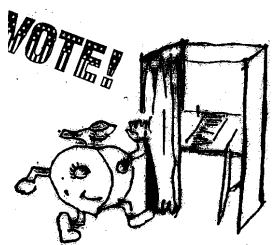




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Fair Family Calendar

September

- 26 Path Planning meeting, noon, Fair site
- 27 Peach Power Committee meeting, 6 pm, OCF office, 442 Lawrence Street, Eugene

October

- 1 Last day to request an absentee ballot for timely delivery. You may request one any time as long as you can get it returned in time for the meeting so your vote will count. Email: elections@oregoncountryfair.org. Absentee ballots are not available from OCF office staff.
- 4 Board meeting, 7 pm, EWEB Community Room
- 4 FAIR FAMILY NEWS DEADLINE
- 13 Craft Committee Meeting, OCF office, 442 Lawrence Street, Eugene
- 16 Community Center Brainstorming, 4-6 pm, 420 W. 12th, Eugene
- 16 Annual Meeting in Eugene (6:30 pm, 420 W. 12th St.). This is where the OCF BOD election takes place. Unless you are voting absentee (see the above Oct. 1 deadline for requesting absentee ballot), attendance at this event is necessary if you want to vote.
- 23 Spirit Walk, at twilight, join Elders at the Yurt
- 25 Peach Power Committee meeting, 6 pm, OCF office, 442 Lawrence Street, Eugene

November 2010

- 1 Board of Directors meeting, 7 pm, EWEB Training Room
- 1 FAIR FAMILY NEWS DEADLINE
- 10 Craft Committee Meeting, OCF office, 442 Lawrence Street, Eugene
- 29 Peach Power Committee meeting, 6 pm, OCF office, 442 Lawrence Street, Eugene

Happy Birthday to Our Fair Family Libras

Adam Dippy	.....	Recycling
Alice Ellis Gaut	.....	Sweep Crew
Amanda Griffith	.....	Lot Crew
Andrew Miscoe	.....	Art Barn
Arna Shaw	.....	Fair Central
Artis	.....	Spoonman
Autumn Maker	.....	Registration
Brian Keogh	.....	Main Stage
Brian McVay	.....	Recycling
Carissa Tremayne	.....	Water
Christopher Bosch	.....	Booth L36
Dana Bauman	.....	Cheesecake maven
Daniel Maddux	.....	Traffic
Daniel Roth	.....	Quartermaster
Darb Yslas	.....	Lot Crew
Elizabeth Runte	.....	Registration
Ellen Singer	.....	Information
Eric Nusbaum	.....	Inventory
Gary P. Logan	.....	Fire
Gibraltar Aquarian	.....	Entertainment
Ichabod	.....	Communications
Indigo Ronlov	.....	Inventory
Jack Chadd	.....	Security
James Largent	.....	Lot Crew
Jesse Nine	.....	Security
Jim Evangelista	.....	Library
Johanna "Shadow" Perclick	.....	Showers
Jon Silvermoon	.....	Dog Control
Kalita Todd	.....	Altared Space Booth
Kysa Malberg	.....	Pre-Post Security
Leila Snow	.....	Elder
Lil Soto	.....	Traffic
Lisbet Frey	.....	Lot Crew
Logan Ronlov	.....	Inventory
Madalyne Patterson	.....	Registration
Melanie Morrison	.....	Registration
Michael Ashton	.....	Water
Michael Connelly	.....	NRT
Miho Hosaka	.....	Office Town
Mike Lovato	.....	Lot Crew
Murray Clemetson	.....	Recycling
Newanna Glassman	.....	Registration Libra
Nick Lougee	.....	Office Town
Randall Kline	.....	Pre-Post Security
Rebecca Dravich	.....	Registration
Robert Albano	.....	Office
Robin Smith	.....	Back-up Manager
Seth Peck-Miller	.....	Pre-Post Security
Shasta Hatter	.....	Admissions
Shirley Demaline	.....	Registration
Sid Manzanita	.....	Crafter
Tish Way	.....	Pre-post Security
Todd Buchholz	.....	Fire
Vi Sadhana	.....	Childcare
Vivian Kelly	.....	White Bird
Vivian McPeak	.....	Ambiance
Yarrow Boye	.....	Pre-Post Security

Keep In Touch

MAIL

Fair Family NEWS

Oregon Country Fair
442 Lawrence St.
Eugene, OR. 97401
(541) 343-4298, fax: 343-6554
ffn@oregoncountryfair.org
office@oregoncountryfair.org
www.oregoncountryfair.org
www.oregoncountryfair.net

Community Center Brainstorming

Come join us from 4 to 6 pm before the Oct. 16 Annual Meeting for a Community Center Design Brainstorming Session, 420 W. 12th Avenue (same place as the Annual Meeting).

FFN Staff School Supplies

norma "ruler" sax
Suzi "Pencils" Prozanski
Michael "Scissors" Ottenhausen
Mary "Crayons" Doyon
Brad "Backpack" Lerch
Cynde "Eraser" Leathers
Dan "Calculator" Cohn
Niki "Pens" Harris

Get on the FFN and/or Voting Membership List

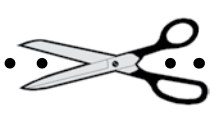
- Some of you may still not be on the lists of your choice, namely, the mailing list that will get you this newsletter every month and/or the membership list so you can vote!!!! So, check some of the following and mail to: OCF, Membership/Mailing, 442 Lawrence Street, Eugene, 97401.
- [] I am not receiving 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:
- Email address:
- Mailing address:
- [] This is a new mailing address.

Fair Thee Well: Gregory Howard

Gregory G. Howard of Eugene died Aug. 24 of kidney and heart disease at age 63. A celebration of life was held Sept. 5 at the Blue Whale in Skippers Butte Park, Eugene.

In the early 1970s, Greg and his then-partner ran the first Eugene Smoothie bar in the Odyssey Coffee House. Gregory participated in the Oregon Country Fair in the 1970s and 1980s, storing water barrels on his land, helping with the rigging on the Chumleighland / Circus Stage and participating in work parties when the Fair bought the site. In the 1980s, Gregory also participated in the New Old Time Chautauqua and served on the board of the WOW Hall. As a member of the African drumming group Primal Ministers, Gregory was known as the Minister of ManiFestivities. The Primal Ministers often played at the Fair.

Greg was born April 1, 1947, in Charleston, W.VA., to Grover and Joy Gibson Howard. He held a bachelor's degree in geography from the University of Oregon. He worked in the merchant marine and in research. Survivors include a son, Thomas Leffingwell of Houma, La.; a sister, M. Josie Holladay of New Orleans; and two brothers, G. Scott Howard of Fox Island, Wash., and Grover Howard III of Macedonia.



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 layout won't run)

Found, Thursday night in Chela Mela, one wallet with cash. I have most of the cash, but not the wallet. Please identify by amount and denominations. tyrrellann@yahoo.com

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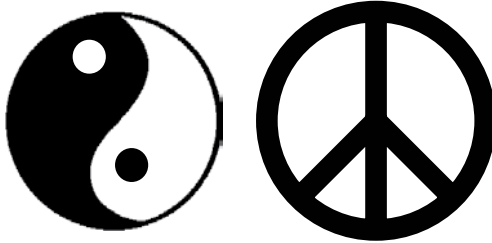
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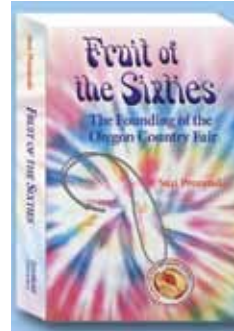
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10/19 Mishka / The White Buffalo
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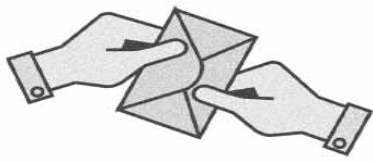
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Family Letters

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).

Beautiful Fair

Greetings Fair Family Folks!

What a beautiful Fair this year! The site of our home during one of the most amazing essential events of the year, for heart and soul growth, was clean, green, and welcoming. I want to say thank you, thank you and thank you again for all the long, very long, thankful and thankless time each and every person puts into this happening.

A very special atta-girl goes to Booth Registration Coordinator Roxanne Wegeland. I love the change in forms and appreciate the Booth Rep's very clear letter in March.

With Peace and Warmth —

Sincerely with peaches —

Sally Clements

Monkey Business #346

Dog Policy Reform

I just wanted to let folks know that we in Dog Control are having discussions with 4-A and others about this issue and are looking to come up with some policy and operational suggestions prior to next year's Fair. The increase in service/companion dogs over the past few years has not escaped our notice.

Jon Silvermoon

Dog Pound

Spirit Walk

All Fair family folks are invited to join the Elders at the Hub Yurt, on Saturday, Oct. 23, at twilight for a moonlit Spirit Walk and potluck. Bring finger food, a speciality, dessert, drink or whatever. Share with others the experience of our magical area, hopefully bathed in the light of the almost full moon.

Costumes are optional but bring plenty of Fair spirit.

School Garden Project Thanks JHVF

Dear OCF folks,

I am pleased to report that the School Garden Project had a successful 2009-10 school year, in part thanks to the \$6,000 grant we received in September 2009 from the Jill Heiman Vision Fund.

In 2009-10, the SGP provided a core curriculum of biology lessons and practical instruction on basic gardening skills to 725 students from 13 schools in four different school districts. Students received an average of 14 one-hour hands-on sessions in the garden, six hours in the fall and eight in the spring.

With support from JHVF, we grew more than 8,000 healthy vegetable starts in our volunteer-run greenhouse last spring. As a result, we had an ample and timely supply of school garden-appropriate vegetable starts ready at planting time. Students enjoyed the abundant yields of peas, salad greens,



Students tend the Clear Lake School garden.

radishes, spring onions, and braising greens.

During most garden sessions, students also had the opportunity to harvest and taste produce from the garden, and to take extra produce home. The final garden session of the year at all participating schools featured a Spring Celebration, during which students prepared and ate a garden stir-fry and salad, completed an art project, and potted up a tomato plant

to grow at home over the summer.

Six of the 13 participating schools have a higher-than-70 percent Free and Reduced Lunch (FRL) population, a federal poverty level indicator; five additional schools had a higher-than-40 percent FRL.

The grant from JHVF was allocated as planned: staff and administrative expenses \$5,200; gardening maintenance \$400; greenhouse supplies \$300; and educational materials \$100.

On behalf of the staff and board of the School Garden Project, thank you to Jill Heiman Vision Fund donors and the Oregon Country Fair for supporting our garden programs.

Sincerely,

Jared Pruch

Executive Director

The School Garden Project of Lane County

541.284.1001 – sgp@efn.org

Manage the River to Minimize Bank Erosion

Hello all you beautiful and creative people!

I wish to add my voice to the debate over new path planning by going back to one of the main problems: the loss of area caused by bank erosion next to the Long Tom River. I spoke to many Fair family this year about the problem, and one consensus was reached in my conversations with others, which is: Why is this being allowed to happen?

The obvious solution is to drag all of those trees out of the river. That will significantly slow the erosion. I was told this was not a "green" solution. Excuse me? Rivers have been managed for fishing, travel, and erosion prevention as long as humans have lived next to rivers. This includes the original natives on this continent. If you pull the trees out, the water will not push so hard against the banks. Erosion will slow.

You can even go a step further and build some simple rock retaining walls to keep the river on its current course. Note I am not suggesting concrete, just rocks.

Thanks you for your consideration. I am a 10-year booth helper down on Star Lane and I agree with most of the decisions made for us at the top levels, but this one has me wondering what is going on.

Peace,

Hal Smith, Seattle

Praise for Friday Night Sweep

Dear OCF,

I want to thank the Friday night Sweep Crew on July 9 who did the Stage Left Sweep.

We were having a memorial for Cathy Crowell at Stage Left. Cathy was at the very first Country Fair in 1969 and was the manager for the Flying Karamazovs in San Francisco in the 1970s. Original Fair people like Morning Glory Gizelle and her daughter Rainbow came up for the memorial but did not have passes so we decided to have the memorial at 6 p.m. — right after the last show.

There was a lot of emotional, heartfelt sharing, plus a memo-

rial ritual and it ran over time. The Sweep crew was absolutely wonderful. They were politely sensitive and tuned into what was going on. It was a real blessing that the memorial was not interrupted. We **thank you** and Catherine **thanks you** for being flexible and in touch with the situation at hand. This is how the Fair family needs to work.

The Sweep people usually get a lot of crap laid on them and I want to give them praise for once — for a job well done.

Thank you,

Jim Robinson

Fair Elder

ED Resigns

At this month's Board of Directors meeting, the BoD unanimously accepted a resignation and employment separation signed by Marcus Hinz. For more details, see the Minutes.

\$1,200 PRIZE

Poster Design Contest

The world-famous Oregon Country Fair is celebrating its 42nd anniversary in July of 2011! Become part of this 42-year tradition & design the 2011 poster!

★★★★

Submission deadline is Dec. 3, 2010 For details & application call 541-343-4298 or on the web www.oregoncountryfair.org

2010 OCF Board of Directors Candidate Statements

Annual Meeting & Election: Saturday, October 16, 2010

The 2010 Oregon Country Fair candidate statements below are published as submitted to the OCF Election Committee without editing. The views contained herein are the views of the candidates and not of the Oregon Country Fair. The Election Committee included only the contact information provided and approved by the candidates for publication.

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

Voters and Voting

If you a) submitted a membership form and b) were at one of the last two Fairs (2009 or 2010) as a volunteer worker, performer, elder, or booth participant, you are eligible to vote for the Board of Directors and the Jill Heiman Vision Fund category at the Annual Meeting.

Your member responsibilities include keeping the Fair informed of your current address and email (if you have one), and of course you need to vote at the annual membership meeting or request an absentee ballot if you cannot attend.

We'd like to have the requests by Oct. 1 for you to receive your packet and return your ballot.

However, you may request an absentee ballot any time as long as you can return it so your vote will count. Absentee ballots are not available from the office staff on a walk-in basis.

Ballots must be received in the office of the Oregon Country Fair no later than 5 pm, Saturday, Oct. 16, or turned in at the Annual Meeting.

You may request an absentee ballot by email — elections@oregoncountryfair.org.

Members on the Permanent Absentee List should begin receiving their packet after Sept. 20. If it does not arrive within a few days, contact the Elections Committee at the email address above. Be sure to include your correct address.



To achieve increased Fair family voter participation and education, the GOTV Team coordinated a candidate forum on Sept. 11, 2010, well in advance of the Annual Meeting on Oct. 16. The candidate forum was videotaped and posted on-line for viewing by ALL Fair membership on the www.oregoncountryfair.net website. We, GOTV and the Election Committee, invite you to watch the forum on-line to assist in your decision-making.



Anna Scott

annascott@peak.org
541-686-6638 (H)
541-554-3575 (C)



I, Anna Scott, (Energy Park), OCF Member since 1995, BOD member 2004 thru 2010, (not 2007), thank the membership of the OCF for your amazingly loving support. My election platform is: "Engaging our wisdom within the Oregon Country Fair".

During these last two years on the BOD I have been active with committees relating to resources: water, sun, and wind (Peach Power Committee); and land (Land use Planning and Management Committee).

Leading Peach Power Committee is very exciting. There has been a wonderful gathering of hands and hearts. Participants have engaged with expanding our sun power, building our composting future, increasing water wisdom, cultivating human transportation solutions. We are aiming to help craft a Fair wide integrated resource plan and steward the Green Ticket revenue. Come join in with the Peach Power Committee and help with wise use of resources!

I feel that we must respect the soul of the land; steeped in a long time line of seasonal habitation, food gathering, and celebrations. How do we appreciate and venerate the long ancestry of the land? Let's continue to strengthen education for our membership and the public about this history.

How can we cultivate our powerful partnerships? I will be advocating establishing multi-lingual event advertisements. I support continuing to grow community educational opportunities with entertainment, events (like Culture Jam), workshops, and student internships. I am committed to continue to try and help our staff and officers build their capacity for now and the future.

I want to help develop cradle-to-cradle systems for the OCF. We are stewards of psycho-spiritual rejuvenation, wetlands, forested uplands, native plants, kitchen gardens, temporary structures, building and homes. How do we interrelate to build reverence for the land?

Voting for Anna Scott is a vote for "Engaging our wisdom within the Oregon Country Fair"!

April 'Pie Girl' Hall

Ahall@wvi.com
503-428-6124
PO Box 704 Lyons OR 97358



Dear Oregon Country Fair Election Committee, Staff, and Other Family,

I'm writing in response to your request for compassionate candidates for a two-year board member position.

I understand that the fair is growing, regenerating and ever changing - I've seen it and experienced it! I have over twenty years' experience as a fair go-er, booth member and now as booth rep. I grew up at the fair (second-generation) and now I bring my son each year to experience the magic and to carry it throughout our daily lives. Although the fair is evolving/diversifying it is still built on an essential set of values and goals which keeps us growing in the same direction, what we believe to be the right direction. We want our children and our children's children to also know these values and goals and to believe in them like we do.

I want to offer the knowledge I have as a youth, a teen and now as a responsible adult to aide in the decision making process that successfully operates such an extraordinary community. I'm personable and have an optimistic attitude. I have the energy and am willing to commit my time. The positive energy at the 2010 Oregon Country Fair reinforced my decision to want to become more involved with this event which I love so much. I think about the fair all year long and I feel I need to contribute more.

I'd like the opportunity to tell you more about myself and how my skills, attitude, and ideas could contribute to the successful operation of our event.

Please vote for me, I look forward to working with you.

Sincerely,
April Hall
"Pie Girl"

Diane Albino

iriedi@yahoo.com
541-933-2584



It is with humility and gratitude I stand before you seeking another term as your board member. I hope I have served you well. I have made myself available to listen to the concerns of all fair family whether you are a crafter, a crew person, an entertainer, a food booth operator or staff. I have heard your concerns about change and growth at the fair, about camping and equity issues, about finding jobs for our graduating teens, and finding a place for our elders to serve the Fair after retiring from their current activities. We are a growing family both biologically and because we continue to attract others to our world view. We must accommodate this growth in a sustainable fashion. Anyone for a two weekend fair?

We must not lose sight of our vision and our roots. We were born of the sixties and have been manifesting that vision ever since: working in community, for peace and justice, equal rights, alternative education, alternative energy, self sufficiency, organic foods, back to the land, re-birth of crafts. The elders of the Fair lived through that amazing time and have transmitted that vision to the succeeding generations. In the black and white world that sometimes seems to surround us, we are the Technicolor dream made real.

Worked at the fair since 1972. Missed two fairs while in the Peace Corps in Africa. On the Community Village Coordinating Council. Raised two kids at the Fair and now have four grandchildren here. On the Elders Committee and the Personnel Committee. Attended several meetings of Path Planning Committee, Vision Action Committee and Financial Planning Committee.

I am a native of Eugene and have lived in the Cascade foothills for 40 years. I am an environmental educator and work with several watershed councils.

Ellen Singer

e_singer@efn.org
541-689-3968



Hello Fair Family,

I'm a 15-year member of Info Crew and once again, offering my services as a Board member. I'm not attached to the outcome of this election, and will not be campaigning. I have no specific agenda, just an awesome skill set -- but I do have some concerns. I'd like to see politeness reign at OCF, as in the "respect chip" of our interactions. Speaking of which, I'd like to see ALL Fair Family participating in Human Intervention Training, not just staff.

I've observed a too-frequent absence of common courtesy. At every entertainment stage of our Essential Event, I hear people shouting into their phones so their callers might hear them over the annoying noise of the entertainers. Many cigarette smokers think the world is their ashtray, and spew fumes into the stages' captive audiences. We're starting to deal with issues of mutual consideration such as amplified sound. Let's stay on top of the big picture, and express our artistic and personal freedoms without harmfully impacting each other. For a family of our size, we are amazingly high-functioning, and we can take care of each other even more mindfully and heartfully.

Peaches and Love,
Ellen Singer

Indigo Ronlov

indigo.ocf@gmail.com
541-485-8265



The OCF is an unique environment where we get to celebrate the art of being human in all our glorious color, shape, texture, and movement. I am deeply honored and humbled to have served this organization for twenty years and look forward to serving into the future.

My last two years with the Board have shown me that the love we each carry for the OCF is the force that motivates us to serve. This love transcends personalities and special interests. This love helps us shape the future OCF. Love is the driving force, while our time and work make it all happen. We should celebrate the success of our past years, and yet cannot become complacent to the future.

I see my role on the Board as one of forward sight and movement to bring forth our collective vision, so the love generated by what we do together can indeed carry us into a continued successful future.

If re-elected, I will:

- continue to look for ways to honor all the Fair Folk whose love and sweat make the OCF such a success.
- engage the membership in individual and group dialogs about our focus and direction, the quality of experiences, and the governance, growth, and population.
- continue to work to strengthen the bridges of communication between all the various groups within the whole.
- look to find the common ground amongst us so we may continue to weave our individual dreams in with the collective movement of the organization.
- continue to support efforts in sustainability, as well as encourage innovative thought and research into new and better ways of building an event, supporting our 365 non-profit, stewarding our lands, and living on this planet.

I extend to you my deepest gratitude for participating in these elections!

inService,
indigo

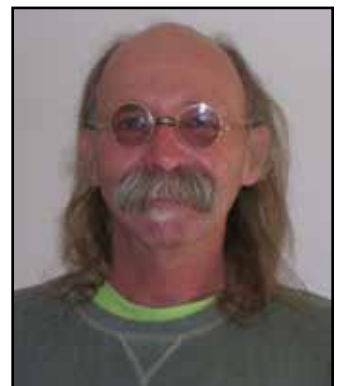
Jack Makarachek

cmakarchek@centurytel.net

Hello.

My name is Jack. My story with you has been spun and woven over many years.

You as members of the fair, be it volunteers, crafters, food vendors, entertainers, or employees would know me as a BOD member and its current president and by my comments in the Fair Family News. At the Fair, I have the honor of helping you as one of the Construction co coordinators and a Security crew leader at Watergate.



Listening, talking and working with all of you is why I run for the BOD. Our efforts and goodness of heart are why this nonprofit has become so special to the fiber of the greater good. This organization's legacy has come from the hard work and creative ideas of many. We are so fortunate that our youth are taking this on and are stepping up to the challenges to have us succeed in a more complex world. This is evident year round, at the event and at Culture Jam, a wonderful experience for a diverse group of young creative individuals.

That said, my journey is not over. My hope is that my experience and my long thread of organizational knowledge will help us take a deep look at our core values that center on the land, the organization, the event and how they affect the earth.

The quality of the experience for our patrons is fundamental to our continued success. Using less to create this experience is how we will be noticed by all. Really, the earth's fabric is worn, about to tear. Our future and our example have to be a creative mind set that less is more. That is what our BOD, through the membership, has the honor, responsibility and authority to express.

Thanx jack

John 'Chewie' Burgess

ocfvegman@gmail.com
541-221-6408



My name is John 'Chewie' Burgess and I would like your support as I run again for the Fair's Board of Directors. The last 2 years have given me some insights and perspectives that have both humbled and intrigued me, and being on the board has only invigorated my interest and sense of awe in how the big we that is us inspires us. I currently wear several hats at the fair and truly recognize that it is both our individual perspectives and collective mindset that make the Fair the essential event that it is for our entire family.

I am asking for your continued support to work on functional and guiding policy to address areas where we can work for positive change in some opportunities & challenges ahead. I will tell you all that some of the things that I have dealt with in the last 2 years were not on my radar when I was elected, but by listening to you all I have and will continue to strive to have the flexibility to try to serve the fair family overall.

I would like to continue to work toward sustainable growth of our site and our family needs through input and thoughtful consultation with all parties. I will continue to work toward and promote building a community center on our upland property.

The devil being in the details, if re-elected, I will continue to listen and solicit input from all of you. I will continue to strive to work and carefully craft and create policy ideas that respond to issues and input which arise, and by working with other board members, staff and fair family try to facilitate meaningful, purposeful, responsible and fair ways to address those issues.

Thank you for your consideration.

Jon Silvermoon

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



I've been honored to serve as a non-voting Board alternate these last two years. I've been able to make motions, some successful (amplified sound at night) and some not (making committees more accountable to the Board, formalizing an OCF procurement policy for large purchases). I have tried to ensure a participatory decision-making process that treats all Fair family with dignity and respect.

Background: Fair since 1974, 9 years Community Village Council, 18 years Dog Control Co-Coordinator. Board 1981-1983, 2008-2010. M.S. Public Administration. Currently Executive Director, JunctionCity/Harrisburg/Monroe Habitat for Humanity. Owner, 18 years, Vipertoons Productions

(blues promotion, independent label), The Vipers Featuring Deb Cleveland.

Before we spend a million plus dollars on a Community Center, let's invest in our current infrastructure: sanitary facilities, gray water treatment, alter-abled accessibility, and transportation to and within the Fair, all green and sustainable solutions. Any proposed center's market potential and operational and maintenance costs should be realistically evaluated.

If Craft Lot and/or Gypsy Way are developed, it should be over several years so that before they're displaced, people camping there know where they'll relocate. As an alternative to expanding the Fair's physical size, we should consider expansion over time (a two-weekend Fair, a second Fair) as a means to open up space for new crafters, volunteers, and entertainers.

Let's complement existing communications means with internet possibilities and consider holding some Board meetings elsewhere in Oregon.

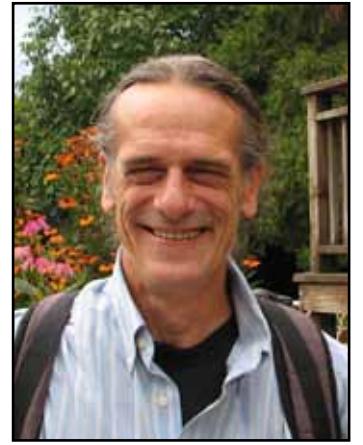
The Barter Fair should be embraced and not treated like an unwanted stepchild. My preferences are that imported items sold should have been obtained in a manner not exploitive of the producer and that barter be encouraged.

As we refine our management structure, I believe we should continue to move away from a "top-down" management style and towards a broad-based matrix decision-making process that encourages initiative and problem solving.

Joseph Newton

rjnewton@efn.org

Hi Fair Family,



I'd like to return to the Board because I feel I make a positive contribution there. I have attended every board meeting in the last ten years, and follow the development of issues carefully. I've worked 23 years as a volunteer, on traffic, security, and recycling crews. I also serve actively on Vision Action, Youth Program Development, and LUMP committees.

We are successful because we take great care to stay ahead of challenges, and work hard to overcome them. Growth is of course our greatest challenge. Continued growth is inevitable, so we must plan to accommodate it. Change comes with that, and we all should recognize its inevitability.

Some issues currently burning:

Amplified Sound: The solutions lie in engineering and cooperation. Arrays of small speakers around a venue can get the music to its audience without blasting the site. Let's do that, and work together to allow everyone to enjoy their preferred experience.

Barter Fair: Is part of the event for so many Fair Family. Fix problems as they arise, and keep it happening.

New Public Areas: Should move ahead as soon as we can come up with a CREDIBLE plan for replacement camping.

Elders: I have fully supported the Elders process from the start, including SOs, helpers, and transitions. I will continue to support older Fair Family enjoying the event they helped create.

Membership: I think the recent push to increase membership and involvement is the best move we have made in governance.

I do think the Board should be more open to new initiatives. Sometimes nit-picking has really interfered with the big issues of direction we should be focused on. We should leave detail to those who carry out the work, and focus leadership energies on supporting the efforts of our many contributors.

Lucy Kingsley

lckingsley@clearwire.net



The Oregon Country Fair is more than a three-day party with a purpose. It is a year-round intention of innovative and dynamic transformation. It includes Culture Jam, our various philanthropic endeavors, staff, crew, booth folk and entertainers. It also includes the paying public who come to participate with us in our village. We come to our village to share our ideas and ideals and to participate in our psycho-spiritual rejuvenation. We come to howl at the moon and to sing lullabies. As someone who has been to every fair there has ever been and who has been on staff for every fair except the very first one (I came as a paying guest) it seems to me that we are on the cusp of a major transition. I have served on the board in the past during the 70's and 80's and I would like to do so again. I want to sit, listen, reflect, ponder and participate in making the decisions that will affect us all. I am concerned about our growth and our sustainability. I am concerned about the size and shape of our footprint as well as the amount of sound and garbage we generate. I want us to find other ways of participating in the greater local community and to send forth seeds out into the world. Thank you for your support.

Mark Pankratz

markpankrat@hotmai.com

Greetings:

Some numbers. The fair and I are about the same age. I like to joke that we are both being dragged kicking and screaming into adulthood. I have only been going to the fair for eight years. I know this makes me a kid by most people's standards, but I'll say I love the fair as much as anyone. I have been going to board meetings fairly consistently for 5 years. It only took me a few years to become interested in the big picture. Who's making the decisions? Why are things the way they are? I read with great interest Susan's book *"The Fruit of the 60s."*



I've become familiar, even friends, with many of our past and current board members and employees. People say they don't like politics, but in this case I see it as a group of friends sitting around discussing and deciding how to go into the next 40 years of this great adventure. I have respect for our history but also good vision to take us in to the future.

I've been preparing for serving on the board by going to as many committee meetings as I can. I'm not a vendor; I'm on construction, but I've learned a lot at the craft committee meetings. I've gone to enough path planning and LUMP meetings to understand the big picture of what faces us on that front. I even went to a craft jury meeting. There's an eye opener! Add Elders, Community Center, and other committee meetings, plus various board workshops (sound, camping, etc.) and you start to get the picture.

Sincerely, Here's to the future,
Mark Pankratz

Michael Richard

veg@dvandva.org
541-968-7391
PO Box 10981 Eugene, OR 97440

My name is Michael Richard and I'm running for the OCF Board of Directors. I've lived on Shady Lane at Random Elements for 30 years, where I help with the booth and roam the path. I'm a member of LUMP and of the Path Planning Committee, and when possible I have been attending board meetings and workshops.



I'm an artist and a retired programmer. I live in Eugene and have lots of time to devote. I love the Fair. It's given me a lot and I want to give more back. I can be a great board member.

The Fair works great, and I want there to be more of it. That requires land, planning, and money.

We have a lot of land. We park on it and trudge across the tundra. To expand we need useful mass transit both at the Fair and from Eugene.

Path Planning and LUMP have convinced me that planning will be done with repeated consultation of everyone affected, and that people want to agree.

We don't have a lot of money, but we have an exciting event that we could share with the world as it happens. We have land to host more events. A Community Center would provide expanded range of events.

Our media regulations are archaic. The changing world provides an opportunity for mobile apps that could share images, provide navigation, and access to vendor stores online. By taking control, we can provide a fun way to share and protect individual rights.

As a board member, I'll work to ensure that growth happens gracefully. I will pursue funding and partnerships to create ways to move us around easily without cars, and to share the Fair and the land with an ever growing Fair Family.

Talk to me on twitter, I am roveg.

Rebecca Bradvica

dfx@cyber-dyne.com

Raised by Virginia Woolfs (academics) in Idaho, Oregon and California, I've lived in Eugene, Oregon since 1978.

Fellow Public Access television volunteer Percy Hilo convinced me that Fair volunteering is fun. I began organizing W.O.W. Hall's involvement in Community Village's Arts and Main Stage booths. Later co-coordinating Arts Booth and hosting local resident artists.



Driven from the Village by Hokey Pokey aversion and Orange Love, I joined highway flagging AND Registration crews. Two years later, was made Registration Coordinator, creating procedures remaining in use 20 years later.

40-hour weeks at my "real" job and 50-hour weeks for Fair was too hard, so switched to odd jobs: overhauling "The Guidelines," creating our first visitors' brochure, shopping for Main Camp Kitchen and Quartermaster. We bought enough to qualify for wholesale and on-site deliveries, so I created some of our earliest business accounts. We continue to do business with many of these local companies. Finally finished a degree in Telecommunication and Film.

Ben Sturgill "let" me wash signs to earn a meal ticket one Pre-Fair party morning after. Still not sure how, I ended up in charge of signs. Wally Slocum, who I met on the W.O.W. Hall BoD and I eventually became co-coordinators for Banners and Signs, in which capacity I continue to serve.

Rarely missing a meeting, I've served on Budget Committee, at first unofficially, 13 years; as an original Endowment Committee member, and on the Craft Committee. Have not missed a Fair since beginning to volunteer, for a total of 30 Fairs, becoming eligible for Elder status in 2012.

I want to be on our BoD in order to have effective input on infrastructure and aesthetic direction. I am fully aware of BoD obligations and consider the most important to be representing our membership, so I welcome any questions.

Taylor Robart

TaylorRobart@gmail.com
617-230-7999

My name is Taylor Robart and I am a Fair family child, conceived and raised out on these wonderful Fair grounds has been (partially^^) my utmost pleasure. At the Fair I currently host a campground, Phardoon, on The Far Side. I also work every aspect of Bi-Coastal Café helping my mother with anything that she may need to keep the booth up and running; we're the French toast booth! The fair is changing and I have seen many things in my twenty three wondrous years yet I have



not done enough to help the event that my year revolves around. I hope to not only help the Fair change and evolve in many ways but to also help facilitate resolving the intergenerational problems, which we now face so starkly. Involvement, communication, understanding and facilitation are all pertinent issues that I will work closely with fair family, elders and the youth alike, to solve and come to a common ground on. My role will be as a mediator between the youth and the elders, very clearly understanding both languages and the intricacies involved. If elected I wish to hold a nonvoting seat so I can have a year to listen and soak up as much as I can before I run for a voting seat. Being as young as I am, compared to many of the other board members, I feel that a year of listening and observing while still having a voice but not a vote will benefit me greatly; helping me to become a better member. With our family all working together we can make our peach as big and beautiful as possible.



A Record Year for Donations

submitted by the Jill Heiman Vision Fund committee



One dollar and one food voucher at a time, donations to the Jill Heiman Vision Fund reached a record high at this year's Oregon Country Fair. Fairgoers and fair participants donated \$6,700.23 in cash and \$2,913 in food vouchers to equal \$9,613.23. With the two-for-one match of funds authorized by the Fair's Board of Directors, the Fair distributed a total of \$28,839.69 this year to local nonprofits that work to eliminate poverty, hunger and homelessness in Lane County. This year's grant recipients are:

Florence Food Share received \$4,023 to purchase food for the homeless. Florence Food Share works to alleviate hunger in West Lane County and does so by providing emergency food to low-income residents, the disabled and seniors in the coastal Oregon areas of Mapleton, Swisshome, Florence, and Dunes City/Westlake.

The Relief Nursery received \$5,743 to

support the organization's Family Food Night. This monthly event provides hot, nourishing meals and a night of educational programs to low-income families struggling with hunger. The Relief Nursery works to protect and prevent children from experiencing abuse and neglect by offering support services to both families and individuals.

The Laurel Hill Center received \$7,023 to support its overall mission. The organization uses a strengths-based approach to help those living with severe mental illness or psychiatric disabilities gain the confidence and skills needed for independence.

St. Vincent DePaul's First Place Family Development Center received \$6,023 to help individuals obtain an identification card so they may pursue employment and housing. The organization offers assistance and support to families with children who are in transition due to homelessness, job

loss or other critical, life altering encounters. Programs work to provide immediate basic needs and promote independence.

Womenspace received \$6,023 to purchase basic life necessities for victims of domestic violence as they work to transition back into safe environments. The organization provides various support services to individuals suffering from abusive living situations. Womenspace seeks to empower victims of domestic violence to lead lives free of fear and abuse.

The Jill Heiman Vision Fund helps achieve one of the Fair's main goals of participating in year-round community-building and partnerships. The Vision Fund was created in memory of Jill Heiman, an early Fair attorney who was a strong legal advocate for the Fair and many other social justice issues. Thank you, donors, for helping the Fair honor Jill's legacy.

BOARD OF DIRECTORS MEETING



September 13, 2010

All Board members were present: Diane Albino, John "Chewie" Burgess (co-facilitator, time keeper), Katie Cousins, Paxton Hoag, Lara Howe, Jack Markarchek, Deane Morrow, Jon Pincus (alternate), Indigo Ronlov (co-facilitator), Anna Scott, Jon Silvermoon (alternate), Lawrence "LT" Taylor

Agenda Review

Old business: Budget - Treasure's report; Five-year OCF Transportation Plan Task Group formation was tabled (Jon S); Executive Director contract (Katie)

New Business: Intergenerational Committee formation (Deane); \$1000 donation to Lane Extension (Deane); Change Line allocation for Proposition 19 (LT); Check Signer changes.

Announcements

Speakers will be limited to two minutes and will get a 30 second warning. (Chewie)

Gregory Howard, long-time volunteer, passed away August 24th. (norma)

Culture Jam was awesome and photos are being circulated during the meeting. (Robin)

The Culture Jam scholarship fundraiser treat this month is baklava. (Jen-Lin)

Board of Directors election deadlines are September 16th to register to vote and October 1 for getting an absentee ballot. The 2010 Board member election will be held on October 16th during the Annual Meeting at the Knights of Pythias, 420 West 12th, Eugene, OR. (Jen-Lin)

The Network Charter School will operate one more year in their downtown location but it's only one year and they need financial assistance. (Joseph)

The Fair Library will continue during the off season in the Whiteaker neighborhood in conjunction with the Reality Kitchen. (Jim Evangelista)

A Community Center workshop will be held at the Knights of Pythias, 4:30pm before the annual meeting. (Hilary)

An apology was offered due to a need to leave early for a legal defense obligation. (LT)

My ninth grandchild was born two days ago. (Janet)

Hello! I'm Jennifer James-Long. You probably don't know me, but the Board voted me in this year as a coordinator of External Security, where I have been a volunteer for twenty-one years. Recent events have forced me to ask myself some hard questions about the Fair and its relationship to its membership and eligible non-members. Being part of second-generation Fair Family, and experiencing the Fair for 26 years, I feel there is great potential for the Fair's communication to improve. I am here tonight for two reasons: one is obvious, but I am also here to resign from my position of Coordinator of External Security. I have the support of my co-coordinators in this decision and Spirit, who is here tonight, will confirm this. I have already sent my letter of resignation to the Board. My announcement is this: I am willing to accept almost any volunteer position at the Fair so that I might have time to give to Intergenerational communication and Membership issues. I would like to see a constructive approach to these is-

issues and am willing to put my time there. I hope the Board considers the motion under New Business for an Intergenerational Committee. (Jennifer)

Approval of minutes

Indigo moved, Chewie seconded, to approve the minutes of the August 2nd, 2010 meeting. The motion passed 10-0.

Donation Requests

Donation status: The SE Works request, the only item on the Consent Calendar, was removed from business by the Board sponsor due to a lack of contact. Four Board members offered to support the new requests.

Consent Calendar for October 2010 donation requests:

1. Ayla Birth (EIN 27-0503314) asks for a grant of \$500. They support and advocate for vulnerable pregnant women. The funds would be used for brochures and a presentation kit. (Lara)

2. Mother Health International (tax status t.b.d.) asks for event tickets to be used in an on-line auction. (Jon P)

3. Whiteaker Free Community Thanksgiving Dinner (tax #93-1219425) asks for \$2000 for socks, blankets and sleeping bags to be given away at the event. (Chewie)

4. Eugene Tree Foundation (tax #93-1236985) asks for a \$500 grant to subsidize tree purchases by low-income residents. (Jon S)

Budget

Treasure's Report: Hilary- Reminded crews and coordinators that all receipts for re-imbusement must be turned in by September 30. The current Board designated endowment is \$425,000. An endowment contribution was not made last year but the Board did designate \$150,000 for a Community Center. A joint committee meeting of Budget and Financial Planning is scheduled for September 30th. Revenue projections will be determined and operating budgets will be started. The 990 and the financial statement reviews are being finalized. The Jill Heiman Vision Fund, the Peach Power funds and the Green Ticket accounts are also reconciled. **Jon S-** There are crew budgets that went over. Can we get the reasons? (Hilary affirmed.)

Old Business

Executive Director contract: Katie- The current Executive Director contract expires at the close of this meeting. A resignation and employment separation agreement was offered and was signed by Marcus. **Katie moved, Deane seconded, to ratify that agreement.**

Staff: Marcus- "Board Members, Officers, staff, voting membership, and broader fair family: All of you who are here tonight, including myself, have chosen to be here out of love, and a sincere interest in doing what we believe is right. Over the past couple years I have learned so much about this place, so many people I have grown to love, respect and admire, so many things have inspired

me. Thank you all for that. Because of these things, I have extended my heart and soul without hesitation, and have listened intently to both membership and the Board, and I have invested my energy in efforts which I felt connected all of these things together. My part has been done without the benefit of decades of experience from within this community. Tonight, I stand humbly in center of a dialog between an elected Board of Directors and the membership who have elected them – with my personal future hanging in the balance - and will whole heartedly accepting the result of this dialog. Yes, this is awkward for all of us, yet this dialog is healthy, normal and necessary. If the balance of this dialog results in my continued employment OR results in the severance of my employment, I will enthusiastically serve in good faith for the betterment of the Fair. It is important for us to remind ourselves that it is the quality of our stewardship of this place and of the people we love that defines ‘who we are’ ‘what we believe in’. Let us be extraordinarily thoughtful and deliberate in our dialog tonight not only about the leadership you choose but mostly about the future you want. Thank You, Much Love,”

Peach Gallery: Joseph- I have had good jobs and bad and I know the differences in the way employers treat people. I have always felt proud of how we treat our employees but I am not proud now. Marcus came here with an open heart and incredible energy. The Board did not work to support this employee in his efforts. There have been communication difficulties and some bristled feelings. He has been kind and reasonable and deserves the right to be a partner.

Virgil C- I don't support the dismissal of Marcus. He should be given another year. The members don't get to vote on this but they do get to vote next month.

Kyle- As an employer and employee, I know there are hiring, firing, evaluation, and probation processes. This employee was brought in and has signed a contract and made living arrangements. The process of probation and extending probation seems unclear and feels unjust. The process feels broken. This news of a separation agreement has changed the discussion. The process, for any ED, needs to be discussed.

Jim E- I support keeping Marcus on as the ED. My letter was delivered to the Board. It's not good business to change at this time considering the investment.

Jennifer J-L- Twenty-four years before Marcus ever came to the Fair, I experienced the Fair's magic for the first time. With Zak's humanistic intervention training, I have been working Security for 21 years. In fact, last year, I realized that I have enough volunteer years to qualify as an Elder – if only I was born 19 years earlier. I grew up hearing about Fair politics at home. I'm sure some of you know my dad here, Mike James-Long. I think he's a pretty agreeable person. Or maybe you know my mom, Penny. She owns and performs on the Gypsy Stage. We're not rabble-rousers; we're not conspiracy-theorists. We're just part of the Fair Family. I'm really sorry this has created so much discomfort for the Board – I really am. But I am glad to see this dialogue happening here tonight, because I, and many others, have felt a large gap between “us the members”, and the Fair Board, committees and management. It is important that we have this opportunity for our many different interests to come together and share their concerns or support before an important vote like this is made. I understand that feedback forms were available and there was a process conducted. You may not see it necessary for further conversation. But some of us do. We are here because the Board bravely took a chance on someone from the outside. You took a chance and gave it a year and a half to see if it would work. It is apparent that it hasn't worked for the Board. But once it's over, you still need to consider why we're all here. You need to consider what's at the root of why Marcus has inspired the conversation now happening between us all, despite our different viewpoints. In my case, it was because Marcus reached out to the second generation. He did what many of us have been wanting you to do. It's because many Fair family over the years have been asking for the Fair to reach out and treat them like members of this organization, not an expense line in the budget. For some of us, this is not about the complexities behind the budget processes. It is about the members trying to be heard through the paperwork of membership forms, feedback forms and misprinted absentee ballots. So I ask you to please listen with open hearts and minds.

Mike J-L- I'm a past External Security coordinator and Elder, and feel that Alan Cohen's on-line statements express things very well. Alan thinks, having observed Marcus, he shows remarkable abilities to gather information by attending meetings and interacting with fair folks at all levels. With the views of many he has considered the future while optimizing the present. Family secrets create many more problems than getting the issues on the table. The Fair should be informed as much as possible. Gathering information from a variety of perspectives and viewpoints enables good decisions to come out of our collective database.

Kiwina- There is consciousness and confusion really active right now and some of us come to the Fair to the tribal call, and some to the family call, and some for the business only. Some of the Fair runs by Robert's Rules and some by consensus. The Family is from the Rainbow Tribe, from the Gypsy Jokers, and it is recognized that all the best music, food, and acts come from the youth coming in, from the next generation. We are disorganized, come from different places, and don't have a way to form a single family expression at this time.

Todd P- As someone fairly attuned to Fair business, this came to my attention about a week ago. Marcus should continue in his employment and many of the Fair family feel that way. As a voting member and volunteer, and along with many others, we feel the Board is about to make a big mistake.

Dean M- It feels like the energy coming from this side of the room is hitting a wall and the Board has made up their minds. The Board has information and that is the weird part about this and the state laws. Marcus is a good person, a heart to trust, and his work with the young people has been great. A decision to end his employment will make the intergenera-

tional rift worse.

Gaylen- Living in the local community, the information in the economic impact report that Marcus brought out this year really made a local difference in the regard for the Fair. With teachers, when a new teacher arrives, the new person is challenged to negotiate the processes. They are on probation and fellow teachers make an effort to help the new teacher to succeed. Knowing about process rules and restrictions, there is a question about the timing of this process.

Ruth- Speaking to timing, the evaluation, during pre-Fair came at a difficult time and there were rumors of his being let go during the Fair which indicates something was going on. The trust to bring in an outsider was good and it was a breath of fresh air. Two Fairs is not long enough so give him another run.

Nancy C- Marcus has done an excellent job and everyone agrees about that. Compared to the GM from the past, Marcus has been helpful and available and wants to go forward. Letting him go does not make sense. If you let him go, then with the board election, we should let you go too. We have bent over backwards to help the Operations Manager but not for this man. It is wrong. We are supposed to all be equal here and that is not obvious.

Cathy C- A rush to decisions can lead to mistakes. As a crafter, it can take years and trials and money to get a product right. The change our national president promised didn't come fast enough and now people are turning on him. Change can happen but it takes support. Maybe there is something criminal or terrible that you know about but I can't understand what is going on.

Jay- Earlier this year I heard Marcus was on his third probation, and then when the evaluation came in July, it seemed like the writing was on the wall. This is an embarrassment. In last month's minutes the agenda said “Executive Director contract” and it didn't say “termination of the ED” and it feels like the Board is hiding behind a State Secrets law. Daniel Berigan once told me if your superiors don't ask you to step down once in a while, you are probably not living up to your vocation. I hope Marcus will be here for many years to rock this boat.

Amber P- As someone with only four years at the Fair, my first reaction, coming from Minnesota, was “how the hell do they get away with this?” A couple of people drew me in, beyond the fun, to be a part of the purpose, and one of those was Marcus. There is a vision beyond pettiness and beyond partying and beyond the arguments that don't go anywhere. I posted a call to action to each individual Board member as well as on the OCF discuss list. In the call I outlined how I interpreted the mission in regards to the ED position and asked for individuals to do the same. The one response I received did not answer the call. I heard nothing and it makes me cry; really cry for something I see as hope, this Fair, this family. Where is the mission? Where are the human intervention's three chips of respect, business and fun? Please think about what your job is, to live the mission, for the good of the vision.

Bill W- I like Marcus and felt disturbed by something in his statement. He said he is standing between a dialog between the Board and the membership but everyone on the Board is also a member.

Janet T- Marcus is doing a great job and there was nothing illegal and most anything else could be explained as just differences in perceptions. It only leaves one thing and that is a conspiracy theory! There is an intergenerational thing and we need to trust Marcus. I have seen him working with and helping people.

Spirit L- To be really clear, Jennifer's resignation doesn't have anything to do with Marcus and this conversation. Jennifer has great things to offer the Fair and we (External Security co-coordinators) support her in her future endeavors. In regard to the Executive Director position, while Marcus has done wonderful things for the Fair, I am not certain he is our ED. The decision is up to you, the Board, and you have my trust and wholehearted support.

Jenny- From a long history with the Fair and a history with services in local communities I recognize the schism of past years between Fair support and activities and local community membership and work. Now, my world that I love and my professional world have been joined and Marcus helped with that by his positive presence in the professional world and in all his supportive ways for the youth of the area.

Jessica- Marcus has helped me bring my marketing experience to the Fair and has enabled me to contribute to the Fair in ways beyond my entertainment work. I just heard about this a few weeks ago and I need to let you know that he has had fantastic ideas and has eloquently tried to solve issues and problems.

Jack- Asked for an interruption in the discussion to consider the request of Taylor Robard to use a laptop pc, with Skype, so his mother in Boston could listen to this meeting discussion.

Indigo- Are there any objections?

Taylor- The discussion is not recorded.

Paxton- The quality of Skype is not reliable but I have used it to attend meeting long distance.

Jack- Bring it in - this is a complicated question but doesn't violate our policy on not recording.

Jack moved, Paxton seconded, to proceed with the Skype call.

LT- According to the rules, a procedural motion can intercede when a regular motion is on the floor.

David H- Is it working? Are our voices heard and are we understood?

Taylor- The mic works well and all the discussion is heard clearly.

Brad L- This has been debated in the past.

Jen-Lin- For this meeting only?

Michael R- Using new technology is worth supporting but this is an interruption to a very important discussion. (another member agreed) Jack withdrew his motion.

Jon P moved, Deane seconded, to proceed with the Skype call.

Chewie- This interruption is disconcerting and is very inappropriate during this discussion. The motion failed 2-8 (Indigo, Chewie, Jack, LT, Diane, Anna, Katie and Lara opposed)

David H- Suggested the ED contract be extended to February and be reconsidered at that time.

Sara R- As a member of the Management Team and the Personnel Committee and part of the evaluation process, the Board is fully supported but with a heavy heart. We need to go forward with love and respect for everybody. (A member asked Marcus if he knows why. Marcus replied he has no clue.)

Ron- All of you have been here forever. This man is new and he brings

new, and young, people to us and he has new ideas. We need to listen. This is totally embarrassing. I found out a week ago. I don't understand. We are all here so please explain it. **Jen-Lin**- On the issue of timing, I'm on the Personnel Committee, and after the probation period, the contract was extended for 7 months to this meeting. The evaluation was circulated right before Fair which gave the committee time to collate it all and get it to the Board. There was no conspiracy or any foregone conclusion before the evaluation. Rumors breed on half-truths. Ask and get the whole truth. **Brad L**- As a member of the Management Team, past Board member, and Personnel Committee member, I have sat with Marcus at meetings and he is a good honorable person. The Board is limited in what they can say, legally. This many people at this meeting show the importance and ripeness of the intergenerational issue. It is hard to get people to participate and weigh in on issues. Many people come to the Fair just for the event. We need to honor Marcus for the job he has done and support the Board for the decision they are making. We all need to reach to our best place inside. **Ben**- Will this decision be explained? **Indigo**- The Board will speak after member input. **Ben**- Can we change that? **Chelsea L**- My dad, Marshall, worked to bring people into community in hope of a better tomorrow. Marcus arrived, from the outside, with an open heart, and he has represented what we are, what we stand for, and our mission. His ideas and visions speak for us who attend the intergenerational dialogs and now I am through the roof, I don't understand. I am disillusioned and I can't see the direction. We all collectively want to know. My Dad is rolling around in his grave. **Michael**- Marshall, rolling in his grave, one leg in...one leg out...shaking all about...This meeting was opened with a signed resignation agreement and its the Board decision whether to accept it. **Marcus**- I had no choice, the agreement was presented to me to sign or not sign. **Alan**- I'm a therapist and on my office wall is a statement, "if you can't change your mind, are you sure you still have one?" Please, all keep an open heart. **Rebecca B**- How many people are on the Personnel Committee, how many evaluations were turned in and how many people here turned one in? (Seven people are on the committee, 47 evaluations were turned in, and a number of hands went up as having filled one out.) It seems like a lot of people we know and trust have been involved in this issue. **Kiwina**- Many of our ideas and concepts come from being different and our freedom to be different. We have the freedom to change and grow and be open. The same laws you might be bound to might be the same laws that almost took this place. It might be scary and might be new and a law might be protecting and might be binding. **Lucy K**- I was on the hiring committee and I'm glad we hired Marcus. He has been in a difficult situation as an outsider with this huge, cantankerous, cranky, grumpy family. I was saddened to hear Marcus had signed the severance agreement. I am trusting this will unfold for the greatest good. **David**- It seems like the Board has a conundrum it can't discuss and I hope at that at some point the Board will say "now, here is the good news!" **Dean**- There seems to be some confusion with the process and it might be good to table for a month. **Jim**- We have a process and this is an appropriate time to step back and reexamine the process. **Janet**- It is a waste of our money, and my money, to go through all this and then let the person go. **Marcus**- I wish I knew what was going on. It would be nice if someone would tell me what the horrible thing is. The Board does have a choice. Any Board member could make a motion to extend my contract and another Board member could second the motion. There could be a vote. This is not stuck on process. **Kenny H**- If this pans out without a contract will you still be with us and come back to the Fair? **Marcus**- Yes, I will be here and enthusiastically serve this organization. **Rudolfo**- It seems there is a feedback process but it seems to lack fact. With a bad feedback, there should be an example given so there is some obvious truth, and not just a feeling.

Board Discussion: **Chewie**- When the Board extended Marcus's contract in February, I was beating the drum to give him a chance. This has been a long process, 18 months, and I truly like Marcus. This is one of the hardest things I've had to do and it's not being done to make points. It's all in the interest of the Fair and I want this to work out. Marcus, you were given a choice to sign the contract and you chose to sign it, whether or not you knew what a severance package is. I resent the fact you said you were told to do something. You are not fired at this point and there is no severance until there is a vote by the Board at this meeting. I personally resent this character assassination of each person on this Board. I resent it, I'm done and it's not done lightly. **Jon S**- I am an Executive Director at a non-profit and I serve at the pleasure of my board and need to have a working relationship with my board. At any point my board could decide to not continue my employment. Personnel matters are discussed in executive session and straw votes are taken in executive session to learn the direction that a board is leaning. Official votes are made in an open meeting. If my board decided there were not enough votes to continue my employment, my board would offer me a severance package and I could sign it or I could take my chances with an actual contract vote. If I thought this was a railroading attempt I would stop it. I don't see an intergenerational conflict at the Fair but there is a problem with general disenfranchisement, regardless of age. **Paxton**- As Board members we can't talk about employment law stuff. Board members get instructed about what they can and cannot say. In our family we try to be open and in this area it is difficult and unfortunate. This evaluation is one of the best ever and it too is a confidential document. I have worked with Marcus for eighteen months, met with him monthly leading up to the Fair and gave him my views about getting integrated into the Fair. I have a list of things that were not getting done and I have concluded he is *an* executive director but not *the* executive director. There was a nine month probation period, a second probation period and a short contract period. We thought that would raise questions from our Executive Director about long

term underlying problems but there was no effort to work for some understanding. **Katie**- We all have issues with authority or we would not be involved with the Oregon Country Fair. We all have had experiences that have lead to beliefs that authority figures cannot be trusted. We've all been betrayed - someone quoted Daniel Berrigan. It is hard being an authority figure in this organization. We all, on the Board, have these same issues and we recognize them and we try to be good authority figures. We have information due to the position. If all the Board was replaced with new members who got the same information, the new Board would probably come to the same conclusion. No one is guaranteed a position as a paid employee. I support this motion because the Fair tends to err on the side of kindness, compassion, generosity and a strong sense of fairness and this agreement embodies all those things. **LT**- We heard some things like, if Marcus did not commit a crime, we should continue his employment. There are different standards for an Executive Director and the standard of "not being a criminal" is not it. The standard of being a really good fit for the job is what applies here. We are all fine human beings and most of us would not fit in the job. It is an extraordinarily special position. There are two trains of thought - one is the Board members are in a conspiracy in reaction to the intergenerational work. The other is this is a failed process and rush to judgment due to the way the probation was extended. The probation extension was an attempt to try to make this work. **Deane**- I did not fill out an evaluation. If everyone did, things might have been different. I will call for a workshop after the retreat to deal with what we want, an executive director or not. We are going to start over and we need input and it will be a public workshop for the family. **Anna**- I am up for election and here is the dirt on me. Once upon a time there was a girl named Anna who thought she could change the Fair and well, you can't do that, but you can join committees and have fun at meetings, all night long. Not good enough so I joined the budget process and the personnel committee and started another committee and this gave me many ways to dis myself and still get all the love in return. I helped craft the Executive Director position. There's feedback, maybe it's a feeding frenzy, so thanks for giving for as good as you get. Every time you go to the event I hope you get as much juice off it as I do. I was part of the Hiring Committee and I am sitting on the Board and have voted several times to try to help us figure out our governance thing. Stay tuned and stay here; we'll need you for the next step. **Katie**- I want to apologize to all those who feel like they were left out of the ED evaluation process. The process is defined in the Personnel Manual. The number of evaluation responses we got back far exceeds any past evaluation and it probably was because of the timing and when we were all here together. We got a great response. All of the information on the internet is not different than the evaluation information and nothing new has come forward. I conducted many one-on-one interviews with volunteers at Main Camp and after. The Board individually interviewed each of the other six employees. This decision was not arrived at quickly or lightly. There is not any attempt to keep a secret from the membership but only a desire to protect the employee. **Jack**- I am absolutely amazed at the campaign that has come forth. It is amazing thing to work this hard and try our best and deal with processing all the information. I had no expectations, I wouldn't even think of asking others to come and support where my heart leads. I've had to make heavy decisions before. I am up for election and it's all the same to me. I've tried to work this out and so I am standing before you, as I have many times, and I have no fear in my heart - it's my truth and I rely on it. Thank you and I appreciate everything that all you have had to say. **Chewie**- The members who voted for the people up here know that we are you and you are us. We are doing this with a clear thought process and LT put it succinctly about the time it has taken. I hope you can trust us knowing where we are going. I have talked with hundreds of people. **Indigo**- I want to extend my gratitude to everyone here regardless of how you feel. The fact you are here means you love the Oregon Country Fair and that's why we are all here and doing this work and are interested in seeing it happen. I have given 20 years of my life to the Fair and live in Eugene because of the Fair. It is part of what I am. I understand the fact that Marcus has had to face a Board of twelve and try to hear them all tell him what he should do. We can't speak as one until we gather and vote. We did not come here to screw Marcus or make his life miserable. We have had his highest good and highest honor in mind through this. It is Marcus's right to not have the details made public. I am confident I am voting correctly for the voices of the many people I have talked with over many months. My vote is solid. I really like you Marcus and think you are a great guy. **Diane**- Thanks all you guys for coming. I know you are here for the good of the Fair and I hope you accept that those of us on the Board also have the good of the Fair at heart. I want to thank Marcus for being a respectful, approachable, enthusiastic person and a breath of fresh air at the Fair. I hope you continue to participate in the Fair because any number of crews or committees would love to have your energy. As far as the election, I have never been a one-issue Board member and hope the voters will not be one-issue voters either. **Lara**- I feel all the love in the room and my words are shaking. This has been incredibly hard on these Board members who have such large hearts and great heads. We don't take anything we do for you lightly. When I ran for the Board, I promised to have the best intentions of the Fair guide me at all times and sometimes that is really hard. I'm on the Recycling Crew and know all about that. **Deane**- Marcus, thank you. Please stay. My vote will not be against Marcus but for the agreement. **LT**- Regarding what Virgil said, and out of an enormous amount of respect for him, his family and everyone here, I want to speak on behalf of everyone on the Board who is running for re-election and particularly for our President, with whom everyone in this room has had a connection and understands why he is

our President. If you decide on his continuation on the basis of this decision then "you don't know Jack." **Paxton**- Thanks to all of you, I have learned a lot about the directions of the Fair and I want to see Marcus as a volunteer. Welcome to the family. **Jon P**- I had some exceptions to the process. However, even though I had some exceptions, I can assure the membership that the severance agreement was offered to Marcus with the intent of the providing best possible conditions for him. I can also report with confidence that regardless of their position on the matter, each individual board member put their heart and soul into finding the best outcome that they could identify for both Marcus and the Oregon Country Fair.

The motion passed 10-0.

Check Signers: Chewie moved, Indigo seconded, to shift Bank Account Signer Changes from new business to old business. The motion passed 10-0.

Chewie moved, Indigo seconded, to remove Marcus Hinz as an account signer for the Oregon Country Fair from all financial accounts. The motion passed 10-0.

Member Input

Joseph- There is one big piece of business according to the PPPM. There is no supervision mechanism for our paid staff. **Jen-Lin**- (She gave an Election Committee report - the report is published in the Fair Family News) Thanks to Kate Newhall and everyone at GOTV who made the Candidate Forum a big success. Thanks to everyone who participated at the Evaluation Meeting on Sunday after the picnic. There were a number of great discussions and the notes will be available soon. Thanks to Charlie, norma and Steve for their support. **Bill W**- Declared his enormous respect for the Board. **Amber**- From much past experience, I understand that creating and holding onto a vision is vital for dynamic individuals to get past the 12-headed monster. I request, as strongly as I can, that the board find a way to get us on track. We have the vision goals, but how can we use them to truly create a sense of empathy, of identity, of purpose on our Board? **Jim**- A workshop afterwards, as was suggested, to talk about the vision and the process and the things we can share coming out of this would be a vital experience for all of us. **Santos N**- I am moving to England and may not be back here, this year. I'm in love and going through a whole process with borders and applications. I want to say good bye for now. **Jon P**- The following statement does not reflect the views of the OCF Board or the Fair. As we discuss our internal challenges let's remember that the nation will be having elections in less than a month and a half. If the current political trends persist and people of good faith don't rise to change the trend, many of the social and political advances that are valued by much of the Fair family may be lost or compromised more profoundly than in any recent times. Please Wake Up! Help turn this election around! (Paxton encouraged everyone to vote and to get their friends and neighbors out to vote.) **Katie**- I started attending Board meetings after the 1991 Fair, a truly contentious time for the Board. I was new to the meetings, didn't know the issues but was awed at the passion of the people on all sides of the issues. It is amazing how much we all passionately care about the issues that confront this organization. **Indigo**- If I am elected for the next two years or not, I would like to see workshops next year about sound amplification, camping and path planning but also workshops to look at our governance, our structures and our growth in population or property. Regardless of the make-up of the new Board, I hope that all of you come to the work sessions to make this happen for the thousands of people who show up. This is a call to show up and be involved and participate. **Janet**- I don't dislike the Board for this and I know most of the Board members and I hope that in a year or two that Marcus will run for the Board. **Jim E**- There are a lot of folks in the Upper Loop that are very worried about the Long Tom flooding and taking that area. There is a history up there and livelihoods that depend on the path. Can we get this concern out and work on how to prevent it from happening. **Steve W**- Path Planning has been watching the river for several years and we are doing things to amour the bank like planting trees and trying to slow down the progress to buy time. The next Path Planning meeting, this fall, at noon on Sept 26th. The next LUMP committee meeting is in town on the 21st at 7pm and it is mostly agenda setting and so forth but will provide another focus. **Michael**- I am running for the Board this year, I live on Shady Lane and I've been watching the river in the winter and the river could feasibly punch through and take Community Village and everything north. If such a thing could possibly happen, I want to be sure the Fair to be ready with new places. I've got a cushy site and I'm not going to move unless it's from the river or my health. Our places are important to us, so vote for me. **Chewie**- Speaking of the river, it's not likely to take the entire area from Strawberry Lane and Community Village and north. That kind of flood would be amazing if it could possibly happen. The river does change and it is going to do what it is going to do. In the last twenty years we have lost bank and space. If it does happen, it could be all of a sudden. **David**- First, looking at the map, the closest place to the river is Shady Grove. Next, working S.O.'s don't count as members and we need to look into that. Finally, I am hoping the Board will have an announcement, something along the lines of a new position, where previous ED experience is needed.

Staff Reports

Operations Manager: norma filled in for Charlie who is on a bike tour event (Cycle Oregon) that was planned months ago. He and Andy did a hundred miles today. norma said Charlie doesn't have anything immediate to report and

will be with us next month.

Administrative Assistant: norma- Thanks to everyone for a wonderful picnic, especially my colleagues who worked to make it a success, and to Buffalo who was grilling, Toby Alves at the potluck table, Bob Fennessey who booked our music and to the handsome Dick Stewart for all his help. The picnic is a participatory event and everyone helping each year - grilling, potluck, cleanup, and greeting- would be great. I've just had a vacation and Robin's staffing of the office was appreciated and stellar. My sabbatical starts October 1st. I'll be gone for the first couple of weeks and then back into town and on-call if needed. The Fair Family News will be mailed on the Sept. 23 because it is a week late due to this meeting. Thanks Kate, for the candidate forum. We had more money than originally thought for the Jill Heiman Vision Fund giving and it was wonderful to be able to send the extra money to the recipients. People were incredibly generous this year.

Office Assistant: Robin- Year nine, unbelievable, and the kids walk out feeling incredible. We had sixteen kids graduate after years of attending Culture Jam and they are asking "now what?" Thanks to the site crew for all the hard work, the Beaver Open folks who helped set up, and thanks for all the kitchen crew for feeding us eight days in a row, and thanks to Leslie, and norma, and everyone. We are all really proud. Two kids came from overseas, Australia and London, and they were great. Year nine, unbelievable, was strong and successful! People come to us and ask us to organize and help produce youth events based on what we do with Culture Jam. Deane asked "Is it true if you are a member of the Board of Directors you are invited to dinner and entertainment at Culture Jam on open mic night?" Robin, "Yep." Deane, "That's the main reason I'm here!"

Site Manager: Steve- The Beaver Open is a national association of hackysackers and they rent part of the site for Labor Day weekend (Main Camp, Dragon and Crafts Lot). They are well organized, celebrating their 30th event anniversary, into their third generation and know how to have fun. A number of the Beaver folk are Fair Family, they have been having their event here for about six years and a couple of years ago they wanted to start doing something more to show their appreciation for the Fair. Now they show up the weekend before Culture Jam and in a day's time they do an incredible amount of work for the set-up. It's becoming a more meaningful collaboration and there are members of Beaver Open that run other youth programs and we're exploring cross-over possibilities. Concerns raised this year about fire danger were unfounded. The Beaver Open group is always very well prepared. We stationed our best fire engine at Main Camp and the lead organizers were trained on its operation. In addition, this year the weather cooperated with rain a few days before the event. On site, the clean-up deadline has passed and the picking up is going on and on. It's all going well and the site looks great with the recent rain. During post-Fair week, Recycling and DeCon did a sweep to pick-up the trash in the lots. It made a huge difference and is much appreciated. There is a lot of hay left out in the lots. It was baled wet due to the pre-Fair weather so it will be composted.

Committee Reports

Peach Power: Anna- The next meeting is Sept 27th at 6pm PDT at 442 Lawrence. A conference call line is available. Our goal is to have a Peach Power draft plan for the Board retreat that will outline the uses and stewardship of the Green Ticket funds.

Crafts Committee: Lara- The next meeting is the second Wednesday of the month at 6pm at the Fair office.

Community Center Committee: Lara- The next meeting is on the fourth Monday of the month at 6pm.

President's Peace

Jack- I had a lot of fun at the candidate's forum and was nervous and excited. It was reaffirming. I appreciate whatever support arrives and I want to continue to serve as a Board member and President. This employment decision, and tonight's effort, was a hard one. Somewhere in the process in front of us, this will sort and settle. I appreciate and want to thank the Board for all its hard work. This was real hard work. The challenges, presented in whatever language, were met by this Board.

Adjourn

The meeting was adjourned at 10 pm. The next regular Board meeting will be held on October 4th, at 7pm, at EWEB

The tentative agenda includes Donation requests, Budget Issues, Five-year OCF Transportation Plan Task Group formation (Jon S), Intergenerational Committee formation (Deane); \$1000 donation to Lane Extension (Deane); Change Line allocation for Proposition 19 (LT)

