback with pros/cons for the September FFN issue and for the Voter Pamphlet.

The next document the committee submits will be a collection of the new bylaw language that we will present to the Board for consideration. Any bylaw changes that are approved would go into effect for the 2020 election. We agreed our next meeting will be after the Fair, but a date was not yet determined.

Elections Committee: Kimmo reported that the OCF Annual Meeting will be held at 6:30 pm on Oct. 19 at Whiteaker School. At this time the agenda is to elect five board members and one alternate. (No petitions received yet.)

The deadline to turn in candidate statements to elections@oregoncountryfair.net is Aug. 25, 2019. The deadline to turn in a voting member registration form is Sept. 19, 2019. Contact elections@oregoncountryfair.org if you don't know if you are on the voting list, if you need to update your address, or if you have any questions.

The Annual Meeting announcement and the first round of absentee ballots should be mailed in early September. Contact elections@oregoncountryfair.org if you want to volunteer for mailing work parties or have an inquiry. As a reminder, absentee ballots are not available at the Fair Office. Voting members will be sent an Annual Meeting notice in September with the opportunity to request an absentee ballot.

The Election Committee (while working with the Bylaws Committee in March) looked at Mary Miller's recommendations regarding elections and would like to make the following changes this year. We would like to increase the word limit for candidate statements from 300 to 400 words. We recommend the candidates answer the following questions in their statement. (Emphasis on recommend, not required!):

Do you have experience on a nonprofit board and/or what skills and experience do you bring from the non-Fair world that would be an asset to the OCF Board of Directors?

How many Board meetings have you attended (virtually or in person) in the past two years?

What are the main issues you see the Board working on and how would you prioritize them?

What is your experience with risk management?

Heidi apologizes that the candidate info has not yet been updated on the .net site for 2019.

The Election Committee asked the Board to approve these changes tonight so that the .net site can be updated this week. Thank you.

Jill Heiman Vision Fund: Coyote wanted to thank Peaches, Kirk and Justin for helping to get a larger area at the event to promote the Jill Heiman Vision Fund, and creating a beautiful pocket park for the space. With the beauty and the flow of foot traffic there, they are grateful and very thankful. The amount raised at this year's event is still being calculated.

Peaches also thanked everybody involved who helped create the Jill's Landing space. We are hoping for \$50,000 for our 50th and will have more details on the amount raised next month. As a reminder, 2019 or older food vouchers can no longer be donated to the fund, but cash donations are always accepted. If sending money to the Fair Office, please be sure to designate the Jill Heiman Vision Fund with your donation.

Jon S. added to new business the Election Committee recommendation.

Jon S. moved and Paxton seconded to move the Election Committee recommendation from new to old business.

Lily said the Election Committee recommendations should be separated into two motions.

MEMBERS: Arna feels these are large recommendations that have not yet been presented to the membership for review. She prefers it stay on new business and be discussed next month.

Jon P. agreed with Arna, and said it seemed late to be making changes to this year's election. He thinks the discussion can be for the 2020 elections.

Jen Lin emphasized it was only increasing the word limit from 300 to 400, and that it was not changing how we do elections. It's giving candidates more space for their statements. Also, the committee is recommending questions but not requiring them. From her standpoint, she is tired of statements like "I love Fair and I want to give back," and hopes candidates give more details about what experiences they have. This would help to better inform the membership.

Sam said the current discussion should be regarding moving from new to old business, not the merits of the committee's suggestions.

Jen Lin said it was important to move the motion tonight because the deadline to submit a candidate's statement is Aug. 25, 2019, and the September meeting will be too late.

Smilee said she and others don't necessarily disagree with what the committee has presented, but their concern is this is the first they are hearing about it. It is 20 days before the candidate statements are due and isn't the time to change the process. She would be happy to discuss it further for the 2020 election, as moving it tonight falls out of process and is to our detriment.

FireDIC said the two recommendations should be separated and not lumped together. He feels the word count issue is neutral, but that the suggested questions introduce bias. There are a lot of issues that need to be discussed amongst the family and should not be done at last minute. To address the motion from new to old, he said waiting a month for the word count issue is too late and would be inappropriate to introduce questions this close to the deadline to submit statements.

Laurel said it's obviously important to vote tonight and should be talked about. The recommendations do not prevent anyone from turning in a statement of 300 words. The questions are a resource for candidates who may be more reserved and allows voters to hear more. She said the Election Committee was thoughtful and she trusts it is in our best interest.

Wren said the Board should decide tonight.

Kirk also said it should be considered tonight, especially since Jon S. said he would separate the two issues. He thinks it is critical to allow 400 words. The questions can be further discussed and determined if timely, or not.

Mouseman agrees with everything that has been said about the importance of the recommendations and appreciates the thought and energy that went into it. However, it is important for the rest of our membership to hear about this before a decision is made. He does not feel a sense of urgency and want membership to at

least hear about it, saying it is not a deal breaker for this year's elections.

Tom enthusiastically endorsed what Jen Lin said.

Katie said moving this tonight will give members more information, and anyone running for the Board has the capacity to answer those questions.

Somerfield said, as somebody excited about getting membership involved in our Fair elections and processes, he is thrilled to hear everyone talking about including all the information possible. It is great that everyone is enthusiastic about sharing this with membership.

Arna said there was no disrespect to the Elections Committee is not in opposition of the recommendations. She just thinks the membership should be able to speak up to these things. The word count suggestion is great, but the other issue should go out to membership to let them get their two cents in on this. The Board moving things from new to old in one meeting takes the membership out of it and disenfranchises them. We've been doing elections like this forever, and it is up to the candidates to write good statements and we don't need to direct them how to do that.

Arna joked that any parent has experience in risk management. Talking about board experience does give an incumbent an advantage, and many will have other board experiences they bring but thinks previous board experience should be talked about elsewhere. Already, lots of candidate statements include priorities for what they want the Board to do.

BOARD: Peaches asked for clarification, if the current motion was to move both recommendations from new to old business.

Jon S. said the current motion was to put two recommendations on the agenda. He anticipates a vote and wants to vote on them separately.

MEMBER: FireDIC asked for a point of order and said a friendly amendment could separate the two.

BOARD: Jon S. he would not accept a friendly amendment to do that. Without saying how he would vote on either of those motions, he is simply responding to the request of the committee to put both these items before the Board. As a courtesy to the committee, he wants to put both items before the Board.

Lily supports moving it to old business because then we can have this discussion. If we choose to table the motion, we can have more input until next month. We can vote no, that we don't like them. The questions have now been released, and those writing candidate statements may choose to answer them anyhow.

Lily said some other people may not be following the Facebook pages where she saw this information disseminated, and they would be at a disadvantage if we don't put this as a suggestion on the .net site because they had not seen the questions and would not be able to choose if they want to include that information. The simple fact that the questions are out there now, and only a recommendation, makes Lily think if we publish them online as suggestions then it puts everyone on a more level playing field. She supports the motion so we can discuss it more but does not mean we have to vote on it tonight.

Jack feels the word count wouldn't have a big consequence. The questions are recommendations, and he does not think it is good policy to make this change so close to the elections. The Election Committee recommendation is in their report, and Jack does not think either should be moved to old business.

Spirit wanted to speak to her motion earlier that was moved from new to old business. As a matter of process, we couldn't get Wally on as a check signer last month and it is something that needs to be taken care of for business. This current motion is not something Spirit sees as imperative and sees it in next year's election.

Motion failed: 5-4-1; Peaches, George, Spirit and Jack opposed; Diane abstained.

Jon S. asked to remove the agenda item from new business. He believes the Elections Committee has the authority to do this without Board approval. The Board has not, in practice, ever told the Elections Committee how to run the elections. He wanted to bring up that point,

and that he had hoped it would have been discussed tonight. As far as he is concerned, the Election Committee can do what they want.

Spirit said since the Elections Committee was Board appointed, it would be highly unethical for the committee to push this forward.

Member Input

Joanna (Colby) said it has taken her a lot of deliberation and she feels some trepidation, but felt it was time to announce she is throwing in her hat for the Board of Directors upcoming election. She expressed much respect for some of our most dedicated volunteers who have served on the Board.

Sue wanted to especially thank Justin for Saturday Market having a presence at the Fair this year. Saturday Market is celebrating its 50th season downtown and Sue has been a market member as long. The market membership was blown away to be invited to Fair, and market staff couldn't wait to get out there. One market staff had never been to Fair and camped, and when Sue saw her after Fair she was still smiling. Sue appreciates that a weekly market that celebrates hand crafts, hand-made food and musicians was able to be part of an organization that has numerous crews, thousands of volunteers, celebrates hand crafts, hand-made food and musicians, and that they could coexist for a weekend. Thank you to Justin and Colleen.

Justin thanked Sue, and said additional credit with Colleen goes to Kirk and Construction Crew. We came up with an idea, vision and space and they helped make it happen.

Coyote read the statement following:

"Good evening and thanks to each and every one of you: Management, Staff, Officers, members of our Board, and all Members of our Fair family who contributed time, energy and love into helping make our 50th Anniversary a memorable celebration. We wouldn't have done it without us.

"This evening I come before you as a representative of a newly forming group called MAGIC: Members Advocating for Genuinely Inspired Change.

"As planning for our 50th began to gather momentum, small groups of people began to talk how far we have come since the first gathering on Hawkins Lane in 1969, how we see our Fair now a half century later, and what our hopes, visions, dreams, needs and desires are for the years that lie ahead.

"From these small groups, MAGIC has evolved into a very exciting and vibrant entity. We are here this evening to share a small bit of our visions and dreams, our needs and desires with our Fair family, with the hope you will want to join us and add your voice as we move forward into 2020 and beyond. For starters, we ask that you consider:

"What do we want the Fair to look like for the next 50 years? What role will your voice play in the evolution of the Fair? We believe that our collective voices are needed to guide the Fair for the next 50 years.

"For this to happen, we need a Board of Directors who will listen to all members and respond.

"We need directors who survey us, the membership, about how we direct our investments — for ultimately it is our money.

"We want and need directors who will hold open meetings. We want directors who will hold confidential meetings only when required by law for legal, real estate, or personnel matters.

"We need directors who believe that all groups in our Fair family deserve a voice. We want a Board that will honor and respect the independence of the Coordinator Resource Group (CRG) and will seek to expand on that model to provide independent voice to other groups in the Fair family.

"We need directors who will foster, with Family input and guidance, clear policies in line with Fair values that can be consistently implemented and apply to all Fair family.

"We need our directors to utilize our statement of purpose when informing decisions:

"1) Educate and inform the public about choices in personal and community lifestyle

"2) Promote and preserve the work of in-

dividual craft persons, artists, musicians, and performers

"3) Encourage the exchange and discussion of ideas about alternative community organization and the use of economic resources and appropriate technology

"4) Assist in the creation of a fun and magical experience for all

"We want directors who will ensure that long-term strategic planning will be driven by the Fair Communities' goals.

"We need directors who will increase diversity and multiculturalism within our Fair Family.

"If the principles and concepts contained within this statement appeal to you, or if you wish for more information, please visit our website at ocfmagic.org. If you wish to join this group and/or simply add your name in support please send an email to sign@ocfmagic.org with your name and Fair affiliation. For those of you on Facebook, keep your eyes open for our posting on Fair-related pages in the coming days. Thank you for your attention."

Jen Lin read the following statement:

"I had a really great Fair and enjoyed that we were all on Team Fair. I was hoping that along with on-boarding our new Executive Director, that feeling would prevail.

"Thus, when I read Komo's (Gustafson) post on Facebook I had mixed emotions. He wrote: *My "official" statement will be made as soon as the Elections Committee updates the info for this year's election on the .org site. Unfortunately, I have deep reservations as to why this hasn't been updated as of yet.*

"Initially I was angry. The words, 'deep reservations' raise suspicion. I felt as if the character of each member of the Elections Committee had been called into question, that my character and integrity had been called into question, that we were accused of unknown, nefarious motives. I believe we hold ourselves to a high standard to not show any bias, not voice a public opinion on any candidate, so there would be no cause to doubt that our singular goal is to coordinate a fairly run election process.

(Jen Lin said she has not made a public statement on any candidate since she was Board Secretary and continuing as an Elections Committee member.)

"Word choice matters, and for me, more so from those who currently serve in leadership positions and those who seek to serve as our leaders.

"And then I saw a meme on Facebook which reminded me that underneath anger is grief. I am deeply grieved that we seem to have become so suspicious of each other, so politicized, that we have forgotten how to have three-chip interactions, or practice The Four Agreements, and that we have forgotten how to have real dialogue with each other."

Kirk said he wanted to give a broad thank you to so many people for what amounted to an amazing Fair — the whole show! The event is our focus and we pulled it off in spite of everything. He also wanted to focus on Pre-Fair, which he said is a whole lot of fun, and is a co-creating process that can't be equaled anywhere.

Kirk also commended post-Fair saying we forget to thank them. The Recycling, DeCon, Kitchen, and White Bird people who stay during a difficult time. The wonderful Fair we have would not happen without these people.

He continued to speak to the Pre-Pre-Fair folks, a very small amount of people who get out to site after our winter storms and assess the damage and start the cleanup. These people work very hard, and if we are lucky if the site is cleaned up by the time Main Camp opens and construction can begin. This was a difficult year, and it was hard to do that. Kirk wanted to give a specific shout-out to the those who helped with the trees, Site Crew, VegManECs, Staff, the teams who assess the Kitchen and QM, and the early Construction Crew. These people get forgotten and we need to thank them.

Spirit echoed what Crystalyn said — it was Team OCF. We all came together, as Kirk said, despite it all because it's been a rough year or two. Spirit did see us come together and it was a wonderful event. Spirit said she had a fantasy where we were going to start over, and we would come together and there would not be

this contention and sense of divisiveness we have been feeling for some time.

That said, Spirit wanted to respond to Jen Lin and say she has also seen the Facebook posts. She was glad Joanna and Komo were running. When she saw Jen Lin's response, which was "don't fan the flames of fear and ignorance," she also had the same thoughts and invited us to all practice what we preach. Whereas Jen Lin felt a certain way because of what Komo said, and Spirit felt a certain way about what Jen Lin said, Spirit would prefer to dig deeper, ask Komo about his feelings and talk about the concerns. Let's see if we can air this and set it to rest.

Spirit said it was incumbent of those on committees or the Board who are making decisions to actually communicate clearly and transparently, with enough time for the membership to be given informed input to the Board rather than these reactions. When she realized there was a halt in getting the .net site updated for candidate information, that a job description was being created and questions being introduced last minute, she also felt the same concerns and felt it was a lack of communication.

Spirit does not think it is nefarious on anyone's part, and that everybody is doing the best they can and the best they think for the organization. However, even a little bit of communication goes a long way. We just learned how to communicate with the membership, maybe we can bridge this gap and quit feeling this divide that we are having. Let's move forward with some clear communication.

Sam said he is a bit of an anxious person. Several months ago, something amazing happened when he got off Facebook. His anxiety went down a lot. As an organization, we run a little anxious. Maybe we could all get off Facebook.

Then Sam said he recently got back on Facebook, and spoke to the Live Music Archive online. There are a bunch of recordings of the Oregon Country Fair by bands who have allowed their music to be in this format. You can go back to OCF music from the early 1990s, and he highly recommends it.

FireDIC (Steven Berkson) announced he is also running for the Board. He echoed the feelings about Facebook, and said when he steps away from his phone and email, he has the same effect compounded, and has not done that in a while.

Diane said as a Board member it was a great Fair, but wanted to speak as a Fair goer. It was extremely crowded and some friends who came for the day left after a couple of hours. She took her grandson up to carnival, where usually the Upper River Loop is the slow part, and it was just as crowded there as anywhere. She is not sure if we need to lower our admissions numbers or what we can do since we have already expanded into Xavanadu. It was unpleasant to be so crowded, and sad that some felt they had to leave because it was hard to deal with.

Jon P. appreciated Kirk's thanks for those who go the extra mile, and wanted to highlight Post-Fair. He would especially like to see the Budget Committee thank Post-Fair by giving them more resources, because what Post-Fair does is essential for people to have a next Fair.

Sierra read the following statement:

"Good evening everyone. I'm Sierra Thompson Nordquist, Coordinator for Commemorative Sales along with Ruby Steinbrecher and Kyla Thompson who are unable to be here tonight. All three of us have grown up at the Fair and have been part of Commemorative Sales since we were very young.

"We wanted to take this opportunity to recognize the great job our crew did managing the disappointment from both Fair Family and the public due to the overwhelming demand for 50th anniversary merchandise.

"We are so grateful to our crew for handling the stress and demands of angry folks with as much patience and understanding as we could have hoped.

"We did our best to provide quality commemorative items given the constraints of our budget, which we had tried to increase in anticipation of this big year. We were also disappointed that we could not do more.

"We have been reflecting on all aspects of our process, and the key feedback we would

like to provide is this: the Fair would benefit from having a point person who would be responsible for internal branding, marketing, and the coordinating of ticket pre-sale promotions and other promotional giveaways. This person would increase much needed communication with management, the Commemorative Sales coordinators and Poster Committee throughout the year, so there is cohesive budgeting, brand management and marketing. We have more details and ideas on this and would be happy to share if requested. We will also be sending a detailed proposal to the Board and management.

"Thank you for listening and thanks again to all the other amazing volunteers who help make this beautiful event happen."

Ann wanted to thank Tree and Site Crews all the way around. She also wanted to thank Liam, Jeff and Shane because this is an important part of our stewardship of the land — how we use the land, restore it and take care of it. One of the best things we have done is with food vendors and composting, and our silverware program. Ann wanted to make sure to thank those people.

Paxton thanked everyone for amazing Fair put on this year. It was epic and everybody had a wonderful time. He wanted to echo Kirk's comments, with compliments to Site Crew, Tree Crew, and VegManECs. One of the most amazing sites he saw this year was the wood pile at the Tower Lot, an amazing amount of work done by Pre-Fair right up to the very moment of the event. Paxton said Post-Fair was also exceptional and ran very smooth, and he had an epic birthday. It was a wonderful 50th!

Treasurer Report and Budget Items

Hilary gave thanks to Registration, Parking, Path Sales, Commemorative Sales, Ice, Ticket Sales — both volunteers and staff who deal with cash handling. Thank you, as it is an absolutely huge job. She said Commemorative Sales did a stellar job and supports them working more closely with staff and getting complimentary items separated out from sale items. The ownership and pride that Commemorative Sales has taken is inspiring.

The Board was sent some budget spread sheets, and Hilary expressed she understands why some of the information may not always be clear. To provide some detail, if you go back to May, Hilary had presented some scenarios for how the budget and revenue might play out for the event knowing this could be a scary year. She reviewed some of the scenarios, in which she was cautiously optimistic if we sold 55,000 tickets we would then break even. We sold more than that, and we also typically underspend. The projection was that we may have to dip into our reserves by \$22,000 on this exceptionally huge year.

Now Hilary has moved beyond cautiously optimistic, as we will more than break even but not by a lot. Some of the numbers look fabulous right now, but the numbers are not done and Mary is working very, very hard. Adjustments still need to be made and verification of specific funds, such as ice, Green Ticket money, and credit card sales for reconciliation and proper classification.

If we still project that our expenses will underspend by 2.5 percent, and still needs to be reconciled, Hilary thinks we will only need to dip into our reserves by \$10,000, if at all. She believes we will not need to dip into our reserves, and can continue into next year's event and then next year start to build up the reserves again. She does not want to give false hope, but feels it will be fine. By next month we will be showing reconciled income and by the end of September all the event expenses recorded which will give us a better picture of where we are.

MEMBERS: Smilee spoke up and said she wanted to thank Hilary for the clear layout of the budget information in a handout.

BOARD: Jon S. said traditionally the excess revenue that we get each year, some of that goes into the capital budget next year. So, if we don't have the excess revenue the capital budget would come from where next year? Hilary replied that was an old way of thinking, and that we have been funding capital projects out of current-year revenue for 15 to 20 years. A more

complete report will come out next month as we continue the accounting work.

Jon S. asked if there was any consideration for printing more of the commemorative items that could be sold and actually bring in more income. Hilary said it has been discussed, and she is open to pre-sales if the crew has the energy to do it. If you don't know what size and colors people want when you buy T-shirts, when you have a pre-sale then you have extra inventory and that is a loss of income. If we want to do this, Hilary thinks it's because we want to get inventory into the hands of people who want it, not because it is going to be a money-maker.

Jon S. thinks it could be both, that there is a demand and just wondered if there had been consideration and where it was at. Hilary said pre-sales are great, but there could be difficulty in getting volunteers who have the time and energy to do it. When you talk about somebody doing fulfillment and still taking pre-orders, you have to put up a website. Paying Staff to do this would be extremely expensive.

Sierra said the Commemorative Sales proposal will have ideas on how to bring more merchandise in for our members, Fair Family and generally more available. There is a demand and it is a money maker.

Spirit said in addition to T-shirts, posters would be great. If help is needed, put a call out. Spirit confirmed the deadline for coordinators to submit reimbursement requests is Sept. 30, 2019.

MEMBERS: Jen Lin asked when the Financial Planning meeting was scheduled, and Hilary said it was still being determined. The plan is to move the Financial Planning meeting to later in October, so that newly elected Board members can attend and in order to use the Sept. 30 date for the financial reports. The new Board of Directors will see the revenue projection proposal in November as new business, and then vote on it in December.

Jen Lin said there was some feedback concerning Commemorative Sales and Fair family who said they did not get anything. Hilary said there was a huge demand for comp shirts.

STAFF: Crystalyn said doing fulfillment, taking orders, getting credit cards and taking of personal information is a huge job. The security of that information is also a huge job. Thank you to Commemorative Sales for doing research.

BOARD: Paxton would love to see us investigate print-on-demand where they handle their own fulfillment. It's a whole new industry going on right now, and if we could find somebody local who does a good job, then we can do just about anything — T-shirts, posters, even our old posters.

Old Business

Approval of the June 23, 2019, meeting minutes was postponed.

Kimmo explained the draft of the minutes was still in progress. The Board will vote on the June 23, 2019, minutes at the September Board meeting.

Lily read the following Office Task Force motion:

The Office Task Force will reconvene to work on the following issues:

Develop a relationship with an office building/commercial Realtor in Eugene who can help with the search and can offer an appraisal of the current property. Create a list of well-vetted potential contacts in the local industry so that one may be chosen by the Board at the September 9, 2019, Board meeting.

Obtain an appraisal or Realtor assessment of our current office property in the event that we choose to sell.

Create an acquisition team, including one Board member, one committee member, one staff member, and one Board officer (likely treasurer) to explore loans and financing options. These shall be reported back to the Board at a future meeting for decisions and how to proceed, and whether or not the Board will designate further funds.

Lily moved and Peaches seconded the Office Task Force motion.

MEMBERS: As a member of the Office Task

Force, Palmer said committee questions had been sent that were not yet answered by the Board. Those answers will help the committee move forward.

Jon P. said this committee should already be doing this. So, is not sure why it is coming to Board at this point unless it is to recommend a specific person.

Sam said there is a church for sale in the Whitaker area.

Kirk said his experience when he was on the Board, this communication thing Palmer expressed was an ongoing, difficult thing. Basically, the Board is set up to respond to motions and not actually respond to committees. He likes this motion because it is a way for the Board to talk to the committee. Committees don't often get feedback from the Board. This motion will help keep the Office Task Force informed and a direction.

Kirk continued, in the desire to understand how the Board can better function, there needs to be a process where the Board liaison to the committees can speak in a public way at the Board meetings and answer questions. It's a weird system we have and we can do better. Palmer agrees completely with Kirk.

BOARD: Jon S. said this is a topic he thinks lends itself to a discussion about a motion, more than a motion in some ways. He has not had an opportunity to discuss with other Board members the report we got from the committee, and what direction to give the committee. Personally, he would like to see us leverage our financial ability to do something that not just benefits us, but other nonprofits needing space in this community.

Jon S. said if we bought an old church or old school, and provided a common space for things like photo copying and receptions, we could rent out space to nonprofits that don't have the capacity to provide all those functions. We are giving a service to the community and meeting our need. He would like to see that explored, rather than simply selling our existing place and buying a place that meets just our needs.

Jon S. would like to see us do something more, but does not know if voting for this motion permits us to explore that possibility or not because he is not sure what this motion is directing the committee to do. That is what he wants to explore. If it is not feasible to that, then the fallback is we need a space to fit our growing needs.

Spirit had clarifying questions, knowing there had been some progress on real estate that had been proposed but went away. We are picking up the ball and redirecting the committee, and is usually done in the form of motions. To the Elections Committee, the best intention was there because there was a report. But without that direct champion on the Board to put a motion out in due time, that is where we end up. This motion is trying to avoid that.

Lily said the Office Task Force report came to the Board last October, and there has been no discussion by the Board since. The report did have some questions and they had done a lot of work. They listed the types of uses we want, and one of them was a space big enough to hold monthly meetings, and many other potential wants. It's a fantastic idea for our future property to have things to share with other nonprofits. The motion tonight is mostly to start the process with a real estate agent.

Lily thinks using a real estate agent who knows the market will help us narrow down what the potential is in the Eugene market, and what possibilities we will be able to achieve. We have to do something to direct the task force to move forward. We need to decide if we are willing to take out a loan or spend only the money we have for this project. We also need to decide if we will sell the current office and use that money, what the transition will look like. Our financials will determine some of this. Without a Board discussion to direct the task force with how they can engage a professional Realtor, they can't proceed. Lily hopes the Board can answer some of the questions in the report that the motion doesn't address.

Paxton said he read the report and looked at the four suggested properties, and did not think

any were suitable for us. It made him realize the inherent problems we are facing in trying to find a place. He supports this move because it became apparent to him after reading the report that we need somebody. We need to find out what our current place is worth, and will need a Fair family Realtor to help us in the process. This long process needs continuity and he supports the motion.

Jon S. said the idea of getting a facility that can be shared with other organizations gives us the potential to do a capital campaign. That also involves grants, because he believes we could get some grant funding to help us with it. He is inclined to vote for the motion to get some movement going. But, it's critical to evaluate what our property is worth and how much we can sell it for.

Jon S. wants to be able to look at a wide variety of options of what might be out there so that we can decide if doing a shared facility is something we really want to even consider. It will probably take longer to do that, than basically a replacement facility for ourselves, but if it benefits the community, it will be that much greater.

Peaches asked if there was a designated Board liaison to the Office Task Force, and that we need to get the ball rolling. We are going to need help to find a space being talked about, and this will allow the committee to actually get some help and give them license to retain somebody. So that we can figure out our options, Peaches supports the motion.

Justin apologized to the Office Task Force. He did read the report and is sorry we are still here with inaction. His interpretation of the report is that the report was options. The properties themselves represented property values and opportunities. They brought the report to the Board, and Justin was sorry it didn't get acted on. Everyone knows houses in the market are gone quickly. The reality is, the committee brought us a report asking the simple question of "what do we want?" to help in the decision-making process.

Justin said the Office Task Force did a basic appraisal, has a real estate agent and broker on the committee, and is not sure if they even want to convene at this point based on how they were treated. We need to find out if there is a desire to continue this process. Justin said with the Board's involvement with acquisition of properties, we need to think about what do we want as an organization involving staff, family, and assessing our needs? Until then, market values will fluctuate. As a Board member, Justin said they need to align and understand what is wanted, and then ask the task force to go out and get it.

Diane said she read the report and recalled the four options, with them ranging from within our budget to way out there. She mentioned what the nonprofit NEDCO did when they bought a church in Springfield and turned it into Sprout. Other businesses have grown out of there, such as massage therapists. It's amazing and Diane would like to think we can get someone to look outside the box.

To give another example, Jon S. said there is a food bank in Junction City that owns a building that used to be used for the RV industry. They have a common reception area for all the organizations that rent space in that building.

Lily suggested meeting on Aug. 18 in an open work session about what we want and get membership ideas. Lily offered to amend the motion to include a work session, and Peaches agreed but no formal motion amendment was made.

George said it should be part of a larger strategic plan, and it's a very important decision. Oftentimes it feels we make decisions because an opportunity presents itself. We don't know what we want, and as a Board have not figured it out. With the options being talked about, we don't know how much money we are willing to spend. We need to take a look at the larger picture. With a new Executive Director, we can get up higher and take a look at the larger strategic plans. George feels there is a lot of work to do, and agrees with Justin that there is no time in the real estate market to be too picky. If you know what you are after and it presents itself, you are then ready to strike.

Paxton said traditionally, a work session date

would be two weeks after a Board meeting on a Monday. He agrees with George this should be part of the larger strategic plan, and we are really pushing the schedule here but does like the idea of a Realtor getting appraisals on our value.

Spirit said we do need to get to strategic planning but haven't done that yet. Doing this work, we are chipping away at it. Spirit suggested tabling the motion and having a work session to better define the needs and wants.

Justin still thinks there is still work to be done before they act on this motion. No doubt we need more office space and a better way to function, and this is a smart thing. The Board getting aligned and having a Board work session makes a lot of sense. This is a big move financially, and makes sense to open this up to the community. We need to decide how much we want to spend and what we are looking for. Justin appreciates this motion being brought forward, and thinks it's an opportunity to get the ball moving. We need buy-in as an organization about what we want to do, and Jon S. brought up some good points.

Like George said, Justin believes we have to act quickly when we have an opportunity. This is different, this is something we can step back and plan, but we do need it as fast as we can get there. This Board needs to make a priority to be able to have this discussion, and it moves as fast as this Board is willing to work. Justin supports a Board workshop as soon as possible but not this motion.

Jon S. said it would be difficult doing everything. We have Outer Limits, the former winery property, and we have not yet figured out what we are doing with that and what the cost would be involved, with whatever we decide we are going to do with that. He said we had a process where we came up with a proposal for a Community Center and a kitchen, and there has been no movement on that. Now we have moving the office.

There are opportunity costs, Jon S. said. If we move forward with the office, does that mean we don't do the kitchen or have the resources to do the winery? He agrees with George as to why we need a strategic plan, so that we can discuss these different needs and set some priorities, as to what is the most important thing to be moving forward with. What can we afford to move forward with?

Jon S. said we just had a break-even year, and are talking about needing to build our cash reserves back up next year. We can't do everything, right away. He is fine for finding out what we can sell our existing building for, as that is a piece of information that is useful. He is not sure we should move forward with this and not have a discussion about what are the other things we have talked about doing, and where are we with each of those other things. Jon S. said the more we do these one-off things, we get away from doing the comprehensive look of a strategic plan. He thinks we need focus back on that and decided to not support the motion.

Jack thinks it's important to know the current value of our town office. We need the price of a turn-key situation that fits our needs for an office, as we have outgrown it. Establishing our immediate office and meeting room needs is the most important things we can do right now, and is valuable information to the strategic plan. Then we can discuss if the cost is something we can or cannot do, and the cost of things is where we tend to get bogged down.

Also important, Jack suggested we look at a mortgage and try to get out of a cash mentality so that we can move forward in multiple directions. We have spent 50 years having a solid cash reserve and been stable. In looking at the next 50 years we should at least have the ability to leverage something to get what we need, or get financing to do what we need. This is different than a Community Center or adjacent properties. It might be good to establish how much we could afford each month or put down toward this effort.

Lisa said we should be engaging the newly hired ED in this kind of work.

Peaches agreed the ED should be part of the process. In thinking about where to have a work session, the question come up of where do we do that? Since we cannot have an open work session with the Board and members in the

Fair office, do we rent a space? We can keep renting space for our Board meetings and work sessions, but her point is that in order to get a process where we meet regularly, we need a space to be able to do so.

Peaches likes Jon S.'s vision of us being partners with other nonprofits and offering community space. Sometimes we feel like there is too much to do, and we think our ideas become too big, and then we become paralyzed and nothing gets done. Once we get a meeting space that meets our organization's need for the Board and members to meet in a functional way, at a minimum, then we can move on to strategic planning and open sessions with members.

Peaches supports Jack's assessment of finding out what our office and meeting space needs are right now. Determine what we really need to function as an organization, and include that in our strategic plan. She does not want to see us get paralyzed and not move forward with the Fair office.

Lily wanted to respond directly to Jack, and knows she read a lot of words in the motion. One of the action items is to discuss the possibility of getting a loan for the property, and she thinks getting a mortgage could be really good for us for what we want. We think some properties might be out of our reach, but that would be if we were spending cash. It might not be out of our reach if we choose to take out a loan.

Lily has had a conversation with Wally and wants to hear what he has to say. Stephanie was originally on the Office Task Force and is intimately aware of the office shortcomings staff deals with and what they need. Staff has to look for meeting space to rent every time we have a training or a work session.

Lily thinks the wisdom lies with those people who spend their days in the Fair office, and that we know what we need. We might be able to make a list of 15 different things we would like, but not having that list written down for everyone to see should not preclude us from starting a conversation with a realtor. A real estate agent can help us get what we want in this market. Choosing to vote yes on this motion and let the Office Task Force continue their work does not mean we have to take action right now on a building. It means we start the discussion, get the ball rolling and figure out what we are comfortable with as an organization. So that if that perfect thing does come up in several months, that we will have done all the things we have to do and have our ducks in a row to be able to act fast.

Jon S. said there are a lot of ideas. Taking out a mortgage would be a fairly significant change in the way the Fair has done business. It is definitely something that would require a lot of discussion with membership about, especially if we end up putting the land we hold our event on as collateral. That is one reason why we have not taken out mortgages before, because we don't want to take any risk of losing that land.

That said, Jon S. does like what Lisa pointed out, that we have an Executive Director now. Is it possible to reword the motion to ask the Executive Director to take the lead on following up on the report, working with the task force, and coming back with some information and recommendations to the Board? He asked for a friendly amendment.

Lily and Peaches agreed to a friendly amendment to add to the motion: ask the Executive Director to take the lead on following up on the report, work with the task force, and come back with some information and recommendations to the Board.

Spirit asked if the amendment would still include a work session, and suggested the winery be used for a work session. Jon S. feels it is up to Wally if there should be a work session.

Lily and Peaches amended motion further to only one sentence:

The Board directs the Executive Director to reconvene with the Office Task Force.

Motion passed: 10-0.

MEMBERS: Smilee asked if the motion includes any member input or involvement. Sam stated the motion directs the Executive Director to reconvene the committee to work on this project, and what the ED does could include member input.

Jon S. said the ED job description has numerous clauses in there about being participatory and including members in decision making.

Regarding our new ED, Spirit said Aaron had been working with Hilary and Crystalyn on the easiest way for transfers on names on bank accounts and with our confidential associates. It is a two-part motion, that Spirit thought could be combined into one motion.

Spirit moved and Paxton seconded the following motion:

The Board directs the Treasurer and the Staff to place Wally Bomgaars as a check signer on all of our accounts at the following banks, with priority on switching the main checking account and payroll account as soon as possible. The banks are as follows:

**Banner Bank
Beneficial Bank
Columbia Bank
Key Bank
Beneficial State Bank
Urban Partner
Northwest Community Credit Union
Oregon Community Credit Union**

The Board also directs the Treasurer and Staff to contact our attorneys, our HR payroll and consulting firm, and any holders of contracts that may be affected, to pass authority to Wally Bomgaars as our new Executive Director.

MEMBERS: Palmer said by technicality, a credit union is not a bank and suggested the motion wording be changed to financial institution.

Hilary said when you add a new signer, you get new account signature cards with all signatories having to sign the new document. Wally would be added with Jack, Hilary, Shane and Crystalyn, who have been check signers on all accounts. Stephanie is also on some accounts.

BOARD: Spirit offered to add additional language to the motion to say, in addition to the active signers already on the accounts.

Jon S. asked if Norma was still on some accounts. Hilary said Norma is on the food voucher account.

Spirit moved and Paxton seconded the following amended motion:

The Board directs the Treasurer and the Staff to place Wally Bomgaars as a check signer, in addition to the active signers already on all of our accounts at the following financial institutions, with priority on switching the main checking account and payroll account as soon as possible. The banks are as follows:

**Banner Bank
Beneficial Bank
Columbia Bank
Key Bank
Beneficial State Bank
Urban Partner
Northwest Community Credit Union
Oregon Community Credit Union**

The Board also directs the Treasurer and Staff to contact our attorneys, our HR payroll and consulting firm, and any holders of contracts that may be affected, to pass authority to Wally Bomgaars as our new Executive Director.

Motion passed: 10-0.

Member and Board Open Discussion

George said in relationship to office needs, it's about building our program, stepping back and imagining the space we need. More often, we come up with something bigger we cannot do, and we continue this conversation about what we value and can't let go of. It is not rocket science, we do it every day. Applying ourselves to this will get a long way toward what Jack was describing. What is our resource point for this, what is our leverage, and what do we want on the ground? Do we want a building where we are the lead of it, or do we want to rent or lease?

Greg said Jon S.'s idea of leveraging the power of OCF and this concept was presented to the Fair 15 years ago in a letter to the FFN. Having been in Growers Market and being a Hoedad, Greg thinks we are selling ourselves short if we get paralyzed by these grand ideas. There were only 300 people in the Hoedads, and the Fair has way more people and more power that he does not feel we are leveraging, at all.

Greg said the vision can be very big and include the success stories of doing this out in the real world. It can be done and should be a part of the strategic planning. There is the opportunity right in front of us to do something really magical, and we are perfectly suited for it. There is no time like the present to do it.

Paxton likes the idea of Business Incubator, and thinks we have a lot of assets we can share. He has a long history with Fair and wanted to give a warning. He said we have never been good landlords when renting out our space, and that is not our normal business. He would love to see it work, but thinks it is a very difficult thing to do.

Arna said her concern is that membership is involved in this discussion. It will involve a lot of money we are putting out. She does not want it just to be a Board discussion and decision, and more places where the membership can give input. We need more work sessions and outreach because not all of our members are in Eugene. Arna feels there needs to be a larger discussion.

Peaches loves the idea of membership being involved in the discussion. Practically speaking, what does that look like? What is the mechanism for engaging as much membership as possible? Is it an email blast, or big weekend event open for all members to come? Or maybe a survey on the .net site? We need to develop a process and mechanism for getting membership input.

Jack said this dialogue can be a start to the open discussion with membership, and there will be some difficult conversations. The history of purchasing adjacent properties has been membership driven, as the properties we acquired became full almost immediately. We talk about looking forward seven generations, and we are already at full capacity, so we need to address that. We need to think about our growing population when we think about purchases, assets and what we currently have. We have typically sustained our needs on a cash basis. Some of our buildings need work, and we set aside money for that maintenance.

Jack thinks we should start looking at lease options in town. In an urban environment, there is a lot you can do in a lease that is also done in a purchase. He said what Jon S. suggested about sharing space with other nonprofits is doable within a lease option that is shared by the participants. The lease option is a good discussion to have with membership, and share ideas of how OCF evolves its urban footprint. We can be the leaders in the community.

Dean is grateful to have Wally be a part of this process and looking forward to hearing from him. He is not convinced a new Fair space has to be in Eugene, saying all of our assets are in Veneta except the office, and encouraged everyone to keep an open mind. In terms of our image, Dean feels we still have a long way to go with the Veneta community and that a Fair office in Veneta would help elevate us.

Spirit addressed Peaches question about what a membership work session would look like, and said we are out of practice. We had many in the past on different topics. Spirit said our membership is a huge asset, and members are screaming to be involved. This is an opportunity and big chance to come together in our strategic planning. Spirit thinks we should keep this momentum going and that active member participation continues.

Kirk said this dialogue is a lot of fun and he liked what Jack said about our urban footprint. Other organizations that have large art festivals have property ownership in multiple places. He likes the idea of leasing without having to drop large sums of money, and that member work sessions are critical. Some processes in the past have been ultimately driven and supported by management. Strategic planning is massive, and we have been missing leadership for years. We should not be kicking ourselves for not being further along, and we now have somebody to help us do that.

Jon P. wanted to speak to what George said, and said you start with a building program and identify your needs before you start shopping. We have done lots of work sessions and planning in the past with membership, and we know how to do this. He was really happy the Board put Wally in the lead of the process, but was not so happy to hear an open membership function

would be optional and did not agree with that.

Jon P. thinks a member work session is absolutely necessary and there are a lot of possibilities. He would like a membership event with information graphically presented in an organized presentation. He also said we do need an appraisal and maybe more than a Realtor for what we want.

FireDIC said in considering the various comments and suggestions, he would like to see a list of our needs for this space. Some needs are obvious, like a place to meet and office rooms. We also need to think about distance outreach from technology and about adding that infrastructure in at some time. To Jon S.'s point about a space with other occupants, we might want to look at others already doing this. What is available to rent? You may want a shorter strategic plan option along with long-term planning. There may be a need to look at the option of renting a space with multiple occupants that meets our needs now, while we continue to look down the road to something larger in the long run.

Somerfield said the question asked about membership involvement and discussing how we make that happen is important. When talking about member involvement, we need to look at the questions of what a Board meeting and membership input looks like. This type of discussion with the Board is really important for members to feel involved and see how the Board works. Somerfield would like to see an alternative platform for member input and move forward with that. A great place that would be less intimidating is the WOW Hall.

President's Peace

Jack said the intention of this dialogue is to create a template for getting member input prior to a motion. How we expand that and what it looks like is the real question. We have active participation from our founders, Elders and many generations of members. We need to focus on a space where we come to participate and get informed. We also need to think about the time frame of how we get together, and technology to help us.

Jack does not want a survey system that spits out an outcome, but believes there will need to be some of that. We can afford to reach out to our membership. Maybe a larger space will encourage more to come, and maybe we can work on more focused agenda items. We need a solid conversation about how we want this membership input to look.

Jack hopes the vision of a bigger space and some kind of electronic ability to be able to monitor participation continues to move forward as we move into the future. Our commonality is that we have one class of membership, and it is a broad spectrum of many who contribute. We need to find a way for more people to give input.

Jack thanked everybody for all the work done to put on the 50th, and to our patrons! The 50th Task Force was absolutely astounding, and we all pulled this off.

Draft Agenda for September 9, 2019, Board Meeting

7 pm, Hub Yurt at OCF Site

Consent Calendar / Board Donations
Approve June 23 and August 5, 2019, Board meeting minutes
Transparent open meeting laws — Aaron
Closed session recording and minutes — Aaron
Create ad hoc committee regarding Code of Conduct — Aaron
Board member job description — Lisa
OCF Organizational Chart — Lily
Appoint Ann Bennett-Rogers to the Elders Committee — Lisa
Replace previously designated money back to Green Ticket fund — Peaches
Replace previously designated money back to Peach Power fund — Peaches
Create new budget line item for carbon neutrality project — Peaches
Membership and Board dialogue, if time permits