

FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 27 ISSUE 4 SEPTEMBER 2019



Photos © 2019 Bob Arcard (dancer, top) and Nicole Nelson Kohrer (phoenix sculpture, bottom)

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FAIR FAMILY CALENDAR

September

- 23 Culture Jam Fundraiser, Mazzi's Restaurant, call the office for info
- 25 Food Committee, 5:30 pm, OCF Office
- 26 Elders Committee, 7 pm, Growers Market, 454 Willamette St., Eugene

October

- 1 Peach Power 6 pm, OCF Office
- 5 Conflict Resolution Retreat 9 am-5 pm, Alice's — REGISTER AT CENTER FOR DIALOGUE & RESOLUTION
- 6 Conflict Resolution Retreat, 9 am-noon, Alice's — REGISTER AT CENTER FOR DIALOGUE & RESOLUTION
- 6 Arbitration Training, 1 pm-4 pm, Alice's - RSVP NEEDED
- 6 Candidate Forum, 5 pm, Whirled Pies, 8th & Charnelton, Eugene
- 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
- 10 Community Village General Meeting, 7 pm, Unitarian Universalist Church, 13th & Chambers
- 15 LUMP, 6 pm, OCF Office
- 17 Community Village Council Meeting, 7 pm, Unitarian Universalist Church. 13th & Chambers
- 19 Annual Meeting, 6:30 pm, Whiteaker Elementary School, 21 N. Grand, Eugene
- 20 Path Planning, noon, Alice's
- 23 Food Committee, 5:30 pm, OCF Office
- 24 Elders Committee, 7 pm, Growers Market, 454 Willamette St., Eugene
- 26 Elder's Retreat, Alice's
- 27 Elder's Retreat, Alice's
- 28 Diversity Committee, 6 pm, OCF Office

November

- 1 KOCF Halloween Hullabaloo, 7 pm, WOW Hall
- 3 Vision Action Committee, TBA
- 4 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 5 Peach Power, 6 pm, OCF Office
- 7 FAIR FAMILY NEWS deadline, ffn@oregoncountryfair.org
- 12 LUMP, 6 pm, OCF Office
- 13 Craft Committee, 5:30 pm, OCF Office
- 14 Community Village General Meeting, 7 pm, Unitarian Universalist Church, 13th & Chambers

July 2020

- 10-12 Another Fabulous FAIR!



Happy Birthday Libras!

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



Make your vote count!

Free Arbitration Training

Free training for Fair family members to be trained as arbitrators in the OCF grievance process will be held Sunday, Oct. 6, from 1 pm to 4 pm at Alice's Wonderland.

Attending the training does not obligate you to serve as an arbitrator, but only those who have attended a training session will be asked to serve when the need arises.

This informative and interactive training will give you a window on how the process works and lets you build skills and try out your arbitrator thinking in role plays. This training comes at the end of a full weekend of fun, free workshops at the OCF Conflict Response Skill-Building Retreat at Alice's on site.

Email Kat Kirkpatrick at grievance@oregoncountryfair.org to save your spot at the arbitrator training.

KEEP IN TOUCH



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442 Lawrence St.
Eugene, OR. 97401
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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



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.

FFN THIS IS US

Suzi "League" Prozanski
Mary "Bunch" Doyon
Dan "Crowd" Cohn
Niki "Troupe" Harris
Brad "Band" Lerch
Michael "Mob" Ottenhausen
Mary "Crew" Callaghan
Kim "Coven" Griggs
norma "tribe" sax



**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

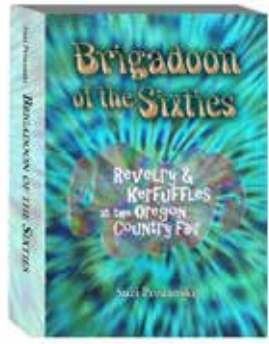
LOSE SOMETHING AT THE FAIR?

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

Vote Vote Vote Vote Vote!

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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.



Upsetti Spaghetti

Dear Fair Family,

So they finally shared the founding charter for M.A.G.I.C.

How am I not in the least bit surprised that over half of them are people whose judgement I do not trust.

One of them was the same lady who suggested in a public forum that the paid staff should take weekend of the Fair off and just let the volunteers be in charge. I don't care if she is a former GM or Board member or whatever — that is just an ill-thought-out idea. In addition, we lost water to our kitchens multiple times during Pre-Fair this year because MAGIC member "Water Tim" Wolden has refused to share all of the exact coordinates of existing water lines on site.

And of course Reese and Shell Bell are also involved in starting this, so it just confirms my suspicions that this whole thing is kinda wrapped around a personal grudge match with Shane and Crystalyn and some select members of the BoD.

The best part is that they try to boast about everyone's credentials. Is there anyone who helped start this movement who has made a sound decision in the last decade? It looks like a bunch of people who peaked in the late 1980s who now are upsetti spaghetti that the event is not the same as the one they helped start.

Saskia J. Whitson

Pre-Fair Kitchen Crew and the Bad Advice Booth

Going Forward

Dear Fair Family,

As a volunteer on the Fair's management team, I would like to thank everyone who helped make our 50th Anniversary the best Fair ever! This year's Fair was extremely challenging with the necessary prep work due to the extensive damage the site experienced this winter. As the family has done in the past, we all came together to get the work done to hold our fabulous gathering. Thank you all.

As one of the Back-Up Managers, I work closely with our operations staff, Crystalyn, Stephanie and Shane, on a year-round basis. I have had the honor to serve on five management teams ever since Leslie Scott asked me to join her team in 1997.

Last year, the Board of Directors wisely determined it was time and in the best interest of the Fair to shift from an outdated operational-modeled board to a policy-making board. I believe they made the correct decision. Today, the Oregon

Country Fair is a multimillion dollar nonprofit corporation that owns more than 500 acres. It is essential that we have a professional staff to run the day-to-day operations with the help from our dedicated volunteers. Now that our Board has hired Wally Bomgaars as our executive director, we need to give him a chance to do his job!

Before I vote for any of the 16 Board candidates, I want to know if they will fully support and work under the policy-making Board model? Do they agree to not micro-manage operations so our staff and volunteers can do their jobs?

It's time for our family to come together as we always have to work together for the good of the Fair and our nonprofit organization. Let's support our Board's decision to move the Fair and our organization forward. Let's not go back to the past.

Floyd Prozanski ("Tex")

BUM

Lisa Cooley for BoD

Hi Everyone!

In this election cycle there is a candidate for the Fair Board of Directors that is really exciting for us. Lisa Cooley has proved to be a good leader; a competent, smart, collaborative coordinator. More than that, she knows what we need as volunteers to thrive, and what the logistics of our work demands to deliver for the thousands who depend on us. After 26 years, Lisa always delivers and is trusted by a cross-section of crews, artists, volunteers, and so much of the Fair family. She is a good friend.

We know Lisa will make sure our voices are represented and heard by the Board of Directors and Management at a time when we are being disregarded and made subservient to decision-making and policy development. She will represent us well because she is a capable negotiator and knows how to listen, listen thoroughly and communicate well. Lisa won't be intimidated and won't walk away without results.

Lisa loves the Fair, loves the community, and

understands the complex issues of running a mature nonprofit organization. Her success as a major private-sector business owner makes her experience an asset to the Board and its operations. She is tough and smart, not easily manipulated and can see through wrongheaded information right away. Lisa's special optimism is inspired by her daughter and drives her dedication to a better future for all of us.

Lisa Cooley has a unique joy that is inspiring. Please. If you don't vote, you don't care. Plus, Lisa is a lot of fun, and we need that now.

"Firecat" Tom Bruvold; Fire Crew;

Dave Swanson, Water Crew;

Erin Swanson Thurmond, Food Committee, Co-co Reeper;

Glen Frank, Reeper Crew

Alyson Crain, Lower Reeper

Cindy Wooten, Fair Founder, 50th Anniversary Task Force

Erin Driscoll, Co-coordinator of Lower Reeper Crew.

Illyia Lozowick, Co-coordinator Lower Reeper Crew

MAGIC is a Collaborative Effort

Dear Fair Family,

Who is MAGIC? M.A.G.I.C. is "Members Advocating for Genuinely Inspired Change." It is a group of Fair Family that has formed a grassroots effort to address concerns with BoD and Management changes toward a top-down, corporate style organization rather than a collaborative, volunteer-based organization, as we have traditionally been from our very beginnings.

M.A.G.I.C. is a voluntary community of equals with no one leader. Collaboration, community-based decision-making, and transparency have been the principles that have guided us. A collaborative, family-driven culture results in more creativity and better decisions. It is what has made us unique for 50 years and is in line with who we've been from our very beginnings.

We are all Fair family. This is a collaborative effort to produce a group voice when individual voices have been retaliated against and targeted. Too many are fearful to speak out and voice their

truth. We want an environment where it is safe to have an opinion, voice a concern, and safely engage in open discourse. Debate and dialogue don't have to be toxic; in fact, it can be fun.

Through true diplomacy, we have the greatest opportunity for dynamic growth and positive change. Our organization has not been following the standards we have set for our own selves in terms of fair process. Instead, individuals who speak out have been targeted, while others pursue their own agenda, bypassing process and member feedback. We can do better than this. We are better than this.

We can create for all members a safe environment to consider new ideas. To be heard, and to know that no matter what, we can speak our truth. We can be the change we want to see.

www.ocfmagic.org

Catherine "Smilee" Clark

Pre-Post Security Co-Coordinator

Be the Change

Dear Fair Family,

OCF is promoting the death of the people it claims to serve by allowing smoking. After 50 years of Fair — and 50 years of evidence about the dangers of smoking — it's time for the policy to change! Ban smoking on Fair property. "Be the change."

Start the next half century with clean air and healthy lungs!

Kassy Daggett

Fair-goer

Seriously

Dear FFN,

From its very beginning, the Oregon Country Fair has stood for alternatives to mainstream culture. It has provided ways for people to support themselves through crafts, foods, entertainment. It has promoted energy awareness and efficiency, alternative forms of health care, and the opportunity to be wild, creative, outrageous even.

And yet, smoking is still permitted at the Fair. Truly, it's impossible to understand this. It's like providing a free booth to promote coal mining. It's antithetical to everything the Fair represents, and it's offensive to the great majority of people who come to the Fair. Venue after venue has

eliminated smoking on its premises. It's time — way past time — for the OCF Board to take similar action. If people need to smoke, they'll have to leave the Fair. You could designate a scorched-earth site at the back of the parking area. This might be a hardship for people who have been smoking all their life, but maybe it would be an incentive to quit — or just skip the Fair.

Seriously, this decision is a no-brainer. The only question is why has it taken so long? Please — do it now.

Andrea Scharf

Fair-goer since 1970

MAGIC a Watchdog

Dear Fair Family,

Who is MAGIC? MAGIC is not a random group of dissidents trying to disrupt Fair policy, as we are being mistakenly portrayed by some Fair family members. From my perspective as a member, MAGIC is a group of dedicated long-term Fair family who have served the Fair for many decades. Having found each other through many individual and small group conversations over the past several years, we are now expressing our concerns about how OCF is managed and operated. Simple enough! We are merely trying to get our voices heard.

Those who have signed on to MAGIC'S platform genuinely agree with the history behind our grievances, and, in its platform, as a way to move forward in solidarity around a common agenda that is respectful of, and in service to, the Fair membership. The MAGIC coalition believes all Fair family members should be aware of our group's observations — observations that compel us to share a deep concern that the voice of the Fair

family is not being heard and respected and that the Fair family will be more and more marginalized as the BoD continues to make decisions that do not reflect Fair family concerns or its visions for the Fair's future.

We are similar to a watchdog group promoting awareness about the Fair's increasing movement toward a top-down management culture, rather than maintaining the founding, long-standing, membership-directed culture we have embraced for the better part of 47 years.

Please check out [ocfmagic.org](https://www.facebook.com/groups/ocf.discussion.forum), and join the conversation by joining the Facebook group, OCF discussion forum: (<https://www.facebook.com/groups/ocf.discussion.forum>)

Thanks very much, Fair family members. Oregon Country Fair needs you to vote in this upcoming election.

Sincerely,

James Prull

Water Crew

Simply Not Logical

Dear Fair Family and OCF Board:

One height of irony evident at any given Fair has been the continued coddling of tobacco smokers. "Tobacco," not the actual revered-by-some plant known as *Nicotiana tabacum*, but the addictive, carcinogenic products laced with hundreds of health-wrecking additives, which are ignited and inhaled, both willingly and unwillingly (second-hand.)

Since the early 1980s—when OCF policy makers were feeling that our event was threatened by the pressures of the War on Drugs—the Fair has made it known far and wide that ours is "an alcohol and drug-free event." Notwithstanding the redundancy of the phrase "alcohol and drug" (ethanol is a drug): nicotine is very much a drug. In fact, if one Googles for a chart showing relative harmfulness of social drugs, nicotine is right up near the top along with morphine, crack cocaine and heroin. Near the very bottom of harm causation you will find classic counterculture substances such as LSD and psilocybin; in the mid-bottom is our friend the Cannabis plant.

To make a public show of banning all but one of the most toxic and harmful awareness-altering substances from the Fair, amounts to an inconsistent and hypocritical policy. And it is a policy that could easily have been altered by a right-thinking board of directors long ago.

Sometimes Hippie logic is anything but sensible. It would still be nice to compassionately replace the current policy with one that actually makes sense. Just as with "Exxon knew" (climate change), "Tobacco knew." Both industries keep harming us for profit.

At any rate, the situation calls to mind the equally-absurd decision, made years ago, to ban chiropractors from doing their thing at the Fair because a massage therapist (totally different profession, untrained in manipulations) injured someone's neck during the event.

Excuse me Captain, but that is simply not logical.

Vip Short, D.C.

44 straight (not unaltered) years and counting;

Crafts booth #74 for 25 years ; Elder

Prioritize Spaceship Earth

To the FFN:

In addition to voting for Board candidates during the upcoming elections, members will once again have the opportunity to vote for their chosen category of Jill Heiman Vision Fund grants for 2020.

As usual, the three choices are (a) Arts & Culture (B) Basic Human Needs & Equality, and (C) Environment & Sustainability.

In making your choice this year, it is important to consider that the term Basic Needs, as originally defined in 1943 by Abraham Maslow, includes air, food, water, shelter and clothing.

Healthy air quality and sufficient clean water are essential for the production of nutri-

tious food. Until we begin to prioritize the health and well-being of our planet, Spaceship Earth, there will continue to be increases in r air quality and insufficient clean water necessary to provide for the basic needs of all living, breathing beings — not just humans.

By protecting and caring for our environment, we have a better chance to improve the quality of life for all.

Something to ponder before voting for your Jill Heiman Vision Fund category preference this year.

coyote connelly

Mediation Team, Elder

Don't Turn Back the Clock

Dear Fair Family

I am writing to share my deeply held opposition to MAGIC. I am appalled at the apparent conclusion that political parties are a good thing for the Fair. Now is the time for us to learn how to work together, not to increase divisions based on whether you agree with the MAGIC loyalty oath. While it may not be called a political party, it has a platform, it has a slate of candidates (some of whom have no position other than the MAGIC platform), it refuses to endorse candidates who disagree with any aspect of the platform, and it is engaged in active campaigning for its loyal candidates, including a separate candidates' forum.

I also disagree with the idea that the Fair is embracing a corporate top-down structure over input from volunteers and members. Other than hiring an Executive Director, my Fair continues to seek and value my input. Is MAGIC's unstated goal to get rid of our new E.D.?

MAGIC appears to want to turn back the clock by encouraging the election of old people with old models who, while claiming to support diversity, only want people on the Board who agree with them. What a loss for our family if this movement is allowed its invocation of one of our sacred values, magic, to corrupt our organization and its processes.

Please read each candidate's statement and decide for yourself who has the integrity and intelligence to guide this wonderful, growing, successful organization into the future.

Martha Evans

Camping Crew Mediation Team, former NRT Crew coordinator, and former Board member

Other Fairs Ban Tobacco

When medical science in the 1960s established that tobacco smoking causes cancer, a Brown and Williamson Tobacco Company internal memo immediately declared that "Doubt is our product, the best means of competing with the body of facts, and the means of establishing an ongoing controversy."

Despite its being the Fair attendees' biggest complaint, the OCF Board of Directors has for 50 years promoted and normalized the use of a deadly addictive drug and have refused to specify their reasons for doing so. I and others have long wondered what "body of facts" could possibly justify their sending positive messages about tobacco and nicotine addiction to impressionable young teenagers and children.

Tobacco addiction for the vast majority of smokers starts in childhood. The more children observe adults smoking, the more likely they will smoke. This health-destroying addiction initiated at ages 13 to 15 or younger robs people of their potential for a healthy life. Nicotine being highly addictive, at least two-thirds of children starting with just one cigarette will begin smoking daily.

Preventing children from becoming addicted should be our priority. The Fair's dilemma: Its refusal to become tobacco-free provides a tobacco industry-friendly environment, putting vulnerable children at risk by encouraging tobacco use. "Do as I say, not as you see me do" is never an effective prevention strategy.

When Republican Lane County Commissioners make more progressive and evidence-based policy decisions about tobacco smoking than does Oregon Country Fair leadership, it is time to pause and reflect. OCF leadership normalizes, promotes, and rewards smoking. Tobacco-free environments at every big Fair on the West Coast have proven to be the most effective cessation policy. Doing the right thing, Oregon Country Fair leadership should designate the entire Fair as a no-smoking area. Admirable, health-promoting, reality-based values demand no less.

Jerome Garger

Elder

Start CRG Over

Dear Fair Family,

The Coordinator's Resource Group has the potential to be an important part of the Fair organizational structure. Unfortunately, the first attempt has been unsuccessful. From our perspective, the CRG was dominated by a couple of strong voices whose feelings of distrust and disdain toward the Operations Manager interfered with good-faith collaboration. Our role was to collaborate and offer volunteer perspective to operational strategies. To us that means sitting down at the same table and talking things out together and coming to some sort of consensual understanding TOGETHER.

This did not happen. The CRG did not act in good faith. It actively worked to avoid such collaboration. The ideas developed during the earlier all-coordinator work sessions were largely disregarded. Before the group had any solid foundation, it was inserted into a disciplinary action involving two coordinators and management — not because that was the consensus of the group, but because it was the agenda of those who dominated.

Support the Volunteer 2.0

Hello Family,

We are nearing next month's critical election of a new Board. I say new Board because we need to hit "reboot" on what has been going on the last half-dozen years. The current incumbent Directors have been instrumental in taking the voice of the volunteers away and replacing it with a corporate-style management system with continued fee increases to attend our important event.

A concerned group of Fair Family has created an awareness group that has published a platform they feel meets the needs of both the Fair and the Family. This platform is nothing revolutionary. No, it is simply trying to re-establish appreciation of the base that got us where we are. Their message is found at www.ocfmagic.org — I wholly support their message, as do most of the new candidates for the Board.

It is interesting to see that the current management group has been attacking the message of

Discord within the group grew. Progress was difficult. Other opinions were disregarded and ridiculed. We were called "lapdogs of management" for suggesting we should develop a different relationship to Operations that might build a good working relationship and a track record of working together.

Of the 10 original members of the CRG, five resigned in frustration and one is no longer a coordinator, leaving four.

In our opinion, the current CRG is dysfunctional. We need a CRG that is able to collaborate with Management and the BOD instead of one whose agenda is to be an independent power block to challenge those they oppose. We need a CRG that has power WITH its colleagues, through mutual respect, not one that seeks power OVER those they disagree with.

We need to start over, and get this right.

Wren Arrington, White Bird / Medical

Amy Hand, Recycling

Kirk Shultz, Construction

Codi French, Traffic

Loretta McNally, Quartermaster

OCF MAGIC and efforts of the Coordinator Resource Group (CRG), which is trying to interface with management as directed by the Board. One manager recently posted on the OCF Discuss Forum this statement against the CRG:

"It seems to have devolved into a few disgruntled individuals, some not even coordinators, who want to go back to the old days and run the Fair the old unfair ways. That is not the way to go. The way to go is forward, not backward. Get real."

I infer from that statement "getting real" is seeing that increased fees will be the norm. This will become a "Pay to Play" event much like Burning Man where you can expect to pay up to \$1,000 to "volunteer."

Let's give new voices a chance to direct, ones who adopt the MAGIC platform. Please vote.

"Water Tim" Wolden

Water Crew Coordinator

Steve Berkson for BoD

Dear Fair Family,

I'm writing to support Steve Berkson for the OCF Board. Although I haven't known Steve for a long time, he's pretty much knocked my socks off, not an easy thing to do. I've been involved with the Fair since 1970 and I've met a lot of energetic, intelligent, thoughtful people over the years, and Steve is right at the top.

I believe his experience in the real world as a first responder helps him stay calm and not escalate things. He deals with real emergencies and feels no need to create them.

Steve has an analytical mind and works in a collaborative manner. He solicits input and listens to it. He is honestly much more interested in getting a good product than in pushing his own agenda. He wants the Fair to be run in an open and democratic manner with input from the membership, especially before big decisions and changes are made. I trust that he won't be rushing into votes and won't be moving things from new to old business unless necessary because he knows that limits input from the membership.

I trust that he will strive to follow the goals that MAGIC has put forth because he believes they're best for the long term health and magic of the Fair.

I could go on and on about why to vote for Steve. I encourage you to read what he says on Facebook, if you're a FB user, or to reach out to him, sberkson@blazingimages.com. You won't be disappointed.

Although I wrote this, I knew others would want to sign, so there are more signatures.

Thank you for considering Steve for the Board.

Arna Shaw, Past General Manager, and past BoD; and co-signers:

Andrew Harvey, Past BUM, past QM, past Fair Central, and Elder

Ed Moye, past Main Camp Coordinator, past Construction Crew Coordinator, and Elder

Kathryn Madden, past BoD Member, past BoD President, past BUM, and Elder

Robert Thompson, past Security Crew Leader & Co-Coordinator, past BoD Member, and Elder

Jon Pincus, past Water Barrel Crew Coordinator, and Elder



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Sound Bites

by Dean Middleton, station manager, KOCF-FM

Why should you consider listening to community radio? I was discussing this about a week ago with my 30-something daughter. She says she doesn't listen to radio much, rather she prefers Spotify or mixes. She says she likes to select a music type or feel and then just be able to kick back and listen or do homework or research or whatever. I was explaining the difference between a DJ selecting music and an algorithm. Most the time when an algorithm selects one song and then the next they are similar in rhythm and or key. But when a DJ selects music, he may consider rhythm or key but sometimes he'll purposely break out of that and choose something completely different. It usually fits and enhances the mood.

We were heading into her old community in Mendocino County where she was a very involved in the community. I asked her if she could put on KYBU because I knew we were in its coverage area. She had to pause and started to sing/hum a jingle and then said 96.9FM. She then tuned the radio in the car over to that station. Within a few minutes we got to the top of the hour and the station ID started to play. It was the same jingle she was humming, but I realized I was listening to her on the radio

singing the jingle. She then explained she had written the jingle and had gotten her choir to perform it. That's another reason for listening to community radio. You never know when you're going to hear yourself!

"On paper, there is no reason why low-power FMs, rural radio stations, Native stations or other grassroots media outposts dotting the country should be making it at all. Where everyone else in public broadcasting talks about economies of scale, community radio upholds the beauty and power of the small." Shelly Cane, *Current*, October 16, 2016.

Local is important. Building community is important. Having a voice that can reach you when you need to find out what's going on in an emergency is important. Knowing about current events in the community is important. Public airways and having a voice on them is important. KOCF 92.7 FM is important!

Next time you find yourself tired of listening to Spotify, Pandora, Mixcloud or whatever, try switching over to KOCF.org or turn on your radio and listen to 92.7 FM and then tell a friend what you heard.

That's a wrap.

Welcome Wally Bomgaars, OCF Executive Director

by Suzi Prozanski, Fair Family News Crew

Just in time for this year's 50th anniversary Oregon Country Fair, the Fair's Board hired Wally Bomgaars to fill the new post of Executive Director. As a longtime Fair-goer, Wally quickly transitioned to begin his new role, camping out pre-Fair and checking out all the behind-the-scenes activities he could. While this was not Wally's first Fair, it would be his first time to get fully immersed in the Fair's management team experience.

Wally first came to the Fair in 2008 as part of the Burning Man Exchange program that had sprung up between the Fair and Burning Man organizations.

"It was largely Palmer [Parker] and a couple of others who got me involved with Fair," Wally says during a recent interview at the Fair office. "They said, 'You guys, you've got to come to Fair. It's amazing!'"

At his first Fair in 2008, Wally discovered the pre-Fair screened kitchen at Alice's Wonderland after Palmer took him on a tour of the site. Wally had made his living as a trained professional chef, and he got the opportunity that year help cook in the bakery for a day.

"I fell in love with the Fair as soon as I started coming in 2008," he says. "My first impression of the Fair was the magic of it all. It really hit me while running around the Fair at night with all that Fair magic in the air."

Wally had been going to Burning Man since 1997 and working there since 1999, primarily with the Rangers Department (similar to the Fair's Security Crew). He joined Burning Man staff in 2002 as the Exodus Manager, coordinating the crews that helped 30,000 participants safely exit the playa on a one-lane rural road.

"I also managed with other departments that grew out of the Rangers, like the Department of Mutant Vehicles, which licensed the art cars, the vehicles for disabled drivers, and all other vehicles on the playa," Wally says.

In 2008, Wally became one of the five chief Operations Managers at Burning Man. As the Safety and Security Operations Manager, he coordinated the Rangers, Traffic, DMV, and the Gate, Perimeter, and Exodus Departments. That was also the first year he participated in the Burning Man exchange with the Oregon Country Fair.

Wally's boss, the Burning Man board member who hired him, gave him a five-year plan to work on the operations and deepen coordination among parts of the Playa Safety Department. "If you do this work right, you'll work yourself out of a job in five years," she told Wally.

"I was tasked with getting those departments more dialed in," Wally says. "Well, it took me about six years. Over that time, Burning Man grew from approximately 48,000 to 70,000 participants." At the same time, Wally volunteered for other parts of Burning Man, including the Survey Crew, a team of about 12 that walk the empty desert putting flags in the ground to mark the roads before anyone else shows up. "That was a really fun job and a great crew," he says.

"Parallel to all of that, starting in 2002 I have run my security company," Wally says. He co-founded and co-owns High Rock Security. "We started essentially because I was in Ranger management at the time and people would ask us to do security at their events," he says. The first events were very small, where the staffers worked the door in unofficial, low-key security positions. But one year, one of the early coordinators of Burning Man asked them to provide security for his New Year's Eve bash for 10,000 to 15,000 people. He insisted that the crew needed to wear a shirt that said "Security."



"We hadn't been doing that," Wally says. "We just wore our street clothes. And we couldn't wear our Burning Man Ranger shirts. So we came up with the name Black Rock Security because so many things at Burning Man have Black Rock in their names. The Rangers were also known as the Black Rock Rangers. We asked Burning Man Org if that was OK [to call it Black Rock Security] and they said yes. Once we had the shirt on, it became a Thing. We never set out to start a security company. It all came from responding to community needs and requests."

As Black Rock Security got invited to more events, the business got better organized and was renamed High Rock Security. For 17 years, High Rock has provided security to events in and around California and Nevada. Other teams that grew out of Burning Man now provide medical aid and other services at many of the same events where High Rock Security works.

In 2019, High Rock Security came full circle, working as the first outside security force hired by Burning Man.

Meanwhile, Wally returned to the Fair as part of the Burning Man exchange program in 2011, 2012, 2013, and 2014.

He missed 2015 because of work commitments, but came back in 2016. He applied for the exchange program again, but didn't get it because, he was told, he had used it too many times. If he wanted to keep coming to the Fair, he needed to earn his Fair pass with a job. "Though I was told this just about a week before Fair, I did manage to get a pass from someone," he said.

Even though he couldn't get a pass through the program, he got more involved with the exchange program to try to improve it.

"I wanted to bring more substance to the experience," he says. "In that program, I was often not told I got the pass until a week or two before the Fair, which is not a lot of time when you're coming to an event from a different state." Wally also wanted the program to offer participants options to "plug in more," meet their equivalent counterparts doing similar work, and share ideas, which would require more notice and pre-planning.

"I came back [to the Fair] in 2018, and I wanted to plug in to the kitchen," he said, "but I couldn't meet their requirements. I had to be there for at least two weeks and I think they said 80 hours of work. I couldn't do that with my other responsibilities and living out of state. ...

"They told me, 'Hey, if you want to keep coming to the Fair, get a job.' So I got a job. ... This job! It's almost like a joke, right? I like to think of myself as the poster child for the success of that program," Wally adds, chuckling.

Wally says he was able to accept the Fair's Executive Director job because his security company can run without him being hands on. He remains on the board of High Rock Security. Coincidentally, the company's Operations Manager, Kai Chotard, grew up at the Fair and helps run the Ritz Sauna.

"I was looking for something else to do with my life when I passed along my old job at Burning Man," Wally says. "I was looking for something meaningful and inspiring, where I really felt a purpose. ... I heard this job came up and it really aligned with me and it seemed to align with what the Fair needs. ...

"Festivals have been my life's work, and the Fair is one of the best and greatest expressions of celebrating community. A life of purpose for me is aligning my life experience and my expertise and my passion into a life of purpose. Purposeful work had me interested in the Fair," Wally says, adding "I love this Fair!"

July 2, 2019

Greetings Fair Family,

It is with a heart full of excitement that I write to you today to introduce myself as the new Executive Director of the Oregon Country Fair.

From my first moment of Fair a decade ago, I witnessed with joy all of the creativity and authenticity of this special place, and the deep connections the Fair Family has with one another. Years later, those feelings come on just as strong the moment I take a left onto Aero Road, walk through Dragon Plaza, or step up to eat at one of my favorite food booths (there are too many to consider a single one!). The magic is real, and we make it together. I come to this job with the knowledge that there is simply no other place like it on Earth.

I admire the deep roots and storied history the event has created, along with the strong community built over the last 50 years. The opportunity to help steward this special organization and to co-create what the next half century will look like is truly inspiring and humbling, and I am honored to serve the Fair Family in my role. As we pass this milestone anniversary — our Golden Jubilee! — we recognize the challenges ahead. And I am undaunted, because along with unbreakable connections, there is much wisdom in this family.

Communication, collaboration, integrity, and community. These are the values with which I will establish my role. These values in turn require curiosity, empathy, positivity. These are not things we have, but things we practice. One thing I know: It is up to you, to me, to all of us to kindle our success by continuing to bring out the best in one another. I am confident that with such a strong foundation of community, we will thrive in the next 50 years.

I so look forward to meeting many of you there, walking with you through the Eight, and experiencing the magic together. I am profoundly aware of the sacredness of this community, and what a responsibility it is to hold this new role. Thank you for taking this leap of faith and putting your trust in me. I will honor it. Fair thee well!

Wally Bomgaars

2019 OCF Annual Membership Meeting and Election

6:30 pm, October 19, 2019

Whiteaker School, 21 N. Grand St., Eugene, Oregon



There are 10 directors and 2 alternates on the Board. Each year, 5 directors and 1 alternate are elected to a 2-year term at the Annual Membership Meeting. The agenda also includes financial information and the 2019 Feedback Report. Results are counted and announced after the meeting.

Instructions for All Ballots

- There are 6 vacancies scheduled to be filled. You may use X's or checks to vote for 6 or fewer candidates. If you vote for more than 6 using X's or checks, your ballot will not be counted.
- More vacancies have been known to occur before the close of balloting. If you wish to vote for more than 6 candidates, please use numbers to mark your votes until all the candidates you intend to vote for are assigned a number. (You may assign a number to every name on this ballot and to all written-in names, if you want.) Number your votes sequentially, starting with 1. Only those votes with numbers up to the number of vacancies will be counted. For example, if there should be seven vacancies, votes numbered one through seven will be counted. Do not assign the same number to more than one name.
- Facsimile ballots will not be counted.
- If you make an error on your ballot, or you are missing a ballot or return envelope, please leave a message for the Elections Committee at the Oregon Country Fair office at 541-343-4298, or email elections@oregoncountryfair.org.
- Enclose and seal the ballot in the Secrecy Envelope (fold only if necessary). Put the Secrecy envelope in the envelope addressed to the Oregon Country Fair.
- Place your signature and legibly print your name and your mailing address on the return envelope where indicated. Envelopes that do not have a signature will not be opened or counted.
- Submission of an absentee ballot appoints the Secretary of the OCF as proxy to cast the member's votes as indicated on the ballot.
- Absentee ballots must be received in the Oregon Country Fair office, 442 Lawrence, Eugene, no later than 5 pm, Saturday, October 19, 2019, or turned in at the Annual Meeting.
- If you are voting at the Annual Meeting, October 19, 2019, turn in your ballot at the elections table at Whiteaker School (21 N. Grand, Eugene) before the election closes. Ballots that arrive after the meeting are not counted

New Members!

Get Out the Vote and others were collecting member registration forms before, during, and after Fair. Almost all of them have been entered in the database. There are still about a hundred forms that do not have enough information to put them on the voting member list. If your name is spelled wrong or you think you signed up but you didn't get an annual meeting notice, please contact elections@oregoncountryfair.org.

Almost 1,500 new voting members were added this year. Last year about 1,700 voting members were added. Yet the number of ballots returned went from 1,230 in 2017 to 1,579 ballots returned in 2018. If all those additional ballots came from newly signed up voters (and they probably did not), that would mean about 21 percent of the new voting members actually voted. If that percentage holds true, we should have a new record for the number of ballots returned this year. However, we probably still will not achieve 2,000 voters. The membership secretary estimates that 20 percent is also roughly how many of our potential voters actually vote. Let's prove her wrong this year, folks!

Fair family survey! The Bylaw and Election committees, with help from the Survey team, have prepared a survey to learn:

- How informed and engaged are the Fair family in the process to elect the OCF Board of Directors?
- How well does the Fair family know and understand the OCF bylaws and the elections process?
- Does the Fair family see value in changing the current elections process?
- We would greatly appreciate it if you would complete this survey (unless the survey crew found you during Fair). Go to this link <https://www.surveymonkey.com/r/LRPN7VD>!

2019 OCF Election Timeline

- **Oct. 1: Last day to request an absentee ballot for timely delivery.** You may request one after this date if you can return it in time for the meeting. Ballots that arrive after the meeting are not counted. Email: elections@oregoncountryfair.org or send your absentee request to Elections at the Fair office address 442 Lawrence, Eugene, OR 97401. Please include your current address with your request. Each individual needs to make their own request, please do not make requests for your spouse or family.
 - If you get an absentee ballot and then find out that you can make it to the meeting, please bring your ballot with you.
 - Absentee ballots are not available from OCF office staff.
- **October 6: Candidate Forum, 5 pm at Whirled Pies 199 W. Eighth Ave. in Eugene.** This forum, hosted by the Get Out the Vote team, is an opportunity to get to know the candidates. Video will be recorded and information for viewing will be at www.oregoncountryfair.net soon after. You can suggest questions to be used at the forum; just email them to ocf.govt@oregoncountryfair.org.
- **Oct. 20: Annual Meeting.** Come vote at Whiteaker School, 21 North Grand St. Eugene, Oregon, 6:30 pm. Results are counted and announced after the meeting.

The 2019 Oregon Country Fair candidate statements on the following pages are published as submitted to the OCF Elections Committee without editing. The views contained herein are the views of the candidates and not of the Oregon Country Fair. The Elections Committee included only the contact information provided and approved by the candidates for publication.

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

Candidates

- Sue Theolass
- Jon Steinhart
- Jon Silvermoon
- Palmer Parker
- Justin Honea
- Paxton Hoag
- Komo Gustafson
- Stephen Durkee
- Lisa Cooley
- John Chewie Burgess
- George Braddock
- Steve Berkson
- Terry Baxter
- Sandra Bauer
- Thom Barr
- Diane Albino

2019 OCF Board of Directors Candidate Statements

Diane Albino

iriedi@yahoo.com



Dear Fair Family,

Thank you for the honor of serving on your board of directors. It is a pleasure to serve an organization that has a participatory structure that I call circular, with the members choosing the board, and a board who chooses the lead professional who supervises the staff that manages the volunteers who coordinate the crews, booths, and entertainers who all together choose the board. There is no hierarchy here, we are a community of equals.

I have been a board member who is accessible and listens to the concerns of all members of our family: booth people, entertainers, volunteers, staff, elders and youth.

I have served on other non profit boards, as well as the OCF board and understand the rules of confidentiality and honor them.

I have been a member of the Community Village since the seventies; whose purpose is to educate and network for peace, social justice, social change, right livelihood, and other values of the Sixties.

As a board member, I was active in the process that established our Vision Goals, and have supported the development of a strategic plan based on those goals and a decision making process that uses our goals as a basis to guide us.

I have been involved in the Diversity Committee since its beginning, and consider equity, inclusion and diversity a priority. I serve or have served on Craft, Archeology, Personnel, Elders, Bylaws, Vision Action, and the Executive Director Search Committee.

I was born in Eugene, came of age in San Francisco in the Sixties, went back to the land and live a life of Voluntary Simplicity. There are three generations of my family at the Fair. I have a Master's in Environmental Studies and recognize our global climate crisis. I play well with others.

Thom Barr

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thombarr02@gmail.com



I have not served on a non-profit board. This is the second non-profit I have worked for, and the first time I have felt inspired to build a future with my community.

I current serve on 3 committees. I joined LUMP 2014, Food Committee 2016, and I have recently joined the Diversity Committee.

Thanks to the success of the Oregon Country Fair, we've reached a stage of growth where it is important for us to formalize the processes, we use to pursue our mission as a non-profit. The biggest challenges we currently face stem from our success and growth.

Other non-profits have passed through these stages of growth successfully, providing a template for how we might proceed. Change can be painful, and we may have trouble finding common ground. We should not fear change as it is the source of our success. It means a greater opportunity to pursue our goals which are transformative, not just of us, but of the surrounding community. As we move into the future we have even more opportunities to promote our vision for respect for the land, for resources and for each other before the community at large.

The key to our change and continued success is in the participation of all members. There is no member more or less important because we need everyone to participate. The key is participation. It is you participating and being involved that adds value. It is through participating that members have the biggest impact. Finally, we are a family by choice. We may disagree but let us remember to respect each other. We are all needed. We are all valued. We are all loved. And family means no one is left behind or forgotten.

Blessed be, Thom Barr

Sandra Bauer

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sanbauer@aol.com



The Oregon Country Fair is at a crossroads - should we be a traditional top down nonprofit organization? Or should we continue to be a volunteer driven, collaborative community based event? As a member of the founding leadership of our Fair, I value the volunteer/family voice in what is becoming an increasingly hierarchical organization. Our intentional community is what has kept us vibrant, relevant and successful for 50 years. What we lose in efficiency, we gain in magic and that unquantifiable something that makes this Fair something really special.

Recently I served on the community center committee where I opposed a multi-million dollar legacy building in favor of a more cost effective upgraded kitchen (which we still need badly). As part of the 50th celebration committee I spearheaded the new Craft Demonstrations and the daily party events (the "Peach de Resistance" Art Commission, the 50 Mildred March, Founders recognition, and history of the fair in 5 minutes).

I bring many years of board experience from communities, business, environmental organization, an Democratic Party legislative district and county boards. I've been active in fundraising and have continued to do many special events. I ran my own successful business for almost 20 years after which I sold it to the employees.

Specific areas of interest:

Revisit the NAO report and be systematic and intentional about adopting strategies that will work for our organization.

Make decisions in concert with our purpose and our community guided by a well thought out long range plan. A well written long range plan provides a framework for decision making and a matrix for evaluating progress.

Clear written policy consistently implemented, trackable, resolvable and managed by a staff human resources position.

An Investment in educational programming both at the fair and regionally. I support the ocfmagic.org platform.

Terry Baxter

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Fair Family is a magical mix of artists, entertainers, vendors, volunteers, staff, elected folks, and the public. This mix works together to put on the annual Oregon Country Fair and manage the Fair's year-round activities. The most important thing a board member does is help create organizational structures that equitably support all Fair Family in building an effective, loving, and just community.

I have been attending the Fair since 2005 and have volunteered with the archives team since 2011 to build the Oregon Country Fair Family Archives. As part of my work, I've studied some of the history of the Fair and its organization.

I have worked as an archivist for 34 years. This summer I was named a Distinguished Fellow of the Society of American Archives. I have served on a number of elected and appointed boards, was elected as the president of Northwest Archivists, and am a founding member of the Association of Tribal Archives, Libraries, and Museums.

I have a number of ideas for what I'd like to see the Country Fair Board do, and if elected, I pledge to work diligently on the following priorities:

- * Initiate term limits for elected officers and board members.
- * Increase transparency by developing Fair Family Meetings and Records Rules modeled on public meetings and records rules.
- * Suspend implementation of the NAO reports until the board has performed, with Fair Family input, item level reviews of each recommendation.
- * Plan a strategic review of all by-laws, policies and procedures through the lenses of language clarity, primacy of Fair Family community, and commitment to inclusion.
- * Build a strong culture of inclusion and cultural sensitivity in all Fair activities.
- * Hire a fulltime workforce manager to oversee all personnel issues related to the Fair workforce, including staff, management, and volunteers.

Steve Berkson

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sberkson@blazingimages.com



My name is Steven Berkson, however many of you know me as "FireDIC". My first Fair was in 1985, and have been on Fire Crew since 2001 and currently serving as co-coordinator for the past four years.

This is a pivotal moment for the Fair. I am concerned about the shifts toward a top-down organization. The bottom-up, community driven nature of the organization, with its focus on collaboration, is what makes the Fair the magical event that it is.

I see our OCF Board of Directors as something more than the typical non-profit board of a museum or hospital. It is the council for our community. The Fair has a Mission: to make a better world. That Mission must be reflected in how we govern ourselves.

Professionally, I am a Fire Captain/Paramedic and working in the Fire Service since 1985. Having served for years on a fire district board, I supported transparency through adherence to Oregon Open Meeting laws, and I understand the fiduciary and long-term planning requirements of a board position.

To that end, I am committed to the MAGIC platform (<https://ocfmagic.org>). It includes dedication to transparency, collaboration, and that the Fair reflects the Fair Community; not become just the vision of a few.

We need to ensure that all parts of our community have a meaningful voice including crews, entertainers, vendors, artisans, and less noticed members and supporters like Culture Jam and the public.

I believe we need to protect our Fair democracy and expand on our mission to explore and educate ourselves and others about lifestyle and community choices.

Rather than change the very nature of the Fair, I believe we need to reflect on our successes, and look for ways to improve in our efforts to become the best association of equals we can be.

George Braddock

541-953-6219
georgewbraddock@gmail.com



My name is George Braddock and I am running for re-election to the Board of Directors of the Oregon Country Fair. I am currently the Vice President and have served on the Budget, Financial Planning and Executive Director Search Committees. I have operated the Ritz Sauna & Showers for 44 years. Professionally, I design physical environments that are accessible, improve health, and increase independence for people who experience complex disabilities. I was the founder of Mainstream Housing and served on the board of Lane County Head Start from 1999-2013.

I believe that the Oregon Country Fair is at a critical juncture. It is fifty years old. Fiscally, it is a major nonprofit in Lane County with significant real estate holdings. I believe increasing transparency and accountability at all levels and areas of the organization is essential. I have been a strong advocate for the outside assessment of the OCF structure and operations. I have promoted increased Board training. I believe that transitioning the Board from being an Operational Board to a Governance Board through an inclusive and transparent strategic planning process is important to the future viability of OCF.

We are a complex family, like any family we have our disagreements. We need to refine our structures for open and honest communication, and reaffirm our commitments to our shared values. The well-being of OCF must always be a priority.

I listen. I have deep connections though out the Fair with vendors, performers, staff, crews and their volunteers. Like most of you, the Oregon Country Fair is far more than a simple event to me. I want my grandchildren and yours to experience the magic.

I am not a loud voice but I believe I bring an open, thoughtful, honest, clear and mature voice to the issues that confront our Family.

John Chewie Burgess

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chewieburgess@yahoo.com



Hello Fair Family,

As a person who has been involved in many aspects of the Oregon Country Fair for 34+ years, and having had the opportunity to previously serve on the Board, I have some varied perspectives about OUR Fair.

As we continue forward, again we need to implement significant change. In my opinion we need to press pause on the NAO recommendations, and work its processes and procedures. We need thoughtful reinvigoration to remember who and why we are the OCF. WE NEED to remember and include ALL our Youth and Elders together.

Therefore, I am asking for your support as I again run for the OCF Board. I feel that with your support and constructive input we can take back control of OUR Fair: Not as a corporate clone; rather as a volunteer Family member run organization facilitated by equals, WE CAN implement and follow functional policy for the positive change WE want.

Some objectives I see are:

- Fixing the current structures regarding management, policy, procedure and operational implementation.
- Seeking a way forward, to grow Our Fair responsibly through working together for a functional growth. This allows both input and mindful consultation with ALL parties on membership involvement and roles as they relate to operations.
- Fully considering overall capacity issues and their long term impacts to OUR LAND.
- Reclaiming the original Vision, Magic and Fun of OUR Fair.

I hear and feel the need for change and with Your support I will work ardently to reconnect to OUR Fair Core Values.

In the words of Voltaire, I too find that in OUR FAIR now,

"It is dangerous to be right in matters on which the established authorities are wrong."

I thoroughly, fully and completely support US and OUR Fair.

John 'Chewie' Burgess

Lisa Cooley

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lisaandnora@gmail.com



Hello! My name is Lisa Cooley, first a day-tripper in 1993, to lifetime devotee (Traffic Crew in 1994, then Lower Reefer from its year of formation in 1995 to relinquishing my role as Coordinator 2019.) After years of consideration, this year I was asked by many, and decided to represent their voice and run for the B.O.D.

The cries of Fair Family, voicing concern about losing the authenticity at the heart of Oregon Country Fair, echo in my ears— forming the foundation of my candidacy. I strive to reflect the heart of the Fair, to be the "Pit of the Peach," while focusing on the M.A.G.I.C. through the eyes of all generations. Of many years spent here, my favorite have been watching the reflection of Fair through my daughter's eyes. Growing up here, she exudes the M.A.G.I.C. she has witnessed.

As an owner of the Memory Care Community in Veneta from 2005-2019, the 5th largest employer in Veneta, and through board membership for my own Non-Profit, Commanded to Go, I have ample experience with leadership and representation of diverse interests. My positive involvement in the many changes the Fair has undergone has prepared me for future adaptation, while my history has anchored me to the core that remains so essential to long-time Fair Family. My goal: listen to facilitate dynamic growth, advocate for improving sustainability— stewardship of the land requires zero tolerance for violating "pack-it-in/out"; SANITATION— address the lack of clean toilets and handwashing stations; foster integrity—hiring accountable, capable staff with oversight, ensure current Policy and Procedures are followed in every situation, develop a well thought out approach to sitework (i.e buildings, vehicles, land maintained), ensure membership is always heard, and mostly to harmonize our community.

I emphatically support M.A.G.I.C. (www.ocfmagic.org)

Please VOTE!

Blessed by the Peach, Lisa!

Stephen Durkee

zennbarnstephen.ocf@gmail.com

Greetings! I've spent the last 6 years on Construction Crew, with 3 years as a Co-coordinator. I have had a primary focus on the Zenn barn; bench production, building supplies, tool check out/return, shade, picnic tables, and pretty much whatever was needed to keep the flow of construction going. It's been fun making respectful agreements with people from all over the Fair, fitting the puzzle parts together. How we meet those agreements makes the positive energy needed to create a peaceful Fair.



I see a need for the Board to approve 3-5 year plans that transparently move our facilities, process and property forward. The Committees are the place for family concerned with specific details to participate and lend energy towards these plans. These plans/ideas become board approved, with implementation happening via the staff/volunteer coordinators and feedback to the Board and Committee. We minimize confusion by developing longer term plans in transparency via committee and Board endorsement, while making it clear we are all in charge of us and working for us.

I've had experience working with/administrating/and being a part of several volunteer boards. Primarily with committees required for meeting regulations at universities (15 years), but also on a national non-profit Board (AALAS Foundation), in which I developed social media campaigns and outreach material. That board went from a grant based board to a plan/direct staff concept during my 6 years, experience that seems relevant to this moment for OCF.

I look forward to the opportunity to be a part of the Board for the Fair. One of the more beautiful aspects is our ability to work together, Team Faire, to put this event on, enjoy ourselves, and protect a really a special place.

Komo Gustafson

For details on specific issues, go to www.facebook.com/goforkomo/
Questions: goforkomo@gmail.com

Hello Fair Family,

During what is perceived to be a contentious period in our history as an organization, due to the encouragement of many of you, I am once again running for the BOD of the OCF. I have been a part of the fair family for 25 years now, all my years being involved with Pre/Post Security, where I am currently co-crew lead of our Early/Late crew. I'm also honored to currently serve on Fair Central.



There are many things that can be said about who we are. One of those is the fact that we are a potlatch. A gathering of the tribes. Each and every one of us, as crews, booths, and individuals, come together and contribute our own unique skill sets so we can celebrate in the unique way we do. It has been this collaborative approach that has guided us through our first 50 years and made us who we are today.

It's a time of change, and new energy and perspectives are needed at this time. We need a board that can work together, represent the membership equitably, and walk the membership through this period of change, while developing the necessary procedures and processes before anything is implemented. Through this change we must reach out to our elders and hear their wisdom. We must also embrace our younger generations, for they are the ones who will inherit this magical thing called the Oregon Country Fair.

Speaking of magic, I support the platform laid out by M.A.G.I.C. All drama aside, I agree with the substance that it sets forth. I've been humbled by your support and will be honored to bring heart, and represent you the membership, on the board.

Bless,
Komo F.D. Gustafson III

Paxton Hoag

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This is never going to be a top down organization. We are and always will be a volunteer organization. Members elect the BOD, I don't see any changes in that, except to make elections easier by adding online voting. The BOD manages the ED, collaboration is built in.

I support the move to a Governance Board. "A Policy Governance Board spends its time getting super clear about what our values are and what end results we want." This is what we need.

Also I am happy to give up hire and fire control and turn it over to the ED and HR professionals. After years of dealing with personnel issues I believe HR is better handled by professionals. It will also make the BOD less susceptible to political pressure and give them a chance to be a Governance Board.

We need help at the top of the organization, to deal with the State and County, with Veneta, with permitting, which is why we hired an ED. Collaboration with all is part of the ED job description, he is not going to be making unilateral decisions. We don't work that way, we work together. We need to improve communication between all parts of the Fair.

I helped start the video streaming of the Board Meetings in the interest of transparency and participation, now we should use this technology for open BOD Work Sessions on a regular schedule. I have been the strongest advocate of member/BOD work sessions for my entire time on the BOD. I believe in membership participation.

The NAO Consultant report deserves several work sessions to evaluate it and see what we may want to implement.

Executive Sessions should be only used for personnel, real estate and legal issues.

It was a great 50th Fair. Please vote for me.



Justin Honea

Ocfjustin11@gmail.com

Hello Fair Family,

We are in a time of transition in our Organization. As one of your current Directors I am an independent thinker that weighs the information and make decisions that I believe are in the best interest of the organization and our membership. I view the role as a Director for the OCF, as a steward to help craft our long term vision. Below are some statements of what I believe and stand for. Thank you for participating in the 2019 elections of your BOD.

- I am a Director that looks through the lens of what is best vs. acquiescing to the loudest voices in the room and on social media.

- Facebook and social media have value. However, these platforms do not always represent the majority opinion.

- Re-Election does not ever drive my decision making process.
- I will make the tough choices if necessary, to protect our organization.
- I believe our organization can evolve and maintain our ethos.
- I believe it is our charge as BOD member to support our Staff, and help them succeed.

- I am neither a "watchdog nor lap dog!" I am a leader.
- I believe that the Code of Conduct applies to all of us.
- I am not perfect. I care, work, have honor and am bondable.

I love us and will be OK whatever the will of the membership for my re-election be. I have a great life, family, crew, friends, and career.

I only ask you as you look at your ballot to give it true consideration on the merits of the individual, and not a pre-approved slate of candidates. Push back against an agenda to install a puppet BOD.

It is my honor to serve and I ask for your vote.

Justin Honea
Current OCF BOD member
Booth Reg. Co-Coordinator



Palmer Parker

palmerp4@gmail.com

Since my first Fair in '77 in Community Village the Fair has been the most important chosen family of my life. I've served on the Board seven times, been on many committees, have held a multitude of coordinatorships, driven the Peach Truck since the early '80's, become an Elder, and currently serve in more than one volunteer role. All of which is to say that I have been around and active on many levels for 42 years and counting.



The Fair has grown exponentially in size and scope. Moving from a less than 20-person Main Camp, maybe a couple hundred volunteers, and a few stages to what it is today...year-round requires flexibility and openness to change. I continue to believe the Board to be a policy/governance body with staff and volunteers performing the operations end of things.

We have had rough patches, both internally and externally, over time. The last several years have, indeed, been challenging for many of us. Moving forward in a constructive and successful manner should be among the most important of our goals. Collaboration and finding ways to bring our family into synergy rather than discord will achieve that level of success. There is one level/type of membership in our family, not "some-of-us-are-more-important-than-others".

I would like to see a return to Board work sessions.

I would like us to aim for three chip encounters as taught by BUM Zak in Humanistic Intervention Training ~ things go better when all concerned have that as a goal.

Paraphrasing my '98 BOD candidate statement, we should be working to keep the Fair a world-class place to work hard, play hard, and be safe. And I would like us to be kinder to each other.

I'll appreciate your support...and vote.

Jon Silvermoon

PO Box 5067, Eugene, OR 97405
jon@vipertoons.com
541-689-3084



Background: Fair since 1974, former Community Village Council, current Dog Control Co-Coordinator, Board 1981-83, 2008-12, 2013-19. Committees: Executive Director Search, Financial Planning, Personnel, Land Use Management Planning, Diversity. 20+ years nonprofit management experience, currently Operations Director Friends of Buford Park & Mt. Pisgah. Blues promoter (Vipertoons Productions), band leader (The Vipers), gardener.

It's an honor to serve the Fair Family as a member of your Board of Directors. Should I be entrusted with that responsibility again, I will work with the Fair Family to ensure the success of our new Executive Director and to realize the benefits of transitioning from an operational to a governance Board.

Moving operational responsibility to management will free up time for the Board to do important goal setting work with the membership. Critical to that work is embarking on an inclusive, strategic planning process that involves all of us, reaffirms our common values, and articulates the ends that we want to achieve.

We do a good job putting on our three-day event each July. But we can do a better job in planning for the future. With a governance Board, things the Fair Family actually wants to have happen will more likely manifest because the Board will be working with the family to figure out what we want and Management will be given the leeway to make that happen within the operational parameters the Board sets. Carbon-neutrality? Increased diversity? Upland kitchen? Composting toilets? Anything is possible.

The Board included language in the Executive Director's job description calling for a collaborative organizational culture, a participatory management style, and ensuring effective means for the membership to provide input into major operational decisions. I consider a critical part of my oversight responsibilities as a Board member is ensuring that our new ED and paid staff fulfill those requirements.

Jon Steinhart

(503) 857-7808
jon@fourwinds.com



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

I'm running because I love the Fair and am concerned about the way in which it's conducting business. I'm stepping up because I can't expect anyone else to do something that I'm not willing to do myself.

The vast majority of our Fair Family just comes for the event and doesn't sweat the details. But, a well-run organization is needed in order to be able to put on and sustain the event. I've observed that despite our stated intentions we're neither well-run nor better than the outside world.

The Fair has long since grown beyond the point where we all know each other. Our volunteers make the Fair what it is, and their treatment shouldn't depend on who they know. Our organization needs to transition from personality-based to policy-based in order to be run well and fairly. I haven't observed the ability to shepherd this transition on any of our boards.

I've spent 27 Fairs working in the background to make things run better by pioneering the Fair's on-line services and providing technical support to crews.

Outside the Fair I'm an engineer, high-tech entrepreneur, author, and farmer. I'm on the boards of several companies so I know a lot about policy, planning, and vision. I've helped companies make the personality to policy transition.

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

It's about the Fair and its future. Please contact me if you have any questions.

Sue Theolass

541-688-6679
theolass@efn.org



The Oregon Country Fair is more than the three day experience in July. We are a year round philanthropy making a difference through Jill Heiman Fund, Board donations, Bill Wooten Endowment. These donations have supported basic needs in our communities, summer youth programs, school year programs, Culture Jam and various community organizations. This is our core.

OCF changed my life much as it has changed the lives of many of us, i try to do my part in keeping us thriving. Twenty years as Community Village Camp Host brought me to Elderhood, in 2009 i became a Juried Crafter. I serve Craft, Food, Budget, Path Planning, Endowment and Financial Planning committees, this work reinforces my belief that we work best when we work together. We can strengthen the connections and trust between Crews, Entertainers, Booths, Public, our Employees and Neighbors. I serve/d on other non-profit Boards, volunteer in community organizations, have experience in risk management and community outreach.

The Board is transitioning from Operations to Governance, there will be challenges to be met and difficult decisions to be made, more thoughtful decisions can be made when more stakeholders are at the table; more ideas, challenges and solutions can be recognized and acted upon. Sustainability is key, long range planning, addressing growth issues, nurturing our 'understory' whether that is our next generation of OCF family or the saplings aiming for the sky will keep us on the path of Reverence for the Land.

Fifty years of OCF has taught us many lessons and we share these lessons with the world. Respect for one another and our planet, getting the work done and having fun while doing it are good steps to creating a better Fair and a fairer world. It would be a blessing to have your support.



One Hundred Thousand Burritos

Theresa Luna, El Burrito – Booth 282

Our parents, Pete and Judy Luna, started our booth at the Oregon Country Fair in 1979. This year, El Burrito celebrated our 40th year out at the Fair. When we started the Fair in 1979, I was 11 years old, and my younger brother, Mitchell, was 8.

While my mom and Mitchell stayed in town to run our Saturday Market booth, my father and I went out to claim our space. This was the first time we had ever been on the Country Fair property. In 1979, in order to claim a booth, the Fair held a land run. All new booth representatives were placed at the starting line, near what is now the main entrance.

Dad and I decided that since I was younger and faster I would run, and

Dad would follow up. We looked at a map, and Dad saw a sign that said Main Stage and decided that might be a good place to look. He pointed out how to get there and told me to grab the largest booth I could find with a red flag, noting it was an available booth. Once given the signal to go, I ran out across the Fair, headed toward where I hoped Main Stage was, looking for red-flagged booths. When I found a very large booth to claim, a man popped out from behind it having snuck in earlier that morning to claim that particular booth.

Instead, I ran to the next large booth right on the corner of Main Stage and grabbed its red flag. That is how we found booth No. 282 — the same booth we have had all 40 years.

El Burrito started at the Fair during the same years many of our friends at Saturday Market began, including Jan's Homestead Lemonade, Walter's Ceramics, Veggie Heaven, Ritta's Burritos and the Stir Fry booth. The folks who were the kids of Saturday Market in 1979 are now Oregon Country Fair booth representatives and lifelong friends.

The Oregon Country Fair brings our family together every year, with some traveling from as far away as South Carolina. We have four generations working in the booth. We serve the same menu we started with, using the same recipes our parents taught us, and cooking on some of the same equipment our Dad built with his own hands all those years ago.

We were early participants of the original Om Circle. We remember when you wore your camping pass as a button on your shirt, and our camping space was in front of our booth!

With a booth staffed with the children, grandchildren and great-grandchildren of Pete and Judy Luna, we have made more than 100,000 burritos and 60,000 tacos. Oregon Country Fair is where many of our children learned from an early age how to work hard and play hard. Long before Cart Central, Mitchell would earn big bucks every year running to the refer for food booths throughout the Fair using his little red wagon to transport their goods.

Our booth has been through multiple re-builds due to floods, fallen trees and age. Our booth is where our family has gathered every summer for the last 40 years to work and celebrate the events of the past, including 20 weddings and the births of 24 grandchildren and 47 great-grandchildren, and, sadly the loss of our father and grandfather, Pete.

We look forward to seeing our Country Fair friends and family every year. You will always find us up early in the morning, cooking breakfast while quietly singing along to hits from the '70s, and late in the evening serving dinner to the night owls while holding '80s pop sing-alongs.

Thank you Country Fair for all the memories! We look forward to another 40 years.

Forty out of Fifty



FAIR PHILANTHROPY:

But wait — there's more!

submitted by the Jill Heiman Vision Fund committee



The Jill Heiman Vision Fund committee is pleased to announce that our donors raised even more money than reported in Fair Family News last month. Unbeknownst to us, the Oregon Country Fair's 50th Anniversary Task Force pledged \$5,000 from its budget to the Jill Heiman Vision Fund, bringing our final grand total for 2019 to \$59,353!

These funds will help many in need through Carry It Forward, St. Vincent de Paul, Catholic Community Services, Assistance League, and Planned Parenthood.

That's a hard act to follow, folks. Thanks to all of our donors for your incredible generosity!

2019 Oregon Country Fair in Six Poems

by Shasta Hatter

*windblown trees
wild, green beauty
friends reunite
Thursday*

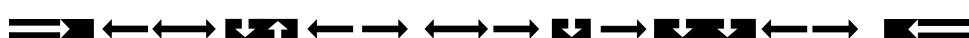
*sprinkle of dust
mild sun on our skin
music in the air
Friday*

*walking birthday cake
marching band all in gold
child's eyes wide
Saturday*

*sun-baked path
vendors call out their wares
giant butterflies dance
rhythm of the Fair.
Sunday*

*air mattresses exhale
tents collapse into bags
leaving the Fair
accompanied by gentle rain
Monday*

*tree big as a hug
memory of a sapling
Happy Anniversary*





**BOARD OF DIRECTORS'
MEETING
SEPTEMBER 9, 2019**

7 pm, Hub Yurt, OCF Site, Veneta

(subject to approval by the Board at the October 7, 2019, meeting)

Board Directors present: Aaron Kenton, Cynthia "Peaches" Peachey, Diane Albino, George Braddock (Vice President), Jack Makarchek (President, alternate), Jon Silvermoon, Lily Harmon-Gross, Lisa Parker, Paxton Hoag and Spirit Leatherwood. **Board Officers present:** Hilary Anthony and Kimberly "Kimmo" Howard. **Staff present:** Stephanie Talbott and Wally Bomgaars. Plus 30 members and guests. Lily Harmon-Gross facilitated the meeting. **Board Director absent:** Justin Honea.

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.

The following old business agenda items were tabled:

- Closed session recording and minutes — Aaron
- Board member job description — Lisa
- OCF Organizational Chart — Lily
- Create new budget line item for carbon neutrality project — Peaches

New Business

Move \$5,000 from the Board change line item for sponsorship of the Ramon Ramirez Legacy Fund (part of the PCUN Farm Workers Union) — Jon S.

Clarify legislative intent of the Board motion accepting the draft of the NAO recommendations — Jon S.

Conflict of interest — Jon S.

Establish Fair event ticket sales limits — Diane

Appoint Chris "Ichabod" Murray to the Peach Power Committee — Peaches

Appoint norma sax to the Elections Committee — Lisa

Membership work sessions — Lily

Reorder of OCF commemorative merchandise — Spirit

Consideration of Commemorative Sales recommendations — Peaches

Lily read her membership work session motion, as presented in New Business:

The Board moves to create a calendar for work sessions with membership. Topics to be decided at the October Board meeting. The first work session will be Monday, November 18, at 7 pm, with location to be determined.

Jon S. moved and George seconded to move clarifying legislative intent of the Board motion accepting the draft of the NAO recommendations from New to Old business.

MEMBERS: Jon P. said it was already a full agenda. In general, moving things from new to old is happening way too much. It defeats the purpose of why that system was created. He recommends not moving things from new to old unless they are immediate emergency business.

FireDIC said it is not clear yet what the intent of the motion is. It has not been published yet and we really ought to have something to review so we know why it's being discussed. He does think it is appropriate to move it to old business.

Jen Lin thought there was an interpretation of the NAO motion when first approved. There has been a lack of clarity of what that was. Since it is currently being discussed on Facebook, it would be good to have clarity now going forward. She supports the motion to move it to Old Business.

Ann thinks the motion should move to Old Business. It won't take much time, as it is just a language clarification.

Sue agreed with Jen Lin.

BOARD: Jack asked Jon S. what the motion would be. Jon S. said the motion would clarify that the legislative intent was to accept the NAO draft recommendations, with accept to mean receive or take possession of. It was not intended to adopt or approve those draft recommendations.

Aaron said she was confused as to why it was coming up now, and why it's so urgent to move to old business. Since the last election, we have been operating under the idea that those recommendations were accepted and working with them as administrative rules. She would like there to be more conversation before the status is changed.

Diane supports the motion to move to Old Business, because Fair family is confused. We have some people who think we only accepted the report, and some people who think we will do everything suggested in the report, or variations of both. She thinks this is worth discussing.

Paxton said it is important to get clarity at tonight's meeting.

Jack said since we had a complete change of the Board last year, this would not exactly mean clarity if voting on this again.

Spirit said she was confused by the language of the motions accepting the NAO recommendations.

Peaches said she asked for clarification at the November 2018 Board meeting, whether it was to adopt all of the NAO recommendations or accept the NAO draft into the record. She is not sure if Jon's motion should be moved to Old Business, since it was clarified in the November meeting minutes.

Jon S. wanted to point out the wording of the motion passed at the October 2018 meeting was changed at the November 2018 meeting when the Board approved the October meeting minutes. Jack questioned why Jon S. wanted to present a new motion. Jon S. replied clarity needs to be there, that the Board did not approve the NAO recommendations in entirety.

To provide history, the NAO motion passed in October 2018. A second motion passed in November 2018 to amend the October meeting minutes. The motions read as follows:

(October 2018) Justin re-proposed the motion to accept the Nonprofit Association of Oregon (NAO) recommendations. Justin moved and Paxton seconded to accept the final proposal of the NAO recommendations. Motion passed: 9-0-1; Chewie abstained.

(November 2018) Chewie moved and Sue seconded to approve the October 1, 2018, meeting minutes with amendment on page 21 changing "Justin moved and Paxton seconded to accept the final proposal of the NAO recommendations" to: "Justin moved and Paxton seconded to accept the draft of the NAO recommendations." Motion Passed: 9-0-1; Laurel abstained.

In the first vote to move the motion to Old Business, Lily recused herself since she was facilitating the Board meeting. After some discussion between Board and members, it was determined it had been an accepted practice to allow a Board member who was facilitating the meeting to allow them to vote.

Jon S. moved and George seconded to move clarifying legislative intent of the Board motion accepting the draft of the NAO recommenda-

tions from New to Old Business.

Motion failed: 6-4; Paxton, George, Jon S., Diane, Lisa and Jack in favor. Peaches, Aaron, Spirit, and Lily opposed.

Consent Calendar / Donations

The Board members reviewed the following donation requests: \$1,000 for Toolbox Project, \$1,000 for Womenspace, and \$1,000 for Wordcrafters. Jon S. and Diane, who sponsored the requests, agreed to reduce the amounts by 10 percent for budgetary reasons.

The Board approved \$900 for Toolbox Project, \$900 for Womenspace, and \$900 for Wordcrafters.

For any members who want more information about the donation request details, please contact the OCF Office Staff or OCF Recording Secretary.

Announcements

Wren announced it was Lisa Parker's 50th birthday!

Hilary said Nick Goerger passed away in August. The Goerger family is a big part of OCF. Nick's mother is on Solar Stage Crew and also the Fair outside bookkeeper. His sister is Laurel Goerger. His memorial service was tonight, so Shane and Crystalyn are with them.

With more sad news, Hilary said Peter Toms and Laura Baumwall of Seattle lost their 16-year old son, Jasper Echo Toms. Lots of pain radiating through the Fair family right now. Please keep these families in your thoughts.

Coyote said a Fair volunteer who works at Springfield Creamery was given a standing ovation by the entire crowd at Autzen Stadium. His name is Keanon Lowe, and he tackled a gunman at Parkrose High School in May, preventing any bloodshed.

Coyote announced a group of members scheduled a Candidate Forum / Town Hall Meeting that was held Sept. 15 at Whirled Pies in Eugene.

Spirit noted that we talk about personality contests when it comes to elections, so the more forums we have the better, so we can get to know the candidates better.

Spirit went to Burning Man for the first time this year. She feels inspired and relieved there is community out there beyond our own because she doesn't always get to see that. She has discovered that Burning Man may be the penultimate festival. Noting Article X in the OCF Bylaws regarding conflict of interest, and in an effort to be transparent, Spirit was invited to Burning Man by one of the Fair Big Boys to do security. It was for High Rock Security, which Wally is part owner of, but she did not know that in advance of accepting the offer. It was an awesome experience for her, so if the Board has further questions, they can contact Spirit, Wally, or Daniel "Shadow Dancer." She was able to deepen relationships with those she loves very much and to make new connections.

Jon S. clarified his new business conflict of interest agenda item is intended to address the issue that Spirit just spoke to.

Peaches noted in June 2019, the Board passed a motion regarding Board committee best practices, and how to increase effectiveness of communication between committees, membership, and the Board. There will be a work group on Sunday, September 29, at Alice's from 1 pm to 4 pm. The work group will consist of nine people who responded they wanted to participate, plus Peaches, and possibly another Board member. Anyone is welcome to attend and be part of the conversation, and any comments or ideas can also be emailed to Peaches at peachey.cynthia@gmail.com.

Diane said the Diversity Committee will meet on Sept. 23 in the evening. The time and location will be posted on the .net site soon. The Diversity Committee is looking for new members.

Kimmo said Jeya Aerenon could not be at tonight's meeting, and wanted to share some information regarding the Trauma Healing Project, which has requested a donation from OCF. Kimmo passed out an email from Jeya, and the request will be considered at the October Board meeting.

Kimmo also announced Culture Jam has set a fund-raiser from 5 pm to 9 pm on Sept. 23 at Mazzi's Italian Restaurant. Come enjoy a delicious meal, and 30 percent of all food and drink sold will be contributed to Culture Jam. A postcard-sized announcement of the event must be presented to the restaurant server. Robin will have extra cards at the event. If you have questions, email Robin at robin@oregoncountryfair.org.

Dean said Path Planning would meet on Sept. 22 at 10:30am for a walkabout starting from the Hub Yurt, and then at Alice's at noon. Everybody is welcome.

Later in the meeting, Lily announced there is a new link on the oregoncountryfair.net site within the Board section called Board of Directors Working Documents. When topics are being discussed and considered, supporting documents will be posted there.

Staff Reports

Wally: Stepping into my third month in this role, I'm happy to report that on-boarding is going well. I continue to be warmly welcomed and seem to be included in communications appropriately. I've been diving into all the things: finances, permits, elections, payroll systems, grievance policy, and more.

I've had many in-person meetings, phone calls, and emails with Board members, staff, committees, Elders, past staff, Fair family, etc. More than anything, I'm meeting with a broad range of Fair family and gaining perspective on as many aspects of Fair as I can from operations, to politics, to booth life, and everything in between. I have copious in-person meetings on the calendar in the coming weeks, including one-on-one conversations, committees, and other groups, and I look forward to more.

I've also been spending a lot of time thinking about the current culture of the Fair and the elections process. Now that I'm done with my move and Burning Man, I'm excited to be jumping in with no big distractions and moving full steam ahead. Aside from all the meetings and emails and such, some notable happenings in the last month include:

Along with others attended the LUBA hearing on the appeal of our SUP in Salem. A few days ago, we received word that the appeal was denied, which means that the county's decision to grant our SUP is confirmed. I believe they still have another chance to appeal.

Culture Jam orientation and open mic.

Hosted and supported the Burning Man end of the Exchange Program. We had 10 Fair staff/coordinators/crew attend Burning Man. The next step is to send a debrief survey to the attendees.

Represented Fair at the Event Producers Barbecue event at Burning Man. (Fair was well represented with about five attendees).

Set up my office spaces in town and on site; working with Archives on clearing of documents.

Working with the Office Search Committee. The committee met. We reviewed the last report and the community surveys. We are looking to visit properties, even if just to get a sense of how our criteria might apply in real life.

Camping with Robin Jackson and family.

Jon S. spoke to the Board approving an update to the OM job description before the Fair event in June. There have been a lot of comments about whether it was appropriate or not, or if somehow it was diminishing the new ED's authority or ability to carry out their duties once the ED took office. Jon S. asked Wally if he had

any perspective on that he would like to share.

Wally replied there were two elements: 1) revising the job description and 2) the process by which it happened. Wally noted he did not have anything to say about the process as it was before he was hired. As far as amending the job description, Wally is grateful it happened. It needed to happen sooner than later. Coming on as the new ED, it would have been hard for him to do that effectively, especially in a timely manner. As has been noted, if Wally wants to change the OM job description, then he will do that. He is happy to have something that is accurate and working now, rather than later.

Stephanie: The Teddy Bear's Picnic was an amazing event and we have wonderful volunteers who made it a raging success. It was a great turnout and nothing adverse happened. Thank you to the volunteers and everybody who put in time and effort. Some people don't get to enjoy the picnic, and give up their entire day to work this event. It really is a blessing to have them do that for everybody else.

On behalf of Robin, Culture Jam was wonderful and the 51 attendees had a fun and enriching experience. Thank you to each and every person who gave their time. Stephanie had the opportunity to be the onsite manager and said it was really amazing.

In the office we are gearing up for budget season and calendars are being set. Expect communications from the Budget Committee soon, and there will be a budget meeting next week. Mary is still entering data in QuickBooks, so the financial reports still have outstanding information. For example, we have paid for all the gators and golf carts but they have not been allocated yet, as we are waiting for information from QM.

Stephanie was present to count the donations for the Jill Heiman Vision Fund and has an exciting announcement. The total donations stand at a record amount of \$29,353.16. With the Board match of \$30,000, we have a record grand total of \$59,353.16! Nice work family! We did an awesome job and we are an amazing team. Also, there were several food booths who either donated their entire amount of food vouchers redeemed or their entire profit. One food booth gave \$10,000 which is a third of what we collected. Amazing Fair Family!

Overall, we are working with teams and crews to wrap up the 2019 Fair event and get ready for 2020. Stephanie feels the start of the new year is when entertainment applications get posted, and that is coming up soon — Nov. 15.

Get Out the Vote (GOTV) has scheduled the OCF Candidates Forum for Sunday, Oct. 6, at 5 pm, at Whirled Pies in Eugene. Tentatively, GOTV has also scheduled a Town Hall event for Sunday, Oct. 13, but we are still waiting for more details. Please continue to check the .net site (oregoncountryfair.net) for OCF scheduled events.

Committee Reports

KOCF: Dean said on Saturday, August 17, KOCF was live at the Saturday Market in Eugene, this being the third time this summer. We will be there again Sept. 21, from 9 am to noon. These live shots give us an opportunity to let folks know we are broadcasting. We hand out the station stickers and have station T-shirts for a \$20 donation. KOCF will also be doing live radio at the Veneta Harvest Festival on Sept. 14 from 9 am to 2 pm.

After a very successful meeting with Veneta City Administrator Ric Ingham and Public Works Director Kyle Schauer, KOCF is slated to be on the city council agenda on the Sept. 23 meeting to review and approve an agreement that would allow KOCF to locate the transmitter at the Bolton Hill Water tank. The agreement will stipulate an annual rent of \$1,200 that includes electricity. The agreement will begin Jan.

1, 2020. Crystalyn sat in on the meeting and will be attending the upcoming meeting along with myself and Marshal Peter, chair of the KOCF Advisory Group.

We received official notification the FCC has granted the new Board to control KOCF.

Elections Committee: Jen Lin said the Annual OCF Membership Meeting will be Saturday, Oct. 19, at 6:30 pm, at Whiteaker School, 21 North Grand Street, Eugene. (note, the entrance is on Clark Street). Results are counted and announced after the meeting.

There are 10 directors and two alternates on the Board. Each year, five directors and one alternate are elected to a two-year term at the annual membership meeting. The agenda also includes financial information and the 2019 feedback report.

If you live out of town and cannot attend the meeting, we recommend requesting an absentee ballot by Oct. 1 for timely delivery. You may request one after this date if you can return it before the meeting. Absentee ballots mailed or delivered to the Fair office must be received no later than 5 pm, Saturday, Oct. 19, 2019. Ballots that arrive after the annual meeting are not counted.

Request an absentee ballot by email at elections@oregoncountryfair.org, or mail to Elections at the Fair office address: 442 Lawrence Street, Eugene, Oregon 97401. Please include your current address with your request. Absentee ballots are not available to pick up at the Fair office. Each individual needs to make their own request; please do not make requests for your spouse or family. If you get an absentee ballot and then find out that you can make it to the meeting, please bring your ballot with you.

Food Committee: Sue said there is a food booth rep meeting on Sunday, Oct. 13, to review policies such as adding menu items, non-public hours, menus, and food quality. The Food Committee is considering formalizing some of our policies and we want to make sure we get feedback from the food booth reps so we are all on the same page. A survey with questions is also going out to food booth reps to get feedback on how well things are going such as water service and recycling, and to solicit ideas. The results of the survey will be utilized to make a better Fair experience, share needed information, and create a stronger relationship between the Food Committee and food booths. Sue gave big thanks to Danya Ariel-Boggs for being the committee's tech whisperer and data herder, as he has done an amazing job.

Peach Power: Peaches said the committee met Sept. 10 to discuss how to repurpose the solar panels from the old array. (Peach Power meetings held the first Tuesday of the month.)

Bylaws/Elections: This group has been working on some of the NAO recommendations and petitions from last year's elections. With help from the Survey team, this group has created a survey for Fair family feedback on bylaws and elections. Some Fair family did the survey at the event, and there is also an online survey being created. Once the online survey link has been created, it will be published on the .net site.

Vison Action Committee: Lily said the Fair evaluation meeting the day after the picnic was a great success. There were more than 40 people in attendance to discuss the 2019 Fair. The minutes from that meeting, as well as the three prior meetings since May, were posted to the .net site. Thanks to the VAC members who took really good notes, and to Stephanie for posting them online. The next VAC meeting is tentatively scheduled for Sunday, Nov. 3, at 5 pm, location to be determined. Everyone is invited to be part of the process of reinvigorating the Fair's goals.

Member Input

Dean asked the Board to consider funding a web conferencing system for Alice's, using Peach Power or Green Ticket funds for this request. He noted the Board recently passed a carbon neutral proposal, and this will, over time, elevate our awareness of how much carbon the

Fair generates over a year period of time. Developing competent video and web conferencing systems that allows both far and near users to be seen and heard clearly by all involved in a meeting will allow more people to participate with less miles on the road.

The system Dean proposes is good for the size of the room at Alice's, and he hopes a Board member will sponsor this. Dean was previously a media services coordinator at LCC, designing systems for distance learning and meeting support. He is excited to offer his expertise in helping the Fair into a new level of confidence in creating meeting environments that all persons interested in participating, regardless of where they live, can be involved.

Jon P. asked Dean if the web conferencing proposal includes consistent connectivity. Dean said he has done some research and thinks there is a good solution.

Coyote asked about Daniel Dillon's celebration of life. Lily gave specifics for the event that was held Sept. 14.

Wren announced a White Bird fund-raiser for Sept. 21 at Sweet Cheeks Winery.

Brad spoke up as a former Board member and current BUM. He does not want to get political, but feels it is crucial that we elect individual thinking members that are going to listen and be willing to have their opinions changed based on what is going on. He has a hard time with voting slates, platforms of people made up to run for the Board. With 10 people making decisions, a platform is troubling to him and he does not think it should happen politically and is not healthy for our organization.

Brad said magic is one of the highest values in our organization, and is part of what keeps him coming back year after year. The Fair's inherent magic is something he believes in and has spoken about. It has changed his life and made him want to give back to this organization. As a member, it bums him out to have that Fair magic be used as a name of a political party, no matter what the beliefs are. He does not believe in political parties within our organization.

Jon P. said it is important for everybody to remember the concept of Fair magic is not the province of any specific group of magicians. What is important, are concepts and ideas and he believes the M.A.G.I.C. platform is based on what the Fair was founded to do.

Jon P. also encourages the new Board of Directors to return to the system we all worked on, in which motions were read at a meeting and then given one month for consideration, and to research the various aspects of those motions. It has become incredibly routine in the last couple years for the Board to move things the membership has never heard of from New to Old Business. It defeats the purpose of having a membership-based organization, to be voting on things the members have not had sufficient time to consider. This is a membership organization under the state laws of Oregon, and it was our intent in founding the organization that it be so.

FireDIC appreciates sentiments expressed and does not want to belabor political conversation. But he feels it necessary to emphasize when the M.A.G.I.C. group was trying to decide on a set of principles that the word magic rang for them just like anybody else and a good acronym was created. It is referred to as a platform because it is people committing to those principles. It is simply a statement of an assessment of where the Fair has been going and how it got there, and a set of principles that people are committing to. It is neither a slate nor a political party. It is a group of people who are candidates that have committed to that, a promise to the membership of what they will do and how they will do it. We make lots of mutual commitments, such as the Code of Conduct and the Guidelines, and this is simply another one of those.

Jen Lin was secretary in the early to mid-1990s. Looking back at minutes during that time

and moving forward, there would be a motion topic but not the motion. So, she questions Jon P.'s comment about what we would be going back to.

Hilary also responded to Jon P.'s comments. She looked at the OCF Articles of Incorporation on the .net site, and saw the first two article versions showed we were not a membership organization. The Articles of Incorporation filed in 1989 turned OCF into a membership organization. When Hilary reflected about this on Facebook, Suzi P. got copies of all the bylaws which showed the bylaws changed in 1985 to a membership organization. So, OCF started as a non-membership nonprofit according to what was filed with the State of Oregon.

Jon P. said having been on the first Board that was elected when those documents were being formulated, it was the intent of the group to make it a membership organization. We learned a lot as we went along, as far as the legalities of things and that is why we had those revisions.

Aaron said she has signed onto the M.A.G.I.C. website, because she does believe the statements are pretty clear. They are basic to most of our tenets of the Fair. They are the ideals in which she ran for the Board a year ago. She finds this conversation really difficult because it is overtly political and is election time. Aaron wanted to speak to Brad as a member, and said she has read everything the M.A.G.I.C. group has put out and everybody's comments, and she has seen nothing about a slate.

Aaron has no intention of supporting a slate, and will vote for individuals based on their abilities and how they perform for her at the various town hall forums. She will go to all of the candidate forums, because she has to work with these people for the next year. Whether it be the incumbent members who are elected, or new people, she thinks it is really important that we learn about them. Last year when Aaron ran for the Board, she supported Peaches, Lily, Spirit and Lisa and they all talked about supporting each other. We all ran as a group with similar ideals, and we were all elected. If you look at our voting records, we don't vote as a block. So, even if it was a slate, which it is not, people are going to make their own decisions. We are all individuals; this is the Oregon Country Fair and we all have opinions.

Ann wanted to remind us the rainy season has begun, and as stewards of and reverence for the land, to be aware of our activities on site in the mud, compactions, and preparing things for minimal flood damage. Our stewardship for the Earth is important.

Somerfield said when people voted for Obama, they voted for hope and they did not necessarily vote on a unified hope. He thinks a lot of people are voting right now for change, and does not think it is necessarily a unified voice of what change it will be and direction it will come from. He thinks a lot of candidates who are running are invigorating a larger group of people, and that in no way can be bad for this organization. We want participation and cooperation.

Treasurer Report and Budget Items

Hilary said Mary has been working very hard in the office, and referred us to the June 23, 2019, Treasurer's report for some of the things they are working on with the Budget and Financial Planning committees. We want to talk about simplification of the pass price process, the capital project process, carrying forward large projects and how to get more staff involvement. Stay tuned for more specifics and recommendations.

Historically, we have had the Financial Planning meeting first before any Budget meetings. This year, we are starting Budget meetings to get information out to crews about deadlines and the Financial Planning meeting will be held Oct. 30, 2019. There are a couple of reasons we have made that change. We will have a financial report dated Sept. 30, 2019, for the annual meet-

ing and the financial planning meeting, and that will give us a more complete view of the budget. We ask coordinators to get their reimbursement requests in by Sept. 30 so we can get a clear picture of event expenses and income. Even though Mary has been working very hard, there are still outstanding invoices just coming in, so we only have preliminary information right now.

Also, the revenue projection basically consists of recommendations for pricing changes and extending those by volume, and that typically comes to the Board in November. That means a new Board of Directors is asked to vote on it as Old Business. By moving the projection out, the Board will get a recommendation as New Business and be able to see all the recommendations and review them before voting.

Another thing we did with Financial Planning is looking at the fund designations and the cash projections coming up. Hilary does not expect too many huge designations coming out this year. Because of Peaches' motions regarding moving funds, Hilary did some preliminary work and some estimating for further discussion about fund designations. Her preference would be to talk about fund designations at the Financial Planning meeting when they have a better idea of how much cash we expect to have.

One big project being carried forward is the Main Stage rebuild. The Budget Committee did not recommend doing the Main Stage rebuild this year because of the extraordinary expenses we had this year. She also said if we do not hire another caretaker this year, there will be about \$58,000 in Green Ticket money (Green Ticket money is \$1 of every ticket purchased) and less than \$200,000 in addition to that for other uses. That said, Hilary is willing to spend more time going over the cash projections or wait until Peaches has presented her motions.

BOARD: Aaron said she was confused about how the Financial Planning committee actually helps the Treasurers, and what the committee does. She is curious how one meeting helps the process. Hilary said she did not understand the premise of Aaron's inquiry.

STAFF: Stephanie said she has been on the Financial Planning committee the past three years. They discuss revenue projections, which has to do with the price of tickets and price of booth fees. There have been discussions for years about food vouchers and the impact on revenue, as well as other items and how to balance things out in an income sense. Those are the types of considerations this committee reviews. Also, Hilary solicits feedback from the committee members about what to include on the agenda for that financial planning meeting, and provides financial data and budget details. It is a group process for how we come about making our recommendations.

BOARD: Aaron reiterated what Stephanie and Hilary said to review, and Hilary said they do have tools and methods that have been developed that is relied on and particularly discuss the biggest revenue generators like admissions, path sales, booth registration and paid parking. Aaron then asked how the Financial Planning committee reaches out to get other members, and said she thought the committee only has two non-officer, non-staff, non-Board members, and was curious how others can get involved.

Hilary replied it is a Board committee and there has been a lot of interest by Board members to attend. A few people have dropped off over the years, but there has not been an official call out for more committee members. When people show up to the meeting, they have been able to engage with everybody there. Hilary asked Aaron, if Aaron thought the composition of the committee should be changed. Aaron said she just wanted to learn more about it. Hilary said all Budget committee members participate, and typically the Treasurers and lead staff. Aaron noted it is a larger group than listed on the Fair committees contact sheet. Hilary said in recent years, most Board members attend.

MEMBERS: Jen Lin said when Hilary made

the announcement of the date of the Financial Planning meeting, that she takes it to mean that she is invited if she wants to attend. That is how the word gets out, and it will be listed on the .net site calendar and in the FFN. Jen Lin said even though she is not on the financial and budget planning committees, she attends because she is interested.

Hilary said whatever comes out of the Financial Planning meeting is also presented as New Business at the following Board meeting, and are recommendation. It gets in the minutes and then a month later is voted on. Going to that meeting is not the only chance people have to give input. Aaron was thankful for the clarifying information.

Jon P. said he has attended financial planning meetings, as a past Board member and member, and felt well integrated into the discussion. Of course, there is a lot more process that happens after those meetings when the budget is set.

Hilary offered to speak some more about the preliminary budget information if folks wanted to hear more and make a decision about the Green Ticket money. Otherwise, she said we can wait a month to get a much more complete picture.

BOARD: Peaches said she'd like to talk about the concept of her motions but is willing to table them until next month when Hilary gets a more complete picture of the funds.

Hilary wanted to note that right now we have more designated funds than we have ever had in the past. Before we bought the winery, we had so much money that we needed some kind of structure of what all the money is for. She is hoping we can go forward and either combine some of those funds, as Peaches will recommend, or spend some of them down and get to a different way of planning for future spending rather than designated funds.

Old Business

Paxton moved and Peaches seconded to approve the June 23 and Aug. 5, 2019 Board meeting minutes.

Motion passed: 9-0; Spirit absent from voting.

Aaron said the following motion was first brought up in June before the Fair, and she worked with Lily to revise the original version.

Aaron moved and Lily seconded the following motion to create an ad hoc committee regarding Code of Conduct violations:

The Board shall create an ad hoc committee to discuss types of code of conduct violations. The committee will meet regularly and report to the Board monthly regarding their thoughts and progress. As part of the research process, the committee should also actively solicit ideas and comments from the Fair family at large and include suggestions of merit in the recommendations.

The committee shall be comprised of a cross section of the Fair family. All Fair family members are invited to send in letters of interest to the office by Nov. 15, 2019. The Board will review these letters and make appointments to this committee during the December 2019 Board meeting.

MEMBERS: Jon P. said it is a great idea right now. The Code of Conduct, understanding what it means and how it might be applied, is pretty murky for most people and seems a bit arbitrary. Having that kind of discussion and a more organized way of looking at it is a really good idea.

FireDIC also supports the motion, saying this is an area where all violations or deviations are not necessarily equal. This area is begging for clarity so that everyone can feel comfortable moving forward with what the rules are.

BOARD: Jon S. said he was unclear what the product Aaron expected out of this committee is. He has given a lot of thought to the

Code of Conduct, and wondered if this committee would be looking at Code of Conduct violations by staff, and if so, would that not be a personnel matter that would fall under the ED's responsibility? What is the role of the ED in this review? Also, Code of Conduct violations of a food booth — isn't that something that is dealt with by the Food Committee? Or, the Code of Conduct violation by a booth. Or a violation in an operational sense seems to him to be related to the ED's responsibilities.

Then there are Code of Conduct violations conceivably by members of the Fair, not directly related to something operational. There are also Code of Conduct violations by the public that might occur. Jon S. is not sure the way Aaron is structuring the committee is going to get all the players that would be needed, to really look at all the aspects of how the Code of Conduct might apply. He asked again about what the product was, or what was Aaron expecting back from this committee in terms of a report. He thinks the motion needs more work before he can vote for it because it's important to make sure we get all the players involved. Jon S. thinks we are looking at multiple committees looking at the Code of Conduct from different perspectives.

Peaches appreciates that Aaron tabled it previously, got feedback and worked with Lily on this motion. She thinks it is a good idea. All the questions that Jon S. asked are great questions, and they would be great questions to bring to this committee to address. You can have the committee and talk about these things, and the product comes out of that. The questions Jon S. asked don't have answers now. We don't have separate Codes of Conduct or any process and procedures for what he is currently asking. So, the fact there are a group of people interested in trying to address those questions and make some clarifications is a good thing. Peaches thinks the committee will get feedback and questions from others that will help guide them in what to do.

Aaron thanked Jon S. and said she does understand his questions and would be things the committee would address. It would be helpful to recognize that other organizations have Codes of Conduct. The principles of good governance and ethical practices, which is part of the Nonprofit Association suggestions, is that a Code of Conduct should be accompanied by specific policies and procedures describing how it will be put into practice and how violations will be addressed. Aaron is trying to put the pieces together, and there will be lots of parts, as it does pertain to all part of the Fair.

Aaron said the composition of the committee, and the reason she used the term Fair family, is that anyone can be involved and send in a letter of interest. She is hoping that all Fair committees will be posting when they are having meetings and what topics are being discussed, so that everybody can be involved in the long run, one way or another. Code of Conduct issues are lacking clarity and process, as people don't know where to go or what to do. That is why Aaron is presenting this motion, and thanked Lily for helping to make the motion briefer.

Spirit thanked Aaron for the motion revisions as to the composition of the committee, and said breaking it down and allowing it to grow organically is great. She reminded anyone who is interested in joining this committee to submit a letter of interest by Nov. 15, 2019, if the motion passes.

Spirit wanted to speak to the retreat the Board had in the spring with Marc Smiley of Solid Ground Consulting, said they learned a lot, and this type of committee is exactly what task forces are made for. Rather than just placing this on the ED, or into some strategic plan that will probably have another committee form, most of the membership feedback Spirit has heard indicates that members would like more clarity on the Code of Conduct. This is a really great way to start receiving input. We don't

have to know 100 percent how this is going to function, or all the things that will come out of it because it will evolve. She appreciates Aaron for receiving input and applying it, is really stoked to support this and thinks membership will as well.

George said he also wanted to speak to Marc Smiley's suggestions, and one thing Marc told us: When we brought on a new ED, it would take 12 to 16 months to get this person up to speed. To facilitate the strategic plan — which the Board all agreed was one of the most important things this organization needs to do — Marc advised us to avoid random acts of planning until the ED is on board and really up to speed, because what happens is planning starts at the wrong end. A lot of what we are hearing about is getting shaped now with no input whatsoever from our new ED. These kinds of conversations, like things about Code of Conduct, should be part of a much larger conversation and shouldn't be fractured out at this stage in the game. For these reasons, George does not support the motion.

Jon S. thinks part of what this motion assumes is that there are no procedures in place. There are procedures, and Aaron just does not know what they are because she has not asked. He hears people say that we did not follow process when a food booth was removed from the Fair. There was a process that was followed, and there was a process that the Food Committee explained to the Board. Jon S. concurred with George's concerns about doing this as a separate item.

Lily said she does remember Marc Smiley encouraging the Board to avoid random acts of planning. But she does not think that means they can wait 16 to 18 months or two years to take care of the things that are really important to our community. We heard over and over, as issues come up, that there is concern we do not apply the Code of Conduct equally, and that we don't know what the next steps are when there is a clear violation of the Code of Conduct. This is something that we need to figure out.

Lily said this committee is the best thing she can think of going forward, and doing an expansive exploration of what that should be. If Lily is selected to be on the committee, she is hoping it takes on more than just the Code of Conduct issue, and actually branches out into types of Code of Conduct violations and how we solve those. She has spoken about her appreciation for revitalizing the grievance process, about her concerns regarding the Consent Policy, and thinks this can be a very big umbrella or working group that can touch on some of those issues.

At this point, Lily does not know what the output would be or exactly what we need, but said she can write into the motion that by the April 2020 meeting we would have suggestions to present to the Board as a friendly amendment. Lily said we would be remiss to put this off for another year or two without starting to explore it, because we know we need to get back in touch with what our Code of Conduct is, what that means to us, and how we hold each other accountable.

MEMBERS: FireDIC asked for a clarification. Is there anything in the motion that precludes the ED, staff or anyone from participating on this committee, or for that committee to reach out to these various actors to discuss and come up with clarifications about the various shades of implementation that might be required?

BOARD: Aaron said her assumption is that it would act like all committees do, which is reviewing what is going on now, what do we need to do, what do we need to learn about, and how to bring all the information together. She chose to take away all the instructions in her original motion because having too many instructions is kind of restrictive, even if you say at the end that everything comes up for discussion. She made the motion more general because those things that will be talked about. Whatever processes

and procedures there are now, they do not address every kind of Code of Conduct violation and circumstance. We need to sit down as a committee and talk about it.

Aaron wanted to clarify this is an ad hoc committee. That means it has a specific function to work on the Code of Conduct, and when that job is done, then the committee goes away. It has the same meaning as a task force which originated in the military, but the term ad hoc had its inception more in community. She is not fond of military terms, does not think our organization was based on military admiration, and would rather not use that language.

MEMBERS: Amy said she was curious if it would be a committee or task force, because she thinks it sounds like a task force job to explore committee work that gets done.

BOARD: Peaches wanted to address comments about the Board doing too much planning, and said there have already been reasons for not doing too many specific things such as waiting for the ED to get hired. And now there is another reason, some saying they want it to be part of a strategic planning process. The strategic planning process is going to take a long time. Meanwhile, there are things we can address, and it will be a good way for our new ED to get to know membership, how we work together in this arena, and can inform the strategic planning process. This committee work can be part of who we are in envisioning values, who we are, how we want to be going forward, and having clarity about that. It can be a helpful mechanism to the strategic planning process.

Paxton is having trouble understanding how this would be part of the strategic planning process. He asked if this would be a standing committee, said we have never used the term ad hoc before, and that is has been a task force or group of people with a specific job until completed. In general, committees are continual and he does not see how the term ad hoc is demilitarizing it. Paxton said committees recommend things to the Board, is concerned that this committee would try to be a judge in deciding various violations, and has the potential to lend itself to abuse.

STAFF: Stephanie asked what is the selection criteria to be a member on this committee, who applies the criteria, and is there a committee size if there are a lot of people who are interested?

BOARD: Aaron said they are asking for people to send in letters of interest and she would be ecstatic if it is a huge response, but realistically committees work best in groups of 10 or under and more work gets done. She said the Board would be reviewing the letters of interest, but does not want to speculate on who would be better qualified. The original motion designated persons from certain groups of the Fair, but people were offended by that.

Spirit wanted to preface that she may ask for a friendly amendment, but first wanted to express that committees she has participated in are generally run by volunteers and a lot of weight is given to staff who are present. Any current staff member can be as involved as they want to be, and would include soliciting their input as well as membership. This is not a policy, yet. Spirit hopes the recommendations that come to the Board help them to shape and develop good policy because that is their job. She is concerned that she is consistently seeing this Board resisting any type of consistency in developing process and policy. All this motion is asking is to do the work.

Spirit said Jon S. was right in saying there was a process, but none of us know what it is and seems to be dependent on the who and not the what. That is very concerning to her, that we have a vague Code of Conduct without know how those violations are going to be dealt with. She has seen issues that are calling for this committee to get to work as soon as possible, not down the road, not after a new Board and not after Wally gets the path under his feet. We need this right now.

Spirit said she had a long meeting with Kat, the Grievance Committee administrator. While not speaking for Kat on how involved she would be, Spirit believes Kat would be accessible to this committee, and does not believe this to be ex parte to that process. While we don't have policy around it, or any clear process, we sure as hell need it. Spirit implored this Board to vote yes on this motion, and asked for a friendly amendment to limit the ad hoc committee members to 10 or under. Aaron and Lily accepted the friendly amendment. Aaron said she also spoke to Kat extensively, and Kat has agreed to consult with Aaron.

STAFF: Wally raised his hand and expressed he had some comments. As Facilitator, Lily said she would extend him some time, but that his comments should be during member input.

BOARD: Jon S. we should talk about this too, because he thinks Wally as our ED should be able to comment while the Board is discussing. Jon S. sees Wally as a partner with the Board, and Lily concurred.

STAFF: Wally said a lot of the comments so far are not mutually exclusive. He does agree with what Jon S. and George said. This does feel piecemealed to him, and he assumes he would be on this committee. He believes the way the motion is written it is open enough to come back and say, let's have an overarching package deal on behavioral standards or code of conduct and responses to violations. Whether it is a Board committee or not, it does not make a huge difference to Wally because this is high on his list to be tackle anyway. He leans towards a Board committee, in part, because it needs to also apply to the Board and therefore a little beyond operations. In this respect, in the idea of moving forward with it, to Wally this does need to get done and he is comfortable with the motion.

BOARD: Diane questioned verbiage in Aaron's original motion that stated, "request input from the membership through the email systems we have in place," and said as a member she has never been contacted via email by the Fair.

Jack said in talking about defining violations of the Code of Conduct, he does not think that is the right thing to focus on. If we have a committee, it has to be about how we think we should treat each other, not parse how we decide whether it is a violation. That is an important difference, and one Jack is having difficulty centering on. How we treat each other is possibly an avenue, but he does not see that in the motion language.

Diane asked: Isn't this what we have a Grievance Committee for?

Aaron said her original motion did have more language, describing what we are trying to do is find a way to identify what consequences should be depending on the types of violations. Aaron knows this sounds negative, but violations do occur. We need to find a way to start talking about a situation when they do occur. Having a group of people talking about various ideas of recognizing what are Code of Conduct violations is important, and that is why we are doing this.

Aaron said we do not have a clear process for when something occurs that offends someone and a Code of Conduct violation. We do have processes, but not very clear at this point. She understands the concerns about the strategic plan. As she sees it, the strategic plan will be a process where we set up ad hoc and special committees to bring information to the Board so they can make policy and plans. Aaron does not feel this is as piecemeal as others see it. This is just moving forward in the way that we do business. The Board was elected to do business, and to continue to do business, and long-term planning is needed. It is a big conversation, and Aaron believes we need to continue with the important business at hand while doing that. She said this is one piece that is being worked on.

Paxton asked the motion to be read again. Spirit suggested adding verbiage about how

we treat one another. Jack felt the motion would still be coming from the wrong direction, and that language is important. Spirit said it has to come from some direction. Lily called the vote.

MEMBERS: Mouseman asked for a point of order, and asked for the motions to be read again before a vote, especially when it is amended.

As amended, Aaron moved and Lily seconded the following motion to create an ad hoc committee regarding Code of Conduct violations:

The Board shall create an ad hoc committee to discuss types of code of conduct violations. The committee will meet regularly and report to the Board monthly regarding their thoughts and progress. As part of the research process, the committee should also actively solicit ideas and comments from the Fair family at large and include suggestions of merit in the recommendations.

The committee shall be comprised of a cross-section of the Fair family. All Fair family members are invited to send in letters of interest to the office by Nov. 15, 2019. The Board will review these letters and will appoint 10 people to this committee during the December 2019 Board meeting.

Motion failed: 4-6; Spirit, Lily, Aaron and Peaches in favor. Paxton, George, Jon S., Lisa, Diane and Jack opposed.

Aaron moved and Spirit seconded the following motion regarding transparent, open meeting laws: The Board shall abide by the most transparent of open meeting laws, even if these laws are not legally required for our nonprofit status.

MEMBERS: Hilary urged Aaron to do a motion that starts investigating these laws, understanding them, and then offering information to the Board to determine which laws to apply. Hilary has memory of a recent lawsuit at the county level where open meeting laws were violated because one county commissioner talked to one person, and then talked to another person. Sequential talking to various people can break open meeting laws. What happens if there four or five Board members are at a party and they are sitting there together talking? There are so many possible ways that the most extreme open meeting laws can be violated unwittingly. Hilary thinks there is an appropriate set of guidance that relates to openness, that may not be defined how Aaron is defining it, and the Board should pick and choose with their eyes open.

FireDIC strongly supports the motion. He also recommends reviewing the laws and carefully decide how to implement each one, and whether or not to deviate from the way the open meeting laws are written. When he was subject to open meeting laws, it was about how many were involved in a conversation at one time, and is not aware of a violation from a sequential conversation because you are allowed to lobby other people. That would be something to look into, and a friendly amendment to work on, so that you are selectively implementing these. What you should end up with is a description of the transparency of the Board and how it functions.

FireDIC said lots of emails among the Board is essentially a closed meeting. So, deciding whether that is something that should be available for everyone to read is an important aspect, and whether or not business should be conducted that way. Everyone should know how the business is conducted, should be transparent, and should be worked toward with this motion.

Ann wanted to remind us we are a private organization and do not have to adhere to open meeting laws. She has been on the Board, and said all closed meetings she went to were in regard to personnel, real estate or a legal matter. As an interpretation, Ann spoke about Burning Man being a private/public partnership, and her understanding is that Burning Man had a couple issues with their public partner this year though their environmental assessment. Ann

has worked at the state and federal levels on a lot of issues with public meetings, and the Fair is a private organization. We need to realize that we are unique in not having a public partnership, and she cannot think of another organization that does what we do.

Shelly said our private, unique membership is not asking for more privacy. We are looking for a lot more openness and transparency, and we want to know what is going on. There are constant executive sessions, before every Board meeting all year long, instead of working groups and work sessions that involve more membership.

Jon P. said he could not agree more with those in support of the motion. A lot of people are looking for more openness. We are not subject to open meeting laws in a direct sense. However, we are a 501(c)3 which means we are tax exempt and, in some ways responsible to the larger public as well. Really, what this is about is us as a membership organization, and that is a particular subset of Oregon Revised Statutes. The members of an organization have a right to know about the business of an organization, whether that is codified in a specific law or not. The basic concept is that all members have a participatory role. There should not be a lot of instances for closed sessions, and should be strictly used for personnel, legal and property acquisition proposals.

Jon P. said having a process in which we look at the open meeting laws, using the concepts as a model and selectively using what applies to us is really needed. He strongly encourages the Board to go forward with the motion.

Jen Lin, as a previous secretary and officer, said any executive meeting she was ever invited to were only about personnel, land or legal. This notion that the Board is having secret meetings to discuss something else is ludicrous. Having also been on the Personnel Committee, she said there have been a lot of personnel issues the past several years where the PC presented information to the Board at a closed session and then left the meeting so the Board could discuss further as necessary. She does not understand why people are thinking the Board is conducting secret meetings that they should all be party to, and said Jack as President wouldn't allow for closed sessions not pertaining to personnel, land or legal.

Wren said as an old hippie, he is suspicious of laws made by the state. He does not disagree with the voices asking for openness and transparency, he is more concerned about how the laws have been written by the state. He is in support of investigating the laws as Hilary said, deciding which ones apply to us, and not adopting them in a whole form.

Palmer also agrees with Hilary, and thinks looking at open meeting laws is a great idea. He does not want a motion that locks us into one idea, and understands the thought process of some wanting to reduce the amount of executive/closed sessions. He knows there have been a lot of closed sessions, but he does not find fault in that the Board is doing their job. Board members have fiduciary responsibilities, and Palmer believes it is the Board's responsibility not to be a completely open book. He also believes we are a membership organization, and we elect our representatives. He does not always agree with the Board, and the Board doesn't always agree with him, but that is part of the process of being a family.

Palmer trusts the Board to be taking care of this organization, and thinks some cards need to be held close to the chest during the process of investigation. For example, the winery. There are legalities attached to the winery, and he thinks it should not be discussed in an open session. Palmer said if you don't trust someone, then don't vote them in. If anyone has a problem, Board members can be contacted via email or phone. There has to be discretion and privacy. Some things at open meetings are not pretty, but that is the way we are set up, and you can't pass

a motion unless at an open meeting.

Fire Tom does not believe the open meeting laws would affect what the Board and Jack have been doing. He is sure it has been within the rules of open meeting laws so it wouldn't change any of those aspects. He suggested having an ad hoc committee to look at what the laws are and how we want to adopt them.

Heather thinks the problem is that there are members in this private organization who feel shut out. As somebody who has sent a public records request to Lane County, it was so refreshing for her to be able to get the information about the discussions that have happened that led up to a proposed ordinance. You can't do that here. As Palmer said, there are all kinds of things that are held close to the chest, and therefore only some members of this private organization get to know what those things are. And, somebody decides who that is.

Palmer clarified that there are people who know more, but feels lucky to be part of the process to elect those who take care of that business. He also feels some people hoard information for the enjoyment.

Jon P. wanted to clarify his previous comments, and said because people are asking for transparency and some method for codifying and ensuring that, does not mean that they don't trust the individuals who are running the Board. Everybody has a different view of the elephant. We members want to be able to do these things as well and be able to participate in the discussion of things. In his view, that should be the intrinsic nature of our organization. So please don't interpret any of these requests for openness as meaning we don't trust you as individual people. It's about process, and hopefully we will arrive at one that goes far beyond any of us individuals sitting here now.

BOARD: Spirit said one of the things that really turned her off from Mary Miller, as a NAO consultant for our organization, was when she mentioned that in a typical membership organization the membership cast a vote and then have gotten out of the way. She hopes our membership never does that. Personally, Spirit has not been entirely comfortable with the number of closed and executive sessions conducted by the Board. She feels the Board has gotten better about them, but the way they decide what and how is discussed, the environment they are conducted in, and being unfacilitated makes her feel entirely uncomfortable.

Spirit feels we need some boundaries around closed sessions, because she feels it invites abuse, and is her personal opinion. She has been saying for a long time, communication of the closed meeting topics or agenda would help, and they need to tighten up how the Board is doing business behind closed doors. It would probably go a long way to quell the concerns of the membership. Spirit does not believe the Board is going way outside the bounds of what they are discussing, but thinks communication would help. She also said she does not think Reese and Tim would agree that actions have not taken place behind closed doors.

Jon S. said the motion does not state what we are going to do. It just says we are going to abide by the terms of stringent, open meeting laws. He would prefer a motion that says: this is what we are going to do, these are the parameters and the limits. When Aaron first proposed this, he emailed her a number of questions that he never got responses to. He is assuming, likely the most transparent of open meeting laws are going to be the provisions of ORS 192.610 to ORS 192.710, which is the Oregon open meeting laws. He assumes if Aaron is referring to those, it would also be assumed to adhere to the corresponding administrative rules, and implement them.

The following are questions that Jon S. did not receive answers to:

Is it the intent of your motion that any meetings of the members of the Fair Board with elected officials or Tribal Councils also are open to

the Fair membership?

Is it your intent that the OCF amend its by-laws to conform with the notice requirements contained in the Oregon statutes and/or administrative rules?

Is it your intent that the OCF give notice of meetings to news media and the general public in accordance with the provisions of the Oregon statutes and/or administrative rules? If so, how would you propose that this be done?

How would you apply provisions of the statute pertaining to the representatives of the news media at executive sessions and in particular how would you ensure adherence of that representative to any requirement of the governing body that specified information be undisclosed?

Is it your intent that provisions relating to matters "pertaining to the function of the medical staff of a public hospital" be applied to matters pertaining to the provision of medical services at the Fair?

What Fair matter, if any, do you see relevant to the security exemptions provided for under ORS 192.660(2)(m)?

What is your intent as to how the provision excepting "records that are exempt by law from public inspection" be applied to the Fair? Can you specify which records of the Fair are exempt from inspection by the Fair membership so that it is clear which records the Board can consider in closed session?

How would you apply the provisions of the statute and related administrative rules relating to the review of employment-related performance of the chief executive?

What procedure would you propose in relation to the remedy in the statute and related administrative rules for "a decision made by a governing body of a public body in violation of ORS 192.610 to 192.690?"

What committees, bodies, or other elements of the Fair, if any, do you feel fall under the exemptions contained in ORS 193.690?

Is it your intent to apply the smoking prohibitions of ORS 192.710 to the Oregon Country Fair? Oregon open meeting laws prohibit smoking. So, those of you who want to prohibit smoking at Board meetings, then here we go.

How would your motion affect the annual Board retreat or the retreat like we had with the ED Search Consultant?

Jon S. said these questions are stuff that is in the laws, not simply what you can discuss. It is how you conduct business. He appreciates someone mentioning emails. We had five new people elected to the Board last fall, many of them running on transparency. There have been more emails among Board members coming from the newly elected Board members, discussing Board business via email, than he ever saw all the years prior to that.

Jon S. cannot vote on this until he knows the answers to those questions. He thinks it would be better to research what the local meeting law says, pull out what is relevant to the Fair, and come back with a motion that says: these are the things I think we should adopt. He can respond to that, but this motion is so undefined and open that he thinks that it would be irresponsible for the Board to adopt it. He does not think the members get to know everything that is discussed in closed session. Sometimes, the topic is not even something you want to say because it could let the proverbial cat out of the bag.

Jon S. wishes we hadn't had the need for all the closed sessions over the last couple of years, but we have multiple land use issues dealing with our SUP, consulting with land use attorneys, our land use consultant through the LUBA appeals, and the multiple sessions where we discussed the county coming down on us for building permits for booths. The issues that came around the story pole and the non-conforming use, properties, personnel, the ED and OM, meeting with our insurance company or our lawyers — that it the business of the Board. The membership doesn't get to know the details of those discussions. It is not prudent that it be

public information.

Aaron said the way she has been told in past of how the Board deals with motions, is that it goes from Old Business to New Business regardless of the information we have gotten in the interim if it was not discussed in an open meeting. She said she had to read the original motion exactly the way it was placed, and thinks it was originally placed in March 2019. So, there has been a lot of thought about this, she has had some discussions and people have thought about it. The idea behind it was to try and alleviate some of this sense of distrust that we have been trying to fix. We have had a problem with distrust for quite a while, and the best way to fix mistrust is to just to be honest — as honest as you possibly legally can.

Aaron's approach is to be as honest as you can, and her intent in opening up this conversation was more about talking to an attorney. She has talked to various Board members, about simple things like how many Board members standing around to talk does it take to constitute a meeting. She received different numbers from all sorts of past Board members because we used to have an attorney who was here all the time. The attorney was at our Board meetings and closed sessions. We had access to a Fair attorney.

Aaron said the Board retreat also needs to be thought about, in terms of how that group gets together in the form of a closed meeting. She wants us to have a conversation about it that allows the membership to be informed about what we are doing and why we are doing things. Certainly, there are things that should be kept private. Her intention was to start the conversation about setting up policy about what we stand for. Do we want to be as open as at least most public organizations? We are different, and we are supposed to be transparent and letting membership be involved. For naysayers, she said it is not about what we are legally required to do, it's about what is the right thing to do for our organization.

Aaron said the way this motion was written, is not going to work for us, and she is aware of that. She would like us to talk to a nonprofit attorney who understands public meeting laws, and see what they have to say about what things might apply. She is hoping we can direct our ED to make that contact. In thinking about amending the motion or tabling it, Aaron said she would table it until we want to talk about it again. However, she is not sure how to allow to talk about it again, and bring it up in another form with the Board. Aaron said we need to get more information, and other Board members agree to research the laws.

Jack said if the motion is brought to a vote, it does not mean another motion cannot be brought forward at some other time. This dialogue we've been having is being recorded, so members will be able to know what is being discussed. The bylaws allow the Board to work in closed sessions. The Board tries to confine those discussions to very obvious things, but it would be foolish to say some of the discussions have not wandered at times.

Jack intends to continue following the bylaws in doing the work of the Board. If the Board decides to have more stringent openness, then they will abide by that. If the motion passes, then there needs to be a commitment to change the bylaws and define the parameters, but at this point they are not. Jack does not support the motion as written. He also said, now that we have an ED, there will be less reliance on the Board to determine outcomes in executive sessions.

Aaron thanked Jon S. for reading his email with questions. She said she had not yet responded to them because she was waiting to talk about it in an open session, rather than by email. Aaron withdrew her motion, and will come back with a new version.

Lisa moved and Diane seconded to appoint Ann Bennett-Rogers to the Elders Committee.

MEMBERS: Jon P. said Ann has been attending the Elders meetings for several years.

BOARD: Spirit said she reached out the Elders Committee, after receiving only one letter for the recommendation, and said Ann was given high praises.

Motion passed: 10-0.

Peaches read the following two motions:

1) The Board directs the treasurer/s to move remaining money from the Solar/Power designation (approximately \$25,000 as of June 2019) to the Peach Power Fund.

2) The Board directs the treasurer/s to move current Green Ticket fund balance (approximately \$50,000) as well as projected 2019 Green Ticket (approximately \$58,000) to the Peach Power Fund.

The Peach Power Committee, which had been dormant for several years, was re-established within the last year and is charged with using the Peach Power Fund for proposed projects that meet the original intent of the Green Ticket designation. They are recommending to the Board such projects be funded through the regular capital projects process. After approving the May 6, 2019, Board motion to establish carbon neutrality goals, the Board and membership have demonstrated a commitment to the OCF's sustainability vision. The Peach Power Committee's charter is to approve and recommend projects that move us forward in our commitment to that vision. By securing the above funding, the committee will have the ability to support and help realize green projects.

Peaches said the motions and background information will be published on the .net site, but is hoping for some more discussion before the motions are brought to a vote.

MEMBERS: Hilary said the Green Ticket money was established several years ago and can be spent on things such as solar, environmental sustainability issues, youth programming and philanthropy. It has been almost exclusively spent on these types of projects. Hilary is really glad the Peach Power Committee has been reinvigorated, largely by the efforts of Peaches, and thinks it is totally appropriate to move the \$25,000 of solar monies to the Peach Power Fund, which would be in addition to \$30,000 they currently already have.

Hilary said the Green Ticket funds at the beginning of the year were about \$50,000. During the capital project phase, about \$24,000 was allocated, but we are not sure that will all get spent. This year \$58,000 was added to the Green Ticket funds. Hilary likes the idea of the motions and applauds the committee for reorganizing. She said there is a whole different process for how the Peach Power Committee will get funds approved for projects.

STAFF: Stephanie asked for more clarification about how Green Ticket monies are allocated, what committees are involved in making those decisions, and brought up Dean's request for a web conferencing system. Hilary said with the Peach Power Fund, the Peach Power Committee creates a list of project recommendations and the timing runs through the Budget Committee and the Board. Once a project is vetted, it can be carried forward. In regard to Dean's suggestion, Hilary said it would fall in line with the intent of Green Ticket monies and would be a small project.

MEMBERS: Ann hopes we can support the Peach Power Committee in terms of meeting our sustainability goals, which is important to everyone and our future.

Brad said he was confused if there was a separate committee who deals with the Green Ticket funds. There is not a separate committee, and it is reviewed by the Board and the Budget Committee.

BOARD: Lily asked about how Green Tickets funds are distributed to crews. Hilary said they try to ensure that any project using Green Ticket

funds are in conformance with the purpose of it. She also said we have less restricted funds now than we have had in a long time. But with important projects, we have tapped the designated funds.

Paxton said he would second the motions. Peaches said since more specifics are needed about the exact amount of funds available, and since this is the first time it has been discussed, she will table the motions and upload the supporting documents to the .net site. She also reworded the subject of the motions.

Jon S. questioned if all the Green Tickets funds were moved, it would bring that balance to zero. If we have capital projects being proposed by a crew in January that would access Green Ticket funds, we could not allocate those funds unless it went through the Peach Power Committee first? That is a concern, so he is not sure about voting in favor.

President's Peace

Jack said this was a good meeting. Wally is on board now, and the Board is having conversations about and with Wally in closed sessions because we want him to be successful, and we want to be supportive. From what Jack knows, Wally is committed to openness and thinks the ED door will be open to membership.

In this change process we are going through, Jack expressed the importance of becoming more outspoken about carbon neutrality goals. He hopes we take more risks in the community and use our resources, in both the community and dollar sense, to promote saving the planet. That is a value we have that will not change. In our other processes of change, we will have a new Board in November, and will continue to plan for the next 50 years. Thanks to Lily for facilitating, and for the laughter which is cleansing.

Draft Agenda for October 7, 2019, Board Meeting

7 pm, NW Youth Corps, Columbia Room:

Consent calendar / Board Donations
Approve Sept. 9, 2019, Board meeting minutes

Closed session recording and minutes — Aaron

Board member job description — Lisa
OCF Organizational Chart — Lily
Move Solar/Power funds to the Peach Power Fund — Peaches

Move remainder of 2018 and 2019 Green Ticket funds to the Peach Power Fund — Peaches

Create new budget line item for carbon neutrality project — Peaches

Move \$5,000 from the Board change line item for sponsorship of the Ramon Ramirez Legacy Fund (part of the PCUN Farm Workers Union) — Jon S.

Clarify legislative intent of the Board motion accepting the draft of the NAO recommendations — Jon S.

Conflict of interest — Jon S.

Establish Fair event ticket sales limits — Diane

Appoint Chris "Ichabod" Murray to the Peach Power Committee — Peaches

Appoint norma sax to the Elections Committee — Lisa

Membership work sessions — Lily
Reorder of OCF commemorative merchandise — Spirit

Consideration of Commemorative Sales recommendations — Peaches

Membership and Board dialogue, if time permits

