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*Standing Tall  
to Greet Fairgoers*





# Fair Family Calendar

## August

- 23 Teddy Bear's Picnic, 3 pm, Fair site
- 24 OCF Evaluation, 1 pm Warehouse area
- 25 Deadline to submit Board candidate statements for publication in the Fair Family News and the Voters Pamphlet
- 28 Elders Committee Meeting, 7 pm, 442 Lawrence Street, Eugene

## September

- 8 Board of Directors Meeting, 7 pm, EWEB Community Room, Eugene
- 4 FAIR FAMILY NEWS DEADLINE
- 18 Last day to register to vote in OCF election
- 18 Last day to request absentee ballot for OCF election

## October

- 6 Board of Directors Meeting, 7 pm, EWEB Training Center, Eugene
- 6 FAIR FAMILY NEWS DEADLINE
- 18 Annual Meeting and election of Board of Directors, Knights of Pythias Hall, 12th and Lawrence, Eugene, 6 pm

## Happy Birthday to Our Fair Family Virgos

Aaron Nine-Gelman	Water Crew
Ande Grahn	Main Camp
Anne Morris	Chela Mela
Anthony Stoppiello	Energy Park
Barbara Lee	Lot Crew
Bob Demaline	Far Side
Candace Reed	Traffic
Catherine Clark	Pre-post
Cathy Lindberg	Fire
Charles Corp	Lot Crew
D. Keigh Smiley	Traffic
Daniel Cohn	Fair Family News
Dan Corp	Lot Crew
Daniel Dillon	Blintz Booth
Dave Crockett	Boothperson
Denny Guehler	Main Stage
Diana Gardener	Crafter
Don St.Clair	Crafter
Doug Green	Backup Manager
Faith Petric	Entertainment
Francine Six	Crafter
Gary Ausmus	Traffic
George Utterback	Fire
Greg Rikhoff	Admissions
J.A.R. Smith	Construction
James Ince	Security
Jessica Rose Tucker	Registration
Jim Richards	Traffic
Kathryn Madden	Fair Central
Ken Ely	Water Crew
Kenneth Howe	Recycling
Keri Stutesman	Entertainment
LaRheta Gale	Main Camp Security
Lynn Watson	Recycling
Marilynn O'Faolain	Elder
Mary Doyon	Fair Family News
Melisa Largent	Lot Crew
Melissa Evans	Pre-Post Security
Mike Swett	Lot Crew
Nancy Bright	Crafter
Neil Friedman	Crafter
Phillip Guyette	Alice's Camping
Raven Parker-Hartog	Pre-Post Security
Reggie Soto	Traffic
River Pagliaro	Quartermaster
Rivka Gross	Security
Rob Farquhar	Security
Robert Ray	Water
Sallie Edmunds	Back-up Manager
Seraf Moses	Registration
Sheridan Richardson	Lot Crew
Starcloud Koepf	Sauna
Steve Bouton	Recycling
Susan Johnson	Recycling
Thomas Smith	Lot Crew
Tim Beyer	Lot Crew
Vicki Lynn Wootten	Security
Victoria Stoppiello	Energy Park
Vince LaRochelle	Crafter
Virginia Sands	Security
Willy Gibboney	Craft Inventory



**Keep In Touch**

MAIL

**Fair Family NEWS**

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www.oregoncountryfair.net

## Help Wanted

The Fair Family News needs help with layout and photo editing. If you have skills in InDesign and Photoshop and want to join a hard-working crew to earn a pass, please e-mail us at ffn@oregoncountryfair.org. You must live close enough to Eugene to meet three times a month at the office (every month except July).



"The courts ruled that we had to open it up to all stuffed animals."

Celebrate a Great  
Fair  
at the  
**Teddy Bear Picnic**  
Saturday August 23  
Main Stage Meadow, 3 pm Until...

**Music By**  
I-Chèle - Reggae with deep drum and bass rhythms  
Brett Estep - Electroacoustic  
Thaddeus Spae of Amber Tide

Please bring a potluck dish to share and your own place setting. OCF will provide BBQ chicken, veggie burgers, corn and sodas.

We need help setting up, BBQing, serving and cleaning up. Please call or e-mail norma at the ocf office to volunteer.

The sauna will be open so bring a towel. Feel free to stay overnight and plan to attend the Evaluation Meeting the next day. Snacks provided.



**Evaluation Meeting**  
August 24, 1 - 5 pm,  
at the Ware House area  
Mid-afternoon break with snacks.  
Please bring your ideas, suggestions, feedback.

## Get on the FFN and/or Voting Membership List

Some of you may still not be on the lists of your choice, namely, the mailing list that will get you this newsletter every month and/or the membership list so you can vote!!!! So, check some of the following and mail to: OCF, Membership/Mailing, 442 Lawrence Street, Eugene, 97401.

[ ] I am not receiving the Fair Family News. Please put me on the mailing list.  
[ ] I do not know if I am on the membership list. Please verify my name and send me a membership application if I am NOT on the list.

I am with (Crew or Booth):

Crew/Booth #:  
Crew Leader/Booth Rep:

Who can verify my participation:

My name:

Mailing address:

[ ] This is a new mailing address.

## Thank You Soaptopia

The FFN staff would like to heartily thank the Soaptopia folks for the excellent box of assorted soaps received in June. As the package arrived without specifics, we had a tense moment of wondering if this was a way of telling us to clean up our act. Then we decided it was a terrific birthday gift, and spent some wonderful time unwrapping and sniffing and reading the intriguing names on the soaps before dividing them up among us. What fun! Thank you, Soaptopia!



- FFN Soapbox**
- norma "flower power" sax
  - Dan "Green Machine" Cohn
  - Brad "Piece of Peace" Lerch
  - Mary "You Can Smudge Me" Shuler
  - Emily "Tequila Sunrise" Semple
  - Cynde "La La Lavender" Leathers
  - Joseph "Woodstock Revival" Newton
  - Suzi "Sage Against the Machine" Prozanski
  - Michael "Aloe Be Thy Name" Ottenhausen
  - Dominic "Woody Wood Pepper" DeFazio



## 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. Questions, or for information about display underwriting Email bradlerch@aol.com or call Brad @541-485-8265 (Un-Classifieds not paid for by paste-up won't run)

The Oregon Country Fair will soon be hiring an Executive Director. Look for an announcement with details in next months FFN.

Found: Tote. Call 503.324.0217

Did you loose something at the Fair (that you hope to find again)? Lots of things get turned into the Lost & Found. To find out if yours did email office@oregoncountryfair.org call 541-343-4298 or stop by the office (442 Lawrence).

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9/2 Old 97's with Langhorne Slim  
9/3 The Circo Rocktastico Tour  
9/5 The Human Revolution  
9/6 Rupa & the April Fishes  
9/11 Willy Porter & Raining Jane  
9/20 Federico Aubele & Natalia Clavier



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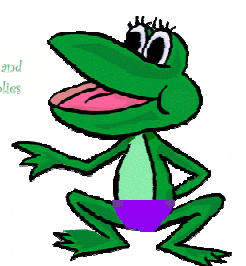
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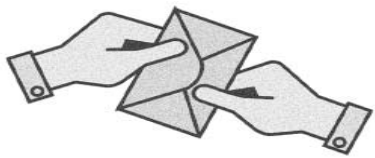
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## Family Letters

*This newsletter is directed to 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's Magical Essence Transforms

Dear Fair Family,

Can you believe that after 20 years of attending the Fair and all but the first year of those working (and 17 of those on staff!), I have finally realized that I am and belong to "Fair Family"! For some reason, I thought for a long time that this was an elite, invitation only group made up mostly of Fair "mucky-mucks" and important people, perhaps with a few exceptions for long-time and revered performers like Artis or the Flying Karamozovs.

I fell in love instantly and forever with the Fair from the moment I set eyes, feet, heart and soul on/in it. I have returned from across the world, quit and lost jobs, driven hundreds of miles, taken huge

leaps of faith and generally gone to extreme and extravagant lengths over the years to get to our magical home for a week every summer for 20 years. Wow.

I have joyfully shanghaied special people—close friends as well as strangers in passing—and brought them to the Fair for their first time. What an amazing, magical, inexplicable gift to be so honored and lucky to share! I have met lifelong friends, fallen in love, learned incredible things, experienced unbelievable expansion and transformation, reaffirmed faith, witnessed infinite truth and joy, reveled in freedom and self expression and soaked up the love.

Thank you, thank you, thank

you!

I am incredibly grateful to be a member of our Fair Family. Ever growing, changing, expanding, transforming, reinventing. "It's not like it used to be"...that's for sure! And whether you judge the changes over the years as good or bad, the magical inexplicable essence of the Fair always happens and brings us back together every year to absorb and replenish and blissfully exchange and connect and remember our communion and wholly divine existence... to fill us to overflowing with soul nourishment until we meet again. See you soon!

All of my love,  
Heather Baker  
Pre Post Security



## Sing Along for Peace

Hello all,

It struck me as I was in a quiet spot at the Fair this year... wouldn't it be great if everyone started singing "Give Peace A Chance."

Could we do this next year? What a wonderful way to mark the 40th anniversary of Oregon Country Fair. What a statement we could send for the world to hear again. It could help start the peace process. Please seriously think about it for just a couple minutes

and you'll see what that thought does for the soul.

I have a couple suggestions:

Everyone start singing at a given time and sing for a given amount of time.

It could start at the drumming tower.

It could be a parade.

Thanks for taking the time to hear me.

Peace

Joyce Kreuzcher  
Faithful OCF Guest

## Feedback on Midnight Show MCs

Hi all,

I and virtually everyone I spoke to who attended the otherwise awesome Midnight Show were offended by many of the base comments (calling people assholes), raunchy riffs (the long "balls" raps), tasteless artist intros (like the one for the grieving partner formerly of Amber Tide), and several crass exit boots (get the f\*\*\* out of here) of the male master of ceremonies.

I, of all people, am usually the last one to be offended! Maybe I was a bit hypersensitive because I proudly brought my 14-year-old

goddaughter for the first time, but it was way beyond that!

In fairness, they did well at times. We need to cut the fat though!

The guy that we've had the last several years was hysterical, brilliant, and ever the masterful and ultra respectful MC. I realize like most of us, this year's MCs are going to have to learn how to elegantly be both funny and respectful — instead of too often being neither — in trials by fire. I'm being part of the fire!

Now let's move forward!

Richard Grimaldi  
Elder

Women are needed to advocate for a third women's urinal unit for this year. If leadership, money and labor are donated, it has a chance.

Women who support Women's Urinals need women to contact the Fair in favor of a third unit. No new unit was planned but it may be on the construction to-do list, at about priority number 26 out of 50, maybe.

There were about "500" complaints or criticisms of the Women's Urinals from Fair folk and public and that is why it is a low priority. Many women complained that they would never use them. Most just said they prefer to sit and prefer traditional sit down toilets. This is actually an improvement; years ago it was "There's NO such thing and NO women would ever use one."

If women want it, women must change the balance in favor of support.

The reaction I've heard to this latest chapter in this saga has been:

so don't use them, why should that mean I can't, and the public comes to see alternatives.

Publicity: There are still Fair Women who have not heard of, could not find, never got to, never saw, and never tried them.

The curious public should find them to be educational and enlightening or, at least, entertaining and the Fair could list the attraction. Lotsa signage.

OCF Women's Urinal, Advocate's Feedback, First Year 2k5, Archived:

<http://www.lists.opn.org/pipermail/org.opn.lists.ocfdiscuss/20050926/001575.html>

Many folks are tired of hearing it from me and need to hear it from women.

Let the Fair know how you feel. It's up to you. Who will lead the process?

So DO IT!

Happy humus!

David Hoffman  
Community Village

## New Model of Management

Dear FFN and OCF,

I have not gone to OCF meetings or participated in the Fair much, but when I have, my impressions have been strong. I missed the Fair this year, being unbusy settling into a respite care facility to recover from a physical, mental, and heart-break-down. I have a chance to slow down and heal. And I want to share that chance with you, to take some deep breaths now post-Fair and reflect on the upcoming change of management.

For me, being a hippie meant being closer to the earth, equal with other humans, and conscious about how my life choices affect others. I don't get hippie celebrity, privilege, and power tripping. Are we just the mall, People Magazine, and TV in another format because the OCF is outdoors and we are wearing natural fibers?

I would like us to question whether a hierarchal model works for us. I had the good fortune to

proof Bob Doppelt's book "Leading Change Towards Sustainability" and I highly recommend this book to the hiring committee and new manager. Doppelt espouses two tenets I would like to see the Fair adopt: bottom-up change and as flat a hierarchy as possible. I'd love to see the next manager take advantage of CALC's series of privilege workshops. And although a book on addiction may not seem to apply, Charlotte Kasl's "Many Roads, One Journey" is chock-full of wisdom and examples on the results of living in a power-over rather than power-with culture.

I look forward to returning to the Fair in some capacity in '09.

Meanwhile, I hope you are having as much fun and rest as I am. Wish you could join me; I love to share.

Love and thanks,  
Ruby "the Resourceress" Collette  
BRING Booth

## Fair Family Networking

Dear Fair Family News Readers,

I'm networking to Fair Family about two interests.

First, if you want to change the mental health system, such as creating more holistic, humane alternatives, let me know. This topic affects way more people than you might think.

I direct MindFreedom International, a nonprofit that's been represented in Community Village for 20 years. Check out [www.mindfreedom.org](http://www.mindfreedom.org) and e-mail me at [oaks@mindfreedom.org](mailto:oaks@mindfreedom.org). I'll keep you in touch with our community.

Second, if any of you live in the Churchill Area Neighbors (CAN) 4 region of Eugene,

Oregon (roughly the large area in southwest Eugene from City View and 18th Street back to the urban growth boundary), I'd also like to network. Reason: 1 November 2009 will be the 40th anniversary of our Fair. The first was in our neighborhood, near Hawkins Heights Park by the intersection of Hawkins Lane and Highlander Oaks Drive.

I'm on the CAN board. We're discussing a proposal to have some kind of unique commemorative art work/plaque installed to honor the occasion. It's nice to gather for a fun goal, so if interested in helping please e-mail me.

Thanks,  
David W. Oaks, Director  
MindFreedom International

## Fare Thee Well: Sandahbeth Spae

By Peggy Wendel, *Entertainer*

Sandahbeth Spae, passed away on Sunday, June 15. She and Thaddeus Spae were partners in life and music for 30 years, performing as Amber Tide doing acoustic jazz, blues, gospel and original songs. An article about them ran in February's Fair Family News. Sandahbeth was a versatile vocalist who could belt out the blues or scat-sing sophisticated improvisation.

Thaddeus tells how he and Sandahbeth met while busking. She was singing and playing; he set up nearby and blew her away ... with his trombone. She got angry and told him he was the rudest man she'd ever met..."and I prob-

ably was." However, she'd met her match, and he had met his.

Not only was Sandahbeth a soulful singer, who played guitar, flute and harmonica, she was a classically trained mime, which added expressive theatricality to her music. For 15 years, they lived the traveling gypsy life, playing festivals and fairs as a married duo.

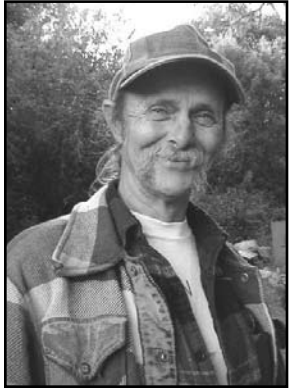
Later, mounting health problems put Sandahbeth in a wheelchair. But she was a trouper, performing when she could, booking Amber Tide and organizing community events. Thaddeus kept her rolling, wrangling her wheelchair over

bumpy ground, loading in and out of their van. They played and sang, staying together in spite of it all, with dedication and humor in the face of physical, financial and emotional challenges.

In April, Sandahbeth was back in the hospital with escalating medical problems. Heather Weihs wrote of her last moments:

....Amber Tide's music played in the background as she slipped from this world, a rose from her garden over her heart, sporting a decal tattoo that Thaddeus placed both on her and on himself stating the essential truth of their lives, "I am with my beloved, my beloved is with me."

## Fair Thee Well: John Vizard



John Vizard, 63, known as "Sweet Johnny Blue Eyes" to his family, lost his battle with pancreatic cancer on June 5 in Eugene, with his daughter by his side.

John volunteered for the Recycling Crew at the Oregon Country Fair. Lara Howe says

that "two and half years ago, John was given six months to live. That's a death sentence. He fought it 2½ more years and made it two more Fairs. We had to kick his butt to keep him on light duty. He was feisty; he was gonna get on those trucks and work."

Joseph Newton agrees. "John was one of the hard-core Recyclers who would always stay through until Friday after the Fair," he says. "He always came out for off-season work parties when Lara would put out a call."

While John didn't join the Recycling Crew

until 2001, "it was like he was there from the beginning," Lara says. "He was one of those personalities who was always with us, whether physically or not. He was the kindest person I ever met. He touched all of us."

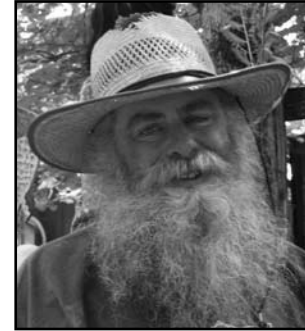
He grew up in Provincetown, Mass., graduated from Provincetown High School in 1962, served a tour in the Army, and then began a career in computer repair. He moved to the Northwest when the beauty of the old-growth forests captured his spirit and lived here most of his adult life. John planted thousands of trees for the Forestry Service and worked in orchards.

John is survived by his daughter, Sky Vizard; his longtime companion, Rita Murrell; his sisters, Jean Rogers of Provincetown, Billie Quick of Hobe Sound, Fla., and Judy Rodrigues of South Yarmouth, Mass.; and many nieces and nephews.

If you wish, in memory of John, plant a tree, make a donation to a charity of choice, or simply enjoy a walk in the woods or along a beach.

## Fair Thee Well: Jim Hinde

June 21, 1951 – June 9, 2008



Well known and much loved singer and songwriter Jim Hinde died peacefully in his sleep on June 9. He had been doing very well, had just finished his Veterans Administration claims and series of

successful performances at Seattle's Northwest Folklife Festival, and was looking forward to the Oregon Country Fair, one of the highlights of his summer. But it was not to happen. He went to sleep and didn't wake up. He was 56 years old.

Jim entertained at the Fair for over 20 years, and was a Pike Place Market fixture (along with Artis the Spoonman, Jim Page and others.) Jim Hinde spread a message of social justice and peace with his music. He is survived by his wife, Janet, his daughter Katie and his son Nate. He will be missed by close friends and the uncountable thousands who knew and loved him as a singer and advocate for social justice and peace.

Goodbye Jim.

## Fair Thee Well: Karl Sacksteder

Karl Sacksteder, crafter who made those beautiful calendars, died of cancer on June 28.

## A New Dragon's Lair

By Suzi Prozanski, *Fair Family News*

This year at the Oregon Country Fair, the new Dragon's Lair by the river created a place to sit in the shade where it formerly was bright and hot. The dragon was designed by Nicolas "Nic-k-demus" Macdonald, who envisions the vine-maple structure as eventually being covered by living plants to create a living shade area. With no time to get plants growing on the structure this year, the new dragon was charmingly covered in multi-colored tulle netting to cast a light shade and help keep mosquitoes at bay.

Nic-k-demus said the dragon structure was made from a truckload of natural material harvested from BLM land by volunteers. About 3,000-4,000 feet of vining maple was used to create graceful, arching shapes. One of the dragon's wings soars over the path as an awning to shade a normally hot, sunny path. Inside, the dragon's mouth is padded with cotton, burlap and sisal to make it a soft spot for relaxing during the Fair. The interior is wheelchair accessible and designated as a smoke-free zone. A mister at the dragon's nostrils gave off "smoke" that helped cool down passers-by along the path. Other misters were positioned along the wingspan awning. At night, LED-powered crystal lanterns made the dragon's eyes shine.

"We made it as kid-friendly as possible," Nic-k-demus said. "We'll have to see what happens. Half the fun is doing it trial-and-error to see what works."

Plans for the dragon shade area began about three years ago, Nic-k-demus said. But his first attempt at creating the dragon fell far short of the materials he needed, so it ended up as a simple arbor structure. This year he had what he needed on hand to get a good start. Next year he plans to extend the dragon's tail to provide more shaded seating areas.

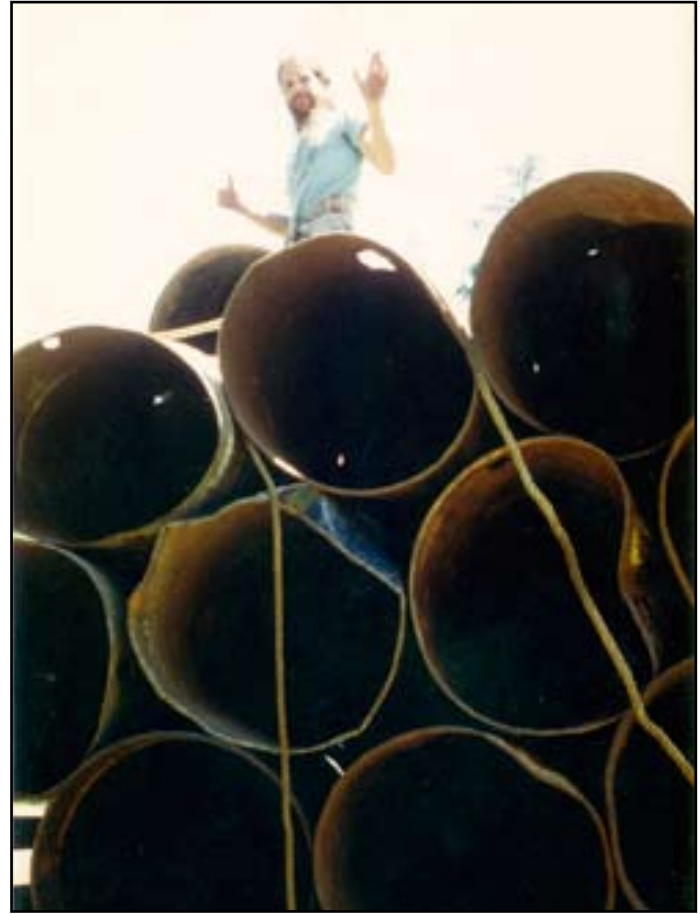
This is not the first project for Nic-k-demus at the Fair. He also helped



Dottie Simmons

design and create the Willow-woman who used to be at Chela Mela Meadow near the Hoarse Chorale. He named the sculpture "Lilith" after the Mesopotamian goddess. Lilith came apart one recent winter when the land flooded. He also has helped Andy-Man Strickland design and build other art projects around the Fair, including the giant rocking horse, the giant chess set, and the Raven and Crow sculptures that have been featured along the path in recent years. He applies his skills as a welder, weaver and tinkerer to create giant-sized projects that offer interactive opportunities. Nic-k-demus says he particularly loves watching people interact with his art projects.

Nic-k-demus was born in South Africa. He came to the Fair via world travels that took him from Israel to the Mediterranean to North Africa and eventually to the Bay Area in the United States, where he participated in artists collectives such as Vulcan and Mothers 9. He now lives in Oregon.



Reese Prouty

Reese Prouty

above: Ted Campbell balances on top of the garbage truck during the 1979 Faire. left: Ted and Ed Moyer.

## RENAISSANCE ROOTS

### Garbage Crew's organic start

By Suzi Prozanski, Fair Family News  
© 2008 Suzi Prozanski

This installment of Renaissance Roots tells about the earliest days of the Recycling Crew, which was then called the Garbage Crew. This story is compiled from newspaper reports, the Fair minutes and dozens of interviews with fabulous Fair folks. Thank you to all who contributed to this story circle!

#### "It was just garbage"

Like many crews at the early Oregon Renaissance Faires, the Garbage Crew began when Bill and Cindy Wooten recruited people to help out with the Faire in the fall of 1970. People showed up and pitched in at the Faire, and the people who showed up the most and worked the hardest often naturally became crew coordinators. Ron Chase says that the Garbage Crew coordinator around 1971-72 was Bob Golden, followed in 1973 by Dennis Kilgore.

"My first Fair was in 1972," Ron says. "I worked on the Garbage Crew. It wasn't Recycling in those days, it was just garbage." He worked on the crew with about a dozen other people in 1972 and 1973, and became Garbage Crew Coordinator in 1974 and 1975.

From the start, the Garbage Crew worked to recycle materials to reduce the amount of trash from the event. In 1971 the crew separated out glass to recycle after consulting with BRING, the first group in Eugene to offer recycling services. BRING was created in 1971 by a group of volunteers who joined together to promote recycling, long before the word was common. The name reflects its grass-roots origin. BRING originally was an acronym for "Begin Recycling in Natural Groups." Later the word "natural" was replaced with "neighborhood," as neighbors recycling together started happening naturally.

#### Pulling tabs

Ron says that recycling glass took extra work in 1972. "I can remember spending six or seven hours during the day pulling the little metal tabs off the top of wine bottles because you couldn't recycle metal with glass," he says. "It was very primitive, but from the very beginning we made an attempt (to recycle) with the information we had at the time. BRING had just started around the same time too. That was where most of our information came from." At first, BRING also loaned the Faire the barrels that were used for trash.

"There were different people each year who would just come in and look for jobs" who often ended up on Garbage Crew, Ron says.  
6 "Nobody really wanted to do it because it was nasty, dirty work

in those days. You had to dig through all the crap. It was a good beginner crew. I kind of liked it because it kept my nights free."

#### "I had a big truck..."

Charley Tilden got involved with the crew in 1974, after working with the Hoedads tree-planting cooperative on a salvage project. "I got involved with recycling—salvaging—with Jerry Rust and Hal (Hartzell) and a bunch of people who were involved with the Faire," Charley says. "I was busy working on a salvage project when the Faire came along," so he signed up to work at the Faire. "I had a big truck, and they needed it for the Garbage Crew," he says.

Ted Campbell also joined the crew that year. "We still recycled," Ted says, "but we were called Garbage, and took pride in that name. And initially, the first couple years, we camped way out by the Craft Lot by a big straight oak tree where there was nobody. We had our tipi set up and felt like we were out in the woods. And it's amazing, 30-plus years later, to see how dense the population is here now."

#### Barefoot wallowing

Ed Moyer, a friend of Charley and Ted, also joined the Garbage Crew. "My first job was recycling, garbage," Ed says. "I had moved up here with a group of friends and two of them had flatbed trucks, so that became our entrance into the Garbage Crew. And that was back when everything was loaded and unloaded by hand — Pamper (disposable diaper) by Pamper — and that was bad. And there were no showers; there was no way to get cleaned up for the entire three days. Every morning you got up and wallowed in garbage and then went off and enjoyed the Faire. And we thought that was the coolest thing. The first shower I took was, somebody brought some kind of firefighting thing on Monday after the Faire, it was some kind of big bag, suspended on a tripod, and it had a showerhead. Ron Chase was out there administering showers."

"Ted Campbell and Ed Moyer and Charley (Tilden) were the barefoot



Dog Wood Works Gallery at Co

Garbage boys," Reese Prouty says. "They never did anything with shoes on. They were always dirty. They looked like Pig Pen all the time, and they would walk around. Ted Campbell particularly was always barefoot, and he'd be walking around on these old rusty nailed boards ... walking like a trapeze artist, bouncing from board to board to board."

### "Reese wouldn't let me in"

"I met Reese when I was on the Recycling Crew," Ed Moyer says. "It was Garbage Crew then. I think I had given my pass to someone else to get in, or something like that, and Reese wouldn't let me in. She refused to let me in. So I made a point of meeting Reese. When I saw Reese the next day, I was on the garbage truck and I smelled like crap. I made a point of putting my hands in her face so she could identify the fact that I was, in fact, at work, thank you very much."

Despite the hassles and despite working at a volunteer job that involved hauling garbage at 6 a.m., Ed still enjoyed the Faire a lot.

"The next year, I just wanted to be involved," Ed says. "I had such a good time at the Faire. It was such an outrageous thing. I just figured, man, as long as something like this is going on and I can be here, I should be."

### Raging fungus

Dan Knapp also worked on the Garbage Crew in '74 and '75. "I got into the physical part of building the Fair, and that way I could stay overnight and be there and just be around when everybody was out having fun," Dan says.

"I got on the garbage detail, and at that time we used to pick it up by running a flatbed truck with high sides through that pathway. And everybody'd come up and they were very grateful for our service. It was really neat, because they'd hand up things to us. We always had food, we always had drinks, we always had anything we wanted, really, because we were taking care of their garbage.

"But (the garbage) fell all over the place and got all over my feet," Dan says. "I remember my feet got this raging fungus. We didn't have any source separation system there, and it just wasn't organized. ... (But later on) the Fair went to source separation, and it's a model now, and it's really great. That's just one of the things about the Fair, it's a learning organization."

### Ron's challenge

When Ron Chase moved on to help full-time at Main Camp, he asked Ed, Ted and Charley to coordinate the Garbage Crew. Their friend Jim Guthrie also joined the crew around that time.

Ed says he and his friends were enticed into co-coordinating the Garbage Crew because of a challenge Ron made. "If you could recycle a complete event of this size, it would make Time Magazine," Ron told them.

"Ron saw these useful, energetic guys and said, 'here ya go,' and gave us the Garbage Crew," Ted says.

"Well, Ron coordinated it two years while we participated, then he handed it over to us to, because we were young and eager," Charley says.

### Leaving chaos

"We were ready to work," Ted says. "We couldn't think of anything better than recycling the garbage for the Fair." In 1976, Ted, Charley and Jim also started a craft booth in addition to coordinating the Garbage Crew.

"We were full of energy then," Ted says "Charley's a potter. I'm a woodworker — make bird feeders and altars — and our partner Jim is a wood carver. We have a booth just across from Toby's (Tofu), so we were part of Main Camp but we had our own separate scene which we really liked."

"It was right outside of Main Camp, so we could always be reached," Charley says.

"And yet we could leave the chaos when we wanted to," Ted says.

After three or four years on Garbage Crew, "Ted and Ed moved over to Construction (Crew)," Charley says, "and Jim and I co-coordinated Garbage Crew for another two

years after that."

### Treasure hunting

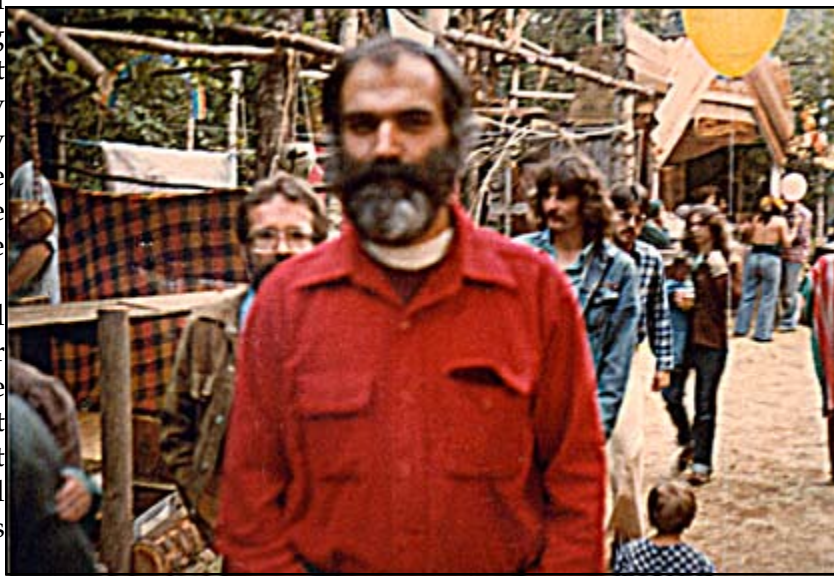
Patti Lomont says she "was kind of an unofficial member" of the Garbage Crew in the late '70s when she shared the craft booth with Jim, Charley and Ted. "I would help after the Fair," Patti says, "just going through all the booths and picking up all the cigarette butts and bottle caps and all of that. ... You'd go through every booth looking for all the little tiny pieces of garbage and you'd find all kinds of little magical goodies — little crystals or feathers. It was kind of like a treasure hunt."

## Recycling Coordinators at the Fair

Partial list / Corrections & additions appreciated!

(Source in italics)

1971-72	Bob Golden	(Ron Chase)
1973	Dennis Kilgore	(Ron Chase)
1974-75	Ron Chase	(Ron Chase)
1976-79	Charley Tilden, Ted Campbell	(Charley & Ted & Fair minutes)
	(1977 APT lists Ron Chase)	
1980-81	Jim Guthrie	(minutes)
1982-84	Robert Painter	(minutes)
1985-90	Dick Stewart	(minutes, Peach Pit)
	w/ Reba West as co-co in 1988	(minutes)
1991-94	Bob Durnell	(Peach Pit)
	w/ Nancy Sledge as co-co in 1992	
1995	Greg Keylor	(Peach Pit)
1997	Martha Wylie, Carolyn Hewitt	(office records)
1998	Robert Painter	(office records)
1999-2001	Robert Painter, Brent Reindel	(office records)
2002-08	Lara Howe & ??? co-cos	(office records)



Dan Knapp walks through the 1974 Faire.

In 1979, the Oregon Country Fair board asked BRING for help with recycling. But the recycling program didn't get fully organized until the next year.

### Squishing it

When Dick Stewart joined the crew in 1979, "I just remember hauling the garbage," Dick says. "It was the first job when you first come on the crew, you had to deal with the garbage. It was really gross. You had to get on the truck and squish it; we didn't have compactors. We had human beings. We all got in the truck and squished garbage.

"We had open drums full of garbage. We'd throw them on the truck, you know, a number of people would get together, pitch it up over the side, jumbled in the truck, and then somebody in the truck would be stomping, stomping it down. When we got the whole thing loaded down with garbage, we'd throw whatever rug remnants we could find and then we'd drive the whole mess out to the landfill and throw the rug scrap down in the hole and start pushing the garbage out. Sometimes we'd have barrels. We'd push the barrels out and they'd roll over the side and fall down in the pit. Then we'd have to go down in the pit and get the barrels back out."

### Four-barrel recycling

But BRING helped turn the Garbage Crew into the Recycling Crew in 1980. By then, BRING already had gained extensive experience in the fledgling recycling industry. With BRING as a leading nonprofit advocate, recycling in Lane County grew exponentially throughout the '70s. In 1973, BRING began teaching recycling and conservation in schools. In 1976, BRING started collecting and processing recyclable materials at the local dump station and a BRING board member started the first curbside collection of recyclables in the county.

In 1980, BRING drew on its experience to help the Oregon Country Fair figure out a better way to handle trash at the event. They came up with a four-barrel sorting system to separate out recyclables at the source (metal, glass, compost and trash). This diverted a lot of the Fair's trash out of the waste stream. That year, the Garbage Crew officially changed its name to the Recycling Crew. Since then, the Recycling Crew has helped spearhead a massive education and recycling effort that still continues. People at the Fair continually seek out ways to reduce the event's impact.



edar Flats Reunion Booth, '77.

Patti Lomont



left: Alice Soderwall, "The Glass Lady" at the Glass Station got BRING involved with reusing old jars.

above: BRING staffers pose in front of recycling collection barrels at the Lane County dump circa 1977.



BRING archives



**Present:** Diane Albino, Danya Ariel, Katie Cousins, Paxton Hoag, Lara Howe, Jack Makarchek, Deane Morrow, Joseph Newton and Palmer Parker (alternates), Carl Taylor, Lawrence Taylor, Bear Wilner-Nugent.

#### Announcements

norma said the Teddy Bear Picnic is August 23 and Paxton said the Evaluation meeting is the following day on Aug. 24.

Bear and Anna announced times of camp host trainings and Peach Power meetings to be held just before the Fair.

Joseph announced a conference at UO on non-violence as a way of life to be held September 12-14. He will lead a workshop on "the challenge of loving your political adversary."

Jack talked about this being "Barb's last meeting as scribe" and was the first of several who brought tears to her (*okay, my*) eyes with their kind words. He said, "I want to thank her for doing the best with my sometimes metaphorical cryptic language, and making it seem like it was kind of like what I thought I said." Everyone laughed and applauded and Jack gave her a parting gift from the Board. (*I opened it right after the meeting. It's a beautiful purple leather notebook inscribed with the OCF peach logo from Gabbi-ano Leather of Elmira, and inside a gift certificate to Down to Earth. Thank you, Thank you!*)

#### Approval of Minutes

Jack moved and Katie seconded to approve the minutes of the June 2, 2008 Board meeting. The motion passed: 9 in favor, 0 opposed, and 1 abstention (Lawrence). (*Palmer voted in place of Carl who arrived during member input.*)

#### Member Input

Kay Kintzley (Elder) talked about cool ideas that get generated in conversations that happen at the Fair. A couple ideas she heard in the past few days include having a steam train from Eugene to the Fair or some kind of people-powered transportation like at the Eugene Olympic trials. She got a laugh when she added, "and Elders want a zip line."

Lara noted that since the minutes of this meeting "won't be read until after the Fair, I'd like to give a shout-out and thank you to all the Crews who keep our toilets clean and give us clean drinking water" and so much more. She also thanked Crafters who "bring these gorgeous, gorgeous art pieces" and the Entertainers "who my daughter says is her number one thing to do at the Fair; she already has her schedule lined up." Lara feels "blessed to be a part of this."

Jen-lin Hodgden (Feedback Coordinator) talked about the qualities she'd like to see in the next GM. She said it will take "a quantum shift" in perspective of the membership. "All of us who were here in the beginning have to look at what the reality is now. It's not the same as it was 30 years ago and we have to get up to speed. We have a million dollar budget, more acreage and more people." She's not an Elder yet but "has been here a long time" and talked about the importance of "learning to move over graciously and hand it over to the vision of our youth."

Lara said this is Leslie's last Fair as GM and as she looks at her and thinks about that she feels that Leslie is "so amazing, so incredible to work with. She empowers me and everybody who's around her. It's hard to put into words. Thank you, love you, happy days ahead."

Lawrence reminded us that even though we're all busy, take the time "to look around at the trees, smell the pennyroyal, listen to the birds, take off your shoes and feel the dirt on your feet."

Doug Green (BUM) said Lara's words remind him of a line from Damn Yankees, "a man never knows what he has until he loses it." He nodded to Leslie and said, "It's been the best, the absolute best." Katie added, "It's been a great run." Everyone broke into applause again and it was Leslie's turn to cry.

#### Staff and Officer Reports

**General Manager:** Leslie said it's been her "day to cry and it comes from so much sweetness, kindness, generosity, so many moments that take my breath away. Seeing how happy people are when they're here, how totally we feel like this is the world we want. I think I'm somewhat in denial because I find myself thinking about planning for next year and making it better. That will always be my intention no matter what my involvement. I look forward to re-joining the ranks of the volunteers." She said it "has been such an honor to work with the other staff, the kind of work they do and the commitment they have and the quality and caring they bring to their work." She thanked the management team and introduced a new swimmer, Tony. "Everywhere I go the work I see people doing, it's an extraordinary group, an extraordinary thing we're creating here. It's so rare and such a gift to be a part of this. The fabulous thing is it seems like the world is starting to get it, starting to notice and pay attention to what the Fair is truly about and why it really does matter. I wish I had time to thank everyone personally - Carl you sit on this Board and are also a QM, Lara you give so much," and she continued around the circle mentioning people and praising the wide variety of things they do for the Fair. She ended with Jack, saying "and our President remembering to take Zach a bottle of water during intervention training. So many moments like that...that's really what this report should be about, so everything else can wait until it comes up in motion."

**Administrative Assistant:** norma said, "It's such an honor and privilege to be here and to be doing this, so my report is just a huge enormous thank you for allowing me to be part of this."

**Site Manager:** Steve said, "Service is bliss, this is reward time. Our community is alive and well, self-aware, self-reinforcing. What's happening around us today and for the past couple of weeks is a community emerging stronger and more relevant than ever. Main Camp is going great. Crews are superb; they do everything they can possibly do not only for the event but for the community." He said his fuel budget is "shot to hell." It includes propane, diesel, and bio-diesel and a budget of \$13000 "based on last year and a reasonable increase" of which \$9000 has already been spent. "The balance will get us through the Fair, then we'll need to reassess what's needed for the rest of the year." He talked about having a facility onsite where Board and other meetings could be held, "where we can make decisions on our own land." He said the "decision-making feng shui of the EWEB building sucks" and "we're so much better out here than we are anywhere else." He said the kitchen has been great, "adjusting to new realities, new ways of doing things." Speaking of the kitchen, he nodded to the large plate of cookies on the table and said, "let's unwrap what they brought us."

**Assistant Manager:** Charlie said, "This is getting to be a tender experience for me. I've never had a working experience like what I have with Leslie. I'm halfway in denial about this and the other half I spend every moment I can embracing that time, because being present in those moments is really an incredible gift to me. So much of what we do as staff is to set the stage... and now here it is, and the extended family is about to descend upon us, and some of it already has, and now to stand back and let go and let this thing come to life and animate itself... and to watch that happen. The next two weeks is what we're here for, this is what we do. I think of a quote about a band that's played here... we're not the *best* at what we do, we're the *only* ones that do what we do. It's more important now than ever that we be that unique shining role model and project that into a world that needs it so badly. There's nothing I've ever been a part of that's anything like this. I'm grateful I get to do this and let's have the best Fair ever."

**Office Assistant:** Robin said it's "really awesome to be able to hold down the fort at the town office, lots of people coming in, more than before during this period, and to have the honor of being able to welcome people, to help them, to represent the love that we are. There are people coming in with complex issues and it can be a challenge but I'm so grateful for the opportunity." She talked about Culture Jam bringing "artists, theatre people, dancers, and being able to give these kids an amazing experience... such a gift from the Fair every year for 50 kids. I can't say how grateful I am. Everything's rolling. Every time I come out here I can feel the love growing."

**Treasurers:** Hilary said she's been involved with the Fair since 1982 and in 1993 Leslie came to her and said the Fair needed a new Treasurer and had "been going through them pretty fast." She said, "At that time there were 2 employees, a budget of about \$300,000, no Culture Jam, no community relations team." She said the "maturity and depth we've achieved in the last 15 years has been remarkable. I, too, treasure working with Leslie and this is a great time to appreciate Leslie and her accomplishments and the changes we've been through as an organization. We've become a nuanced, complicated, fun-loving, ideal-driven organization." She thanked the kitchen, said it's a tight budget year, and said the "cooperation we've gotten from people has been great and the good morale has been wonderful."

**President:** Jack asked us to "pause for a moment for the spirits who are no longer with us in the flesh" and after a moment started to talk about Leslie saying, "My best times with Leslie are when we don't even talk about the Fair at all, some very cherished moments for me... I don't know if she always understands me but she always takes the time to listen and it makes sense what she says back to me. All the hard work that everybody's doing and the attention we pay to each other... to make sure we stay healthy, I personally appreciate that very much. Thank you Leslie and I'll certainly miss your... an example, just the other day we were walking through woods, nice day, she was so engaged with the Fair, so right on task, so right on spot, not even a moment she was not 100% on task even with the birds singing... so thank you for that right to the end."

#### Committee Reports

**Personnel:** Anna Scott said the GM job description is moving forward and they are working collaboratively with staff. "Within the PC, we've divided into tasks. We're all employers, we help the Board, they help us, it's all about the collective. If you have ideas for us, please let us know."

**Path Planning:** Chris Browne read the report from their June 15 meeting where "visual aid presentation boards" were reviewed. The boards will assist committee members in talks with Fair Family groups and Crews to inform them what Path Planning is looking at and what they are trying to accomplish. They ask for feedback from everyone "to gather together a picture of the Fair site's strengths and weaknesses." For the third time, they broke into groups to continue the "segment evaluation studies." They reported that the relocation and reconstruction of the Arts and Crafts booth and the installation of the new portable 6-booth structure is "well under way" and they asked people to check it out and give the committee your thoughts. Their next meeting will be at noon on September 14 onsite at the Hub Yurt.

**Vision Quest:** Joseph said a summit was held on May 18 but because of pre-Fair work it will be after the Fair before details are put together. He said early last year Paxton made a motion asking VQ to study "the process by which we pick performers." He said their process was already underway and they never took it up. "So it's work that has not been completed and we're handing it back to the Board who may have to take it up again." The VQ goals adopted by the Board will be on display on Strawberry Lane.



**Elders:** Chris Browne read the report from their June 26 meeting where they finalized plans for the Old Timers Picnic held on the 28<sup>th</sup> with “good food, wonderful music and great friends old and new; once again the Kitchen Crew did a first rate job and deserves high praise.” They also reviewed plans for the Meet and Greet on July 10 and the Welcoming Ceremony and Remembrance Ceremony on July 11. They reported 293 Elder passes and 212 vehicle stickers requested and paid for through the Elders Committee, totaling \$15,670. Their next meeting will be on Thursday July 24 at 7pm at the OCF town office.

## Old Business

### *Budget Issues – Increase Budget for Buses*

Bear moved and Joseph seconded that the Board increase the LTD line item in the budget by \$4500.

*Peach Gallery and Board:* Leslie said, “We all know about the struggle to renew the contract with LTD. The original contract was signed in February and even though gas prices have soared LTD is honoring the hourly rate set at that time. That’s the good news. However, we expect a 5-10% increase in ridership this year, which is something we want and we encourage,” but will require a larger budget. She added, “Our ability to add hours during the weekend is really limited because it involves driver scheduling. It would be unwise not to budget for it as a contingency now. If it’s not needed, we won’t spend it.” She also reported that 40-50% of online ticket buyers are buying green tickets. Paxton encouraged people to ride the bus.

The motion passed: 10 in favor and 0 opposed.

### *Craft Committee Appointment*

Lara moved and Joseph seconded that the Board appoint Justin Honea to Craft Committee.

*Peach Gallery:* norma said Justin is a first year Co-Coordinator of Registration Crew and is “doing a great job; we’re really fortunate to have him working with us.”

*Board:* Lara said it’s “a pleasure working with him” and called him “a ball of freakin’ energy.” Deane said Justin has “stepped up to the plate” and because of all of the Registration Crew’s work, there are “no names on the wait share list this year.” (*This drew a round of applause, too.*)

The motion passed: 10 in favor and 0 opposed.

### *Appoint New Recording Secretary*

Deane moved and Lawrence seconded that the Board appoint Bill Ganser as Recording Secretary.

*Background:* Bill sent a letter of application to the Board a couple months ago and took ‘practice’ minutes at the June 2 meeting. He comes with a wealth of experience taking minutes for various organizations as well as a history with the Fair. He spoke to the Board saying he moved to Eugene in 1988 and shortly afterward found out about the Fair and got a job on Security Crew. He said, “This place resonates with me. It’s where I want to put my time. I feel humbled that you’re going to allow me to do Barb’s job. I hope I can serve you well.”

*Peach Gallery:* Barbara said Bill has lots of experience and it “feels good to pass the responsibility to someone who I know will do an incredible job. His practice minutes of the June 2 meeting were more complete than my official minutes.” Leslie welcomed Bill and thanked Barbara for her “fidelity to telling the truth with grace and wisdom and thoroughness.” (*Alright, it’s embarrassing to write that about myself and I almost omitted it, but I really like the way those words sound together. Leslie’s got the gift.*) Grumpy recalled the position’s history: “Casey Renfro was Secretary, then norma, then Heidi, then norma again, then Jen-lin, then Barb. Everybody’s been incredible in this position.” norma told Barb she’d miss her and said welcome and congratulations to Bill.

*Board:* Deane, Lara and Bear all thanked Barb for her work and Bill for stepping forward, and dittoes all around.

**The motion passed: 10 in favor and 0 opposed.**

### *Personnel Amendments Re: Health Benefits and More*

Katie moved and Jack seconded that the Board make the following amendments to the Personnel Policies and Procedures Manual. (She had a hand-out which she read into the minutes.)

*Background:* The hand-out has the old wording and the proposed new wording for section VI Compensation and Benefits. The new wording is as follows: “Subsection E Benefits: 1. Contract and regular full time employees are entitled to such benefits as authorized by the Board. As of the date of these policies, those benefits are: a. personal time; b. health insurance as adopted by the Board; c. employee retirement contributions. 2. Regular part time employees are entitled to such benefits as authorized by the Board. As of the date of these policies, those benefits are: a. pro-rated personal time; b. employee retirement contributions. 3. Temporary and probationary employees are not entitled to any benefits, including paid vacation, sick leave or other form of paid leave or personal time, except if required by law. Subsection G Personal Time: After their probationary period, regular employees are eligible for personal time. Personal time is accrued at the rate of 1/8 hour per hour worked, up to 40 hours per week starting at the end of the probationary period. Personal time may be used for any purpose. Use of personal time should be scheduled with the employee’s immediate supervisor in advance whenever possible. Up to a total of 120 hours personal time may be carried over from year to year.”

*Peach Gallery:* Jen-lin said this provides no health insurance for part-time employees of which the Fair has only one at this time (the Groundskeeper). Katie explained the gist of the change is to eliminate, temporarily, health insurance for part-time employees. This is necessary because the Fair’s only part-time employee will be working less than the minimum number of hours to qualify, and that would disqualify everyone else on the payroll from receiving the HSA (Health Savings Account) benefit. (*Katie*

*explained to me that this is the benefit that permits the employer to deposit money into a cash account for the employee to use for medical purposes. This is frequently used when the main health insurance carries a high deductible. The way the law is written, this is the piece we would lose if we tried to accommodate a less-than-half-time employee in the health insurance plan as it is currently written. The Board will be allowed to explore other options when the “change window” opens in February.*)

The motion passed: 9 in favor and 1 opposed (Deane).

### *Incorporating Graduating Teens and Transitioning Elders into New and Existing Crews*

Katie moved and Lawrence seconded that vacancies on new and existing crews should be filled as much as possible with graduating teens and transitioning Elders.

*Peach Gallery:* Grumpy questioned why we’d want to move an Elder who has experience in one job to another new job, and said he thought the idea was to have Elders give up their jobs to make room for teens, “this doesn’t make any sense to me.” Bryon Hummell (Cabal Gate Security) said the hardest thing he’s seen is “when parents have kids on crew, and asking the parents to step down to make room for their kids; then they have to worry how to get their SOP. We need more room, I guess, because to bring in a teen someone else has to step down and it’s not always an Elder.” Steve W. gave the example of an Elder doing hard work such as Tree Crew who might want to retire or perhaps move to a less physical job like staffing an Info booth. Lois Morford (Elder) said, “Some of us are not able to continue our old jobs but still want to stay active and contribute. Also, I have to pay \$60 for my Elder pass where before I could earn my pass and food vouchers, so that’s an economic reason why many Elders who can’t continue in their old jobs would still like to participate in a new job.” Jon Pincus said this is an “if possible” motion, “not a hard and fast requirement but more like a recommendation.” Hilary said it would be good operationally to have a list of graduating teens and their job skills, because hiring someone depends on if they are suited for the job. Chris Browne (Elder) asked about the intent of the motion. Katie answered the intent is for the Board to publicly state a policy preference without it being a requirement. Leslie said we tend to use teens for heavy work and she hopes this policy doesn’t promote the mindset that teens are only good for physical work and Elders are only good for mind work. She said Elders have a 20-year history with the Fair and she doesn’t want to see teens lose their opportunity to an Elder. She said she doesn’t mean to speak against Elders, only to speak up for teens “who need more of a leg up.” Robin asked if Elders need a job more for the purpose of saving money or to have work to do. She felt the idea of saving money was not a good enough reason to take a spot that could go to a youth. Hilary said it’s a big issue to have access to a pass.

*Board:* Palmer said to do more than this motion requires would be “overstepping our bounds” but to say just to consider something is “not giving it any bite at all.” Joseph said the Board already encourages openings for teens and he doesn’t want to “create more of a sense of entitlement.” Deane said the motion is only a recommendation. He talked about the Elders and said the Fair wouldn’t be here without them. “Some want to sit in the shade, some want to still be involved.” He said there are lots of jobs Elders can do, such as being a guide for a foreign visitor. “Some Elders need help setting up their tent site, who better to help them than teens? We’d work well together.” Lawrence said since it’s not really a rule it doesn’t really do anything. He suggested a memo to Coordinators is all that’s necessary, rather than a motion. Jack said he is “sensitive to the issue of cost because that is real for some Elders. We’re trying to find a way to not throw anybody off the island. We’re throwing teens off the island. There’s a bit of an administrative problem. We’ve not solved the teen problem and this motion doesn’t do it.” Lara agreed with Jack and Lawrence and said Recycling Crew placed all their graduating teens. Danya agreed that all that’s needed here is a memo, not a Board motion.

The motion failed: 3 in favor and 7 opposed (Bear, Carl, Danya, Diane, Jack, Lara, and Lawrence).

The meeting adjourned at 5:30 pm. The next Board meeting will be held on Monday August 4, 2008 at 7pm at the EWEB Training Room. The agenda, subject to change, will include the following tabled items: Budget Issues; Consider Donation to Southeast Works (Bear); Health Insurance for Fair Family (Deane); Path Planning Committee Appointment (Deane); as well as the following new business: Executive Director Job Description (Katie). Removed from the agenda: Reactivate Survey Committee (Paxton). (*He said he plans to do some re-writing at this year’s Fair with some other people involved.*) Donation to Multi-Cultural Storytelling Festival (Joseph) is on the agenda for the September meeting. Because Labor Day falls on the first Monday, the September Board meeting will be held on Monday Sept. 8, 2008 at 7pm onsite at the HubYurt.

Minutes by Barbara Edmonds who thanks Carl Sagan for the following quote: “Somewhere, something incredible is waiting to be known.” (*Thank you all for a great run, that includes you, dear readers. It’s been a pleasure to serve you. Welcome, Bill.*)

## BOARD OF DIRECTORS MEETING



August 4, 2008

**Present:** Diane Albino, Danya Ariel, Katie Cousins, Paxton Hoag, Lara Howe, Jack Makarchek, Deane Morrow, Joseph Newton (alt), Bear Wilner-Nugent.

**Not:** Carl Taylor, Lawrence Taylor, Palmer Parker (alt).

### Announcements

Barbara Edmonds spoke on behalf of the Election Committee. October 18 is the Annual Meeting and Election of Directors at the Knights of Pythias Hall in Eugene. August 25th is the last day to submit candidate statements for inclusion in voter pamphlets and the Fair Family News. A candidate statement is limited to a maximum length of 300 words. Include a photo and contact information. Statements will be printed exactly as received so proofreading is recommended. September 18th is the last day to register as a member in order to vote and is the last day to request absentee ballots for reliable timely delivery. Absentee ballots may be requested up to Election Day but requires arranging for delivery or pick up.

Jen-lin Hodgden mentioned that the annual cider party will probably take place in October. The exact day and time have not been determined yet.

norma sax announced the Teddy Bear picnic starts at 3pm on August 23rd and the Evaluation Meeting is at 1pm on August 24th at the Entertainment Camp fire pit.

### Approval of Minutes

*Joseph moved and Katie seconded to approve the minutes of the June 29, 2008 Board of Directors meeting.*

The motion passed: 9 in favor, 0 opposed. Bear reminded the Board that 6 affirmative votes of the 9 Directors present are required to pass a motion at this meeting.

### Member Input

Cathy Coulson-Keegan of booth 386 on Abbey Rode pointed out that guideline #83 states that fire extinguishers are required for all booths and camps. Those with cooking or permitted campfires must also have a shovel and two 5 gallon water containers with burlap bags. Cathy said that on Saturday at this year's fair between 6 and 6:30pm there was a fire in a tree on Abbey Rode that climbed the moss into the tree canopy. "People from our booth plus booths 388 and 390 and others attacked the fire within the first minute and put it out. The Fire Crew and others took over and the tree was cut." Cathy quoted Maxine Hong Kingston's Chinese mom "We were lucky, lucky, lucky." The incident occurred late in the afternoon, there was not a large public crowd at the time and the wind was calm. Following the incident, she has had many discussions about what could be done to reduce the risks. Some of the topics included guidelines, training, brush clearing, equipment options and equipment readiness. Cathy has put emergency response onto the Craft Committee agenda. She said that we should not take this subject for granted and should make a plan within this next year.

Steve remarked that emergency response and evacuation planning has been ongoing for many, many years. An intensive pre-fair meeting involving the Fire Crew, Fair Central, various operational crews and the management team is held each year and it includes discussion of scenarios, response and contingencies. Ongoing and improved communication, with booth reps for example, will help. This was not an unusual event and a response is usually quick and effective because we camp so close together and most volunteers bring the required equipment. He felt that all points are well taken and said thank you.

Leslie thanked Cathy for the work and thinking and the many good suggestions. The Info Booths are key pivotal areas for emergency response and evacuation. The training is critical and there are plans to devote resources for that work in the budget this fall. The Fire Crew is using an "adopt-a-neighborhood" program as a means of becoming more effective. They really focus on the food booths and that focus is expanding to all the booths. Some of the ideas that were mentioned are already in the works. Cathy said she is pleased to hear that work is ongoing on this subject. She is very proud of the people who were around her for their quick efforts.

Leslie mentioned that at the time it happened, Jeff McBride was on stage at the Daredevil and the tree was visible behind him. When the fire broke out, the audience seemed to think it was either part of the act or that something may have just gotten away from him a little bit. If there hadn't been a magician on stage the audience may have panicked. We might wonder if some Fair magic-magic was involved.

To the question if the cause of the fire had been determined, Steve replied that an investigation is underway.

Michael Sunanda stated that he is with a permaculture guild and would like to look into getting a permaculture gathering at the Fair site and getting a garden established. Bear suggested that he connect with the Green Thumb crew who has a large garden at Alice's Wonderland that supplies food for the staff kitchen and Culture Jam and other purposes. Michael expressed his thanks for that good news and wondered about how else he could help input permaculture into the Fair. He continued with comments about his interest in democracy at the Fair and his desire to do a study on past and present democracy at the Fair. He remarked that democratic family counseling is also something that he has experience with that may be of interest to Fair Family members.

Deane remarked that the Fair guidelines are on the OCF website. Before our use of the internet the guidelines were not as easy to find so now it is easier to see and read them. Bear identified the web address as "oregoncountryfair.net".

Lara announced that she will not be running for the Board for another term. With the news that BRING Recycling, whose focus is on re-use, will no longer be helping with the Fair's recycling, the Recycle Crew operation needs to change drastically and will require all her time and energy in this upcoming year.

On a second subject, Lara expressed her thanks to everybody involved in this Fair,

reminding us that it is an incredible thing that we do. She wanted to say a special thanks to Evam from Child Care, who rousts people up to help clean around Main Stage and who helps get people going on clean up at Chela Mela Meadow. His example is representative of many people in the Fair Family who do extra toward clean up and who "pack it in, pack it out." Their efforts make an enormous difference.

Joseph said that this was an incredible Fair, "the greatest Fair ever," and that while we had really great attendance, in the last ten years we seem to be steady but not growing. He misses the larger crowds from years past and looks forward to the time we have audiences in the 20-thousands and room for them. A special thanks to the people of Path Planning for the work they have started and for their efforts in this direction. "Our Fair has to grow."

Bear, commenting on recycling and clean up, expressed feeling some shame at some messes he found earlier today in some parts of Marshall's Landing. He was able to get a peach cart load out before he was out of time. Campers need to take a deep breath and look back through their areas before they leave to be sure the area is clean and to be sure they have found all the small bits and pieces.

Bear shared with us that there are a couple of new things in his life. One is that he has opened a law practice and the other is that another child, their second, is due in February. In anticipation of the new demands, he has decided not to run for Board reelection this year. He will be remaining an active volunteer with the Fair and hopes to be able to rejoin the Board in a couple of years.

### Staff and Officer Reports

**General Manager:** Leslie felt it was an absolutely amazing and very different Fair in many ways as she slowly backed away from pieces of the job and turned them over to the incredibly capable staff and management team.

Leslie said "With all they took on, they had real practice this year because I was sick on Thursday, Friday and Saturday. I was not able to spend time visiting with folks and getting the pulse of the Fair so thanks to everyone for the great job. Every year at this time I ask we pay attention to expressing our appreciation and gratitude with personal comments, by writing notes, by giving hugs and remembering the wonderful and many, many small things that happened that make this thing what it is. This event is extraordinary."

Leslie indicated that the media response this year was better than it's ever been and the Fair is really beginning to be understood in our neighborhood and in Lane County and beyond. She said that people come from all over to participate in putting on the event and to attend the event and their awareness of the importance of the Fair's meaning and message continues to grow. "I urge the folks who decide to run for the Board to think about all that the Fair is all year round, in so many ways, to so many different and diverse communities, and about all we really can be. My deepest gratitude to all of you, thank you."

Leslie recapped the ticket sales. Attendance was up significantly by 1500. Advance indications for a strong Sunday turned out pretty weak. The heat and dust on Sunday may have been the problem considering it is mostly a family and children day. Advance sales and three-day ticket sales were stronger than ever. The Green Ticket started out really strong, close to 50% at one point, but dropped off after a couple of weeks to about 15% which is about 3 times last year. The committed fair attendees who buy tickets early support the Green Ticket. The Green Ticket brings a lot of education and awareness and it helped win the Mayor's Bold Steps award.

The LTD contract cost extra due to the high fuel costs. Less than two weeks after the fair, LTD announced it was discontinuing the bio-diesel program. Leslie said that announcement was disappointing and that it takes commitment to a program to make it work. There could be a big problem contracting with LTD next year, even if the legislation about using a charter service is overturned. LTD's financial situation may drive the hourly rates higher and we may be missing the bio-diesel part of our partnership. Ian Hill from Sequential remains committed to bio-diesel using local recycled vegetable oil and non-GMO canola oil so food production is not impacted or threatened. "Our support is important to this complex issue and it matters to our footprint."

Leslie informed us that a report of shigella bacteria at the Fair was made by the media. From the timing and from other reports the infection does not seem to be from any food served at the Fair. Jeff Lange, the head of Environmental Management for Lane County, said that the Fair goes above and beyond the requirements for health safety procedures. The general view is that the bacteria was contracted from outside the Fair. About 8 cases were reported around Lane County. The press conference was called after the report came into the Register-Guard from a member of the public who had been to the Fair for two days and gotten sick a couple of days after the Fair. This person had gone to their doctor and gotten a diagnosis. This is a reportable illness and doctors are required to report a diagnosis to the county. "We are confident that we are doing everything we can and we will redouble our efforts around hand-washing but it seems to have been hard for those eight folks who got sick. We want to reassure people that we are very conscious about our health procedures including those related to hand-washing."

**Administrative Assistant:** norma said thank you everybody for a great party, and that it was pretty amazing seeing the amount of work and love that went into it.

She has received a lot of feedback on e-mail and first time fairgoers really had a good time and can't wait to come back. She has been paying for that fabulous wonderful party, having written about 600 checks so far and wants to thank co-workers, the office crew, and Deni Schadegg who wrote food voucher redemption checks. norma says we are in picnic planning mode and asked that we come help Wally who will give

directions for the potluck table. Lara and Buffalo will be behind the grill. Joseph will be making vegi-burgers. The day after the picnic is the Evaluation Meeting and it is an open space format. Lots of good comes out of this evaluation so please participate. norma will be on vacation the last week of August and Robin is working with Culture Jam the next two weeks so please call to check to see if the office is open before you come. August 20 is an all day staff work retreat so the office is closed that day.

**Site Manager:** Steve reminded us we are welcome to camp on site after the picnic and attend the Evaluation Meeting the next day and help with post-picnic cleanup.

Steve said that once again he is in awe of what this community can accomplish. "The Fair Family is strong, resilient and creative and it puts on a helluva good Fair, not just in the grand overall sense but in the details and in the human interactions, in the caring and the love that shows. People leave the Fair feeling better about the world, about themselves and about each other."

Steve thanked the four or five volunteers who showed up July 27 for the highway pick-up. This is a really important activity and only takes a couple of hours on a Sunday, 4 times a year. He said "It would really help to get more support from the Fair community; surely, among the thousands of wristbands issued, there are a few more folks willing to pitch in." The next pick up is October 26.

He also thanked his fellow staff, the management team and all the pre-Fair crews. Post Fair went very, very well thanks to Recycling, Decon, Post-Fair Kitchen, Charlie, Jeff and Andy. A big thank you goes to Ande Grahn for providing a post-Fair EMT presence.

Then Steve made the following comments. "There is another side of the coin to all these positives that I feel. Recently, I had an enlighteningly ironic moment. Near the end of a recent workday, I grabbed a gator, some garbage bags and my trash picker and went on a tour of the Fair site and picked up what trash I could but was staggered by how much I couldn't. When I got to the parking lots it was windy and what I saw was paper blowing around. It turned out to be Peach Pits and the first page I caught up to and grabbed had my own pompous blather about reverence for the land! Something has to change. This post-Fair mess is beyond the ability of Recycling Crew and the year-round staff to deal with. There seems to be some of us, the Fair Family, who feel it is 'ok' to trash the Fair site. This is the second year I have found direct evidence, in the middle of the Staff/Craft and OutaSite parking lots where only Fair Family parks. People open their car doors, dump out cans, bottles and fast food garbage and drive away. Bear just mentioned the trash he found at some campsites in Marshall's Landing. There are others. Campers have the responsibility but later in October it will be the staff doing the final cleanup. Maybe the guidelines should say "reverence for the land, when it's convenient." Maybe we need to step up and when we witness something, call on the person to do the right thing. The present trend is disturbing."

To conclude, he thanked the Beaver Open volunteers who gave a free weekend of labor in the preparation for Culture Jam. They want to be a part of our overall culture and help out. They appreciate being able to use the Fair site this Labor Day weekend for their annual gathering.

**Assistant Manager:** Charlie wants to take his hat off to the management team this year. There were a lot of needs around the Fair this year and they dealt with a lot of stuff around the clock with grace and style. He gave a big thanks to Andyman who was the first staff member at the scene of the fire and handled it really well.

The Culture Jam / Beaver Jam annual work party did a long list of work on a long day Saturday. The dishwasher was transferred from Main Camp up to the screened house for use during Culture Jam. The post-Fair crews have a whole different dynamic because the air is out of the balloon but the folks keep their spirits up and always seem to get more work to do and get more work done through the years.

The Fair now has a terabyte of high definition video of this year's event stored at the Hub that will help toward our 40th anniversary multi-media project. Many new ideas were generated with the crews such as special rigs to capture some great scenes and snapshots of the fair for the larger world to see.

In the next four or five weeks, the construction of the archive room at the office will be started, downstairs at the Fair office.

**Office Assistant:** Robin declared that we are on the brink of Culture Jam. There are fifty 14 to 18 year olds ready to go and twenty seven staff who are really cooking on the workshops they will be giving - dancing, singing, theater, sustainability, nature education, and social activism. Five workshops are going each day. The last day the youth will be conducting the workshops. Robin expressed her thanks to Steve, Andy and Charlie and the Beaver Open folks for helping with preparations and said the site is beautiful with the tepee and two yurts. The sign shop is converted to the "Cow Palace" for the theater and a community space. "I am so happy and grateful that these kids will benefit from the love of the Country Fair and will be enriched in the arts at an early stage in their life. We have two kids to each councilor so the ratio is great and the kids get to be with people who really care. We're ready to go and we're excited!"

**Treasurers:** Hilary wanted to dive in first. "I want to thank Grumpy for coming back." (applause filled the room) "For those of you who don't know, Grumpy had a little heart attack the week of the Fair out at the Fair site. The medical staff helped him and *he came back!* Not only did he come back, now he says he is changing his diet and exercise. I'm delighted and thrilled after being so scared. I sure we were all scared we were losing him, and now he is making this extra effort to regain his health and stay with us. I'm so happy!"

Hilary thanked Lucy Kingsley and the others working in the yurt who were spot on. She said that Charlie's work with the people to get the computerized list for wristbands was a huge step. The ramifications are all positive for communications, accountability and caring for each other.

The latest financial statements are woefully incomplete and won't be in good shape until the annual meeting because there are too many receipts and bills still outstanding. The Fair sold out on Saturday and had good sales for commemoratives, ice and registrations. "Even though we were budgeted \$80,000 in the red, our revenue

projections were exceeded by about \$200,000. It looks like a profitable Fair but we still have a property payment to consider for the year."

Grumpy thanked everyone helping including Lucy, Frank Sharpy, and all the yurt people, as well as Charlie and all the coordinators with the computer project. He stated that each year we get better and more accurate.

Grumpy said a few words about his experience. "After I was taken to the hospital, I came back and I'm walking down the paths and I walk by people and someone comes up and hugs me, people I didn't even know. Candice tells a story about how she was walking down the path just before we left and someone was going to do something they probably shouldn't have done, I'm not sure what it was, but they said, gosh, maybe I won't do this, Grumpy had this problem and I'm going to change my life...., or something like that. It's kind of an incredible little story and it's been just incredible, the outpouring of support. Thank you, thank you all."

**President:** Jack started with a metaphor that he has been using for this last year. "We are always in a circle, and some of the people are behind or ahead and then we all come together. It's so evident this year when you think about the power of a circle, and put it in the context of this organization, how the thank-you's go out, how the activity happens, and how much support is given for every aspect of the Fair, that there truly is this massive circular gathering and interconnectedness."

"We are having a transition. Our agenda has a hiring committee request and work on a Transitional Executive structure. We are on the brink of a transition at the top of our leadership. The Personnel Committee is doing a fine job. We have a PPPM available at the office. We have a good timeline and everybody is being diligent."

"There is much personal sadness for me that this happens in organizations, but it does, and the assurance is that we all understand the gravity and that we are all pulling together to get through and we all believe positively that the right person will present themselves. I have talked to a lot of people about 'just what are we going to do? Leslie's not going to be here anymore' and have had many assuring conversations that we are doing everything transparently and that there is a competent staff and the same bunch of volunteers. I'm feeling very comfortable and not very anxious at this time."

"I can't say enough about Leslie. She has a whole future in front of her. That's what I am thinking about the most right now, and about how to maintain the excellence and to honor Leslie for all she has done. So, thank you and hopefully we won't wear too heavily on you during the transition and your future will be bright and with good health." (applause)

### **Committee Reports**

**Elders Committee:** Chris Browne read the committee report. The committee met at the OCF office on July 24th. Fifteen attended in person and two on line. The subjects of committee budget accounts and post teen / elder teams were discussed followed by review of elder activities from this year's Fair. Accounts need to be squared away in preparation for next year's budget cycle. Joining the two situations of an Elders' need for assistance with a post teens' need to find a volunteer job could be a win/win solution. The memorial project was accomplished and very well received. Two social events, The Old Timer's Picnic and The Meet and Greet, were both well attended with great food and music. The Elder's camp had 34 campers and 22 tent tags. At the close of camp, the area was cleaned and checked carefully and then was given back to nature's creatures until next time. The next Elder's Committee meeting will be held at the OCF office on Aug. 28 at 7pm.

**Personnel Committee:** Katie reports that the Personnel Committee has a job description ready to present for Board approval this evening and for an attorney's review. Assuming it is approved tonight, the tentative timeline is to have advertising out by mid-September and a hiring recommendation before the Board for the December meeting. Letters of interest are now officially solicited for the hiring committee. There are five people whose letters were previously submitted who do not need to resubmit. Those five people are Susanna DeFazio, norma sax, Hilary Anthony, Phillip Guyette and Peggy Day. Any others should please send a letter of interest to the Fair office by Aug. 29 at 5pm. We expect to put a hiring committee in place at the September Board meeting. A letter of interest should include your Fair affiliation and the skills you bring. A member pointed out that River and Jen-lin were left off the list. Katie clarified that in their letters they had applied for a recent appointment to the Personnel Committee. A member asked if the letters could be e-mailed. Katie said yes. Bear stated that the Board will make the final decision on who is going to be on the hiring committee in order to consider the overall balance and representation of the committee. Jen-lin mentioned that personnel evaluations will also be underway during this time.

### **Old Business**

#### **Budget Issues**

**Bear moved and Jack seconded to add Steve Wisnovsky as a check signer on the Key Bank checking account.**

**Background:** Leslie, norma and Hilary are the current check signers.

**Peach Gallery:** Hilary said she does not sign operationally, but just for verifications. Adding Steve will add flexibility for the times that Leslie is not available.

**Board:** Bear asked Steve if he is willing and he affirmed.

The motion passed: 9 in favor and 0 opposed.

**Bear moved and Paxton seconded to open a checking account at Summit Bank with norma sax, Hilary Anthony and Steve Wisnovsky as signers.**

**Background:** This is an insured local bank.

The motion passed: 9 in favor and 0 opposed.

**Bear moved and Joseph seconded to open a brokerage account with Siuslaw Bank for Federally Insured Deposits only with norma sax, Hilary Anthony and Steve Wisnovsky as signers.**

**Background:** This account is able to provide multiple insured deposit options. This is the other community bank based in Veneta.

**Peach Gallery:** Hilary indicated that \$170,000 for the Mauldins property purchase might be kept separate from this account in order to meet the obligations for closing. Deane asked if the funds represented a pay-off for the property. Hilary responded that the funds are half of the purchase price.

The motion passed: 9 in favor and 0 opposed.

**Jack moved and Bear seconded to increase the board refreshments budget line item by \$1000.**

**Peach Gallery:** Hilary explained this line item covers costs during executive sessions. It has been depleted due to the large number of sessions this year.

**Board:** Bear explained that the money is used to pay for dinner during executive sessions where subjects such as Executive Director job transitions are discussed. Joseph said that it is our tradition to feed our volunteers for their work and that the sessions can last several hours and there have been more sessions than normal this year. Bear said, in the interest of transparency, the meal cost is kept within reason, as illustrated by the taco bar served at today's session. Deane indicated that his work started today at 4pm and he will finish this evening around 10pm.

The motion passed: 9 in favor and 0 opposed.

#### **Consider donation to SE Works**

**Bear moved and Joseph seconded that we donate \$1200 from the Board donation budget to SE Works, a non-profit in Portland.**

**Background:** Pam Hester, Deputy Director, spoke on behalf of the organization. The request is to sponsor an event "Recipes for Success: Soup Cook-Off and Auction" to be held October 17th. The funds raised at the event are used to support educational and career programs for youth, immigrants and people with criminal histories.

**Peach Gallery:** Leslie recommended that SE Works apply to the Jill Heiman Vision Fund in the future and she asked about recognition for this donation. Pam says the OCF would be recognized on the website, in press releases, be offered a table for eight, and be recognized at the event. The event offers the opportunity to meet with many Portland area leaders and supporters in a social environment. It was stated that the kind of work done by SE Works is fundamental to the creation of a good caring community.

**Board:** Bear thanked Pam for travelling down from Portland and he disclosed that his wife advises this organization and suggested they make this application. Bear observed that many of our Fair volunteers come from out of the local area and many are from Portland. He also mentioned that SE Portland is economically hard-hit and neglected but is a culturally vibrant community. As our organization grows and, in line with Vision Quest goals, we are able to give outside of Lane County. We have \$5480 left in our Board donation budget and this would be a big chunk of it. Joseph agrees that this is a larger donation than average but is worth it for the work that it goes to and as an outreach to Portland. Deane feels that this is a better way to spend money than funding jails. Lara recognized the difficulties that exist today with careers and job-hunting and she feels grateful that someone is doing this kind of work. Jack believes that associating our name with this organization is very positive and would be beneficial. This is very much like sending an invitation to come and get to know the Fair to those people who are served by SE Works. Danya said he likes the cooking aspect of the event and from his experience with the chili cook-off in Veneta, he is interested in how to participate. Deane mentioned that the numbers showing the achievements of the students are impressive.

The motion passed: 9 in favor, 0 opposed.

#### **Adopt the Executive Director Job Description**

**Katie moved and Joseph seconded to adopt the following Executive Director Job Description pending a legal review.**

##### **Position Purpose:**

The Executive Director (ED) is the lead management position for the Oregon Country Fair (OCF). The ED is responsible for integrating Board policy into OCF events, procedures and programs. Responsibilities will vary based on specific job requirements related to year-round personnel management, program development and implementation, public and community relations, marketing and fund raising, financial and risk management, philanthropy, and long range/strategic planning.

The ED is responsible for promoting and marketing all OCF events and is the main contact for all media relations. The ED acts as an ambassador for the organization and is expected to interface with public figures.

The ED works under the direction of the Board of Directors (BOD). The BOD has the responsibility for hiring and firing the ED and will evaluate the ED annually. The ED is a contracted employee.

##### **Scope of Authority:**

The ED will coordinate, supervise and evaluate all other paid employees. The ED shall be a member of all hiring committees and will have the authority to hire and fire employees in BOD approved positions.

The ED has final decision-making authority on all event operational issues. The ED is a full and active participant in choosing and directing the year-round management team. The year-round management team consists of volunteer back-up managers and all management employees. The ED or the ED's designee may remove or replace volunteer staff, coordinators, performers, booth persons, and visitors from OCF properties and/or functions. The ED or the ED's designee resolves disputes on OCF properties and/or functions between affected persons or makes other means of mediation/resolution available in addition to the approved OCF grievance procedure.

The ED may close the Fair for public health and safety, weather, or financial reasons and must convene the BOD as soon as possible for ratification of the decision.

##### **Essential Job Functions:**

The ED is charged, along with treasurer(s) and relevant committees, with financial oversight of the OCF. Duties include negotiation and administration of all contracts. The ED will

develop and oversee all grant applications and may write and administer grants. The ED will make prudent decisions on deviations from approved budgets to meet crisis situations as necessary. The ED may spend up to \$1,500.00 per incident above budget amount without approval in a non-emergency situation, but not more than \$10,000.00 per fiscal year for any expenditures not having pre- or post-expenditure BOD approval.

The ED has the authority and responsibility to initiate examination of operations, structure and process, make policy recommendations, and implement solutions and/or improvements. The ED has the authority to make operational changes as needed. Consultation with affected parties is preferred. It is the ED's responsibility to implement OCF bylaws, guidelines, and BOD policies. In some cases the ED may make operational decisions on issues not defined by OCF bylaws, guidelines, BOD directives, or other written documents. The ED is responsible for coordinating the review and evaluation of OCF-sponsored programs. The ED will present a written summary report to the BOD no later than the annual meeting or when requested by the BOD. The ED will provide oral and written reports at monthly BOD meetings.

The ED oversees and helps coordinate OCF philanthropic programs. The ED will meet with the BOD and members of the OCF's philanthropic committees on a regular basis. The ED will participate with membership, volunteers, BOD and committees on long range strategic planning.

The ED will work with membership, committees, community partners, and marketing experts to develop program proposals for review, approval, and funding by the BOD. The ED is responsible for coordinating the OCF's existing programs as well as initiating new program development.

##### **Critical Skills, Knowledge, and Abilities:**

- Experience in planning and coordinating events
- Experience working for a non-profit board of directors
- Financial management
- Strong oral and written communication skills including public speaking skills
- Workplace systems management and analysis
- Employee supervision, management, and evaluation with ability to motivate employees and volunteers
- Skilled in conflict resolution, crisis management, mediation, and cultural competency
- Grant writing and fund development
- Public and community relations
- Marketing and advertising
- Ability to work effectively with a diverse community
- Program development
- Demonstrated proficiency with word processing, database, spreadsheet, accounting, and presentation software programs
- Familiarity with state and federal employment laws

##### **Education and/or Training:**

A four year degree or higher in an appropriate discipline is required in addition to experience adequate to fulfill the essential job requirements.

##### **Salary Range:**

The Ed position salary range is defined by Steps 4-1 (currently \$40,300/year) through 5-7 (currently \$65,200/year) in the step tables.

##### **Job Location and Working Conditions:**

Primary working conditions are in an office environment which includes business telephone, copiers, fax machines, voice mail, computer printers, and other office equipment. The execution of other duties will require the ability to climb, step over objects, and maneuver through loose or wet soil similar to that of a construction site. Event working conditions will require the use of communications equipment, including two-way radios and other communication equipment (examples include land line telephone, intercoms, pagers, and cell phones).

**NOTE:** This job description is not intended to be all-inclusive. Employee may perform other related duties as negotiated to meet the ongoing needs of the organization."

**Peach Gallery:** Rivka feels the description is well written but she questioned whether a four-year degree should be mandatory.

**Board:** Joseph feels that a mandatory four-year degree is worth questioning but that it is an important qualification, that this description will evolve as needed and that this description is a great start. Lara asked that the word "volunteer" be inserted into the first sentence, last paragraph under "Essential Job Functions" as a friendly amendment. Katie and Joseph accepted the friendly amendment after a short discussion. Bear feels persuaded by Rivka's concern and suggested use of the words "strongly encouraged" in place of "required" and offered the change as a friendly amendment. After discussion, the change was accepted by Katie and Joseph. Jack and Grumpy both offered views that a degree is an important qualification in today's world and is indicative of a person's ability and drive.

The motion passed: 9 in favor, 0 opposed.

The meeting was adjourned at 9:30pm. The next meeting will be held September 8th at 7pm on the Fair site at the yurt. The tentative agenda items are Path Planning committee appointment (Deane), Executive Director Hiring Committee appointment, Personnel Policy and Procedures Manual changes (Katie), Transitional Executive structure, Rock the Future donation request (Lara), Fern Ridge Community Action Network donation request (Bear), Endowment principle contribution (Bear), Groundwaters donation request (Joseph), Goal One working group formation (Diane), Ancient Ways donation request (Lara), and a thank you letter for and disposition of last year's Vision Quest projects (Paxton).

Feel free to contact me (Bill) at [billyboy@hotmail.com](mailto:billyboy@hotmail.com) if you have questions or comments on these minutes. You may remember the David Bowie lyrics "Ch-ch-ch-ch-Changes, Turn and face the strain, Ch-ch-Changes, Pretty soon you're gonna get a little older, Time may change me, But I can't trace time."