



FAIR FAMILY NEWS

OREGON COUNTRY FAIR @ ONE CREATIVE FAMILY

VOLUME 27 ISSUE 8

JANUARY 2020

WHAT'S INSIDE

- Save the Date p. 2
- Something for You p. 3
- I Say p. 4
- I Hear p. 5
- Moving On p. 6
- Getting Better p. 7
- Nuts and Bolts pp. 8-12





FAIR FAMILY CALENDAR

JANUARY

- 22 Food Committee, 5:30 pm, OCF Office
- 23 Elders Committee, 7 pm, Growers Market, 454 Willamette St., Eugene
- 26 Food Booth Community Town Hall, 1-5 pm, Hilyard Community Center, 2580 Hilyard St., Eugene
- 27 BoD Budget Meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 31 Capital Project requests due

FEBRUARY

- 3 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 4 Peach Power, 6 pm, OCF Office
- 5 FAIR FAMILY NEWS DEADLINE
- 11 LUMP meeting, 6 pm, OCF Office
- 13 Community Village General Meeting, 7 pm, United Methodist Church, 1376 Olive St., Eugene
- 15 Deadline to submit application to perform at 2020 Fair
- 16 Path Planning, noon, Alice's
- 17 BoD Work Session, 7 pm, Northwest Youth Corps, Columbia Room, 2621 Augusta St., Eugene
- 24 Diversity Committee, 6 pm, OCF Office
- 26 Food Committee, 5:30 pm, OCF Office
- 27 Elders Committee, 7 pm, Growers Market, 454 Willamette St., Eugene

MARCH

- 1 Teen Crew applications available
- 2 Board of Directors meeting, 7 pm, Northwest Youth Corps, 2621 Augusta St., Eugene
- 4 FAIR FAMILY NEWS DEADLINE
- 10 LUMP meeting, 6 pm, OCF Office
- 12 Community Village General Meeting, 7 pm, United Methodist Church, 1376 Olive St., Eugene
- 15 Path Planning, noon, Alice's
- 16 BoD Work Session, 7 pm, Northwest Youth Corps, Columbia Room, 2621 Augusta St., Eugene
- 23 Diversity Committee, 6 pm, OCF Office
- 25 Food Committee, 5:30 pm, OCF Office
- 26 Elders Committee, 7 pm, Growers Market, 454 Willamette St., Eugene
- 28-29 Elders Spring Retreat, 10 am-dinner. Elder's Camp Cleanup is also included as part of this Retreat.
- 30 Registration packets mailed to Booth Reps

APRIL

- 1 Deadline for craft jury application submissions, including logo items

JULY

- 10-12 Happy Hippie New Year!



Happy Birthday Aquarians!

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!



Creating a Work Group on Fair Standards

by Wally Bomgaars, OCF Executive Director

Thank you, Fair family, for being active members in this special community. We make this happen together. In that spirit and in response to many requests, I am putting together a work group to create process and policies around a new and improved OCF Community Standards of Behavior. To start this process, I am putting out a call for letters of interest from the Fair family to join this work group.

Topics that the group will tackle might include:

- Elaborating on the Code of Conduct
- Restorative justice
- Mediation
- Grievance Process
- Progressive discipline
- Social Media Policy
- Anti-Harassment Policy
- Anti-Bullying Policy
- Consent Policy
- Whistle Blower Policy
- and maybe more.

The group would be made of about six to nine people, including:

- Executive Director – Wally
- Board Member – Lily
- 1 Paid Staff
- 1 or 2 Coordinators
- 1 or 2 Back Up Managers
- 1 or 2 other Fair members

We are looking for people with experience in human resources, management, and similar policy development. We hope to hear from a diverse representation of Fair members.

This will be a group that can work effectively together, and be available to meet approximately once a week or so, with homework in between sessions. We might have a longer meeting on a weekend or two at some point. As usual, meetings will have remote attendance options.

We will produce a draft to send out to the Fair family at large for input. We will then do a final round of edits to create final policies and processes. We will start work in early February and work through March and April. We would like to have the finished product by May.

Please send your letters of interest to: StandardsWorkGroup@oregoncountryfair.org by January 31. We look forward to hearing from you!



KEEP IN TOUCH



Oregon Country Fair
442 Lawrence St.
Eugene, OR. 97401
(541) 343-4298

FFN@OREGONCOUNTRYFAIR.ORG
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OREGONCOUNTRYFAIR.ORG (EVENT INFO)
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Diversity Committee Reaches Out

The Diversity Committee strives to support the Oregon Country Fair's goal to increase the diversity of all aspects of the OCF community. Some things we'll be working on this year with Fair Family include:

- assessing Fair family demographics;
- articulating inclusion, diversity, and equity expectations for coordinators and other Fair leaders;
- organizing an April learning opportunity that will educate on how to foster a welcoming, inclusive, diverse, and equitable environment.

In an effort to have a way for folks to offer suggestions, concerns, and experiences pertaining to these and other subjects of diversity at OCF, the committee has set up an email address: diversity@oregoncountryfair.org. We look forward to hearing from you!

FFN BEGINNERS

Brad "Arise" Lerch
Mary "Incite" Doyon
norma "instigate" sax
Kim "Create" Griggs
Niki "Activate" Harris
Daniel "Develop" Cohn
Suzi "Propel" Prozanski
Michael "Start" Ottenhausen
Mary "Commence" Callaghan

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



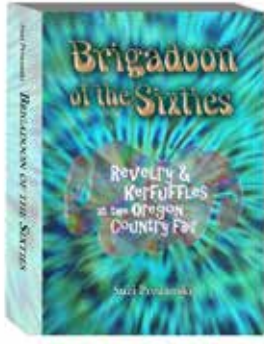
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- 2/7 Cheers Love, Dr Weathers, Mint, U-Sity, Aprincenamedslump, COMET C137 + more
- 2/8 Drake Bell, Cam Stone, The Graduating Class
- 2/15 Brother Ala, Open Mike Eagle, DJ Last Word
- 2/16 EOTO with RedGiant
- 2/28 Eugene Live! - Novacane, Fashion Jackson Laundry, Spiller
- 3/18 Brent Faiyaz

Scribe Tribe

The Fair is seeking volunteers to
take meeting notes and assist meeting
conveeners.

Duties include attending meetings year-round, approximately once a month, and recording minutes, transcribing and distributing minutes, making edits, and possibly helping with reminders, notices, and calendars.

These positions earn a wristband either for the Scribe or an SO (if you already get wristband from elsewhere). Need to have computer skills.

Join the Scribe Tribe!

Contact peachy.cynthia@gmail.com for more info.



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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).

Obnoxious Smell

Dear FFN,

I have been a crafter, selling my artwork at the OCF every year since 1990. I want to add my voice to the growing push to ban tobacco smoking inside the Fair. Our booth is 50 feet or so away from a large smoking area and the obnoxious smell drifts through our booth all day long. For the sake of all of our health and well-being, I urge you to ban tobacco smoking inside the Fair and turn those smoking areas into family-friendly rest areas.

*Sid "Manzanita" Replogle
Crafter, Booth 381*

Can We do the Right Thing?

Dear Fair Family,

The decline in tobacco smoking is due to laws banning it in restaurants, bars, trains, and airplanes; to taxes that have tripled the price in 20 years; to eliminating purchase through vending machines; to making TV and radio ads illegal; and to the many magazines, newspapers, and other publications that examined the facts, the health-destroying aspects, the body counts, and simply stopped running highly profitable ads for tobacco companies.

Ironically, Stanford University research scientists attempting to build a safer helmet for National Football League players are concerned that a more sophisticated, "safer" helmet may actually prove dangerous. "It's like developing a better cigarette filter," says one researcher. "It's smoother and might not give you a hacking cough. But you still get lung cancer."

Reducing this addiction of smokers and those downwind from their toxic fumes has been accomplished by making tobacco smoking far less convenient for smokers. Not by promoting and glamorizing deadly, health-destroying addictive behavior as the elected OCF "leadership" has done for more than 50 years without ever specifically explaining their reasons for doing so. If attendance volume is the issue (as it seems to be), it's more than likely that many families with children and young teens will flock back to the Fair.

The biggest complaint of Fairgoers plus many booth and crew workers is the Fair's kowtowing to the tobacco industry. The many complaints and many letters to the Fair Family News opposing this foolish policy have been ignored by the Board of Directors for far too long. Enough is enough!

What will it take for them to establish a convenient tobacco-smoking area outside the Fair itself? What will it take for them to do the right thing?

*Jerome Garger
Elder*



Please Ban Cigarettes

Dear Fair Family,

My name is Cecilia Rutledge, I am 9 and a half years old. I have been coming to the Fair for 11 years, since I was in my mom's tummy. I love the green trees and all the lights. It is beautiful. Fair is a very important part of tradition for my family.

I believe that smoking makes our Fair worse and worse every year. I think tobacco smoke is gross and dangerous. It's truly atrocious that unattended cigarettes start forest fires every year. It would be awful if our Fair got burned down by a cigarette. My Girl Scout troop does the Great Wil-

lamette Clean-Up every year, picking up garbage along the river, and most years we end up with more than 100 cigarette butts! Cigarette butts are one of the most littered items on the planet and it's our job to change that.

I may be just a kid but this means an awful lot to me. Please ban cigarettes before they spoil our beautiful Fair, and so that everyone can have a magical and safe time.

*Cecilia Anne Taylor Rutledge
Future Crew Member*

Free the Fair from Tobacco Negativity

Dear Fair Family,

I started attending the Oregon Country Fair in the early 1980s with my wife, who had been attending the Fair from the beginning. After participating on Security shifts for more than 30 years, we are now happily Elders.

As a long-time Fairgoer, I want to address cigarette smoking at the Fair.

I understand there are many persons who either enjoy or are addicted to smoking cigarettes, and the Fair has accepted smoking during the Fair in the past. Now, however, many large fairs — for many valid reasons — no longer allow tobacco smoking within the packed confines of the fair itself.

Tobacco smoking is not a private matter. It has a negative effect on others, both for health and for

the smell, for quite an area around them. It certainly is a negative smell for me, so I do encourage you to manifest a no-cigarette-smoking Country Fair.

Over the years, recurring festivals either grow and change, or they diminish. As it has grown, the Fair has gone through many changes and continues as an event that is cherished by locals and people from all over.

The Fair became so much better when the Board chose to no longer allow alcohol. That choice did limit some, but freed the Fair experience from a lot of negativity. In a similar way the Fair could be better yet! Hoping for a smoke-free Fair.

*James Sibbet,
Elder*

A Fair Request

Dear People,

Having previously written, I thank you for your response. Once again I write in support of a tobacco-free Fair.

When I was a nicotine addict as a young man, I suffered from poor health: sore throat, frequent flu and colds, shortness of breath, emphysema, sinus infections, and bronchitis. I managed with great difficulty after many, many attempts to end my addiction. Had I not, I'm fairly sure I would not be here to write this letter. Second-hand smoke still causes me problems.

Many Fairgoers that I know consider the lack of access to a smoke-free rest area a valid reason

for non-attendance. There is no evidence that attendance would not increase by making the Fair tobacco-free. None at all. Attendance almost surely would increase, especially that of families

I feel that it is a fair (no pun intended) request to ask for shady rest areas for non-smokers. OCF leadership should be proactive in joining every major West Coast fair by voting to become tobacco-free. It's a no-brainer. We all have the right to breathe clean, healthy air. Vote to move tobacco smokers outside the Fair! Respectfully,

*Art Cady
Fairgoer*

Ban Won't Succeed

Dear Fair Family News,

I have been active with a crew or booth at the Fair since 1983. Regarding the tobacco smoking issue, I believe a ban against tobacco on Fair property wouldn't succeed. Nicotine addicts would still sneak a fix, or just stay home and bitch about the Fair.

A more sensible and successful solution would be two-fold. First, review and change the current "smoking allowed" sites from the best and shadiest places to a more equitable siting, proportion-

ately representing both tobacco smokers and non-users. There are plenty of pleasant, shady places on the property, and more could be created. I'll even volunteer to help build more benches.

Second, tobacco smokers who persist in smoking where it's prohibited need to be "busted" and directed to a "smoking allowed" area away from the rest of us.

*Jerry Berg
Elder*

Long-Running Contradictions

Dear Fair Family,

The Fair is a magnificent and unique gathering. Artis the Spoonman nailed it with the words "Essential Event." I have attended every Fair since my first in 1976.

Human beings are quirky and contradictory (going against what they say) creatures. I find myself pondering this fact more every day, as we witness a staggering percentage of our voting public and elected leaders continuing to throw their support to a vicious, lying demagogue — even as these same people sing the supposed virtues of their religious faith and way of life. The shorthand term for such behavior is "hypocrisy."

In the 1960s, the term "counterculture" arose to describe (mainly) young people who were pushing back against war, discrimination, environmental degradation and the general lack of beauty in their

society. It was visionaries from this subculture who founded the Fair, an event which carried the promise of an alternative way to live: saner, more respectful, more fun.

Fifty years on, I now ponder the most glaring contradiction (or inconsistency, or — let's face it: hypocrisy) evident at any given Fair. We not only tolerate, but are careful to make room for, a habit that is destructive to both its users as well as bystanders. It spreads by consumer contagion, like a bad virus. I refer, of course, to tobacco smoking.

When a proactive OCF Board of Directors finally manages to address our long-running "contradiction," the Fair will be living up to its promise of a sane alternative.

*Vip Short
Elder*



Sound Bites

by Dean Middleton, Station Manager, KOCF-FM

The Oregon Country Fair is in the throes of change, probably for the good of the organization. With 50 years of experience it seems, from my perspective, most of our changes have improved the event and the organization. Specifically, I'd like to address how adding radio station KOCF-FM 92.7 as one of the programs of the Oregon Country Fair has positively affected the organization and will continue to do so.

Among KOCF's accomplishments in its short lifetime:

KOCF began broadcasting July 2015, 24 hours a day year-round, and continues to offer high-quality, human-produced, hosted programming that runs the gamut from old-timey radio broadcast and history to blues, free-form, shoe-gazer and edgy "new" music. Our "something for everybody" approach includes programming that's tailored to the Fern Ridge/Oregon Country Fair communities and includes providing a wide range of community-based public service announcements and the community bulletin board.

KOCF was instrumental in supporting Elmira High School's formation of a radio club. KOCF pulled together a small grant for the radio club's studio equipment needs and gives students the opportunity for hands-on experience with broadcasting and all the requisite planning and learning opportunities. The radio club has grown from three students to more than 20 for the 2019-20 school year. Additionally, for the first time select Elmira High School events have been broadcast live, including the first-ever live broadcast of an Elmira High School football game.

KOCF also developed a robust partnership with the Lane Fire Authority, becoming a critical partner in their emergency response system.

Beginning June 4, 2016, we began streaming! We are now adding listeners from around the country and a recent stream analysis showed we had listeners from 11 foreign countries! The stream can be joined at kocf.org with a programming guide available here: <http://kocf.org/programming-guide/>

We have developed a positive working relationship with leaders at the City of Veneta, ensuring radio access in emergency situations and providing the community with important civic information.

KOCF has broadcast thousands of Oregon Country Fair public announcements that provides a host of information to the community. For example, we have announced the names of recipients of Jill Heiman Vision Fund grants, read Fair application announcements and deadlines, and touted the philanthropic accomplishments of the Fair.

All of these accomplishments are very much a year-round reflection of the Oregon Country Fair's strong commitment to being a good community partner. The station is working yet again to increase its coverage area and potential listening market, elevating our positive impact and adding volume to the voice of the OCF. As a leader in the community, it is a natural fit for the Fair to have a voice that can reach the communities of the lower Willamette Valley, and the rest of the Earth. Now we can broadcast the change we want to see in the world!

OCF Database Project Summary

From: The Database Workgroup, January, 2020

The staff, volunteers, booth people and entertainers, as well as the friends and families who provide support to these folks, are the greatest asset of the Oregon Country Fair and are considered Fair Family. To ensure all Fair Family have an easy experience getting their wristbands and other credentials it is essential that the Fair have an accurate record; this is done with a database. The same database also records Fair Membership and subscription to the Fair Family News.

A group of volunteers and employees has been meeting with stakeholders from various parts of the Fair for going on two years and have been compiling the needs of crews, committees, and other groups who currently use Fair data. We have a very good sense of why we need a new database. These include:

Access

Currently, information about the Fair Family is held in various places with varying degrees of accuracy and we do not have a way to contact or interact with the entire group. The Fair can ensure the security of Fair Family information more effectively when stored in a Fair owned database. Some of the information that is not centralized is booth participation, crafter records, some security crew participation, and teen crew participation.

Membership

The Fair lacks an effective way to keep an accurate, complete record of who is eligible for membership and hence to vote for the Board of Directors according to the OCF bylaws. Due to numerous systems that track participation that are not integrated with the membership database, it is challenging to assess membership eligibility.

Ease of Use

While the fair event can continue with this disjointed information environment, dissatisfaction with managing the existing process increases. As the number of people obtaining wristbands increases, it will become more and more onerous to continue with the current method of distributing passes and collecting money for them.

Accuracy

In the course of a year people move, change emails, or even decide they no longer want to receive a ballot or the Fair Family News. Many crews use only email, so they don't update physical addresses in the current database. Annually, the Fair spends a good deal of money on return postage for ballots and FFN.

Evolution

To move the Fair in the direction of electronic voting, a comprehensive membership database is essential. We would also like to relieve coordinators and booth reps from the burden of handling so much cash, as well as making the whole money flow more accountable and auditable.

We are seeking solutions to the issues listed above, as well as other unique challenges specific groups have identified. There are several parts to what the team has identified as solutions to our current challenges. Here are some of the conclusions/solutions:

- Everyone's data should be in one place. It should be well secured and access to it should be only on a need to know basis.
- To have the most up-to-date information, people should be allowed to update their

own profile.

- The database should allow Crew Leaders and Booth Reps to assign wristbands and passes to people.
- Individuals should then be able to log into the database and pay for their passes with a credit/debit card.
- The database should record a person's involvement in Fair year after year.
- Elections committee should be able to evaluate membership eligibility based on one's Fair participation and voting history, as specified in our bylaws.
- The database should be flexible enough to allow crews to do scheduling, email correspondence, generate labels, and other activities they have expressed interest in.

There has been much thought about next steps and we are working with volunteers with relevant expertise to help us look at the possible solutions and their pluses and minuses. Factors that will be weighed include: Does the solution deliver the functions we need? What is the cost? How well can we manage risk with the solution? Can we build/have built the additional capabilities we need?

If you would like more information about this topic, the Database work group encourages you to come to a town hall meeting Wednesday, February 5, from 6-8 pm, at North West Youth Corps (same room as Board meetings). We will describe our process to date and next steps in further detail. There will also be some time for Q & A. If you would like to submit a question to be answered by the Database work group, please email database@oregoncountryfair.org.

Fair Thee Well: Steven 'Actual Steve' Laird McLean

4/20/1974 - 12/28/2019

In the early morning of December 28, 2019, surrounded by love in a room overlooking the McKenzie River, "Actual" Steve McLean walked down the forest path and on to his next adventure, four months after being diagnosed with Angioimmunoblastic T-cell Lymphoma. A memorial service is set for Feb. 8, noon to 3 pm in Eugene, place TBA.

Born in Eugene, Oregon, to Karen and Jim McLean, and big brother Scott, Steve graduated from Churchill High School in 1992.

In the early 1990s, he began his decades-long service to the Oregon Country Fair family. It was here, surrounded by friends, where Steve felt most comfortable and it was here the name "Actual Steve" came into



being. Actual began his early Fair life with the Youth Stage, later moving on to Pre-Fair Crew Services. His most recent volunteer position was with the Camping Crew as co-host of Marshall's Landing.

Steve was, and continues to be, both a light and a rock in the lives of many. He was a photographer of great talent and an avid fly fisherman; an accomplished landscaper and gardener; a cultivator of long conversations and of longer wordless walks; a champion of laughter and a professional curmudgeon. At his core Steve was a lover of nature, a taker of the backroads and a collector of experiences, picking up each one like a sacred pebble and putting it in his pocket, holding it closely to share later with the people he loved. He was a truly kind man.

Fair Thee Well: Chuck Gerard

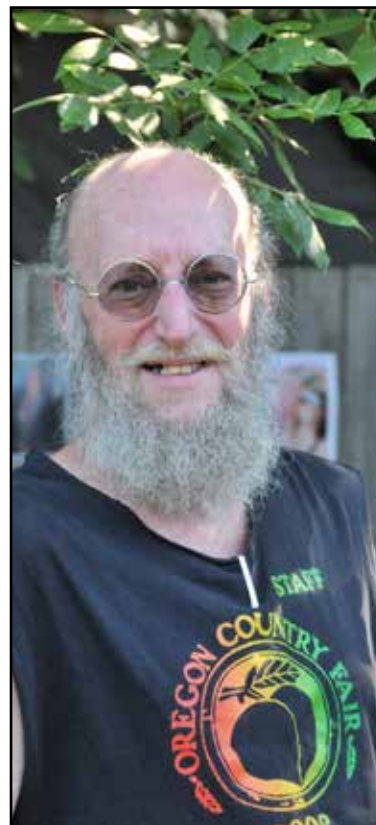
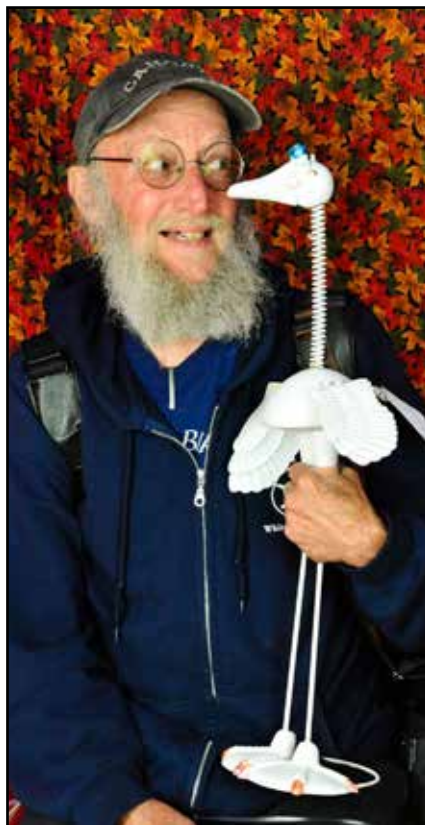
by Wren Arrington, White Bird

With sadness and honor, I share the news that Chuck Gerard, our longtime Medical Crew Coordinator, graduated from the school of life in the early evening of December, Friday 13, just one day after a magnificent full moon.

Chuck came to White Bird in 1984, when he was hired as the Program Coordinator for our Ongoing Counseling program. He became immersed in White Bird Clinic, becoming the Operations Coordinator and later Clinic Coordinator, a position he held for a decade until health forced his reluctant retirement in 2017.

Before long at all, Chuck was part of our Rock Med coordinating team at OCF. He worked the busy afternoon shifts in our booth every day of the event for more than 20 years. Effortlessly managing every incident, he refused to use the word "emergency," because for him, nothing was. He exuded calm and he kept us safe. He danced through the chaos with an air of joy. I can still hear his reassuring laughter.

Chuck was a fierce advocate for social justice, marginalized people, consensus, and psychedelic culture. He taught and mentored too many of us to possibly count, and had a huge impact on the development of services in our community. Chuck was quietly brilliant.



He had a sharp, wry wit and delighted in challenging the assumptions he encountered and the institutions of the authorities he barely acknowledged. He was never afraid to rock the boat.

He was a clown in the most sacred sense of the word; our Jedi Master and our Court Jester all in one.

He loved the OCF parade and kept a box of toy instruments to pass out to the crew so we could all play along when they passed our booth each day.

He did not like vegetables; he liked all the meat.

Chuck passed as he lived, with tenacity, humor, and on his own terms. He remained our teacher until his last moment. He challenged all of us to protect the unprotected, to poke the arrogant and self-assured, to create community, and to never give up.

He will be missed.

It is unlikely he will Rest In Peace; he is very busy somewhere, stirring up trouble.

A Celebration of Life will be held for Chuck on January 18, 2-4 pm at the Northwest Youth Corps Bldg., 2621 Augusta St., Eugene OR. Please make a donation to White Bird Clinic in lieu of flowers or other remembrance. This is what Chuck would have wanted.



Photo © 2018 Ben Nieves



Mario's Philly Cheese Steak Booth

by Paul Manuel, Mario's Booth Representative

I started at Oregon Country Fair in July of 1980 with a craft booth. We were "The Kind Company" and sold T-Shirts that said "When you Say Bud — You Said it All." It featured a picture of a large pot bud. We brought down 200 shirts and sold them all.

The next few years we crafted handmade jewelry and redwood burl items, such as clocks, small boxes, and table tops. Our booth was

on the river bank of the Long Tom, between the Drug Information Booth and the Kaleidoscope Booth.

In 1984 or 1985, there was talk about putting more food booths along the Long Tom River. I threw our name in the hat. Mario's had opened two delis in Tacoma, Washington, in 1984, named after my son Mario, who was born in 1983. One was a food trailer and the other was a space next to an RV parts and service building. We remodeled approximately 1,300 square feet with a commercial kitchen and seating area and called it "Mario's East Coast Submarine Sandwiches."

In 1985 we closed the food trailer because we could not get the orders out fast enough and the store was doing well. In 1986 we officially changed our booth to "Mario's By The River" and started selling our Philly Cheese Steaks at OCF. We used two backyard barbecues and two quarter-inch steel plates to cook the steaks.

We were not received as well as we thought we would be since we were one of the only meat booths in the land of tofu. We would only sell a few hundred Philly's over the three days. But the people who ate our Philly's really liked them. And we had a great time being at OCF.

By the 1990s we were selling several more hundred Philly's during the weekend, and also doing meatball subs, and Mario-anted beef on a stick. More and more people were coming around to Shady Lane and Strawberry Lane and the idea of food booths on those paths proved to be successful.

When the giant yew tree next to our booth fell, it took part of our booth out. The Fair offered to move us to a new location and we looked at a few spaces. We thought booth 133 would be an ideal spot for Mario's. The Fair was a bit hesitant because Mario's had not been a high-volume food booth, serving approximately 1,300 meals over three days. We certainly felt we could keep up with the demand because we knew how to run a fast-paced food business since we ran the sandwich shop in Tacoma. We took as much

of our redwood lumber from the old booth that we could and constructed bench seating. We also used some of the burl slabs to make signs. We used the redwood slab (36-inches by eight-feet) that served as a counter at our old booth as the counter at our new spot.

In 1985 I started working on the ground floor of the cellular industry. I left Mario's in the hands of our manager, who was so awesome, along with several workers, to keep the business going. Unfortunately in 1986, our manager was killed in a terrible car accident. We had started at OCF and I was kicking butt in the cellular industry, but Mario's in Tacoma was struggling and would close in 1987. Our energy shifted to OCF.

In 1999 we had our first year at booth 133. It was absolutely amazing! We went from making 1,300 Philly's at "Mario's by the River" to nearly 2,000 at the new booth. We called it "Mario's Was By The River." Today we cook 3,500-4,000 meals in four days, Philly Cheese Steaks, Veggie Philly (no meat), Mexi Philly, Meat and Cheese only, third Generation Spaghetti Sauce with meat sauce or oil and herbs, Meatball Subs, Sausage Grinders, Smoked Prime Rib, Steak and Eggs, and Artichoke Salad. For drinks, we have Apple Berry or tea with ice.

For the last 10 years, Mario's has donated some of its profits to Puget Sound Music For Youth Association, a Washington state 501(c)3.

Mario's has a 10-by-10-foot stage that attracts many youth performers. We have seating in the booth for 30-35 people. Mario's has been part of sending youth bands to Memphis for the International Blues Challenge Youth Showcase.

My sons Paul, Mario, and Marco Manuel have been a major part of this booth since the beginning. Paul lives in Monterey and doesn't get to the Fair much anymore, but was there at the beginning when we were a craft booth. His last trip to the Fair was the year of the big rain storm and we had a small pond in front of the booth. Many closed, but we stayed open to feed people. Paul was giving away food to anyone who wanted to participate in mud wrestling and everyone was pretty entertained.

Mario is a graduate of MIT in Nuclear Physics and travels around the world. Marco attended the University of Washington and University of Puget Sound and now teaches in Lake Washington School district. He is instrumental in making things at Mario's come together. Mario and Marco were helping run the booth when they were 10 and 14 — that is as cool as it can get. There are so many amazing stories about Mario's booth that you have to come in and see yourself.

It takes 40 plus people to make Mario's Booth 133 work and come together, including the bakers that do an excellent job on our Hoagie Rolls. We produce the best Philly Cheese Sandwich in Lane County.

Looking forward to the 100th Anniversary!

For the last 10 years, Mario's has donated some of its profits to Puget Sound Music For Youth Association. Mario's has a 10-by-10-foot stage that attracts many youth performers.



Thank You from Planned Parenthood

Dear Friends,
THANK YOU for your grant of \$7,600 to Planned Parenthood of Southwestern Oregon (PPSO) to purchase an autoclave, which sterilizes medical instruments used in the clinic.

People will have access to exceptional reproductive health care, birth control, sex education, STD testing and treatment, vasectomies, annual exams, and cancer screenings — all because you gave to PPSO.

Your gift is more than just dollars and cents. With your generous support, you are a leader in a powerful community of people united to provide care, no matter what. Supporting PPSO is one

of the most important steps you can take to protect reproductive health care and sex education programs for patients and clients in Southwestern Oregon.

PPSO has been here for more than 50 years. With your support, we will be here for another 50. Thank you for helping us continue to protect Oregonians and fight for a healthier and more just community.

Sincerely,
Ashley Petsch
Interim Director of Development

*Thank you!
Our pleasure!*

Thank You from Catholic Community Services of Lane County

Dear Oregon Country Fair folks,
Thank you for approving our grant application to the very generous amount of \$13,688.29! Grant funds will help the Refugee and Asylum-Seeker Program in Lane County with basic needs support, including rent, food, household supplies, and more!

Thank you for supporting our ongoing efforts to help Lane County's refugees and asylum-seekers.

Sincerely,
Sue Paiment
Executive Director
Catholic Community Services of Lane County





Photo © 2018 Dennis Shen



**BOARD OF DIRECTORS' MEETING
JANUARY 6, 2020**

**7 pm, Northwest Youth Corps,
Columbia Room**

(subject to approval by the Board at the Feb. 3, 2020, meeting)

Board of Directors present: Aaron Kenton, Cynthia "Peaches" Peachey, George Braddock (Vice President 1), Jack Makarchek (President, alternate), Lily Harmon-Gross (Vice President 2), Lisa Parker, Palmer Parker (alternate), Paxton Hoag, Sandra Bauer, Spirit Leatherwood and Sue Theolass. **Other Board officers present:** Hilary Anthony, Kimberly "Kimmo" Howard, Lynda Gingerich. **Staff present:** Crystalyn Frank and Wally Bomgaars; plus 20 members and guests. Sam Rutledge facilitated the meeting. **Board Directors absent:** Lisa Cooley absent so Palmer voted.

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 items were removed from old business:

Financial planning for the Fair office purchase – Lily

The following items were tabled from old business:

Closed session recording and minutes – Aaron

Carbon neutrality initiative partnership with Portland State University Institute for Sustainable Solutions – Peaches

Safety requirements for OCF vehicles – George

New Business (video 6:56)

Approve OCF Guidelines changes – Lily
Restructuring Board giving and philanthropy – Lily

OCF membership database (*see motion below*) – Aaron

Canvas the membership regarding voting age (*see motion below*) – Aaron

OCF membership database motion:
The Board directs the Elections Committee to work with staff and IT to purge and update the membership list. Current state laws require ballots be sent to everyone who is registered to vote, not just those requesting an absentee ballot. Members can still vote in person if they wish. The membership list needs to be updated to reflect only members who are voting members as per our bylaws and to make certain we are spending money accurately.

Thought needs to be given as to whether this is also the best time to transfer this data to a different database system in preparation for integration with newer systems.

Consideration should be given regarding alerting members who will be deleted from the current database.

The committee is directed to provide information regarding their progress to the Board on a monthly basis along with an estimated time of completion. The committee is encouraged to reach out to other volunteers to accomplish this task by June 30, 2020.

Canvas the membership regarding voting age motion:

Voting age is not addressed in our bylaws. The current membership eligibility hinges on participation in our main event. Wristband changes may have inadvertently impacted the legal voting age. The state legal voting age is 18. People under the age of 18 are not legally responsible for financial matters unless they are emancipated minors. The Board directs the Elections Committee and the staff to send out a survey to all of our registered voters as well as notification of the survey through our other communications channels as follows:

1) Should the voting age be maintained as is currently stated in the bylaws Article V. Members, Section 2. "...is eligible for membership if the individual is registered with the Fair and (1) has either received a wristband, other Fair camping pass or verifiable worker day pass in one of the two previous years, or (2) is a verified Elder."

2) Should the voting age for the OCF elections be the same as state law, which is 18?

3) Should the voting age for the OCF elections be 16?

4) Other

Aaron's motions will be posted on the .net site under Board of Directors Working Documents.

Membership feedback on Board motions can be emailed to office@oregoncountryfair.org, and the office staff will forward the feedback to the Board members and officers.

Announcements (video 11:30)

Peaches: There is a motion slated for the next Board meeting regarding the Carbon Neutrality Initiative's partnering with Portland State University (PSU) Institute for Sustainable Solutions (ISS). The Carbon Neutrality Working Group has been meeting with the folks at ISS to draft a partnership agreement with their foundation. The recommendation will be to fund the part-

nership from the Green Ticket Fund. Information will be posted on the .net site under Board of Directors Working Documents.

Member Sue said the Oregon Community Asylum Network is having a fundraiser on Saturday, Jan. 25, at 6:30 pm at the Unitarian Church in Eugene. There will be a silent auction, and a concert by Chico Schwall. OCAN has helped free 112 asylum seekers from ICE detention and brought them to Eugene to begin new lives. The money raised will help with legal and medical costs.

Sue T. said when she was listening to "Think Out Loud" on OPB Radio on a topic about American Sign Language in the Arts, Oregon Country Fair and Burning Man were recognized for including sign language interpreters at the events.

Sue T. announced the Kareng Fund will host an Art Bingo benefit on Sunday, Feb. 23, from 4 pm to 7pm at Gratitude Brewing, 540 East Eighth in Eugene. The Kareng Fund is a non-profit emergency relief fund to help self-employed artisans experiencing a serious, career-threatening crisis.

Palmer gave thanks to Sean and Jamie for their volunteer work of recording the Board meetings for viewing on YouTube.

Ya Mon Pete's birthday bash was announced for Jan. 18 at Whirled Pies as a benefit for Womenspace.

Spirit's granddaughter was born Dec. 3, 2019. Her name is Naomi Elyse Hummell.

Lisa P. said Chuck Gerard of White Bird passed away on December 13, 2019. She announced a celebration of life that was held Jan. 18.

Crystalyn said Steve "Actual Steve" McLean passed away Dec. 28, 2019.

Staff Reports (video 22:20)

Staff Reports: OCF commemorative items were available to order through Dec. 28. It was a huge success! Posters and stickers will be shipped later in January, and T-shirts will be shipped in February.

Stephanie has been working on a new and improved OCF .net site. It will be more user-friendly.

Staff and the Budget Committee have been working on the 2020 budget. They met with coordinators on Jan. 12, regarding the budget recommendations. The Board Budget Meeting will be Monday, Jan. 27, at 7 pm at Northwest Youth Corps in Eugene.

Capital project requests are due Friday, Jan. 31, 2020.

The OCF Database Work Group has been continuing to work toward a comprehensive solution to the challenges we have tracking inventory, participation and eligibility for membership. If you would like more information about this, please see page 5 in this issue of *Fair Family News*. You can also join the town hall meeting on Wednesday, Feb. 5, from 6pm to 8pm at Northwest Youth Corps in Eugene. You can also find information on the .net site.

OCF Guideline change requests can be found on page 12 in this issue of *Fair Family News*. Guideline changes will be voted on at the March 2 Board Meeting.

Juried artist applications became available at the .org site (oregoncountryfair.org) on Jan. 15.

Ric Ingham of the city of Veneta is retiring as of Jan. 31. He has been a huge support for Fair. OCF Staff will be meeting with his replacement in the near future.

Wally's report: Happy Soaring '20s to all! While things slowed down a bit through the holidays, we are starting full steam ahead as we enter 2020. Things I'm currently working on:

We did a two-day office cleaning and organization in December with a lot of work done on the basement, as well as general office and kitchen. We took multiple trucks and trailers worth of stuff to Goodwill and the dump. We still have some work to do. A big thanks to the

staff and volunteers who helped make it happen!

We have received bids for work on grading and laying gravel for behind the office to make room for more parking.

I'm working on putting together a group to work on behavior standards for the Fair family. See the announcement on page 2 of this issue of *Fair Family News*.

Caretaker hiring is in process.

Staff performance reviews are almost complete.

The office search is on. We're waiting for new properties to go on the market.

I'm working with staff on a Site Kitchen Plan for Fair and Culture Jam.

I'm working with staff on a Virtual Sticker Booth replacement.

Board work sessions and related work: Winery plan, strategic plan, Nonprofit Association of Oregon recommendations, etc.

The 2020 budget is almost complete.

I'm working with the Diversity Committee on a workshop for the spring.

There is work on contracts and other legal matters.

I'm looking into learning and training opportunities for the organization.

Committee and Working Group Reports (video 26:18)

Best Practices: Peaches said this group has been working on a Best Practices Policy Manual for Fair committees. An invitation will be sent to Fair committees to attend an open house at the beginning of March to get feedback on the proposed manual. The final product will be presented to the Board in April.

Peach Power: Peaches said this committee has been getting bids to upgrade the electrical system at The Hub, with a plan to add a solar array that was previously donated to the Fair.

Path Planning: Paxton said a subcommittee workshop was held with topics on cultural resources, smoking, path segments and the Upper River Loop. A smoking recommendation was to be discussed at the Path Planning meeting on Jan. 19.

KOCF: KOCF entered into the Veneta Light Parade again this year. We used the purple Fair Area Rapid Transit van decorated with about 10,000 lights. The front had an Oregon Country Fair Logo light box and the sides of the van had KOCF 92.7 emblazoned in light ropes, designed by our art director, Laura BeBee. About a dozen people rode in the van, handed out candy, and had a great time. We won most creative for the fourth year in a row.

Dean has been working with the Fair Office Manager to get a new online bookkeeping system operational that will help the station continue to refine and track our ever-growing budget. A copy of our 2018 and 2019 budget totals was presented to the Executive Director and Operation Manager at the KOCF December Advisory Group meeting.

KOCF will be signing a contract and providing a retainer with Johnson, Broderick, Engineering in the next few days. Aaron Broderick was recommended by several broadcast engineers at the November Society of Broadcast Engineers monthly meeting. Dean's process of acquiring a tamper-proof and weather-proof cabinet to house our transmitter at the new site has stalled. He hoped to purchase a used cabinet, but none are currently available. So he may have to purchase new, affecting overall costs for the project. This critical infrastructure piece is needed by the engineer before moving ahead on the site plan, slab design and specs required by the city building permit. Our first rent bill came from Veneta—\$1,200 for the year. The contract with the city stipulated \$100 per month rent and \$2,000,000 of liability insurance at the water tank site. This contract began Jan. 1, 2020.

Diversity Committee: Jon S. said this committee met Dec. 20 and Jan. 13. Their meetings

are typically the fourth Monday of the month. They are reviewing five or six proposals from Diversity Equity Inclusion consultants for the Diversity Training opportunity planned for one of these dates: April 18-19, or 25-26. A consistent question from the consultants is whether the OCF Board members will attend. The Board members are urged to keep those weekends open and attend the training.

Member Input (35:20)

Jon S. expressed concern about the OCF Caretaker position applications being due by Jan. 10. He noticed the advertising for this position on Craigslist on Jan. 4, and on the Nonprofit Association of Oregon's website on Jan. 6, and thought it was a very short period of time.

Jon P. noted the Caretaker position opening was published in the December 2019 Fair Family News.

Aaron asked if the Caretaker would be hired by the Executive Director. Crystalyn said the Caretaker will report to the OCF Site Manager, Shane.

Note, the OCF Caretaker position application due date was extended to Friday, Jan. 24, 2020. To apply, send your resume and cover letter to hireing@oregoncountryfair.org. More information is available at the OCF .net site, or in the December 2019 Fair Family News.

Treasurer Report and Budget Items (video 38:00)

Hilary said the staff and the Budget Committee have been working on the 2020 budget. There is concern about projected expenses against income. They were set to meet with coordinators on Jan.12 regarding the budget recommendations. The Board Budget Meeting will be held Monday, Jan. 27, at 7 pm at Northwest Youth Corps in Eugene. Once the Board approves the budget, then coordinators can begin spending.

Hilary thanked everyone who worked hard on this budget cycle. Lynda helped keep us on track, and staff offered excellent support and help with research. It is a big process and has grown in many ways. George Braddock and Sandra Bauer are Board liaisons to the Budget Committee, and other voting committee members are as follows: Crystalyn Frank, Sheldon Doughty, Steve Gorham, Shane Harvey, Lucy Kingsley, Bennett Rogers and Stephanie Talbott. Sue Theolass also attends budget meetings regularly.

Lynda reminded us that vehicle sticker allotments are based on formula, not favoritism. Regarding the budget process, without prioritization of what the Fair is going to do within a particular year, it is difficult to decide how to manage our resources. There are a lot of conflicting opinions, and we need to work on a strategic plan. The Board has started discussing creating a strategic plan, and until that happens, the Budget Committee is doing its best to be fair, effective with our resources, and transparent.

Hilary added that when a crew self-initiates a change or an expansion of what they do, they come to the Budget Committee. The committee may see policy implications, growth issues, or operational issues that need resolution by staff or Board approval. A strategic plan and some guidance to help the Budget Committee will be very helpful.

Lily moved and Paxton seconded to give Wally the ability to enter into a contract for a Board Cultural Compact. (video 44:39)

Note, last year the Board voted in favor of entering into an agreement with Solid Ground Consulting to establish a budget and scope of work to implement Cultural Compact training for the Board, not to exceed \$6,000. Wally has researched some other options and provided that information to the Board members. A Cultural Compact provides a formalized way

for the Board to better align the values or the organization with their conduct as leaders. It revolves around discussions about what it is to live the values of OCF and the processes for how we hold each other accountable to that.

Lily presented this motion so Wally can take action before the Board budget meeting. The intent is for the consultant to help the Board interact better with each other and membership in a more respectful way. The Cultural Compact will help the Board determine how to set goals and standards for how to work together, which will also help with the strategic planning process.

COMMENTS IN FAVOR: Hilary thinks this will help the Board and our organization to improve communication skills. Lisa P. said it's long overdue. Paxton said sooner than later. Spirit found the Board training last year with Solid Ground valuable, and feels this is the next step to take action on.

Aaron said this type of training should occur every year since the Board members change. She said Solid Ground did a good job last year helping with the ED Search. She is hesitant to vote in favor, but hopes it will help people to make agreements they are comfortable with and can follow through on.

Lily offered a friendly amendment to include strategic planning in the motion, and Paxton agreed. Aaron asked if the Board would get to see the strategic planning proposal from the consultants before Wally entered into a contract. Jack said it makes sense to include the strategic plan with the cultural compact.

COMMENTS OPPOSED: Michael James Long supports this, but wants the contract with someone within the OCF. Aaron said there was some talk of contracting with a professional who is also affiliated with OCF. Spirit agreed that we have a lot of professionals within our Fair community, but with some of the recent conflicts and individualized emotional attachments she feels an outside perspective provides value, and can help get us back in the right direction.

Some members expressed concern as to what exactly the consultant would be doing.

As amended, Lily moved and Paxton seconded to give Wally the ability to negotiate a contract for cultural compact and strategic planning. (video 57:08)

Palmer asked for clarification on what the motion was approving, as the Board already approved \$6,000 for the cultural compact training, and the price quote for the strategic planning with the consultant was \$27,800 plus travel expenses. Sandra said Wally is still in negotiations. **Jack suggested adding wording to the motion which will allow Wally to negotiate and execute. Lily and Paxton agreed.**

COMMENTS IN FAVOR: Spirit said strategic planning is the logical next step and this will allow Wally to help us get started on it.

Sandra said this is one of the most important things the Board can do, getting guidelines for all of the decisions they will be making. The consultants will help us put together a good strategic plan that will be easier for us to maintain.

Palmer is concerned about the huge amount of money for the strategic planning consulting, but feels it will help us.

Peaches agreed with what the other Board members said, and feels not having a strategic plan is halting us. The strategic planning process will include how to better engage the membership, and as a community help us to decide our goals and priorities. Strategic planning will be a long process, and we need this direction.

Paxton has been wanting long-range planning since the mid '90s, and is tickled the Board is moving forward on it.

As amended, Lily moved and Paxton seconded to give Wally the ability to negotiate and execute a contract for cultural compact and strategic planning, pending Board review. (video 1:03:00)

COMMENTS IN FAVOR: Jack said the Board will review the proposed cost for strategic planning before it being added to the budget.

George said the Board will review the consultant's proposal and determine the need for the different scopes of service they provide, with an emphasis on getting what we want out of the deal.

Aaron said there may be some leeway on the cost since it is a proposal, and Wally will be in negotiations based on our needs.

Palmer suspects that the Board members who are in favor of this motion will also vote in favor of including the associated cost in the budget.

COMMENTS OPPOSED: Jon S. asked why this was coming up as a budget adjustment, and not as agenda item. Lily said the cost for the strategic planning with the consultant will be added to the 2020 budget.

Motion passed: 10-0.

Peaches moved and Paxton seconded to give approval to the Peach Power Committee to spend up to \$5,000 from the Peach Power fund for electrical updates to The Hub. (video 1:05:46)

COMMENTS IN FAVOR: Palmer expressed support for the motion.

Spirit asked if this project would upgrade 4A capabilities at The Hub, expressing concern about needed equipment that has sometimes been unplugged. Peaches said the electrical system needs upgrading, and acknowledged there are many Fair groups who utilize the building.

George asked why the Peach Power funds are being used, instead of an operational line item. Peaches said we have some solar arrays that will be best utilized at The Hub. In order to put up the solar arrays, we need to update the electrical system. The Peach Power Committee agreed to provide \$5,000 to this project, and any additional funds would most likely come from our deferred maintenance line item.

George was still concerned about using Peach Power funds to update an electrical system. Jack noted that battery-operated carts are charged there, so feels this is appropriate use of those funds. Jack also suggested adding a car battery charging station at The Hub.

Ichabod said the electrical system needs to be brought up to code so the solar panels can be added. Once that happens, it will allow for carts and vehicles to be re-charged.

Paxton said this project was driven by Peach Power to get old solar panels back into use.

Aaron said anytime we can replace our existing power with photovoltaics, funds should come from Peach Power. Aaron expressed concerns with adding a car-charging station, in terms of identifying who would be able to use it.

Palmer asked if Peach Power was giving the \$5,000 to expedite the process, and Peaches said yes. Palmer suggested the funds might be reimbursed to Peach Power and instead come from a site and facilities line item when the 2020 budget is approved.

Peaches noted the Board gave approval to the Peach Power Committee to be stewards of the Peach Power fund.

Motion passed: 10-0.

Old Business (video 1:16:05)

Sue T. moved and Palmer seconded to approve Dec. 2, 2019, meeting minutes.

Spirit and Peaches were not at the Dec. 2 Board meeting.

Motion passed: 9-0-1; Spirit recused herself, so Jack voted; Peaches abstained.

Aaron spoke to her motion regarding closed session recording and minutes. More information can be found on the .net site under the OCF Board of Directors Working Documents link. She will re-address this motion at the March Board meeting.

George spoke to his motion regarding transcribing Board meeting minutes. **(video 1:17:30)**

Intent: Minutes are not meant to be a transcript of a meeting, and should not include individual comments that could be used against the organization in litigation. As recommended by boardeffect.com, "For each agenda item, write a short statement of each action taken by the board, along with a brief explanation of the rationale for their decision. If there are extensive arguments, write a succinct summary of the major arguments. In a legal arena, meeting minutes are presumed to be correct and can be used as legal evidence of the facts they report. Document board discussions to accurately reflect the actions and intentions of the board directors. Boards have legal liability, so keep information basic and language simple to avoid any legal complications that place the organization at a disadvantage in any legal proceedings. Use names only when recording motions and seconds."

George moved and Sandra seconded to give the Recording Secretary approval to provide Board meeting minutes in a summary form, to include the following: (video 1:18:41)

**Date, time, and location of meeting
Board Directors, Officers and Staff in attendance**

**Approval of previous meeting minutes
Motions and votes for or against, and abstentions**

Actions taken by the Board, Committees or Staff

**Agenda review for next meeting
Signature of Recording Secretary, once approved by the Board, with signature copy to be kept on record at Fair Office**

COMMENTS IN FAVOR: Hilary said a function of the meeting minutes is to provide a record of the motions and decisions made by the Board. It is important for her to get that information quickly, and said the conversations are not as important later when needing to review Board actions. Hilary understands the format of the minutes has changed over the years with different recording secretaries, and that some prefer reading the transcript minutes and give meaningful context. She hopes we can rely more on the video for the depths of the conversations.

Dean noted the YouTube videos of the Board meetings have a MP3 converter which will allow you to convert it to an audio file. Kimmo said the YouTube videos also offer a closed caption feature in response to a comment from Jon S. about hearing impaired.

Cassie writes minutes for other boards and said they are often used for legal purposes. She feels the video offers the most transparent platform, and that there may be some kind of computer program that can transcribe the audio.

Sue T. said other organizations use a summary format for their minutes and it serves the needed purpose. She would like to see more space open up in the Fair Family News. Our current minutes are extensive and people repeat things.

Lily said she hears the members' concerns, but feels a summary can still provide enough detailed information and document discussions. Actions taken by the Board are results of motions passed, so membership will still be informed. She suggested the motion could be for a trial period.

Sandra said, at the end of the day, the motion is your governing policy. The motion could be clarified so that the minutes do include a summary of the pros and cons of an issue. She supports the motion, but agrees we should give membership more time to respond. **Sandra offered a friendly amendment to add language that the minutes summary will include those in favor and against motions, and also include member input and announcements as suggested by Spirit. George agreed.**

COMMENTS OPPOSED: Jon P. said one of

the functions of a membership organization's minutes is to enable the members to understand what happened at a Board meeting, what concerns were expressed and how the Board is governing. He feels it is critical to enable more member participation, and said not all members have the ability to watch the videos.

Michael James Long agreed with Jon P.

Mouseman agrees with Jon P. and Michael, and does not think it's an issue to be able to look up past motions as they are in bolded font. He feels transcript-type minutes are important ancillary information for members.

FireCat Tom said if you don't share all the information that was said at a Board meeting in the minutes, there will be even more rue and isolation from the volunteers that run this organization.

Jon S. suggested if the motion passes, then there should be a sign language interpreter for hearing impaired. Also, due to member's concerns, wait a month to bring the motion up and offer two versions of the minutes, to weigh the pros and cons of summarized minutes.

Spirit does not think the intent of the legal liability reasoning is valid, especially since we have a video recording. She does not feel this motion was put out to the membership for input. She knows members have varying opinions on the format of the minutes, and hopes there is a happy medium. Spirit expressed concern that announcements and member input would not be included, and suggested a co-Recording Secretary position. Spirit also feels this is a Non-profit Association of Oregon recommendation being pushed through without larger discussion, and there is no harm in putting this off for a month and giving membership opportunity to report back.

Spirit agreed with Jamie that videos should be readily available to members without having to sign up to receive emailed links. She also sees the need for closed captioning or a sign interpreter.

Aaron does not like the current motion and offered some alternatives. She likes the idea of business-like minutes in an outline form, but said we are not an ordinary business. Our Fair minutes have evolved into the main form of dispersing information to our membership. She likes the livestream video and agrees there should be a link to the videos on the .net site.

Aaron said the OCF Bylaws allow for two recording secretaries, and suggested offering both a summary of the minutes and a transcript could be shared duties. The two formats could be published on the .net site with the video link. She prefers transcripts so folks can see the full discussion of agenda items. If this motion passes, she wants a time stamp in minutes for where to find specific discussions in the video.

Palmer expressed confusion about the concern about legal liability when we have a video of the meetings. George said the summary of the minutes, signed by the Recording Secretary, become the official legal document for OCF. Spirit questioned if we have spoken to an attorney about this. Jack said past attorneys have advised to not share some information. He also said the Bylaws don't specify how the secretary formats the minutes or needing attorney approval, so passing this motion could cause a bylaws change.

OTHER: Tim asked if the video chat comments included notes about the time in the video when a certain agenda item was being discussed. The videographer, Sean, replied "not at this time."

Jamie said the videos should be open to anyone and readily available. He also does not think the closed caption feature works on the live stream. Jamie said it is difficult to get videos on the .net site, but an audio recording would be easier to make available.

Peaches asked George about amending the motion to include Spirit's concerns about including announcements and member input.

George clarified the summary will still include agenda items, but did not amend the motion.

As amended, George moved and Sandra seconded to give the Recording Secretary approval to provide Board meeting minutes in a summary form, to include the following: (video 1:51:55)

**Date, time, and location of meeting
Board Directors, Officers and Staff in attendance**

Announcements

Member Input

Approval of previous meeting minutes

**Summary of arguments in favor and against
Motions and vote counts**

Those in favor and against motions

**Actions taken by the Board, Committees
or Staff**

Agenda review for next meeting

Signature of Recording Secretary, once approved by the Board, with signature copy to be kept on record at Fair Office

COMMENTS OPPOSED: Spirit wanted more clarification in the motion about what will be included in the minutes summary. Spirit requested to table the motion.

Paxton is still not sure how he feels about the motion. He likes extensive minutes, and also feels the video links should be available online. He also understands attorneys have expressed concern with them.

Aaron thinks this motion will disconnect the membership from information they need to know about, and believes transcript minutes are the only way the members have to track what is happening. She said videos take too long to review when trying to find something specific. Aaron would prefer to table the motion as she feels members need more time for discussion.

Spirit moved and Aaron seconded to table the motion until February. (video 1:58:47)

Motion failed: 6-4-0; Lily, Lisa P., George and Sue T. opposed.

COMMENTS IN FAVOR: Kimmo clarified that the agenda items, and sections with announcements and member input, will still be included in the minutes summary.

Peaches asked for the motion on the table to be brought to a vote.

Motion passed: 7-3; Spirit, Aaron and Palmer opposed.

Sue T. moved and George seconded updating the OCF Guidelines to advise the use of tobacco, in any form, is not permitted in public areas of the Oregon Country Fair event from noon Thursday to 1 pm Monday. (video 2:04:40)

COMMENTS IN FAVOR: Sue T. said she has received feedback from many, many people who overwhelmingly want new smoking guidelines.

Jain said our paying public has given us feedback that they want to be able to breathe clean air.

Dean said Lane Community College eliminated tobacco use on their campus, with the exception of three smoking areas in the parking lot. He feels more and more this is happening. The Path Planning Committee works very hard to determine the best smoking areas with the least impact, and that private areas are adjacent to public areas.

Member Sue said University of Oregon does not allow smoking on campus. For the sake of everyone and our future, she does not think smoking should be allowed.

Cecilia said she is 9 years old and has been coming to Fair since she was 2. She said cigarette smoking makes the Fair less magical. Cigarettes smell bad and add to what we breathe in, in addition to the dust. We can't stop the dust, but we can stop smoking. A lot of people mindlessly throw their cigarette butts on the ground. Her Girl Scout troupe helps with the Great Willamette Cleanup every year. She wants the Board to ban all tobacco smoking at the Fair, all the time. Smoking is not healthy for children

and other living things.

Jon P. said we are about 15 to 20 years behind the rest of the world. We are supposed to be a progressive organization. Currently, there is no smoking in all state parks, Lane County parks, Eugene city parks, all public universities in the state of Oregon and every festival now. He thinks it would be reasonable to ban smoking in part of the public areas of the Fair, and said smoking areas can be designated in the parking lot and periphery areas.

Mouseman smoked for 10 years when he was much younger, but quit. He has family members who have smoked all their lives who have COPD and need oxygen. Even though alcohol and marijuana are legal, we do not allow them at the Fair. We should be leaders in banning smoking, referring to OCF as the "University of Proper Living." Mouseman gave many examples of organizations that have implemented no-smoking guidelines. For decades, tobacco companies have glamorized smoking and manipulated nicotine levels. Except for those addicted to cigarettes, he does not understand how anyone else would support tobacco use at the Fair.

Jon S. said last time this issue became before the Board, he voted against it, but feels that was a mistake. He supports passing this motion.

Lynn suggested that any Board members who smoke recuse themselves from the vote.

Kelsey said this has been an important issue for her for a long time. She wants it banned completely, not just during public hours. Smoking at the Fair has gotten really out of control at night. When you are on the path and smokers are on the path, you cannot avoid the second-hand smoke. Community Village does not allow cigarette smoking and is enforced by the community politely asking people and informing them. Things get enforced when we all hold each other accountable.

COMMENTS AGAINST: Codi said it's ridiculous to ask the paying public to change their behavior and abide by this when they are not yet aware.

Hilary is impressed with large smoking areas. She wants better messaging about those locations, and said people will use them. She does not feel non-smokers should be subjected to second-hand smoke, but she also believes there needs to be smoking areas within a reasonable distance.

Crystalyn hopes Sue T. will table the motion, and said there needs to be more discussion between Operations and Path Planning, and talk to the people who would be implementing it, such as Internal and External Security.

FireCat Tom said this is a contentious topic, and suggested putting it on the ballot for a membership vote next fall. As a firefighter, he does not want to see smokers pushed into the woods or parking lot.

Amy said the smoking subcommittee of Path Planning has a report for the Board and staff. She wants the Board to have time to review those recommendations and table the motion. She understands concerns about access to smoking areas and fire risks. As part of Recycling Crew, she helps pick up a lot of cigarette butts.

Saskia said prohibition has never really worked, and that people will smoke anyway. It's not a good idea to force smokers to hide and increase the fire risk.

Emma said she spends many hours onsite and she is a smoker. Being disabled, she can't imagine having to walk to the parking lot to smoke or having paying public not being aware of this restriction. She does not think this is thoughtful in all regards, and feels smokers have been responsible in the past by using designated smoking areas. This motion would create a bigger issue than it is solving. We all tolerate different things at the Fair that we may not do ourselves, and we should not be policing smokers this way.

Somerfield can't imagine how it would be

enforced. There are fire dangers and risk by pushing smokers out. He thinks there are better solutions and more creative problem-solving than just banning it, and said smokers are still going to find ways to smoke. There is no black-and-white solution.

Crystalyn relayed a message from Joanna who expressed other organizations enforce smoking regulations with law-enforced fines. Implementation and enforcement are excessively challenging.

Wally has done research about smoking guidelines at festivals and they don't have rules about absolutely no smoking.

Sue T. moved and Spirit seconded to table the smoking motion. (video 2:27:26)

Motion to table passed: 9-1; George opposed.

Jack suggested using some meeting time for the Board to openly discuss strategic planning without member dialogue. Some people chose to leave the meeting. Spirit said the open discussion in front of members would allow the Board to take care of some business, but feels there should still be member input. Lily said since some of the Board, staff and officers have left, then the meeting should adjourn, but does feel both Board discussions in front of members, and Board dialogue with members are important. Peaches was disappointed that members decided to leave after Jack's suggestion.

President's Peace (video 2:33:50)

Jack said how we talk to one another is important, as well as allowing the Board to have their own dialogue in front of membership. It is difficult to be immersed in conversation and be able to speak freely when members interject to everything being said. Every Board of Director has member interest at heart. For the Board to own this meeting time, we have to work at this. Jack is committed to the Board members being able to speak freely with each other.

Board Budget Meeting

**Monday, Jan. 27
7 pm, Northwest Youth Corps, Columbia Room**

**Draft Agenda for Feb. 3 Board Meeting
7 pm, Northwest Youth Corps, Columbia Room:**

Approve Jan. 6, 2020, Board meeting minutes
Closed session recording and minutes – Aaron

Carbon neutrality initiative partnership with Portland State University Institute for Sustainable Solutions – Peaches

OCF Smoking Policy – Sue T.
Safety requirements for OCF vehicles – George

Approve OCF Guidelines changes – Lily
Restructuring Board giving and philanthropy – Lily

OCF membership database – Aaron
Canvas the membership regarding voting – Aaron

Membership and Board dialogue

Proposed Changes to the Oregon Country Fair Guidelines for 2020 Fair

Here are the proposed changes as submitted by various OCF participants. You can find a copy of the current Guidelines at oregoncountryfair.net/2019OCFguidelines2.pdf

Food Booth Sales

Submitted by Diane McWhorter, Scribe, Craft Committee member, Booth Rep #175
page 30, Guideline 80, Menu last paragraph

"No craft item (e.g. T-shirts) may be sold during public hours."

Show how the revised section is to read.

"No craft items may be sold in food booths during public hours or after hours. Food booths can not be used for after-hours craft sales."

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

Related to Guidelines 53 and 61.

Why does this change need to be made? Who would be affected?

Clarifies language regarding sales of crafts in food booths and is consistent with other guidelines. Submission of change was approved by the Food Committee.

Craft Booth Wristbands

Submitted by Diane McWhorter, Scribe, Craft Committee Member, Booth Rep #175
page 25, Guideline 69, Passes for Booth and Cart Participants first paragraph

"Only a booth representative or a delegate with written authorization from the booth representative may order or purchase wristbands, worker day passes, or vehicle stickers. The booth representative must have a vendor wristband."

Show how the revised section is to read.

"Only a booth representative or a delegate with written authorization from the booth representative may order or purchase wristbands, worker day passes, or vehicle stickers. The craft booth representative must be an approved crafter with at least five years' crafting at OCF (except in the case of Registration-designated booths) and must have a booth wristband."

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

None

Why does this change need to be made? Who would be affected?

Changes the language to replace the word "vendor" in a Fair-wide cultural change for more respectful language. Provides enhanced definition of a Booth Rep. Submission of change is approved by Registration and Craft Inventory Coordinators.

Making Booth Changes

Submitted by Diane McWhorter, Scribe, Craft Committee, Booth Rep #175
page 26, Guideline 70. Booth Changes third, fifth, and sixth paragraphs

"**Booth Sharing.** Craft booths may share space with any active juried craftsperson. Booth representatives must notify Booth Registration as soon as possible to ensure that the added craftsperson gets credit for vending. ...

"**Displaced Active Crafter.** If a crafter becomes displaced from a booth they have been sharing with a booth rep, the crafter should notify boothreg@oregoncountryfair.org. Booth Registration will add the crafter's name to the

Wait/Share list and do its best to work with the displaced crafter to find them a booth to share. Booth Registration does not guarantee a booth for displaced crafters while seeking a sharing solution.

"**New Booth Representatives.** Booth representatives may request approval for a temporary, a one-year-only, or a new permanent booth representative. A new crafts booth representative must have been an approved craftsperson in that booth for the two previous consecutive Fairs. Booth Registration will approve these requests."

Show how the revised section is to read.

"**Booth Sharing.** Craft booths may share space with any active juried craftsperson. Booth representatives must notify Booth Registration as soon as possible to ensure that the added craftsperson gets credit for participating. ...

"**Displaced Active Crafter.** If a crafter becomes displaced from a booth they have been sharing with a booth rep, the crafter should notify boothreg@oregoncountryfair.org. Booth Registration will add the crafter's name to the Wait/Share list and do its best to work with the displaced crafter to find them a booth to share. Booth Registration does not guarantee a booth for displaced crafters while seeking a sharing solution.

"If a booth rep wishes to remove a crafter who has participated in the booth for two years or more, they must give the crafter a one-year written notice by July 1 so the displaced crafter can network at Fair for a new location for the following year.

"**New Booth Representatives.** Booth representatives may request approval for a temporary, a one-year-only, or a new permanent booth representative. A new crafts booth representative must have been an approved craftsperson in that booth for five years, including the two previous consecutive Fairs. Booth Registration will approve these requests."

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

Guidelines 69 and 70 have related changes.

Why does this change need to be made? Who would be affected?

This enhances the requirement for naming a new Booth Rep to be consistent with the guideline for permanent placement selection (59). The Fair requires five years of participation for new Booth Reps but only two years for a transfer. This further requires accountability from the Booth Rep to provide written notification in a timely fashion for displaced crafters who need an opportunity during the event to network for a new space. It will encourage better communication with written notification and assists Registration by defining requirements more clearly.

Tobacco Use

Submitted by Sue Theolass, Board member, juried crafter
page 7, Guideline 13
replace all language

Show how the revised section is to read.

"The use of tobacco in any form is not permitted in public areas of the Fair from noon Thursday to 1 pm Monday."

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

None

Why does this change need to be made? Who would be affected?

Many people, both Fair family and general public, have been asking for this.



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