

Family Album



Photo © 2008 Dominic DeFazio

Gnome Love



OREGON COUNTRY FAIR

Fair Family

NEWS

OREGON COUNTRY FAIR

VOLUME 16, Issue 9 ONE CREATIVE FAMILY FEBRUARY 2009



Fair Family Calendar

February

26 Elders Committee Meeting, 6 pm, OCF office

March

2 Board of Directors Meeting, 7 pm, EWEB Community Room
 2 FAIR FAMILY NEWS DEADLINE
 10 Land Use Management Planning Meeting, 7 pm, OCF office
 11 Craft Committee Meeting, 6 pm, OCF office
 15 Deadline to submit performer application for 2009 Fair
 16 Board Work Session about environmental issues, 7 pm, Central Presbyterian Church, 15th and Ferry
 30 BOOTH REGISTRATION PACKETS TO BE MAILED

April

1 Deadline for craft and food item jury application submissions, including logo items
 4 Booth registration, Saturday Market, 10 am – 5 pm
 6 Board of Directors Meeting, 7 pm, EWEB Community Room
 6 Fair Family News deadline
 11 Booth registration, Saturday Market, 10 am – 5 pm
 18 Booth registration, Saturday Market, 10 am – 5 pm
 19 Elders Committee Meeting, 6 pm, OCF office
 19 Highway Pickup, meet at the Warebarn, 10 am
 20 Board Work Session about sustainability, 7 pm, Central Presbyterian Church, 15th and Ferry
 25 Booth registration, Saturday Market, 10 am – 5 pm

May

16 Board Work Session about cultural diversity, 7 pm, All invited

July

10, 11, 12 – The big 40th!

Village Orientation

Community Village New Members' Orientation will be held one-half hour preceding the regular CV meetings in March, April, and May. If this is your first through third year in Community Village, come learn more about CV and how you may participate.

Fare Thee Well: Ed Anthony

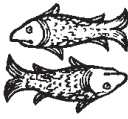
Fair family condolences go out to Treasurer and Chela Mela coordinator, Hilary Anthony, on the loss of her dad, Ed Anthony. He was a Florida native who served in World War II. He is survived by Hilary; her mom, Doris; her brother Deven; and her sister Beth.

Fare Thee Well: Dena Neeman

Dena Neeman, who used to operate the Pony Ride at OCF, died on January 7 at the regional medical center in Corvallis.

Happy Birthday to Our Fair Family Pisces

Ashley Demaline Registration
 Bo Fulgin Pre-Fair Kitchen
 Butch Russ Security
 Carole Diller Booth member
 Chelsea Landman Crew Services
 Dan Heinzkill Pre-Post Security
 Darin McNally Quartermaster
 Darren Emmons Communications
 David Harrison Water
 David Peek Crafter
 Deepraj Drake Teen Crew
 Denise Fradin Crafter
 Don Doolin Main Camp Security
 Emily Semple former FFN
 Gabe Sanada Lot Crew
 Gary Nolan Craft Inventory
 Gayle Martinez Traffic
 Glenn Millstone Lot Crew
 Jamison Grinsell Traffic
 Jana Rose Chase Vaudeville
 Jeffrey Falkenstein Crafter
 Julie Avery Ambiance
 Justin Scott Crew Services
 Karen Breidenbach Registration
 Kay Kintzley Elder
 Kelly Humphries Recycling
 Leslie Scott former GM
 Marlene Monette Alice's Camp Host
 Michael Gibbons Fire
 Mike Cozad Recycling
 Mike Lonegron Registration
 Nicole Rensenbrink Lot Crew
 Norah Roberts Information
 Pam Basilius Recycling
 Paul Connell Lot Crew
 Ray Hessel Pre-Fair Kitchen
 Richard Grimaldi Childcare
 Rob Montgomery Construction
 Robert Jacobs Traffic
 Robin Wells Pre-Post Security
 Rufus Peterson Traffic
 Santos Narvaez mystery man
 Sara Rich Back Up Manager
 Sarah Grimm Recycling
 Sarah Helms Registration
 Sonja Weber Fire
 Todd Kelley Lot Crew
 Tommy Noe Traffic
 Vicki Scott VegManECs



Faery Landing



Congratulations to Charis Ariel, former Teen Crew member, and her husband, Eric Martinez, on the birth of their

daughter, Madison Ariel Martinez, on January 18, 2009, 5:36 am. Madison was six pounds, nineteen inches. Proud grandma is Jen-Lin Hodgden, Community Village, Feedback Coordinator and former Board secretary. Also beaming is uncle Danya Ariel, current Board member.



FFN Cabinet



Mary "Health & Human Services" Shuler
 Michael "Treasury" Ottenhausen
 Cynde "Education" Leathers
 Dominic "Defense" DeFazio
 Dan "Transportation" Cohn
 Brad "Commerce" Lerch
 Joseph "Peace" Newton
 Suzi "Labor" Prozanski
 Niki "Interior" Harris
 norma "state" sax



Survey Committee Members Needed

The OCF needs people with experience or background in statistics, survey design and administration, or related fields, to serve on the new Survey Executive Committee. This committee will plan our yearly surveys and oversee their execution.

Duties are based on an annual schedule oriented toward having the survey set up and ready to administer at Fair time. This means soliciting requirements in the Fall and Winter, prioritizing information needs, and monitoring survey development. Following the Fair, the committee will monitor the processing of results and the production of reports.

If you are interested and have applicable skills, please send a letter of interest to:

OCF Survey Executive Committee
 <vac@oregoncountryfair.org> by email, or by snail mail to the office. Please outline your education and experience related to survey work.

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.



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 (UnClassifieds not paid for by paste-up won't run)

Wanted vaudeville photos: Chumleighland 1976-80s, Alligator Palace, Alligator Revue, Oregon Christmas Faire, Chumleigh, Spike Wilder, Brodie, Mazuba, Samwise, Deviante Sisters, etc. Contact Peggy (Spike) 360-629-4262, peggy.wendel@gmail.com

The jury loved our slides. The patrons love our product. The Family loved our after dark show. Will anyone be kind enough to share? We need two wristbands, booth-space and a parking pass. Please email: tincanluminary@yahoo.com John & Amy the new tin can lantern couple

A time bank for Eugene and surrounding areas.

EMERALD VALLEY TIME EXCHANGE



weaving community
through giving and receiving

emeraldvalleytimeexchange.org



Affordable Professional Landscaping Service

998-9227

"Let us care for your piece of earth"
Clyde & Traci Bollman

**WOW
HALL**
8th &
Lincoln
All Ages
687-2746

2/21 KRVM Benefit & Live Broadcast
2/23 Straight Line Stitch / Athiarchists
2/28 Donavon Frankenreiter
3/3 Everest 3/4 Iration
3/7 Anthony B / Lila D'More
3/12 Asylum Street Spankers
3/13 Portugal. the Man
3/14 Captain Bogg & Salty
3/19 Jason Webley / Sxip Shirey
3/20 Blue Turtle Seduction &
Poor Man's Whiskey



Eclectic Healing Shop

Healing Tools Healing Crystals
Healing Jewellery Books Healing Salt

10% off
with this
ad

Unique and Potent

Herbal Teas Tonics Tinctures Elixirs

full line of **HERBAL JUNCTION** products

50 E. 25th Ave. Eugene, Or.

541-334-5025



Port of Siuslaw RV Campground

along the river,
open year round,
105 sites, WiFi,
sport and commercial marina,
walk to Old Town Florence,
one hour from the Fair site,
only minutes to the beach & dunes.

541-997-3040

http://portofsiuslaw.com

Mark Andrew Sculpture Studio

Bronze, Wood, Stone:
Memorials Murals
Garden Art Public Art

Fox Hollow Valley B & B

♥ Sleeps 2-4
♥ Hearty organic breakfast
♥ Private garden entrance

Mark Andrew and Robin Winfree-Andrew
29775 Fox Hollow Rd., Eugene, 541-343-1557
masstudio@earthlink.net markandrewstudio.com

ORGANIC 100% FAIR TRADE

Café Mam®
High Altitude, Shade-grown,
Arabica Coffee from Mayan Co-ops

Royal Blue Organics
PO Box 21123 Eugene, OR 97405
888-Cafe-Mam • 541-338-9585 • 541-338-9586 fax
www.cafemam.com • coffee@cafemam.com

Suspended Acoustical Tile Ceilings

Deane Morrow Ceiling Tile

CCB# 39860



El Rocho booth L86

deanemorrow@yahoo.com

541-740-4533

PO box 266
Brownsville, Or. 97327

Sweet Creek Foods
Made with locally grown Organic Strawberries.

Look for us at your natural foods grocery!

541-935-1615 www.sweetcreekfoods.com



indigo sacred witness

past life regression,
alchemical healing, reiki,
shamanic practices

541.485.8265
indigo@sacredwitness.us
www.sacredwitness.us
eugene, oregon



Craig Ralston

Licensed Tax Consultant

Income Taxes

Tax Planning
Business Consulting

(541) 343-4422

Fax (541) 685-9969

e-mail: taxguy@qwest.net



461-1737

Non-toxic, Award Winning
ISA Certified Arborists & Tree Workers
ASCA Registered Consulting Arborist #452

sperrytreecare.com

VISA/MasterCard

CCB# 109012



The Hiding Place

Michele Sharpy
hairstylist

686-1998

337 East 11th Alley
(near high street)
Eugene, OR 97401
msharpy@comcast.net

Country Spirit - Handmade
Leather Sandals, Shoes, Boots, and Bags

Get SATISFIED FEET
at Booth 951 Strawberry Lane www.countryspirits.com
or: COUNTRY SPIRIT P.O. Box 1830 Jacksonville, OR 97530

Silk & Shoji
Candle Lanterns
'Prayers for the Earth'
little silk prayer flags
and more!

Touch the Earth
OCF Booth 386

(541) 935-9596

www.earthsteps.com
e-mail: cathy@earthsteps.com

Richard Grimaldi, M.P.W. Counseling

Individuals • Couples • Families
(541) 344-7604

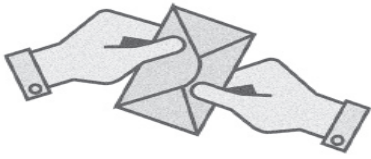
THIS COUPON IS GOOD FOR

1 Hour of Massage @ \$40
1 1/2 Hours of Massage @ \$55



Jayne Syverson, LMT CHT
Call for Appointment
(541) 689-5303

Gift Certificates Available



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).

Part of the OCF

Dear OCF,

For the past few years my friend David and I have enjoyed working as part of the volunteer staff at the Country Fair; this year unfortunately we will not have a booth to work with. We were wondering if there are other options we could explore to work as part of the volunteer staff again this year. Could we possibly help set up or tear down, recycling, ushering cars, first aid station, or within different booths? Both of us are and will be 17 and therefore do not require adult passes. If there is anything we could do to help with future meetings and the Oregon Country Fair, please let us know; we would immensely enjoy being a part of the OCF experience again this year. Thank you in advance for your help and consideration.

Peace, Love & Happiness,
Jane & David
Cell (971)570-3561

Help Make the Vision a Reality

The Vision Quest Task Force is seeking letters of interest from persons to serve on the new Vision Action Committee. This committee will serve two major functions in making the goals identified through the Vision Quest a reality.

The primary task of the committee is to monitor policies, initiatives and procedures used throughout the Fair and the OCF organization and correlate them with the goals set forth in the Goal Statement adopted last year. Members will maintain communication with committees, crews, staff, and volunteers to stay abreast of trends and initiatives. The committee will also note which goals do not seem to be receiving on-the-ground attention, and report on these.

The committee will also help put the stalled Vision Project Proposal Process into action. The committee will serve as a switchboard for new proposals, helping direct project champions toward appropriate stakeholders and advising proponents on the decision-making process they need to go through. In cases where the impact is wide-ranging or where there is no established procedure, the VAC may forward a proposal specifically as a "Vision Project". We anticipate that these cases will be fairly infrequent, though.

If you are interested in serving on the committee please send a letter to:

OCF Vision Action Committee <vac@oregoncountryfair.org>, or by snail mail to the office.

Craft Committee Meeting January 14, 2009: Agenda & Discussion

by Cathy Coulson-Wright, Craft Committee

Moratorium on jurying

Vince brought this issue up saying the Oregon Country Fair might benefit by a moratorium on craft jurying for a year in order to work on placement for folks on the wait-share list, and those who have been displaced. The discussion circulated around the confusion that this might make in the arts community for those who are looking to apply to the OCF. Justin said that Registration is not having any problem working in new artisans/crafters and most all agreed that the intention is to continue to seek new and awesome art, the "best of the best" for the Fair. Craft Committee voted to continue to have jurying every year (6 for/ 1 against). This agenda item morphed right into the next item.

Redesign the jury and jury process

Vince feels that the jury process is not fair. We looked at the method the Oregon Country Fair uses which draws jurors from the wide art community that are not a part of the OCF but have attended at least one Fair. The jurors look at the slides in the order in which they are received in the office, and there were several suggestions that it might be helpful to the jurors if the slides were "categorized," placing pottery, jewelry, textiles, miscellaneous, etc. together. Ken (Crafts Inventory) said that might work and would be taken under consideration. Other than this suggested tweaking, it was voted to maintain the current jury process. (6 for/ 1 against)

Fire Safety Issue: Update

Cathy said that nothing has been accomplished so far in bringing in the crafters as "first responders" to any emergency. The 2009 Guidelines will still have the "fire extinguisher in all booths" requirement as the very last item. Nothing, so far, is being done to require a method to check if this is followed. "When I said I had heard there is an evacuation path at the Fair I heard others say, as I had said when I heard about it, 'I didn't know that!'" Cathy said she is trying to work with Path Planning and the Fire Crew on this issue.

It was suggested we invite Steve, the Site Manager, and a member of the Fire Crew to the next meeting.

It was decided that we need to have a work session day. This could be on a weekend, perhaps twice a year, one in the early spring and another in the early fall to really hammer out some solutions to many of the pressing issues. (Ken suggested a meeting to discuss the use of the hammer as a metaphor)

It was discussed that we will try, in the next few meetings, to develop a flyer that can go in the 2009

4

vendor packets regarding emergency info.

1YO Booth Rule Interpretation: Review and discuss the implementation of this rule.

Ken went over the One-Year Booth rules, noting that some artisans jury high every year. After two years of being assigned a booth and sharing the booth with another artisan that has scored high, the artisans change roles and the sharer becomes booth rep. That crafter then offers to share with the previous booth rep so they develop a method of having a "permanent" booth.

Ken said that when artisans have scored so well consistently, it would be good to be able to give them a permanent booth if one came up. He said, and most all agreed, that was the guideline plan. It was also discussed that it might be helpful for the Craft Committee to develop a flyer that listed tips on slide presentation and how to write descriptions. Craft Committee voted to continue the current interpretation of this rule....(5 in favor, 1 abstained, 1 voted no) This seems to be an issue that might deserve to be revisited.

Elders Craft Booth/ Strolling Vending?

Ken answered Deane's question, saying that one cannot give up a booth and become a strolling vendor.

Booth 236/ Jury Woes

The CC received a letter discussing a booth rep who had shared for about 20 years with a couple that co-created a product, but only one was listed as the artisan. Now both age and illness have created a need for the other partner of the product to be listed. This is a problem that we have seen several times and will become more prevalent as we all get older. The guidelines are clear that the artisan that has not been listed needs to jury the product. In this case the artisan/crafter had tried to jury in with the product they have been selling and was rejected. It was noted that Maureen Knudsen had this same problem when James Knudsen died. She re-juried, and within a couple of years WAS accepted. We discussed that perhaps there could be a lower bar for this situation, or some extra points for someone that has been participating in the Fair over the years. Ken pointed out that this could be complicated by artisan/crafters who say their kids have been helping them make the product over the years. It still is possible for the "kids" to jury in the product and get in legitimately on their own skills, with a lower points score, if they have been listed as kid crafters in that booth. Craft Committee plans to revisit this issue in the future.

Fair Stagnation: Keeping the creativity alive.

Jen-Lin Hodgden, Feedback Coordinator, passed along this comment that had been submitted: "While I respect most of the crafters, there are clearly a few who are just using their status as long-time crafters as a way to get a pass. They are taking up spaces that should go to new crafters instead. Let some new folks in who are actually trying to earn a living with their hands. For example, one booth brings almost no product, doesn't engage with the public walking by, and occupies a large booth space in prime territory. It's sad. I think there should be some way to curb abuses of the system."

We did not have the letter but Ken said this is not really a big problem. It was noted that Craft Inventory sends out letters every year to any booths that do not have enough inventory to make a "good showing" and are not in their booths much of the time. Craft Inventory Crew checks every booth at the Fair each day to verify that crafts on display are abundant, and approved for sale, among other things.

Meeting Date Change:

The Craft Committee meeting date was voted on and will be changed to the second Wednesday of each month: at 6 pm at the OCF office.

New BOD Liaison: Welcome, Deane!

Adding Craft Committee members:

It was discussed, and voted on May 2008 that we set the voting quorum at four, as there are some inactive members, and it is easier to get business done with this number. It was also agreed upon that in the absence of a quorum, when a vote is needed, the attending members would discuss the issue then put the vote out to the entire committee via email, since we are all online. There seems to be different memories as to whether the Craft Committee agreed to this unanimously. This will be revisited in a future CC meeting.

Jim Sahr, who attends most all CC meetings and brings good advice and input, was encouraged to apply to the BOD to be a member of the CC. He agreed to do this and we were delighted.

It was discussed that we might put a request in the Fair Family News for help from someone with secretarial skills to take minutes. E-mails for the Craft Committee can be sent to ocfcraftcommittee@live.com.



OCF hires Marc Hinz to be Executive Director

by Suzi Prozanski, Fair Family News

The Oregon Country Fair steps through a new door in its 40th anniversary year with the hiring of Marc Hinz to fill the new Executive Director position and the naming of Charlie Ruff, former Assistant Manager, to become Operations Manager. As ED, Marc will coordinate the full spectrum of OCF activities, including community outreach, fund-raising, and program development. As OM, Charlie will shoulder the main responsibilities of coordinating the Fair event each year, with help from the management team. All eight fair Back Up Managers (who worked with former General Manager Leslie Scott for years) will remain in their roles to back up the OM as the Fair makes this transition.

The new ED, Marc Hinz, brings to the OCF his background in ecotourism and workers cooperatives. At age 37, his resume reflects the work of a change agent. He is founder and CEO of Kayak Tillamook County, a cooperative of former loggers and fishermen who work as kayak tour guides on the Oregon Coast. He also founded the Watershed Activities To Estuary Recreation program (WATER) when he was Director of Continuing and Community Education at Tillamook Bay Community College. WATER served as both an outdoor recreation program and an economic development initiative. The nature-based tourism program offered educational walks, hikes, van tours, hang-gliding, tide pool interpretation, kayaking and charter boat tours and won the Gene Leo Memorial Award at the Governor's Conference on Tourism in April 2005.

He graduated from the University of Wisconsin with a bachelor's degree in Social Change. "It was a radical interdisciplinary program where I studied the distribution of power and wealth in U.S. society," Marc says. "Falling into the social change program at the University of Wisconsin really unveiled the world around me and showed me how change happened in society, how people were effective and not effective."

He went on to graduate studies at Portland State University, where he earned a master's in Public Administration with a focus on government law. He received a certificate of Nonprofit Development in 2002. "I've almost finished my master's degree in Conflict Resolution," he added. "Everybody's telling me I'll need that."

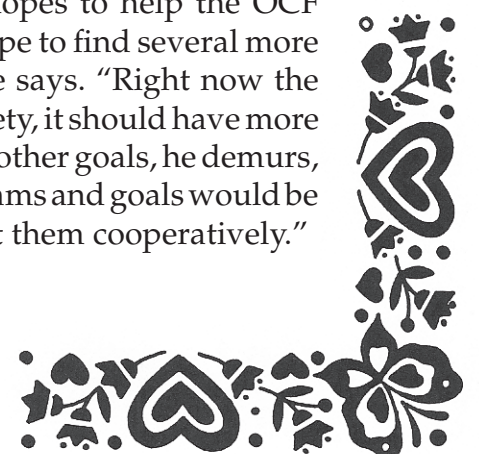
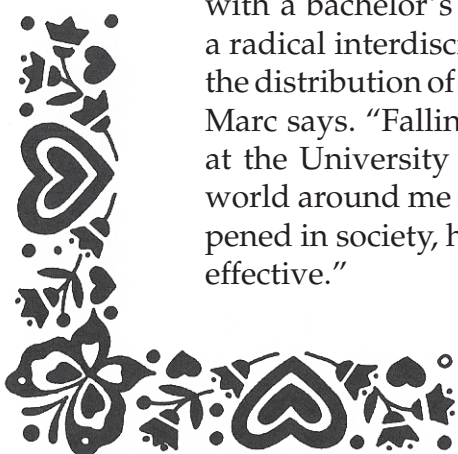
While at Portland State, Marc helped create a leftist student newspaper, the *Rear Guard*; co-created a child care center; and helped found the Food for Thought Café. "The cafe also is a workers cooperative that employs about 35 people and is run entirely by students," Marc says. "They serve full breakfasts, lunch and espresso coffee bar. They purchase as much as possible from local, organic family farms. They use fair trade certified products. It was intentionally created to compete with a multinational food service corporations on campus. We had issues with the way it was operated."

While Marc is new to the Fair, the Fair is also relatively new to Marc. He came once in 1998, when he enjoyed a memorable performance by Jules Graves. Still, Marc sees parallels between his values and Fair values.

"My overall orientation to activism and social change is to create," he says. "Not necessarily fight or object but create new institutions which will compete and replace other institutions. In my experience as a political grassroots organizer and community organizer, I've not found 'anti' movements to be very effective over the long term, without the creativity and imagination and commitment to create something new. The Fair is an amazing example of that philosophy and I feel like I fit in."

As for goals, Marc says he hopes to help the OCF expand its funding source. "I hope to find several more legs of funding for the Fair," he says. "Right now the Fair stands on one leg. For its safety, it should have more than one leg." When pressed for other goals, he demurs, "The proper place to explore dreams and goals would be in committees to talk and digest them cooperatively."

Welcome aboard, Marc!



RENAISSANCE ROOTS

Village Traditions Shine Since '79

by Suzi Prozanski, Fair Family News
© 2009 Suzi Prozanski; art by Jean Marie Aurnague

This installment of *Renaissance Roots* tells how Community Village evolved as a true collective two years after it started. Co-founder Marshall Landman diligently worked to wean the organization from relying too much on one leader. At the 1979 Oregon Country Fair, the Village started a number of traditions that would last for decades, including the first Om circle.

Coordinating Council emerges

The small group of volunteers who worked hardest to organize Community Village in its first years evolved into a Village Coordinating Council in 1978. Patti Lomont (crafter) and Skeeter Duke (Village) were among those who jumped aboard wholeheartedly. The Coordinating Council grew out of the early meetings of the full Village. The smaller group had the task of setting Village policy. They proposed ideas, coordinated the work, and facilitated consensus at the general meetings. "We were very much into consensus," Skeeter Duke says, "and we also were trying to be organized. So we quickly developed a concept behind the Coordinating Council to take care of the nuts and bolts, nitty-gritty tasks between the monthly meetings."

The Community Village registered as a nonprofit with the state of Oregon on October 27, 1978. At the November 1978 meeting, attendees admired the incorporation papers and set to the task of formalizing how the Village would be governed. They agreed to make all decisions by consensus; established a procedure for keeping meetings running smoothly, including time limits on topics and evaluations of each meeting; agreed to create a coordinating committee; drafted booth representative responsibilities; and proposed criteria for choosing Village participants. Their suggestions were later modified then ratified at a meeting of the whole Village. In 1979, the Coordinating Council included Marshall, Patti, Skeeter, Sue Rhodes, Jeff Budd, Colette Govan, Palmer Parker, Peggy Hough, Martha Murray, Jean-Marie Aurnague, Chris Dolman, Craig Patterson, and Mira Rainy.

"When the Community Village got going," Skeeter Duke says, "it was right around the same time that a whole bunch of us in the Northwest had an organization called the Trojan Decommissioning Alliance, which was doing nonviolent civil disobedience at the Trojan Nuclear Power Plant. And we used consensus—we used pure consensus. So a lot of us who were in that organization became active in the Community Village from the early days on. ... I love problem-solving. It's one of my very favorite things with big groups—brainstorming new ways to solve problems. To me, it's part of our process of fixing the world. And I think the Fair's been a great example of people figuring out solutions to situations that come up that are seen as problems and that as much as possible, we try to do it in a friendly manner."

Pure consensus a challenge

The meetings of the full Village were held once a month. Reaching true consensus proved a challenge sometimes. "If one person out of a group of two hundred people blocked a proposal and continued to block," Skeeter says, "well, that proposal was a goner. It didn't go anywhere. We still have that to this day. We still go on pure consensus, which at times is very, very frustrating. ... One person walking in off the street for their very first Community Village meeting, having little or no idea of what's going on, if they're in a bad

mood or whatever, they can go ahead and block a proposal. And that's the end of that."

While occasionally someone would hold up the process by refusing to agree, the meeting facilitator often could change the dynamics by acknowledging the point of disagreement then asking, "But can you live with the group's decision?" Often, the lone holdout would agree to step aside and abide by the group's choice. Sometimes participants discussed an issue for several meetings in a row before coming to a decision.

Skeeter has participated in other consensus-driven organizations that handle decisions differently, including the East Blair Housing Co-op where he still lives. In one group, participants had to attend several meetings before they were allowed to block any proposal; the housing co-op uses modified consensus where a two-thirds majority can pass a proposal on the third try. But the Village turned down Skeeter's proposals to change the Village's consensus process.

A unified vision

Even so, pure consensus works most of the time for the Village, although it can be time-consuming. "The Community Village meetings would be usually two to three hours long," Skeeter says. "And as is now, there was a lot of excitement in the air and almost hardly ever any friction and a lot of laughter. ... By the April or May meetings, we could easily have 100 to 150 people at our meetings. And we would almost always reach consensus on stuff. There was really a strong feeling of people working together and trying to make it happen. There was kind of a unified vision and I think there still is. It's pretty amazing."

But a number of Fair participants found the Village process too tedious. "I used to sort of snicker at Community Village," longtime volunteer Wally Slocum says. "They were so obsessed with process. The men and the women and even the children got to all speak. I think if the dandelions wanted to speak, they would've given them the chance. They always wanted consensus." The governing structure and consensus process of the Village has remained basically the same for decades. And Village participants still end meetings with the "Hokey Pokey" and a group hug, traditions that began in 1977.

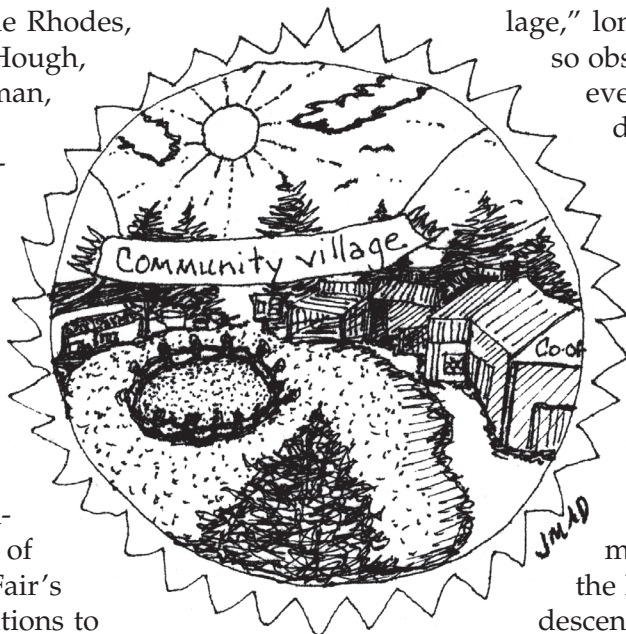
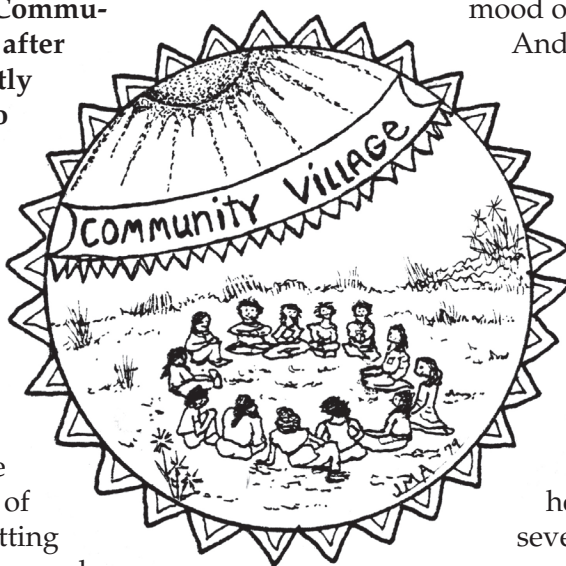
80 groups in 1979

By the 1979 Oregon Country Fair, the Village had expanded to 80 organizations. Instead of building more booths, volunteers built second-story lofts on most booths and a three-story tower. They connected the lofts so villagers could walk among them without descending to the ground. The lofts provided extra work space and sleeping areas.

Patti Lomont and Jean Marie Aurnague painted signs and banners for the Village. "They still use one of the banners that Jean Marie Aurnague and I did," Patti says. "It's this thin, skinny banner that's over on Strawberry Lane, right by Shady Grove Stage. It's the two-sided one. ... I can't believe it's still in one piece." The Shady Grove sign had the words "Community Village" with an arrow pointing to a shortcut to get there.

Bucket brigade

For many years, the Village traditionally formed a bucket brigade for fire-prevention. "On Thursday evenings," Skeeter recalls, "we'd have a long line of



The Village Vision

The Daily Scoop from the Community Village

Vol. I No. 1

Friday, June 29, 1979

Free-Take One

The spirit of cooperation

The magic of the spirit of love is alive and well at the Oregon Country Fair. It manifests here in the Community Village, a microcosm of the vision we project for a cooperative society. Almost 80 groups whose members are involved in different aspects of social change partici-

sense of the interconnect- edness we call community. Every morning in a Village meeting, people come



Health, Politics & Law, and Education.

But it isn't all business in the Village. Demonstrations and New Games, information sharing and activities of all kinds weave themselves across the Village Green and through various booths. The Village is a place to learn, to share, to experience, and to mirror support in our play and work for those values which

First Village Vision hand-lettered by Brian Livingston.

people going from the Long Tom [river] to the Village filling up plastic buckets that we would have ready to go to put out any fires that might happen. And we still have the buckets and we still have the burlap bags. But now that we have water on site, we don't have that long chain of people passing buckets along. But that was really neat to see us all schlepping these buckets hand-in-hand, over near Shady Grove all the way up to the Village. We also used to have a potluck and cocktail party in the Community Village on Thursday nights. But now that cocktail party's moved over to Traffic Camp. We all dress up."

The Village holds a meeting in the Village green every morning of the Fair, another longstanding tradition. Everyone around the circle introduces themselves. "Everybody would have a turn to talk," Patti Lomont says. "It was really nice. Nobody was talked over and nobody dominated the conversation. Everybody had a chance to give their spiel." In 1979, they sang from a Village song sheet. On Sundays of each Fair, they began meetings by chanting "Om" for several minutes.

For the first few years, the nonprofit organizations in the Village sold buttons, bumper stickers, t-shirts and other items as fund-raisers. But once the Oregon Country Fair became a registered federal 501(c)3 nonprofit in 1979, that practice had to fall by the wayside in order to comply with federal rules on non-advocacy. "We were told that all we could do was suggest to the public that if they wanted a bumper sticker, they were welcome to

give us a donation," Skeeter says. "But we couldn't have any price tags. If a child offered us a rock in exchange for a bumper sticker, we had to take the rock, and the same with t-shirts. So gradually that has really been de-emphasized. The peace and justice and environmental groups stopped selling stuff in the Village." Those groups still talk with the public, give out information on issues and offer fairgoers ways to get involved.

In 1979, volunteers started the Village Vision newsletter. Brian Livingston (early Village) hand-lettered the newsletter each day. The neatly scripted one-page newsletter was reproduced on weathered-looking paper, printed on both sides. "There was no electrical power at the Fair," Brian says. "I did the newsletter by taking a light table out to the Information Booth, which of course wouldn't turn on, but I could use the glass surface to tape down some paper with light blue lines on it. Then I would hand-calligraph the wording of each of the articles." He wrote in the Village schedule of events ahead of the Fair, filling in the rest during the event.

Jean Marie Aurnague illustrated it with hand drawings, and Nancy Cosper edited

it. Marshall Landman, Patti Lomont and Sue Rhodes served on the editorial board. A Village participant took the originals to town each night to make photocopies and brought them back in the morning so they could be distributed to every booth at the Fair.

First Om Circle

That year, the Village also came up with the idea of using the Village Vision to promote a fairwide Om circle around the entire Eight. "We thought it would be cool to do a whole Om Circle around the Fair," Patti says. The Saturday edition of the Village Vision promoted Sunday's "Aum circle." Sunday morning, runners from the Village met at 9:30, then spread out to different sections of the Eight to encourage others to participate. They stood in the path and held hands with the person next to them, encouraging everyone nearby in the booths and along the path to join the line.

A conch shell blown at 10 am signaled the start of the chanting. For a few minutes, Fair folks held hands along parts of the Eight and chanted Om. "It was kind of a struggle at first," Patti says. "A lot of people just thought it was pretty weird. ... But [the circle] just got more and more complete every year. ... When we were all connected, it was just really, really great." The Om circle ritual continued for three decades, and sometimes made a complete connection around the Eight.



Community Village leads New Games circa 1979.

Photo by Sandra Bauer

Present: Diane Albino, Danya Ariel, John "Chewie" Burgess, Katie Cousins, Paxton Hoag, Jack Makarchek, Deane Morrow, Joseph Newton (alternate), Indigo Ronlov (facilitator), Anna Scott, Lawrence "LT" Taylor
Not: Jon Silvermoon

The Board met to consider the 2009 budget proposals developed by the Budget Committee. Steve "Grumpy" Gorham (co-treasurer) represented the committee. The Crew Budget, the Board of Directors Budget, the GM Budget, the Administrative Assistant Budget, the Site Manager Budget and the Culture Jam Budget were presented, discussed and put to a vote.

Jack moved, Anna seconded, to accept the proposed 2009 Crew Budget. The proposed budget total is \$603,280.00. Grumpy opened the discussion with concerns that the current economic difficulties could cause the revenue estimate to slip. He also acknowledged that our 40th anniversary plans have the potential to boost revenue beyond the estimate. The subjects of wristband and parking pass numbers, the bus transportation agreement, and historic kitchen budget overruns were discussed by the board members. The nine pages of individual crew allocations were reviewed in detail.

The motion passed, 10-0.

Jack moved, LT seconded, to accept the proposed 2009 Board of Directors Budget. The proposed budget total is \$92,750.00. The individual line items were reviewed by the board members with specific discussion. The motion passed, 10-0.

Jack moved, Chewie seconded, to accept the proposed 2009 GM Budget. The proposed General Manager's budget total is \$649,289.00. It was noted that some of the 2008 actual costs (used a basis for comparison for

the 2009 estimate) are close but are not completely accurate. Grumpy said another update for the listings will be completed soon. The Board decided to rename the budget as the General Management budget to accommodate changes in the management structure. During line item review, board discussion items were the bus cost increase, the medical contract, audit costs, toilet allowance, personnel costs, ticket sale plans, and property taxes.

The motion to accept the proposed 2009 GM budget, as corrected, passed, 10-0.

Jack moved, Anna seconded, to accept the proposed 2009 Administrative Assistant Budget. The proposed budget total is \$31,600.00. The line items were reviewed, noting that this budget is for the operation of the office in town.

The motion passed, 10-0.

Jack moved, Paxton seconded, to accept the proposed 2009 Site Manager Budget. The proposed budget total is \$74,650.00. During line item review, propane use and utility costs were discussed.

The motion passed, 10-0.

Jack moved, Danya seconded, to accept the proposed 2009 Culture Jam Budget. The proposed budget total is \$48,300.00. During line item review, it was noted that some of the changes are re-allocations from past GM budget positions in order to more properly reflect their purpose. It was also noted that an expense line item for a camp director was added in response to a need arising from the ED personnel transition.

The motion passed, 10-0.

The meeting was adjourned at 9:30pm.

Present: Diane Albino, Danya Ariel, John "Chewie" Burgess, Katie Cousins, Paxton Hoag, Jack Makarchek, Deane Morrow, Joseph Newton (alternate), Indigo Ronlov (facilitator), Anna Scott, Jon Silvermoon (alternate), Lawrence "LT" Taylor

Agenda Review

Old Business items "Goal One Diversity" and "Security Crew Issue" were tabled.

Announcements

A Board work-session on donation reform will be held on Feb 16th at the office. Central Presbyterian Church has been reserved for the rest of the Board work-sessions scheduled for 2009. (norma)

The Spring Fling is scheduled for May 9. (norma)

Dena Newman (pony rides) passed away in January. (norma)

A 25th annual Pow Wow will be held February 7 at Elmira High School. (Aleta Miller - internal security)

Palmer needs people to assist with security at the Project Homeless Connect event on March 6. (Chewie)

Reverend Chumleigh has asked for an attorney referral in the Linn county area. (Deane)

Charis Ariel and Eric Martinez are parents of Madison Ariel Martinez, born January 18th. (Jen-Lin, proud grandmother, Community Village)

The Emerald Valley Time Exchange is underway and is awesome. The web address is www.emeraldvalleytimeexchange.org. (Indigo)

Approval of Minutes

Chewie moved, Jack seconded, to approve the minutes of the January 5, 2009 meeting of the Oregon Country Fair Board of Directors.

Bill Ganser (recording secretary) said the heading date should be 2009 and not 2008. The motion to approve, as corrected, passed 9-0 with 1 abstention (LT).

Member Input

Virgil Courtright (Archaeology coordinator) thanked the Fair for allowing him to coordinate the archaeology crew for the last 9 years. Then he said "I quit!" and announced his new "elder" status. The room applauded his past service.

Joseph expressed his appreciation to mambo for the "Humanure" books and the enlightening information.

Charlie Johnson (Pre-post Security) asked how he could become involved in the sound guideline process. Indigo said discussion will be

held later tonight.

Palmer Parker (Fair Central) reiterated his need for security help for Project Homeless Connect on March 6th. Volunteers get a tee shirt, a lanyard and maybe the use of a coveted Country Fair radio.

Jon, responding to Charlie Johnson, said a Guidelines change will be considered tonight and that a motion at the last meeting directed the assistant manager, site manager and BUMs, in consultation with interested parties, to develop a permit system for Board consideration and we are waiting for a report. Steve said the management team's first opportunity to discuss sound permits will be at a meeting Wednesday evening.

Staff and Officer Reports

Administrative Assistant: norma thanked her colleagues and Hilary for their support during this transition period and she thanked Laura Stuart and Robert DeSpain (Spoken Word) for hosting the coordinator potluck. norma reported, with Hilary's help, the health insurance provider is changed. Applications for food and crafts for this year's Fair are on the website and are available at the office. March 15 is an earlier application deadline for performers and this year there is an application for fire dancers. The membership (.net) website has a new look thanks to Robert Albano (Office Crew). This year's Guidelines are being edited and will be sent to Lynn Marx, who does the formatting, this week. 1099's have been sent out. norma said she has been working with the Endowment Committee and the Jill Heiman Vision Fund committee. This year, Endowment funds will be made available to Culture Jam, Veneta Elementary, Applegate Art Guild, Groundwaters magazine, and the Rural Art Centers. The Jill Heiman Vision Fund is accepting applications from non-profit organizations for projects in the area of environment / sustainability. The deadline is March 13.

Site Manager: Steve said there was a very good turnout for the Jan. 19 highway pickup and thanked those who helped. It was a nice sunny day to be out on the highway. Steve expressed thanks to a number of people: Jeff "Animal" Johnson (groundskeeper) for putting in extra time while Andy is off on a South American adventure; David Hoffman (Community Village) who comes out and helps with whatever needs to be done; and Buck Morris (an early site mechanic) who helped fix the John Deere tractor transfer case. The tractor repair involved separating the tractor into two pieces and with Buck's master mechanic skill the tractor is up and running again. Steve also thanked Dodd Mason (site crew mechanic) for the clean-up work at Zenn Acres along with Tommy, family and

friends and he thanked norma and Charlie Ruff for carrying the bulk of the transition work. Steve reported January's on-site precipitation was about 2" (7-1/2" is normal). Since October, site rainfall totals 12-1/2" which is 15" below normal.

Assistant Manager: Charlie passed on a message from Hilary that she regrets not being here but her father passed away. She is with her family in Florida. "She sends her love to everyone so keep her in your thoughts and prayers." Charlie thanked Hilary because she is not only an officer but is an incredible volunteer for this organization. Her knowledge along with Jack, in his "Jackism" role, and many others who have all worked well as a team have made this transition do-able. Charlie reported the budget is ready for the year, with thanks to Grumpy, and the capital projects deadline has passed. The LTD contract went to the LTD board who reconsidered their timeline to full allocation, phasing in over the next 4 years and saving the Fair about \$14,000 this year. We'll have LTD service for the 40th anniversary and our bus service to the Fair will continue to grow. Charlie noted that the BUM meeting regarding amplified sound guidelines is scheduled and that a Board decision about the proposed Guidelines changes will help them craft a workable system.

Office Assistant: Robin reported on Culture Jam and remarked on the wide Fair Family and outside support for the event. One of the main grants to Culture Jam each year, from the David C. and Lura Lovell Foundation, about \$10,000 in past years and \$14,000 last year, was awarded again this year for \$11,000. Other funds, around \$4000 in 2008, come in from many generous individuals. For example, this year several groups of individuals at the Fair found ways to put funds together. Robin mentioned and thanked Robert DeSpain & the Spoken Word crew, David Liberty the Cartography crew, Nikki Scully & Altered Space, all the people who donated at the Spring Fling and Jen-Lin and Danya's cookie/cake sales at Board meetings. Robin has sent in applications for several other grants this fall thanks to the volunteer support of Sara Haimowitz. The Bill Wooten endowment gave an award and the City of Eugene Recreation Services at Petersen Barn continues to give over \$4000 in scholarships. Robin said Culture Jam and City Recreation also just finished co-sponsoring a program with one of the creators of the Culture Jam camp model, Peggy Taylor, titled, "Artful Facilitation," that focused on training community youth workers. Another event on the weekend of February 28th is planned with Peggy called "Rise Up Girls Empowerment" for 13 18-year-old girls and 15 women staff. Leslie Scott (former GM) remains a part of the Culture Jam program and will be helping with future planning and direction.

Treasurer: Grumpy said the budgets were presented to and passed by the Board and that capital project work comes next. He said there are some small errors showing up in the budgets and asked for Board guidance on how to resolve. He said Lucy Kingsley (Inventory) and he both act as auditors and they compare information to spot errors or inaccuracies in the budget. Jack suggested the changes be totaled up and then brought to the Board for an adjustment. Grumpy said we have a deficit budget this year and that while he has concerns that the general economic conditions may reduce attendance, the 40th anniversary plans should help boost attendance. As usual, a rain-out would create a big financial problem so we need to be careful with our spending. Grumpy noted coordinators persist at delivering below budget results and that is really appreciated.

President: Jack said Leslie announced her departure a year ago tonight and, if all goes well, we will hire the new ED tonight. He said this one year has taken a lot of work and communication, good will, many ideas and has been an experience; it is all good, "good things happen to people who do good", this has been our salvation and that's why we are successful. Jack noted, in addition to this transition, we have gone through a major change in the Board of Directors, this year's Board is new and fluid, the new members have been very respectful of the earlier work in the process and he thanked the new Board as well as the old Board and all the staff members for their efforts. Jack finished by saying "We have a good thing so tell your friends that it's a good deal, they should buy a ticket and come to the event, we are 40 years old and we are going to have one heck of a good party this year during the day."

Committee Reports

Path Planning: Chris Browne (Elder) reported the committee met at noon on January 18th at Alice's. There were 24 people in attendance. The minutes from the November meeting were approved after a couple of corrections in the Public Comment section. The meeting in December was cancelled due to inclement weather conditions at the time.

The special meeting of December 7th, concerning ways to better educate the Fair family on fire safety was reviewed. Members of several other crews, including Crafters, Fire, Security and Traffic were present and put forth their ideas as well as concerns on this subject. The better informed and educated the Fair family is, the better any fire related situation will be handled.

A presentation was made concerning Strolling Venders, their problems, and how they affect everyone else. A survey is being set up to gather information about this type of vender from all the points of view.

Some better guidelines and controls may be needed to better structure the use of Strolling Venders in the future.

A presentation was given about establishing a temporary location for the Elders to set up and start developing their Still Living Room concept. A location was presented and concerns pertaining to it were discussed at length. After the concerns had been addressed the committee recommended that the Still Living Room be set up at the People's Park for the 09 Fair with details coordinated with Ambiance.

A presentation was made to do a special entrance project along the Indian Creek entry corridor between Cabal gate and the Dragon Plaza for the 40th anniversary Fair. The idea would be to create a more pleasing approach for the pedestrian public coming from the parking areas. The committee recommended further research to determine how it would impact parking, vehicle traffic, pedestrian traffic and safety.

The committee is continuing to develop its long-range planning for future Fair expansion as well as identifying current problem areas and working on finding solutions to these problems. Committee members did a walk-about at the conclusion of the meeting to get a better understanding of some of the problems currently under discussion.

The next committee meeting will be held on February 15th, at noon in either the Hub Yurt or Alice's, depending on the weather.

Elders: Chris Browne reported the Elders Committee met at the OCF office on January 22nd. There were 14 people in attendance.

Nine new applications for Elders status have been received and reviewed by the sub-committee prior to this meeting. Eight of the apps were recommended for approval with one pending due to further verification of the info submitted. The Committee approved the apps as presented. This now puts the number of approved Elders at 368.

The Camping sub-committee made a report on the development of plans for the 09 Fair. So far the camping area is in excellent shape, but the winter isn't over yet. Remembering the efforts of the past several years in developing the camping sites, the Committee has opted to set dates for three work parties in the spring to continue the process. The time frames will be from 10 am to 2 pm on April 18th, May 16th and June 13th, 2009. The Committee will make sure the dates are posted again as the actual days get closer.

The Committee reviewed the recommendation received from Path Planning concerning the temporary use of an area in Peoples Park for establishing the Still Living Room for the 09 Fair. Ideas on how to best utilize the area are being looked at and the Elders are encouraged to submit any thoughts to the Committee. What ideas that will best work in the limited area available will be selected for this first endeavor, keeping in mind that whatever is packed in must be packed out.

The Elders Committee has scheduled a retreat at Alice's on March 28th and 29th, 2009. Much of the agenda will focus on the Elders involvement in events for the 09 Fair. Due to the proximity of the retreat dates, the March regular meeting will be moved back a week to March 19th.

The next regular Elders Committee meeting will be held on February 26th at the OCF office at 6 PM and due to the December meeting/party being cancelled, will include a potluck before, during and after the meeting.

Youth Program Development Committee: Joseph said this committee has touched on a concern that there are thousands of youth in the Fair family and discussed how to enrich their experience. This will probably have some budget implications and will require an investment.

Poster Committee: Indigo said the committee has selected this year's poster artist and the poster will be unveiled at this year's Spring Fling.

Old Business

Consider budget items

Anna moved, Joseph seconded, to award bonuses in the following gross amounts for work performed during our transition time from General Manager to Executive Director to Charlie Ruff \$1300, to norma sax \$1000 and to Steve Wisnovsky \$700.

Peach Gallery: Palmer and Lara expressed support and appreciation for the incredible work. Steve, Charlie and norma said thanks.

Board: Katie mentioned and Jack confirmed the money should come from the Board budget personnel line item. Deane, Chewie and Paxton all expressed thanks to the three recipients for their special efforts and to all the other volunteers who participated in this process.

The motion passed 10-0.

Consider donation requests

Chewie moved, LT seconded, to donate \$1500 and the use of the Fair radios to Project Homeless Connect for their March 6, 2009 event and to facilitate their overall good work.

Peach Gallery: Richie Weinman (elder, Project Homeless Connect Co-Chair) spoke about the organization and the event. He said a year ago this month there were 2111 homeless people on the streets of Eugene and Springfield and this year the number is expected to be higher. He explained that this event brings together those in need with providers who donate their time and skills for a day of basic assistance. Grumpy asked about non-profit status (under the auspices of United Way of Lane

County), about the total budget (around \$60,000), about specific assistance (400 providers in the areas of medical and dental care, haircuts, veterinary care, bike repair, veteran's assistance, food stamps, child assistance), and about the number of homeless who are assisted (1158 last year). Richie said a key part of this event is the people connection, the stories and the sharing that takes place. Jon Pincus (elder) asked that the Board support this incredibly important work. Palmer said that this is an amazing thing and the security need is practically non-existent. Kehn "mambo" Gibson (security) said last year his experience at the event was empowering and uplifting and he felt really, really good at the end of the day. Lara Howe (recycling) reminded that we are all vulnerable to homelessness and the need is real. Charlie Johnson expressed some concern about radio security. Palmer assured that the radios would be secure. Bryon said that this event is amazing and the radios will be fine. Virgil spoke to his support. Steve reaffirmed that there is a written commitment for the radios.

Board: Chewie said this motion for \$1500 is \$500 more than last year and is needed for these difficult times for the homeless, that this motion falls within goals 8 and 9 (community outreach and organizational effectiveness) and that he will volunteer his time for the event. Katie asked how the event verifies need. Richie replied they take the word of the applicant. Joseph and Danya both expressed concern that the donation is larger than normal but acknowledged that the need is basic and important. Jack said this is a great idea and called the question.

The motion passed 10-0.

Chewie moved, Joseph seconded, to donate \$850 to the Relief Nursery for the maintenance and general rehabilitation of their "Relief Mobile" outreach vehicle. We direct that this money be used solely to do the necessary repairs to this vehicle in order to further the Relief Nursery's ability to meet their mission of outreach to outlying and rural areas and to facilitate their good work.

Peach Gallery: Gretchen Dubie (wristband coordinator) spoke from her long association with the Relief Nursery. She said their budget is limited, they are a non-profit and they serve over 1500 children per year. They have stopped using a 22' mobile home for the outreach work of bringing food, showers and assistance to remote clients due to fuel costs. They hope to resume outreach using a minivan but the vehicle needs an \$832 repair (brakes, tires, alignment). Jon Pincus and Jen-Lin support the motion.

Board: Joseph thanked the Relief Nursery for the opportunity to help. LT said "a railing at the top of the cliff is better than an ambulance at the bottom" and this work to help with the railing prevents the kinds of problems dealt with by Project Homeless Connect. Chewie said the van repair is a direct way to help. Jon called the question.

The motion passed 8-2 (Anna, Katie opposed)

Consider committee appointments:

Deane moved, Chewie seconded, to appoint Tom Churchill to the Archaeology Committee.

Peach Gallery: Virgil Courtwright said Tom is a qualified and good candidate for the committee. Lara Howe expressed her support.

Board: Paxton, Deane and Chewie all extended their support for this appointment based on their past experiences with the candidate. Jon said he supports this appointment and then asked if committee appointments are for life and if committees have size and quorum guidelines. Jack said that question could be a motion.

The motion passed 10-0.

LT moved, Joseph seconded, to appoint Michael Richard to the Land Use Management Planning (LUMP) committee.

Peach Gallery: Michael said that he is not qualified; but he is enthusiastic! Jon Pincus said that this is a good appointment based on Michael's skills and on past participation. Steve said there are no standards for qualification or participation on the LUMP committee, except enthusiasm. He said Michael has been a long time participant at the meetings and should be a committee member.

Board: Anna expressed thanks to Michael for his application letter to the Board. LT and Joseph both spoke of their long friendship with Michael and of his support for the Fair. Deane said thanks for the service. Paxton remarked that Michael takes the best Fair site rainbow photos.

The motion passed 10-0.

Consider Elders' transitional passes:

Paxton moved, Katie seconded, to reassign a portion of the Elders' trade passes to be called transitional passes for Elders who wish to work for their pass, as authorized by the original Board motion. Transitional passes will adhere to usual budgetary oversight and conform to the protocol developed by the Elders Committee in co-ordination with management.

Background: Paxton spoke about the history of the Elders (establishment of the Elders Committee 10 years ago and of Elder Status in July 2002) and about the purpose of this motion. He read the original motion: "Elder Status confers the eligibility to earn or purchase a camping pass to the Oregon Country Fair each year. Elder Status does not exempt anyone from following the Guidelines and the Code of Conduct of the OCF. The Board of Directors requests that the Elders Committee return

to the Board with further proposals for implementing this policy." He said this motion meets goals 5 and 6 and is intended to set up a category of Elders' passes that can be earned instead of purchased.

Peach Gallery: Grumpy said the word "work" should be "volunteer". He said the policy intent was to help Elders who can no longer work but want to remain in the volunteer family and to make room for younger volunteers to find positions. There were some no-fee hardship passes allocated for those who couldn't afford the fee and some passes used for elder's helpers. Diane said her understanding is this motion will help some elders get their pass by volunteer time instead of paying. Chris Browne said there are only a few elders, maybe 1%, who would choose this type of pass. Lucy Kingsley (wristbands) asked if there were any additional pass allocations under discussion and Chris confirmed the transition passes would come from the existing allocation. Michael James Long (elder) said this adds a pass designation of "transition" to help those that need to volunteer instead of pay. Bryon Hummell (external security) said that this motion makes no sense because an elder is free to volunteer in exchange for a wristband through existing crew arrangements. Lara wondered how this motion helps. Michael explained the transition application helps find a position but only those certain ones that fit the elder transition criteria. Charlie said that this is a change and even though there is no immediate increase in the pass allocation there may be implications in the future. Grumpy asked who controls what volunteerism is available. Chris said that the individual would fill out the application form by listing the position they would like to move into and then obtain signatures of agreement from the proposed crew and then the Elders Committee would make the decision. Grumpy expressed concern that elders filling volunteer positions departs from the policy intent of making room for younger volunteers.

Board: Jack wondered why we need to change the existing trade pass arrangements used by the Elders and why we even need a motion. Jon asked for confirmation that there are 300 purchased passes and 30 trade passes. Lucy replied that 300 is the total. Jon asked for confirmation that the trade passes are also being called compassion passes which are not purchased. He said it sounds like this proposal would take these passes from some people who can't afford a pass and make them available to others who volunteer. Jon said if 30 passes are designated for elders who cannot afford a pass, these passes should remain available for those elders who cannot afford a pass. Deane said that the 30 passes started with Leslie to provide flexibility and compassion, that the original motion says "to earn or purchase" a pass and this motion is about the ability to earn. Jack said it sounds like the number of passes is not changing and that making changes to the compassion designation would be wrong. Anna said the committee should come to an agreement with the budget committee before bringing the motion to the Board and that there is no policy basis for discussion of this motion. Chewie said he finds this motion phenomenal, and that this confusion is a disservice to the Elders. LT spoke to the need for details of the number of people affected, to the original motion intent of no forced retirement and to the generational aspect of making room for younger volunteers. LT said he thinks that a transitional process to help elders shift to a less difficult position will actually help make room for younger volunteers. He thinks this motion is premature. Joseph suggested the committee find another way, and recognized that aging is a factor that we need to accommodate. Paxton said this has been discussed for 2 or 3 years and that compassion passes are never fully utilized for compassion situations and that the 30 trade passes were not part of the original allotment. He said the intent of this motion is to create new positions for elders, subject to approval of management, which will enable an elder to volunteer for a pass. Paxton agreed to change the motion to use the word "volunteer" in place of "work" and Katie agreed. Katie said that this is a creative work in progress and she thanked the committee and members for their efforts and patience in working through this issue. Katie said she supports the Elders Committee work to implement the policy in conjunction with the Board as directed by the original motion. Jack said this is not limiting the Elders or the intent and use of compassion passes and that both the older generation and the younger generation are not being treated correctly. Jon suggested that some of the purchased passes could be used for transition passes with only a minor budget impact and he agreed with the principle that a transition pass will provide an easier job. Indigo pointed out that the original pass allocation was incomplete because it did not provide for earning a pass. She does not think a motion is needed and it is simply up to the Elders to decide. Paxton explained that the Elders Committee decided not to go out on their own with this policy and they are asking for a general affirmation. Katie offered a friendly amendment to replace the words "reassign a portion of the Elders trade" with "establish a category of" and add the word "Elders" to the name "Transitional Passes". Katie said this change will conform to the original motion and expectation of the Board. Paxton accepted the change. Chewie said he supports the Elders, and to Katie's suggestion, he said we are calling apples "apples" and we want to change them to "peaches" so all we need to do is change the designation. Chewie thanked Katie for crystallizing the notion. Katie reread the amended motion: *to establish a category of passes to be called Elders Transitional Passes for elders who*

wish to volunteer for their pass, as authorized by the original Board motion. Transitional passes will adhere to usual budgetary oversight and conform to the protocol developed by the Elders Committee in coordination with management.

The motion passed 9-1 (Anna opposed)

Establish a Community Center Committee

Katie moved, LT seconded, to create a Community Center Committee to investigate the building of a community center on site.

Peach Gallery: Lara said this is a great idea, that many minds agree, and this is a real need. She said the kitchen problem could be solved and land use concerns about a stand-alone up-land kitchen would go away. Charlie Johnson wondered if the public could use the building. mambo said this idea has shown up in the Vision Quest guidelines and in land use discussions. Steve pointed out we have some concerns to resolve regarding land use designation. Steve said he supports this motion; this idea would enable on-site meetings, larger gatherings and outreach use to Veneta; and this will be a long process but it starts with one step. Palmer supports the idea and thinks "community center" is better than "lodge". Susanna DeFazio (crafter) said this has been a passion of hers for decades and she is thrilled this idea is moving forward.

Board: Paxton said it is time to do this. Joseph affirmed. Katie said land use rules regarding a community center are more applicable to how we intend to use the facility than those for a lodge. She said if this passes it will include soliciting letters of interest to be on the committee. Anna wondered about the committee charter, size and its internal governance. LT said that we are now land-rich with beautiful energy and it is time to step into better facilities. Jon asked about committee size and make-up and if there should be cross committee designations

The motion passed 10-0.

Consider staff changes

Katie moved, Deane seconded, to accept the probationary employment agreement drafted by the OCF attorney and negotiation team to hire Marc Hinz as the first Executive Director of the Oregon Country Fair.

Peach Gallery: Susanna said she was on the hiring committee, that there was a definite toss-up between number one and number two, and she fully supports this decision. Charlie Johnson thanked all those involved in this long process for sticking with it and for their time and work and determination to keep the process going forward.

The motion passed 10-0.

Anna moved, Katie seconded, to replace the Assistant Manager job description and promote our current Assistant Manager (Charlie Ruff) to Operations Manager with the following job description:

Position Purpose: The Operations Manager (OM) is responsible for ensuring the safe, effective, and efficient operation of Oregon Country Fair (OCF) events. The OM will be involved in the prudent management of delegated budget resources and successful management of OCF assets. The OM shall, subject to direction from the Executive Director (ED), supervise the Administrative Assistant and Office Assistant, and may participate in the supervision of other regular and temporary employees as well as individual volunteers and crews, as directed by the Executive Director. The OM coordinates year-round volunteer activities, communication, and projects. The OM helps plan for the future operational needs of the organization including (but not limited to) volunteer recruitment, information technology, communication systems, land use planning, buildings, permits, and licenses.

Job Location and Working Conditions: To facilitate the performance of OM duties and for the OCF's convenience, the OM will be provided office space at both the OCF site and the town office. The OM is required to live on-site during Main Camp (a period no less than 45 days prior to the three-day primary event of the organization) and through the budgeted duration of Post-Fair Main Camp.

The OM will have working support of coordinators and staff to accomplish the work needed to organize OCF events and will organize and conduct work parties when needed. To facilitate work parties, incidental physical labor by the OM is expected when appropriate.

On-site working conditions require the ability to climb, step over objects, and maneuver through loose, wet, or uneven surfaces similar to those of a construction site. The ability to lift and carry seventy (70) pounds, open and close gates, warehouse doors, operate equipment such as tractors, trucks, and lawn mowers, and to walk, stand, and sit for long periods of time is essential. Event working conditions will require the use of communications equipment, including two-way radios and other communication equipment (examples include landline telephone, intercoms, pagers, and cell phones).

Scope of Authority and Essential Job Functions: The OM will be supervised by the Executive Director and will confer with the ED at least once a week. The OM is a full and active participant in choosing and directing the year-round management team with oversight by the ED. The year-round management team consists of volunteer back-up managers and all management employees. The OM may remove or replace volunteer staff, coordinators, performers, booth persons, and visitors

from OCF properties and/or functions. The OM makes recommendations regarding hiring or firing of employees which are given substantial weight. The OM 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 OM will inform/consult with the ED on all such decisions within 24 hours or as soon as is feasible. The ED has final decision-making authority on all event operational issues.

The OM will develop and maintain the OCF Operations Manual with the management team.

The OM coordinates the planning, organization, and communication of all operational activities including (but not limited to) those of the three-day event as well as other events, volunteer projects, information technology, and workplace systems. The ED, however, has final decision-making authority.

The OM shall participate in an annual evaluation of the three-day and other events.

The OM, in conjunction with the Site Manager (SM), will be involved in managing safety issues concerning OCF assets. This includes (but is not limited to) responsibility for maintaining safe working practices of the volunteers, safe equipment, safe operation thereof, safe event conditions, and Emergency Response protocols.

The OM is expected to use good judgment and make prudent decisions at all times. The OM may make event-related operational decisions to meet crisis situations as needed. The OM shall notify the ED of any crisis situation immediately.

The OM has the authority to make decisions on expenditure of approved operational and operational capital project budgets. The OM may make deviations from approved budgets to meet crisis situations as needed. The OM shall notify the ED of any crisis situation immediately and may request authority from the ED to spend above budgeted amounts. The OM may request approval from the ED for the authority to spend up to \$1,500 above a budgeted amount in a non-emergency situation but no more than \$5,000 per fiscal year for any non-emergency expenditures not having pre- or post-expenditure BOD approval.

The OM will maintain lines of communication with coordinators and standing committees that make decisions affecting OCF operations and will attend BOD, committee, and other operations meetings as directed by the ED.

Other duties as assigned.

Critical Skills and Abilities: Experience in planning and coordinating special events; Ability to organize, plan, facilitate, direct, and delegate; Ability to positively motivate employees and volunteers; Experience with people from varied backgrounds; Strong interpersonal skills; Ability to effectively communicate with individuals and groups; Ability to work effectively with others especially in stressful situations; Strong oral and written communication skills; High level of analytical ability; Ability to develop and implement systems for effective year-round operations; Awareness of environmental concerns and issues; Knowledge of state and county building and land use management planning guidelines; Ability to respond quickly and effectively in an emergency; Ability to maintain paper and electronic systems; Demonstrated proficiency with word processing, database, spreadsheet, accounting, and presentation software programs; Demonstrated skills in leadership and problem solving; Ability to effectively promote and achieve good community relations; Demonstrated skills with complex problem solving; Advanced conflict resolution and/or mediation skills; Knowledge of basic math and budgeting skills; Must be physically capable of performing essential duties required, after reasonable accommodation of any disabilities.

Education and/or Training: Education, training, or experience level in an appropriate discipline adequate to fulfill the essential job requirements.

Salary Range: 4-1 to 4-7 on the step table in the Personnel Policy and Procedures Manual.

Peach Gallery: Lara Howe, as the Board member who originally moved to direct the personnel committee to make this change, said thanks for this motion and promotion. Virgil asked Charlie if he would still be willing to do some cooking now and then. norma and Steve said there is none better and this promotion is great. Steve said this change along with hiring the ED gives us the structure we need to move into the future and it relieves the strain of the old system. mambo asked about the job description language that says the OM can make or break coordinators. Steve said that language is only to remove someone from the OCF property and it is not about removal from their position. Jon Pincus said this is a good move with Charlie and he shares some concerns with mambo about the OM authority. Palmer says he does not see any transfer of authority from the Board in this job description. Steve said the job description language was taken from the general manager job description and it not different or new.

Board: Jon said he wants to be on the record as raising concerns about the process. He said he did not see this job description until 5pm this evening and has not had the chance to review it carefully and compare it to the new ED job description.

Jon moved, Deane seconded, to revise the Operations Manager job description to make the OM position directly accountable to the OCF Board. In conjunction with this change, the Board directs the Personnel Committee to make the relevant changes to the Operations Manager job description and to recommend such changes as necessary by this revision to the ED job description and OCF personnel policies.

Peach Gallery: Steve said the job description should not be changed. Grumpy agreed that the job description should not be changed for a couple of reasons. He wondered why Jon feels that he did not have time to review the job description over the last 5 hours even though he could find time to compose and present this amazing amendment. He reminded the Board that some years ago the Board was recalled for their failure to make decisions because some individuals on the Board could not come to consensus and do the Country Fair's work. He said since then Boards have done their job but Jon's motion reminds him of the recalled Board. Grumpy said this amendment is going backwards. Jon Pincus said that there is an agreement outstanding, he is unsure about the affect of this amendment, and he recognizes that all the staff essentially reports to the Board and that it may be appropriate to make that clear. Palmer said that if this amendment passes, the ED contract will be broken.

Board: Chewie said he appreciates that Jon raised a concern, that he resents Grumpy's implication about Jon not doing his job properly, and that Board members are expected to represent the Fair in the way they see the issues. Chewie said he does not support this amendment. LT said he shares Grumpy's conclusions but not the reasons. Joseph said we should pass the original motion as written knowing that we can propose changes later. He said he agrees with the purpose of Jon's amendment and that changes are needed in the PPPM but he recommends voting against the amendment. Jack asked to step back and remember that we have a 9 month probationary agreement with an ED and we have the ability in that period to make corrections and that we can revisit the OM job description at any time. Jack said the Board has moved with the information at hand and the Board and the PC has done things to give ourselves as much latitude as possible to make corrections. He said we are not putting the Fair at harm, changes can be made, and this amendment is not necessary. Jon said that a reporting structure making the OM and ED co-equal and reporting to the Board was mentioned at the retreat, there was some interest, and further discussion was requested but was precluded in the way this has taken place. He said it seems our system is broken. Jon said his Board candidate statement alluded to the "arrogance of power" and that there are some people at the Fair who feel that there are entrenched interests that are resistant to change. Jon said based on his experience that he thinks that a vertical staff structure with our small staff size is a danger and under the motion, the operation of the Fair is another step away from the board because the OM reports to the ED, not to the Board. Jon said the July event is the most important thing we do and the separation of responsibility between the OM and the Board causes a level of discomfort. He said he has every right to make this motion, that it is what he believes is in the best interest of the Fair and the time since 5pm is not enough for review. Indigo said it is important to remember that we are all volunteers and that the people who got this job description to us at 5pm tonight met last week in order to get it finished. We need to remember and appreciate that these people are volunteers who freely give their time. She also noted that even with a hierarchical structure set up to meet regulatory guidelines we are still a community of peers and we work together as a team.

The motion to amend failed, 0-10 (all opposed)

Board discussion on the main motion: Jon said he thinks it is a mistake to put the Administrative Assistant under the Operation Manager because it endangers the exempt status of the position.

The motion passed, 10-0

Consider changes to guidelines:

Deane moved, Chewie seconded, to adopt the changes to Guidelines 3, 10 and 35 as proposed at the January meeting and written in the minutes.

Background: Deane read the proposed guideline changes:

Guideline 3, add one sentence at the end of the first paragraph: "In order to receive your wristband you must present a valid form of ID that confirms your legal name and date of birth upon check-in."

Guideline 10, add one sentence at the end: "Friday through Sunday of the Fair, battery carts devoted to stages shall be used only for acts coordinated and scheduled by entertainment coordinators."

Guideline 10, add one sentence at the end: "With the exception of Main Stage on Saturday night, no OCF stage, under the supervision of an OCF entertainment crew, shall have amplification after midnight."

Guideline 35, add one paragraph at the end: "Non Vehicular Motorized Transportation- All alternative forms of motorized transport intended to operate at the OCF site anytime during the period from the opening of main camp through the Sunday after Post Fair must be registered at Quartermaster prior to use. These include but are not limited to gators, golf carts, go carts, ATV's, minibikes, scooters and mopeds. All registered parties must agree to terms of use on site and adhere to operations in approved areas and at approved rates of speed. No one under 16

may operate these devices on site at any time. Failure to follow the terms of the agreement will result in the OCF requiring removal of the device from OCF property.

Peach Gallery: Jon Pincus asked about the vehicle policy intent and the enforcement authority. Chris noted that the procedure for vehicles will have to be worked out. Lara said that vehicle regulation is needed, especially because the Monday traffic can be dangerous. Jon recognized the vehicle problem and wondered about some flexibility and he acknowledged the midnight deadline but would like to see some discretion built into the guideline. Charlie Johnson said the amplified music ban will handcuff the entertainment committee and this guideline does not consider changes that may come in the future. norma, Steve and Charlie pointed out the guideline 10 proposal was submitted by the entertainment coordinators.

Board: Deane offered to accept a friendly amendment to make an exception for the disabled in guideline 35 but the consensus was to handle exceptions operationally. Paxton said he supports the regulation of vehicles because there has been golf cart abuse in the past. Jack said he will vote against all these changes because they are over-regulatory. Danya spoke to the importance of sleep for early morning volunteers as a good reason to ban the amplified sound. Chewie called the question.

The motion passed, 8-1 (Jack opposed, Chewie abstained)

Jon moved, Deane seconded, to adopt the changes to guideline 45 as proposed at the January meeting and written into the minutes.

Background: Indigo read the proposed guideline change:

Guideline 45, Sound Amplification section, rewritten with changes in italics: "Because we camp so close together, amplified sound, whether live or recorded, projected beyond the intended audience creates problems for other Fair members. *Think before you crank it up; please be sensitive to the surrounding impacts on live acoustic musicians, exhausted kids and parents trying to sleep, and Fair workers with early morning shifts. Camp hosts, coordinators, booth reps and campers are encouraged to develop and negotiate neighborhood agreements before the Fair regarding sound levels and noise curfews. If neighborhood agreements have failed and conflicts develop, the Management Team will intervene if requested. Conflict resolution decisions made by the Management Team at that time must be honored by all parties involved, and will be reviewed post-Fair. All sound amplification, live or recorded, with the exception of Main Stage on Saturday night, must end at midnight.*

The Fair will be implementing a Board-mandated sound amplification permit system for the 2009 Fair. If you are planning an event involving amplified sound at any time of year on the Fair site, you must obtain a permit from the Site Manager or the Operations Manager for your event."

Peach Gallery: LT suggested that the word "workers" be changed to "volunteers". The friendly amendment was accepted. norma pointed out that it is getting late and we may be asked to leave the room soon.

Board: Jon said that this issue is worth careful discussion and we should do it at the next meeting. norma pointed out that would leave only a day or so before the publishing deadline for the guidelines.

Indigo moved, LT seconded, to table the motion.

Peach Gallery: Steve said this proposed guideline has been published and we should go ahead with the discussion and decision.

The motion to table passed, 9-1 (Chewie opposed)

Consider Board Liaison Committee membership

Jon asked to table this business item until the March meeting and he read the proposed motion: "When a Board member's term expires and they either do not seek re-election or are not re-elected, that Board member may continue to serve on the committee(s) to which they were a Board Liaison for a period extending over the next two Board meetings after the expiration of their term."

Adjourn

The meeting was adjourned at 11pm. The next regular Board meeting will be held on March 2, 7pm in the EWEB Community Room. Tentative agenda: donation request for Bring Back the Bow; Survey Committee appointments; Vision Action Committee appointments; Craft Committee appointment for Jim Sahr; Quartermaster coordinator appointments for Loretta McNally, Tammi Stone, Rebecca Gandy; Security Crew Issue; Goal One Diversity; 13 Indigenous Grandmother's Council; Live Interactive Board Meeting experiment; Hiring Process evaluation; Board Elections, Annual Meeting and Bylaws process changes; PPPM changes; Proposed Guideline 45 change; Community Center Committee size and make-up; Board Liaison committee membership; OCF policy on committee duration, size and inactive member removal.

"Home, home again; I like to be here when I can; When I come home coldened and tired; It's good to warm my bones beside the fire.....Far away across the field, The tolling of the iron bell, Calls the faithful to their knees, To hear the softly spoken magic spells." -Pink Floyd's "Breathe" on Dark Side of the Moon.