

- FAIR FAMILY NEWS DEADLINE 9
- 19 Last day to register as a Fair member
- to vote in the 2013 election for Board of Directors

October

Annual meeting and election of 19 **Board of Directors**

Pre-Fair Thank You

The Pre-Fair Kitchen crew would like to thank Chris and Cicely Shave, owners of Family Dogs Foods in Eugene, for their generous donation of a 1947 Hobart floor mixer. This classic piece of equipment has had a rich history in the Eugene food culture, and has found a new home out at the Fair site in our

Happy Birthday to Our Fair Family Cancers

	<i><u>cancers</u></i>
Aaron Lasky	Lot Crew
Amigo Cantisano Andrea Nickel	Organic Matters Booth
Andrea Nickel	TicketsWest
Anton Ferreira Bob Durnell	Community Village
Bob Durnell	Zenn Acres
Bob Fennessey	Community Village
Bob Fennessey Brenda Lederman	Dusty Rose Booth
Brian Fuller	Recycling
Carolyn Hewitt	Recycling
Carrie Hamm	Advertising
Carrie Hamm Chloe Miller	Chela Mela
Christine Jump	Lot Crew
Chrystal Richter	
Cindy Peterson	Lot Crew
Cindy Lee Wilson	Water Info Tech
Clif Cox	Info Tech
David Paul	Main Stage
David L. Liberty	Cartography
Dean Middleton	Neighorbood Response
Dennis Fletcher	Lot Crew
Dick Stewart	Recycling
Doug Quirk	Registration
Erica Lerch	Security
Fiora Starchild	Crafter
Fran Chylek	Great Falafel Booth
Gary Rondeau	Information
Geni Middleton	Vegmanecs
Hawk Owl De Young	Traffic
Jay Schwichtenberg	Registration
Jay Schwichtenberg Jill Evans	Registration
Jim Snyder	White Bird
Jim Snyder Jonathan Daniel	PreFair Kitchen
Kathee Lavine	Vision Action Committee
Kelly O'Neill	Green Thumb Crew
Ken Kirby Kevin Card	Craft Inventory
Kevin Card	Internal Security
Kim Langolf Laura Ratti	Registration
Laura Ratti	Community Village
Lois Fulgham	Booth member
Lucy Kingsley	Inventory
Lucy Way	Registration
Maria Moondance	Crafter
Mark Frohnmeyer	Registration
Melissa Druck	Pre-Fair Kitchen
MiaTree Oquilo	Alter-Abled Advocacy
Michael O'Malley Nick Badovinac	Security
Nick Badovinac	Recycling
Patty Marx	Elder
Paxton Hoag	Board of Directors
Percy Hilo Peter Dumbleton	Community Village
Peter Dumbleton	Booth #465
Phil Moses	Registration
Robert Thompson	Security
Ron Callaway	Main Stage
Ron Callaway Sandy Anderson	Internal Security
Stefano Cremonesi	Gabbiano Leather
Sue Theolass	Crafter/Board
Susan Young Thurman Scheumack	Green Thumb Flowers
Thurman Scheumack	Cratter
Tim Stratis	
Todd Agan	4A
Vip Short	Elder
- T	

Leos

August Weinstein	Site Crew
August West	
Bev Pylw	Booth #465
Cailean Dow	
Cathy Coulson-Keegan	
Chućk Jensen	
Dana Merryday	
Deane Morrow	Board of Directors
Denise Radow	
Doe	
Donna Murray	
Eve Woodward	Pizza Company Booth
Gary Van Horn	Internal Security
Geoffrey Silver	
George Hutchinson	Internal Security
	Momborship Socrotary



Booth Registration Hours Main Camp

June 8 – June 23 Saturday & Sunday 10 am – 6 pm Monday & Tuesday..... Closed Wednesday to Friday...... 10 am – 6 pm

June 26 – July 9 **Open July 4th!** (Hours to be announced)

Wristband Booth

for Vendors, Crews and Troubleshooters

Wednesday, July 108 am - 8 pm
Thursday, July 11
Friday, July 128 am - 8 pm
Saturday, July 1311 am - noon
&6 pm - 7 pm
Sunday, July 14 11 am - noon
* Entertainers, Community Village, Energy
Park and Teen Crew have their own hours

Park and Teen Crew have their own hours. Please check with them for times.

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

upland prep kitchen and bakery. Thank you Chris and Cicely!

FFN **AIRY FAIRIES**

Michael "Griffin" Ottenhausen Brad "Thunderbird" Lerch Suzi "Chimera" Prozanski Cyndi "Sylph" Leathers Kim "Phoenix" Griggs Mary "Angel" Doyon Dan "Pegasus" Cohn norma "dragon" sax Niki "Wisp" Harris

Heidi Doscher...... Membership Secretary Jeff VaseyRegistration Jeya AerensonInventory Jill Nishball.....Fire John Chambers IT Committee Judy Stickney Energy Park Kendon Bright Main Camp Kimberly Froemming Lot Crew Lawrence TaylorSanitation Lynn Reichman.....Community Village Martha WileyRecycling Meadow MartellInternal Security Mickey Stellavato Recycling Morgen Spiess..... Entertainer norma saxbig time slacker Oso Harper..... Internal Security Queen Accordiana..... Entertainer Ray Neff.....Peach Pit Rich Chinitz Registration Richard LoganFire Sandy Liberty.....Childcare Scott Freitas Far Side Crew Sheila Landry.....Elder Sheldon Doughty Traffic Shelly Winship......Vaudeville Tyson Peltzer.....Recycling Wes New Registration

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.



Lost Children

Found children are first taken to the nearest Information Booth, then transported to either Child Care on Sesame Street or Child Care on Wally's Way (the new facility near the entrance).



After hours, all found children are at Child Care. Information Booths are in constant contact with Child Care. If you lost your child (or found a child) please go to the nearest Information Booth or to a Child Care facility. During or after the Sweep, parents of lost children should check in at Odyssey Information.

Child Care Needs Trailer

Child Care needs a trailer! Our old stage rotted away last year, and one of our generous SOs donated the use of his trailer, which worked so well for that purpose and others that we are looking for a trailer to use on a permanent basis. We're asking for the donation of a trailer approximately 8 X 12 feet. We'd prefer a deckover or flatbed type, but we don't need anything fancy. Two wheels and a hitch coupler might be good enough. Contact Child Care's Site Coordinator at site@ocfchildcare. org if you can help us out. Thanks!

Shower Hours

Six shower locations are available for staff and performers. Hours vary, but most are open early and stay open until around 9 pm. Please bring your own



towels and shower supplies. Please be mindful that every gallon of water we use showering, we have to pay a hefty per gallon removal fee. So please keep your showers short to conserve water. Hours and locations are as follows:

Shower Central (dahinda's)

Thursday5 pm – 9	:30 pm
Friday & Saturday7 am – 9	
Sunday	

Alice's

Friday thru Sunday8 am – 5:30 pm

Zenn

Friday thru Sunday8 am – 5:30 pm

Flowin' Notes

Friday thru Sunday8 am – 10:30 pm

Farside	

Thursday	5 pm – 9:30 pm
Friday & Saturday	
Sunday	-

Miss Piggy's Thursday......5 pm – 9:30 pm

Lost & Found

Lost something? Please go to the Odyssey Information booth (near the Tofu Palace) to see if it's been found or to file a report if it hasn't yet appeared. All found items will be collected from Information booths and taken to Lost and Found Central at Odyssey by 6 pm each day of the Fair.

After the Fair, please email: lostandfound@ oregoncountryfair.org with your contact info and a complete description of your item.

If your item is given to us after the Fair, we will do our best to re-unite it with you by mail (at your expense). If you're in the Eugene area, we may be able to deliver it to you. We keep found items for about 30 days after the Fair and then donate unclaimed goods to a local charity.

Please consider putting some sort of identification on your precious possession so we can easily return it to you. An address label is a good idea. Cell phones, ipods, cameras, fanny packs, all turn up and astonishingly enough, don't always get claimed. We would return items much faster if we can easily identify to whom they belong.

Found something? Please bring it to the Odyssey Information booth and your good karma points will increase considerably.

Need Help?

We hope you don't have any emergencies, but if you do, go to the nearest Information Booth or to the White Bird Medical Clinic by the Main Stage. See map for locations or ask at any booth. White Bird is a complete emergency medical system staffed by nurses, doctors and other health care professionals. Information Booths are equipped to handle minor first aid situations and can get you connected with the care you need.

Smoking Areas

If you want to smoke, please be considerate of your fellow Fairgoers and smoke only in designated areas. Smoking areas have signs and brightly-colored butt cans. If you don't see the can, don't light up!

Get Cash

ATMs are located at Dragon admissions and at Main Stage, along the fence on the right side as you face the stage.

Feedback

During the Fair, feedback forms are available at any Information Booth. After the Fair, forms or written comments complete with your name, address and phone number can be mailed to: Feedback, OCF, 442 Lawrence St., Eugene, OR 97401 or emailed to office@ oregoncountryfair.org. Your feedback is appreciated, welcome and given attention!

Save a Tree; Get FFN Online

Would you like to receive notification of when the FFN online issue is available each month? Please email office@oregoncountryfair. org and ask to be taken off the print list and put on the cyberspace list. You'll see the FFN earlier and in color.

You Say It's Your Birthday?

If you have a birthday once a year, let us join in the well wishing. Email office@ oregoncountryfair.og and let us know your name, astrological sign and Fair affiliation and you'll be on the list the next time your sign comes through the cycle.

Pack it in! Pack it out!!

Please clean up your booths & camp sites. Mother Earth thanks you.

Close the Lid

Gotta go while you're at the Fair site? Close the lid when you are done and don't slam the door! Thank you, thank you!!

Hospitality

The main Hospitality is located in Main Camp and is open 12 pm to 5 pm, Friday through Sunday. Cool drinks, fresh baked goodies and a light buffet are served.

A hospitality center is also located in Flowin' Notes Shower area (near the Ware House). It is open Thursday through Saturday nights from 7 pm to 10 pm, and serves warm beverages and small snacks.

Fire Show

One hundred Fire Dancers with music by Tyler Spencer and DJ Talisman will perform at Pyrates Cove at 9 pm, Friday July 12.

Come early to save your spot! Alter-abled seating area (chairs are good!) and kids area seating will be available (please come early to reserve).

Contact us at: oregoncountryfairfireshow@gmail.com



Friday & Saturday	7 am – 9	:30 pm
Sunday	7 am – 4	:30 pm

OCF Sex Offender Policy

The following motion was adopted as policy at the May 1994 Board of Directors meeting:

- 1. Adjudicated sex offenders who are not currently in, or have not successfully completed, a sex offender program with a licensed counselor, are not welcome at the Fair as employees, staff, volunteers, contractors, entertainers or significant others.
- 2. Any person wishing to shall present documentation of an offense to the Executive Director, who is granted the authority to bar said offender from entering the property, and may designate whichever crews necessary to enforce that prohibition.
- 3. Any coordinator or OCF staff person who is presented with aforementioned documentation will immediately report that information to the Executive Director.
- 4. Any person barred from the OCF property may appeal exclusion through: a) the Grievance Procedure, or b) in June and July, when the Grievance Procedure is not in effect, the OCF president.

Elder Crafter Sidelined?

Greetings Fair Family,

I was dismayed and surprised to learn that the rules have changed regarding Elders. Before Eagle became an Elder, we were very clear in asking, and were reassured that he could still sell work at our booth if he became an Elder. He is an integral part of our booth, makes gorgeous work, and would not have become an Elder if he couldn't continue selling at our booth. Getting a pass through Elders is a little cheaper, which is like a senior discount.

So he paid for his camping pass and parking pass through Elders Committee this year, and we bought the other passes and parking passes for the rest of our helpers, and then learned that the rules have just changed, and Elders can no longer sell work at the Fair! So I had to boot out one of the helpers, take a parking pass away from another helper, and go through the hassle of getting a refund from Elders Committee to get Eagle his pass from the booth.

It seems like a big change like this should have warranted a special mailing, at least to all the Elders, or a brightly colored extra paper in the registration packet. When I spoke to someone in the Elders Committee, they told me this was brought up and voted on at a meeting, without tabling it for a month to research and discuss it fully.

I suppose the idea is that if Elders are pushed out it frees up space for more crafters. It seems like you're pushing away talented artists after years of service to the community, like putting 'em out on an ice floe or something. We give thanks for all the energy that you devote to the Fair, and also do protest this decision that I believe is ageist.

Yoli Rose Booth 345

Download Mother Zosima Singalongs

Dear Fair Family,

Prepare for group singalongs with Mother Zosima this OCF! Share your cultural heritage with your kids! You can download free mp3's of Mother Z's music at http://users.resist. ca/~kirstena/mp3index.html.

Mother Z will be bringing her educational "Womanhood 101" performances to a forest cove near you this Fair! Beware and sing along! Any crews or booths that would like some irreverent entertainment while they work, please send email to sheelanagig@juno.com and put in a request. Mother Z would love to help maintain positive work vibes through performance. This year, Mother Z will be accompanied by her mascot, Angry Barbie, a timeless icon for all OCF women.

Thanks, Kirsten Anderberg aka Mother Z Entertainer

Fair Goals Series to be continued

The Vision Action Committe's series seeking comments on Fair goals will continue in August with Goal 8.

CELEBRATE A GREAT FAIR

Teddy Bear Picnic



SATURDAY, AUGUST 17

MAIN STAGE MEADOW, 3 PM UNTIL...



FAMILY

LETTERS

number or e-mail).

This newsletter is for the Oregon

Opinions expressed here are those of

Letters must be limited to 300 words.

Country Fair Family and all material is

the authors and do not necessarily reflect

They will be edited for length and clarity.

Please include name, Fair Affiliation and

a method of communication (i.e. phone

Calling all Unwanted Mugs

volunteered from the membership.

the policies of the Fair or the FFN.

Hello Beautiful Family, Welcome home. Grab a cup of coffee or a nice cool drink and know that we are excited and happy to bring nutritious and delicious meals to crews working

on site. We love adding fuel to the engine that drives this ship from the flood plains to the Fair.

As always we can use coffee cups. If you have any that you would like to add to the rotation drop them off at the Main Camp kitchen.

Please know our goal is happy chewing faces and our music is the clinking of utensil to plate.

Coordinators, please don't forget to call in your meal counts to Quartermaster.

Thank you ahead of time for the patience and the love. We are Family. *Your Kitchen Crew*

MUSIC and FOOD

A SPECIAL EVENT TO THANK THE FAMILY FOR A GREAT FAIR

The OCF will provide barbequed chicken, tuna, veggie burgers, and non-alcoholic beverages. The rest is up to you. Please bring a potluck salad, side dish or dessert to share with your fellow bearies. Be sure to mark your bowl or plate with your name for easy return. Label your dish to let us know if the food is for those of a vegetarian, vegan or carnivorous persuasion. And, please bring your own place setting to save on using paper and plastic.

Use Aero Road entrance and leave the pooches at home.



4

Remember, this is a participatory picnic. Please call or e-mail norma at the OCF office to see how you can help make this a fabulous event. We need help with grilling, greeting and cleaning up. Pretty please with peaches on top!!!!

NO DOGS! Hot dogs, yes; live dogs, no.



Plan for Fire Safety

by Fire Bill, OCF Fire Crew

Here it is the first of June and the Fair site fire ignition conditions are closer to the first of July. We've received only one and a half inches of rain in May, and June historically averages only one and a half inches. Obviously we could receive significant rain in June, but the fire weather forecasters aren't predicting it. This year's event could be very dry indeed.

Please bring your fire extinguishers, buckets and burlap. A good rule of thumb for your camp is — if you can't see a fire extinguisher or buckets from where you're standing, then it's a good idea to have some more. Clearly mark your fire buckets and use them only for water and burlap. Mount your fire extinguisher at eye level if possible and away from other potential fire sources. Ask yourself if your camp has a fire plan and if not, make one. I'm sure there are experienced people around you that could help with a plan and if not, give your Fire Crew a shout and we'll be glad to assist.

If you are working at the site and are using any gasoline operated equipment, please have a fire extinguisher with you, watch for sparks and be extra cautious during refueling.

As far as campfires are concerned, it's too early for severe restrictions, but that could change as we get closer to "Fun Time." Of course, all campfires must have a valid 2013 Campfire permit issued by the Fire Crew and meet all of the requirements as listed in the Guidelines.

We will be conducting fire extinguisher training on July 10 and 11, 11 am – 4 pm. Location will be determined according to the prevailing winds, but we will be visibly set up out in the parking lots. Don't miss this great opportunity to build confidence on how and when to use an extinguisher.

With the conditions the way they are (or could be) everyone needs to have a heightened level of fire awareness. You folks are our eyes, ears and noses, and with your help we can have a fire-free Fair. Thanks for your vigilance!

Post-Fair Steward Camp for Kids

Who: Anyone between the ages of 10 - 15, whose parents are volunteering post Fair.

When: Monday and Tuesday from 8 am - 8 pm, Wednesday 8 am - Noon.

What: A two and half day adventure, including breakfast and lunch, learning the ins and outs of the Fair. Meet crew leaders, learn what it really takes to create the magic. Songs, crafts, skits, scavenger hunt and games.

Why? What better way to pass the torch to the next generation and keep the young and restless entertained.

Lead by: Kristin "Heron" Wilson (Masters in Education, Educational Administrator, Fair goer for 25 years).

Activities: Visiting different post Fair camps. Talking with crew leaders and leading a hand.

Crafts: Dream catchers, basket weaving, friendship bracelets, gnome homes.

Recreation: Sprout ball, Pull for Peace, relays, outdoor cooking, hooping it up.

Contact us to sign up! Teacher Kristin "Heron" Wilson — 503-880-3222 or heronkaw@gmail.com.

Administrator Rebecca Gandy (QM Post-Fair) 503-753-4267.

OCF joins Veneta's Fourth Friday Festivities

Consider yourself invited to Fourth Friday Festivities throughout the summer in Veneta. The Fair has partnered with the Veneta Downtown Farmers Market and the City of Veneta to bring the spirit of celebration, OCF style, to the Fourth Friday of every month through September. Located on the grassy knoll in the Fern Ridge Shopping Center at Territorial Highway and Luther Lane, Fourth Friday's festivities will build on the weekly Farmers Markets by adding artisan crafts, wine, food, family-friendly fun. Musical entertainment will be provided by the OCF.

Starting Friday, June 28, we will get the party started with the music of Etouffee. Led by fiddler Kelly Thibodeaux of BatonRouge, Louisiana, Etouffee combines red-hot fiddle, shufflin' rhythm and blues, and kickin' Southern licks to create an exciting sound known as Swamp Rock. This is



as Swamp Rock. This is music that will roll you down Bourbon Street or lead you into the darkest swamps, music so eminently danceable almost no one — young or old — can resist.

Fourth Friday Festivities run from 2-7 pm. The band will play starting around 4 pm with a second set around 5:45

LTD Free for All During Fair



The OCF is happy to announce a new era of collaboration and community building between the Fair and our longtime partners at the Lane Transit District. For many years, actually decades

at this point, the Fair has been working with LTD to provide safe, efficient and affordable access to the Oregon Country Fair. This has helped us manage and mitigate the impact of cars, on both our site (lessening parking demands) and the environment, as well as helping to foster and maintain public safety by easing congestion on the two main vehicular arteries to the Fair, Highway 126 and Clear Lake Road. It has also helped us toward our goals of social equity by providing cost-free travel to the Fair site, during the days of our event, for folks who cannot or choose not to travel by car.

Historically, the OCF has funded a service where ticketed participants who are coming to the Fair have been able to ride from anywhere in the LTD system to one of two shuttles that would deliver them to our front door. This year you can still get to the Fair site for free but *now* anyone (including you) can also ride LTD, anytime and anywhere for *FREE*. The OCF is purchasing the fare for the entire LTD system on July 12,13 & 14. You don't need a ticket and you don't have to be going to the Fair in order to get a free fare on the Fair. It is our pleasure to be able to give back to our community, which has helped support our event for more than 40 years, in a tangible way.

It is also important for the Fair to support and invest in the continued success of LTD, our local gem of a resource, that provides a critical public service for the entire community. Even if you have never taken a ride on an LTD bus (and if not the weekend of the Fair is a good time to try it out on us) their service and its impact on the community touches us all. Supporting public transportation in our region makes good triple bottom line sense and helps us build and strengthen our community.

So please make 2013 the year you get back on the bus ... on us!

Opening Ceremony to Celebrate Air

For the 2013 Oregon Country Fair Opening Ceremony, the Elemental wheel turns from Water to Earth to Air.

Join us at Main Stage at 11:30 am Fair Friday.

With ceremony, sound and levity we will gather as one to take a deep collective breath to offer honor, love and gratitude to the Sacred Element Air. With combined focus and loving attention, we will call forth balance, stability, health and peace for this precious Element. Circulating all around, Air connects every living being who has ever breathed in a relationship of inhale and exhale. Air forms a precious bubble, protecting our planetary body from the pressures of space. Air reminds us to lighten up and have some fun in the face of it all. With lightness and fun in mind, you are encouraged to come costumed as your own creativewild-self envisions giving love and respect to Air. Additionally, if you want to hold space and bear witness with your breath as we prepare for the ceremony, you are invited to arrive at the Main Stage Meadow around 11 am. Following the ceremony, the Air, Earth and Water Altars will be carried around the Fair. You are ever so welcome to join this procession of the Elements. Booth folk, this is a call out to you to bring and hang wind chimes and prayer flags in and around your booths to carry the intention of Air throughout the Fair! See y'all there!

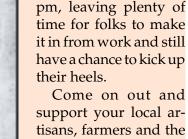
Fourth Friday Festivities (HOURSEXTEND) include: wine, food and family friendly activities. Weekly children's activities & local artisans. Musical entertainment sponsored by Oregon Country Fair.

CALL 541-636-7624 FOR MORE INFORMATION • WWW.CI.VENETA.OR.US/FARMERSMARKET Debit & Credit Accepted - Senior Coupons/oregon trail/wic









their heels. Come on out and support your local artisans, farmers and the Veneta community and have good time doing it. With most all of the produce coming from within a 25-mile radius, you can feed your inner locavore and save on food miles too!

Please Bring Your Own Water Bottle

submitted by

Recycling Coordinators Amy Hand, Nick Badovinac and Steve Bouton; Crew Services Coordinator Doug Richards and Crew Services Acting Coordinator Amanda Bishop; Water Crew Coordinators Tim Wolden, Christie Watson and Renee Painter; and Commemorative Sales Coordinator Ruby Steinbrecher



In addition to being able to let your hair down for a rip-roaring good time, the Oregon Country Fair is a great place for us to walk the talk.

The Fair has been recognized for its role in philanthropy, education and sustainability all the while continuing as a place where dialogue and consensus are the goals. We call ourselves a family and like any family we don't always get along, but we respect each other and work together.

One thing we think we can agree on is that as a family we should continue to make efforts to lessen our footprint on the Earth, and that while we have made great progress, we can still do more.

In this spirit, let's make 2013 the year of BYOWB! BRING YOUR OWN WATER BOTTLE! This might be the easiest step anyone can make toward sustainability.

Recycling Crew has been leading the call to pack it out, Pack It Out, PACK IT OUT for years and a reusable bottle makes sense. The folks on recycling have been bringing their own bottles for years, walking the talk.

Crew Services began deploying 5-gallon drink coolers, and the effort has resulted in a dramatic decrease in use of disposable plastic water bottles. Conversations have been happening with stakeholders to further reduce

the need for plastic bottles and we are hoping to see the fewest disposable bottles consumed in over a decade, despite our growth. Sure it would be great to completely eliminate plastic, and it should be easier than eliminating polio around the globe, but we are not there yet with either.

Water Crew has been installing bottle filling spigots throughout the Fair to give folks a place to reuse and refill and will be adding several more this year.

Since its inception, Water Crew has been providing safe clean drinking water. First in oak barrels and now in the blue barrels outside of the Eight, water for 25 years has been plumbed inside the Eight. Water Crew works hard to deliver safe, clean water.

This year the gang at Commemorative Sales is getting into the act and will be selling a stainless steel bottle to help promote the values we as a family believe in. So if you don't have one, don't sweat it. Get yours at the Fair, or pick up an extra!

We are all in this together and we all know we can do better. Let's make this year all about BYOWB! Leave your disposable bottles at home and bring your reusable bottle or get a new one at the Fair. Thanks!

Fair Thee Well: Eric Martin

Longtime Child Care Crew and Fair Family member Eric Martin passed away in February. Many of us will remember Eric for his good



work at Mellow Place and Kids Loop, where he spent much of his Fair over the last 20 years. Eric was a kind and gentle man who savored his moments at the Fair. He spent his last Fair helping set up our New Kids space. We'll miss you, Eric. We'll miss your gentle voice, your tender heart, your love of good music, your sparkly sense of humor, your artful sarcasm, your honest and heartfelt compliments, your willingness to work, your unwillingness to accept unfairness, your love and respect for others, and your love of the Oregon Country Fair.

Fair Thee Well: John Miller

A long time fan of the Oregon Country Fair, John Miller, 64, died peacefully, surrounded by loved ones, following complications from knee surgery on May 25.

John volunteered for security and helped with the poster committee. He loved the music at the fair, and those who met John were often treated to interesting stories about his years working for Stevie Nicks and Fleetwood Mac. A caring person, an artist, a Nascar fan, he will truly be missed. John is survived by brother Dean Miller, construction crew and sister Trudy Kitzmiller of Roseburg.



Fair Thee Well: Esther Koch

Esther Koch of Azalea, Oregon, and a Charter Member of the Oregon Country Fair, passed away April 20, 2013, just 14 days short of her 99th birthday.

She was born May 4, 1914, in Brooklyn, New York, to Dr. Simon Frucht, a heart specialist, and Mary Morrison, homemaker and business-woman. Esther obtained a bachelor's degree from Brooklyn College. In 1934 Esther married George Koch, a stockbroker, gold miner, rancher and adventurer in the style of Indiana Jones. Esther moved with him out West to the wilds of one of the 1,000 valleys of the Umpqua River in Oregon, where they raised their baby son Andrew (born in 1939) in a pioneer cabin without any modern conveniences, not even a car. Esther had a big garden and they raised all kinds of farm animals for food. After Koch passed away in 1958, Esther returned to school at the University of Oregon, where she earned master's degrees in English, Social Science and Library Science. She was a member of MENSA.



She returned to her homestead near Azalea in 1974 and started attending the Oregon Country Fair. In 1976, she began reading palms and analyzing handwriting at the Fair. Esther returned to the Fair for more than three decades, participating well into her 90s.

Her interests were numerous. Esther served on the board of the Upper Cow Creek Community Center, where she endowed a local scholarship fund. She wrote a column for the Roseburg News Review during the 1980s, "Fresh Breeze from the West." She was a writer, teacher, graphologist, philatelist, philanthropist, collector, musician, palmist, conversationalist, librarian, environmentalist, pacifist and a lover of limericks. She played guitar and stride-style piano, and wrote many lyrics to music.

She once played in the Fair's Midnight Show.

When the Fair needed to buy the land in 1982, she and her son Andrew joined other Fair Charter Members to donate money for the down payment.

From the 1930s to 2013 – Esther was one of Oregon's first hippies! Esther is preceded in death by her husband and her son. She is survived by her daughter-in-law, Marline Koch; grandsons Marcus Koch of Portland and Brian Koch of Woodenville, WA; and greatgrandchildren, Natalie Koch, Andrew Koch and Brice Koch.

Esther taught school in Paisley, Jordan Valley and Ely, Nevada; and she was a librarian in Fayette, Iowa. Later she moved to New York City for five years where she worked as an analyst for the stock advice journal, Value Line.

S		munity Ilage	Daredevil Palace	Shady Grove	Kesey Stage © Energy Park	Caravan	WC Fields	Spirit Tower	Youth Stage	Rabbit Hole	Front Porch	Blue Moon	Stage Left	Chez Ray's	Monkey Palace
11:00 cm 1 11:30 11:30 12:00 pm	1:30 6 ening emony her w/ Family aise the & culture 2:05 6 B	dulesheck	to strangely Jeremiah A Whimsiral	11:00 The Fret Drifters Multi-Textural Landscape of Sound	11:15 Pedal Power/ The Conjugal	broadcasts klcc.org a	F again welcor ever day: KLC it Main Stage at the Blue Ma 11:30 AWOL Fun, Flying superhe-	C FM 89.7, and KRVM	11:00 Linda Yapp Lemon Drop Fairy Interactive songs dance & whimsy 11:45	Spoken Performa Stag	nces & es: 11:00	11:00 Ricardo Cárdenas Latin Flavor in Six Strings	11:30 Haute Trash Fashion Show Society's Trash = High Fashion	ľ	11:00 Kudana Love & Happiness inspired Marimba
12:30 Vida Roc hea witi fa "H	a Girls Mi k your Mi d right Ro n OCF Fri mily Har louse Hea	riam se & ends monic art-full stresses	Juggling Musical Duo 12:30 6g The Royal Famille Du- Caniveaux DuCaniveaux	Bronwynne Brent Genre Bending Gothic Americana	Visitors 12:15 Cassandra Robertson Acoustic con- scious folk, music to inspire	12:00 Yemaya Belly Dance lesson with the amazing Yemaya!	roes, action packed 12:30 Mud Bay Jugglers <i>Musically</i>	12:00 Eg Blair Bobier What Does Democracy Look Like?	Banango & Smoopie Interactive Comedy Magic for Kids 12:30 David Rain	12:00 Tom Noddy Bubble Magic	Jaya Lakshmi & Ananda <i>Kirtan</i>	12:00 Janet Bates Band Voice of Baez~Spirit of Guthrie	12:00 Stage Left Show Back to the Excellent Adventure	12:00 Eugene Poetry Slam Team <i>Words on</i> <i>Fire!</i>	12:00 Trashcan Joe Sensational entertain- ment on home-made instruments
1:30 1:30	:05 bg nook vins o folk at box vaganza	7	Cruise to the Bermuda Triangle 1:30 bg The Charlie Brown Jug- gling Show	1:00 Eg Jim Page Folk Music with Teeth		1:00 BELLY DANCE SHOW The legendary Gypsy Stage Dancers	Inspired Juggling With Beards! 1:30 UMO Ensemble Crazy fun in	1:00 Eg Patch Adams "Deciding" A Path to Mental Health Anyone Can Do	Tales & Tradi- tional Flute	1:00 Dav'id Rath Breitenbush -Intentional Community, 35 Year Experiment	1:00 Sandor Katz The Art of Fermentation - Traditional & Experimental	1:00 Feral Fauna Eclectic Soul Pop Ensemble	1:10 Bruce Lipton The Science of Creating Heaven on Earth	1:00 Emily Alma Keeping Hope Alive -Life and Culture- Occupied Palestine	1:00 AnnaPaul and the Bearded Lady Dance to Vin tage Swing
2:30 Mus Grin Sw Stom	::20 by Bir keteer ^{Ragan} weed Inc ampy In p Shake M Holla'		Good to the last drop 2:30 bg Leapin' Louie and Shoehorn Vaudeville	2:15 Eg The Chris Chandler Show Folken Word	2:15 Phillip Kelsven Expert on residential energy consumption	& the Bedouin Spice Orchestra	2:30 Shoestring Rocking- horse <i>Clouds,</i>	2:30 Eg Swami Beyonda- nanda	The Moes Family	2:00 Dale Pendell The Magical Basis of Future History	2:00 Eg Bill Sullivan Hiking Oregon's History	2:15 Baby Gramps Rags to Jazz	2:00 Kazüm Acrobatics Portland's high-flying acrobatic spectacle	2:00 Noah McLain Puppetry - Wisdom, Wonder & Whimsy	2:00 Juggle- Mania <i>Multiple</i> <i>choice</i> <i>acid test</i>
	lues	:00	explosion in cowboy jazz 3:30 bg Bellini Twins Inspired idi- ocy taken to	3:30 Hobo	3:15 Dr. Atomic Razor-Sharp Political Satire	Sublime flamenco singing,	cardboard, contortion & extemporane- ous expression 3:30 Wander- lust Circus	Cosmic Comedy Show	Band Uplifting Lyrical Family Songs 3:00 My Favorite Color is the Rainbow	Jazz-Minh 'Tara Talks' by Jazz	3:00 Eg Peter Yarrow Music, Advocacy & Activism	3:30 S Melissa Crabtree	3:30 Haute Trash Fashion Show Society's Trash = High	Nature of the Universe	3:00 Shovelman Surrealist fol superhero oi shovel-guita
Jar Lon 4:30 Fav Re	nbay Bi g Time Cu pocal (Q orites Gy unite! hoop med	itean (TN) projo- (amojo-	new heights 4:30 Paper Circus Juggling, acrobatics, & handmade entertain- ment!	Frank Captivating Folk and Roots 4:45	4:15 Sweet Home Harmony- driven Folk Rock, Pop,	brilliant guitar, & passionate dance 4:30 Denbaya Drum &	Orchestra Breathtak- ing circus and madcap orchestra! 4:30 Delusions	the Spirit Tower Spontaneous conscious collaborations featuring: Martita	Roots! Music for the Kid CommUnity! 4:00 Undermind Improv Beat- box Recorder	4:00 Tom Noddy Bubble Magic	4:00 Bill Ayers, Bernardine Dohrn & Jeff Jones Education,	Band Poignant Songs of the Wild	Fashion 4:00 Stage Left Show Back to the Excellent	4:00 bg Kemy Joseph Succeeding With Kindness	4:00 Jason Webley Who knows what he'll do?
	:20	1	5:30 The Royal Famille Du- Caniveaux DuCaniveaux Cruise to the Bermuda	lazz	Swing that'll rock your heart 5:15 Songs of the Naked	<i>Electrifying,</i> <i>high energy</i> <i>West African</i> <i>drum & dance</i> 5:30	5:30 Teaspoon	Flamenco Chico 4:20 Daily Co-Hosts: iana & Marv Ellis w/ inspire tribe,	Melodies & Flows 5:00 KingniK Ukulele Dixieland Jug Band	5:00 Mark Lakeman Villagers or Villains? The Circle or The Square?	Justice, Democracy, Climate & More	Hendrikz McLeod Reggae Grass Folks Meet Alice in Wonderland	Adventure	5:00 E Eva Edelman Natural Healing of Bipolar & Schizophrenia	5:00 Beat Crunchers Funky percussive brassy dance able fun
Jams Revol	worldly Up with a Up utionary 1 ssage Fu Energ	5:00 Ostate Frio Inky, etic Jam J and	Triangle 6:30 Rhys Thomas' JuggleMania Multiple choice acid test	6:00 Joanne Rand Psychedelic Folk Revival	Soul Popular Singer/ Songwriter Showcase Returning to OCF a 4th Year	Hurqalya & Guest Belly Dancers Pan-Mediter- ranean World- Beat & 60s jazz mix w/ belly dance	6:30	open mic, abakadubi family jam, Worth, LIVE ART mural by KAUZ & friends, and magic fresh off the path!	6:00 Zera Infectious Positive Indie Folk-Rock	6:00 Dr. Kevin Danaher Sustainability Can Save Humanity from Itself	6:00 Alcyon Massive	6:00 Se Ashleigh Flynn Soulful Story-Filled Gaymericana! w/ Black Prairie	Jet Black Pearl Wild Woman of the Accordion	Schizophrenia	6:00 De Solution Band Soulful African dance music



FRIDAY



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	Main Stage	Community Village	Daredevil Palace	Shady Grove	Kesey Stage @ Energy Park	Gypsy Caravan	WC Fields	Spirit Tower	Youth Stage	Rabbit Hole	Front Porch	Blue Moon	Stage Left	Chez Ray's	Monkey Palace
11:00 am 11:30	11:35		11:30 Paper Circus	11:00 Ricardo Cárdenas Latin Flavor in Six Strings	11:15 Pedal Power Music/		11:30 Delusions of		11:00 EarthCa- pades Earth-Loving Comedy Juggling Family Fun!	Perform	n Word nances:	11:00 David & Enion Pelta Tiller Fiery String Music w/ Members of	11:30 Haute Trash Fashion Show Society's Trash = High		11:00 Beat Crunchers Funky percussive brassy dance-
12:00 pm 12:30	Tracy Grammer Authentic postmodern, American Folk Music	12:00 69 Thistle & Rose Fiddlin' for a Faire Day's Folk Song	Juggling, acrobatics, & handmade entertain- ment! 12:30 Rhys	12:00 Scott Law Steel String Guitar Master	12:15 Dr. Stan the Physics Man	12:00 Aziza Belly Dance lesson with the world- famous	Grandeur Delusionist Pipia: Better than magic. 12:30 bg Mud Bay Jugglers	12:00 69 Patrick Mazza Generation Climate	11:45 Linda Yapp Lemon Drop Fairy Interactive songs dance & whimsy	12:00 Tom Noddy	11:30 Ron Lincoln Traditional / Spiritual Sharing	12:00 6g Jim Page Folk Music w/ Teeth	Fashion 12:00 Stage Left Show Back to the Excellent	12:00 Eugene Poetry Slam Team <i>Words</i>	Belles Sweet Hot
1:00	12:50 African ShowBoyz 5 Brothers perform the Music & Dance of Wast Africa		Thomas' JuggleMania <i>Multiple</i> <i>choice</i> <i>acid test</i> 1:30 The Royal Famille Du-	1:00 Brian Cutean Squint Yer Ears Gypsy-	AH-HAA!! Physics!!! 1:15 Njuzu Mbira Enchanting	Aziza! 1:00 BELLY DANCE SHOW The legend-	Musically Inspired Juggling With Beards! 1:30 6 AWOL	Changer 1:00 Peter Yarrow Music, Advocacy & Activism	12:30 Arrr! Pirates Have Feelings Too! Pirate comedy & music	1:00 Bill Sullivan Heroes from Bigfoot to D.B. Cooper	12:30 Sandor Katz The Art of Fermentation -Traditional & Experimental	1:00 by Hobo Nephews of Uncle Frank Captivating Folk and	1:10 Patch Adams "Being SIlly" Good for You	on Fire! 1:00 bg Emily Alma Keeping Hope Alive -Life and Culture	1:00 AnnaPaul and the Bearded Lady Dance to Vin-
2:00 2:30	2:05 5 Poor Man's Whiskey High-Octane	2:00 bg Rob Tobias & Friends Upbeat Environmental	Caniveaux DuCaniveaux Cruise to the Bermuda Triangle 2:30 Leapin'	jobopmedi-	Roots Music of Zimbabwe 2:15 Aprovecho Living, Learning, &	ary Gypsy Stage Dancers & the Bedouin Spice Orchestra	Fun, Flying superheroes, action packed 2:30 GIRL	2:00 Sean Ahearn The Future of Festivals - the Kumbhmela to Burning	1:15 Mina Wegner Bluesy powerful soul-singing with acoustic rhythms	2:00 Tom Noddy	1:30 Bill Ayers, Bernardine Dohrn and Jeff Jones Education, Justice, Democracy,	Roots 2:15 bg Neil Bjorklund & His	Jet Black Pearl <i>Wild</i>	Occupied Palestine 2:00 & Trudy & Steve Bhaerman Involuntary Simplicity:	2:00 Poets of Flow Rejuvenating High Energy
3:00 3:30 S	Hootenanny	Spirit Folk	Louie and Shoehorn Vaudeville explosion in cowboy jazz 3:30 Strangley Jeremiah	W/Vivid Characters & Stories	Educating to Inspire Sustainable Culture 3:15 Joanne Rand Psychedelic-	3:00 Assa Flamenco Sublime flamenco singing, brilliant	CIRCUS Happy birth- day! Girls! Girls! Girls! 3:30 6 UMO Ensemble	Man 3:00 Juniper & Jazz-Minh 'Tara Talks' by Jazz & Juni	2:00 My Favorite Color is the Rainbow Roots! Music for the Kid CommUnity! 3:00	3:00 Dale Pendell Plant Allies and the	Climate and More 3:00 & Bruce Lipton The Science of Creating	Bodacious Band Strong- Hearted Folk Pop 3:30 6	of the Accordion 3:30 Haute Trash	3:00 5 Zan Moore Nature of	Hip Hop 3:00 De Solution Band Soulful African
4:00 4:30	3:40 G Carolyn Wonderland Scorchingly Soulful Guitar Goddess	The Kind Buds Raucous Acoustic Guitar Duo	A Whimsical Juggling Musical Duo 4:30 The Royal Famille Du- Caniveaux DuCaniveaux		Folk-Ameri- cana-Revival 4:15 The Per- maculture Design	guitar, & passionate dance 4:00 Bindaas & Colleena Shakti Exquisite	Crazy fun in the air 4:30 & Wander- lust Circus Orchestra	4:00 Inspire at the Spirit Tower Spontaneous conscious collaborations featuring:	Zera Infectious Positive Indie Folk-Rock 4:00 Poets of Flow	Stanley Micklavzina The Beauty, Fun and Antics of	4:00 6g Steve Bhaerman The Alchemy	Shook Twins Quirky Folk from Portland	Show Society's Trash = High Fashion 4:00 6g Stage Left	4:00 Noah McLain Puppetry - Wisdom, Wonder &	dance music 4:00 Juggle- Mania <i>Multiple</i> choice
5:00 pm 5:30	5:20 ORGONE	from Vermont	Cruise to the Bermuda Triangle 5:30 Bellini Twins Inspired idi-	4:45	Game Innovative Permaculture Design 5:15 Blue Lotus Intergalactic	North Indian music with Rajasthani & Odissi dances 5:00 BELLY DANCE	5:30 Shoestring Rocking-	Martita Santiago's Flamenco Chico 4:20 Daily Co-Hosts: iana & Marv Ellis w/	Healthy Reju- venating High Energy Positive Hip-Hop 5:00 Jason Bailey & Friends	Physics! 5:00 Mark Lakeman	of Humor	4:45 Tracy Grammer Folk Troubadour	Show Back to the Excellent Adventure 5:30	Whimsy 5:00 Sharanam Anandama Soul Liberation Technology	5:00 The Saloon Ensemble <i>Wild and</i> <i>Crazy music</i>
6:00 6:30	Eight Piece Adrenaline- Fueled Funk and Intoxicating Soul	6:00 Marc Silber Band Peace Loving Pop	ocy taken to new heights 6:30 The Charlie Brown Jug- gling Show Good to the last drop	6:00 Melissa Crabtree Band Poignant Songs of the Wild	6:15 6:15 Kudana Love Inspired Marimba Music	SHOW The legend- ary Gypsy Stage Dancers & the Bedouin Spice Orchestra	horse Clouds, cardboard, contortion & extemporane- ous expression 6:30 Teaspoon of Sugar	inspire tribe, open mic, abakadubi family jam, Worth, LIVE ART mural by KAUZ & friends, and magic fresh off the path!	Planet Samba <i>Energetic</i> <i>interactive</i> <i>Samba Dance</i> <i>Party!</i>	Square? 6:00 Dr. Kevin Danaher Sustainability Can Save	5:30 Eg Jaya Lakshmi & Ananda <i>Rockin'</i> <i>Kirtan</i>	6:00 Jambay Innovative Musicianship	Kazüm High-flying acrobatic spectacle KLCC FM 8 @ Main Sta	OCF live broadcasts every day 9.7, klcc.org ge; KRVM FM Moon Stage.	in 3-D 6:00 Jason Webley Who knows what he'll do?



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ATURDAY

Main Stage Community Village Daredevil Palace Shady Grove Gypsy Caravan WC Fields Spirit Tower Youth Stage Rabbit Front Hole Porch Blue Moon Stage Che Ray 11:00 cm + + + + + + + + + + + + + + + + + +	s Palace 11:00 Kudana Love & Happiness inspired
Performances: 11:00 Haute Trash Have Have Fashion Fashion	11:00 Kudana Love & Happiness
	Kudana Love & Happiness
	Love & Happiness
Enion Pelta 11:15 .noitom10 III III 11:00 Feelings Brent Show	Happiness
11:30 IIIler Pedal Sharanam Too! Genre Society's	inspired
Power/ 11:30 Anandama Pirate themed 11:30 Bending Irash = High	
Twins Members of Matter UMO Soul Libera- minimuscan Bruce Goung	Marimba
12:00 pm Inspired idi- Iaarka Jugglers Crazy fun Ogy Musical The Magical & Nicki Lakshmi & Stage Left	20 - 20 AC
12:00 in the air Meditation World of Scully Ananda 12:00 5	
Gypsy- Side of Beck to the Euge	
12:30 Flamenco- Beets 12:30 Broard Anderson with 12:30 Flamenco- Magical Spirit = Trans- Chandler Excellent Poetry	Doiumonoting
Euclogical Function 12:30 Show Word	n High Energy
Shack Jeremian Folk Cello & to Local Claudia! of Mazza Live Snakes! 1:00 & Sandor Folken Word Fin	
12:40 Grandeur Generation 12:30 Dale Katz	1:00
Musical Duo 1:00 by Food 1:00 Derusionist Climate EarthCa- Pendell The Art of 1:00 by Atomic	AnnaPaul
Betty than magic pades Poetic Tententation & Brian Razor-Sharp No.	. und the
1:30 Battle 1:15 DANCE Carroty Other New Experimental Cutean Political MCL	Dearaca
Legendary Ine Royal Crass from European The logend	^{try} Lady Dance to
American Familie Du-Humboldt Zimbabwean ary Gypsy GIRL Patch Family Fun! 1:30 Lars Gypsy-	Vintage
200 Activist Cruise to the Music Stage CIRCUS Adams 1:15 Bill jobopmedi- 1:30	sy Swing
2:00 Bermuda 2:15 & the day! Girls! for Fun. Not Family Jay Hogan Oregon Jet Black 2:0	2:00
David Irrangle 2:15 The Bedouin Girls! Girls! Funds" Take Band Glossolalia- Natural Pearl Za	37
2:10 ba Rogers 2:30 Hoho Revolving out 2:30 back really Uplifting Learn to Speak Distasters Wild woman	, 00
Black World The Charlie Nephews Door Teaspoon Teaspoon Song Transfer 2:15 of Accordion Nation	
Prairie Classical Brown Jug- of Uncle Singer/Song- 200 of Sugar Sean laarka Univ	
Cross Congratity Show Frank Wher Statil 3:00 2:00 2:00 All New	
Contagious New West Good to the Capitvaling Their Songs Flamenco 3:30 Kemy Wegner Junioor & Festivals, Old World Haute Trash	3:00
Americana Roots In a Swirl Sublime AWOL Joseph Bluesy Jazz-Minh Cathors Folk Gypsy Fashion Kath	
flamenco ruin, rying me view powertul (Tara Talks' Show Leon	,00
Sission Surgaris, Society's in Dail	ogy Sensational Life- entertain-
luggling, a guilal, & packed mythins restrict Keduling	from ment on
acrobatics, junct Band Solar Energy dance 4:00 3:00 Music Outeral How	ar to home-made n" instruments
4:00 5.40 entertain- Voice of Association 4:00 Mud Bay the Creativity I and Advocacy Guerrero 2:00 Advocacy	
Booty Steel Wool ment! Baez~Spirit Ameria Jugglers Tower box Recorder Tom Brazilian Stage Left Em	×
Shakin' Harmony 4:30 of Guthrie 4:15 Canistan Musically Spontaneous Melodies & Noddy C Reggae & Show Aln	
World Funk Driven Leapin The & Guest Juggling Conscious Flows Bubble Boyonda Violin Back to the Keep	ng folk
Worldbeat Shoehorn Raucous Belly With Beards! Collaborations 4:00 Magic Deformed Excellent Hope	nd
Folk Rock Vaudeville acoustic jam Dancers Mid east 5:30 Martita Woodburn Cosmic Cosmic	e-
5:00 pm explosion in this duo from inspired Shoestring Santiago's Kocks Comedy 4:45 Occu	lea -
music with Rocking- Flamenco Classic Rock Mark Absynth	5:00
Reggae Grass 5:15 billy norse 4:20 Daily & Blues Lakeman Quintet 5:00 (The O	F Jason
5:30 Thomps' Alias in dance dance Coulds, Co-Hosts: 5:00 Villagers or Fugure lengy Kazüm	S Webley Who knows
JuggleMania Wonderland Roots 5:00 contortion & Flis w/ Planet Samba Circle or The Grass High-flying live br	
5:20 5:30 Multiple Reggae, Ska BELLY extemporane- inspire tribe, Energetic glit- Square? acrobatic costs	Sob J
6:00 Hold and Island DANCE of expression open mic, terming Grander	
ground Devotional 6:30 6:00 SHOW 0.50 addated Devotional 6:00 Poor Man's	
Authentic World Folk The Royal Shook 6:15 ary Gypsy Just Circus Worth, LIVE 6:00 Dr. Kevin 6:00 Whiskey Main s	age Fourth
6:30 Roots-Rock- Rock Famille Du- Twins Quetzal Stage Orchestra by KAUZ & Jason Bailey Danaher Alcyon Bluegrass, Grid Kl	a (Marching
Caniveaux Quirky Folk Guerrero Dancers & Breathtak- friends, and & Friends Sustainability Massive Old-Time Southorn Southorn Southorn	Band
Bore und Portland with a Sip of ouin Spice and madram sciences by Lams India Joings Humanity Rock & Jam	on Awesome Spectacle of
Triangle Hip-hop Orchestra orchestra! off the path! Glassic Rock from Itself	Celebration



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2013 Oregon Country Fair Wait/Share List



Do you have booth space to share? If you do, these fine Fair Family artists would love to hear from you! If you need extra passes for a crafter on the wait/share list, the "Booth Rep." may request them from Registration. The wait/share list is comprised of juried crafters who have participated in the Fair within the last two years. If you are an active juried crafter who wants to be on this list or to be removed from this list, contact Justin at Registration by email at boothreg@ oregoncountryfair.org or phone (541) 868-8903 to leave a message. This list is also available at the www.oregoncountryfair.net website.

is comprised	d of juried crafters	who have participated in the Fair within	the last avail	able at	the www.oreg	oncountryfaii	net website.
First Name	Last Name	Craft	City	State	Phone # 1	Phone # 2	Email Address
Bill	Allord	Glass mosiac items	Eugene	OR	541-344-6548		ballord@hotmail.com
Rosanna	Angel	Goat milk toiletries	Greenville	CA	530-284-7963		rsheavensent@yahoo.com
Fricano	Angelo	Jewelery	Gardnerville	NV	775-721-2274		coinsmitten@yahoo.com
Neil	Austin	Handcrafted woodwork	Silverton	OR		503-873-2349	efwood83@gmail.com
Samantha	Backer	Hemp silk cotton clothing	Portland	OR	503-349-2484		samatha@tinctoriadesigns.com
Rebecca	Bashara	Jewelery, stone, bone & wood	Klickitat	WA	509-369-3162		basharamacdonald@gorge.net
Eldridge	Baucum	Handcrafted woodwork	Eugene	OR	541-968-1998	541-935-2313	eobenterprises@earthlink.com
Beekman	Chris	Feather masks	Jacksonville	OR	541-899-3999		cbeekman@dishmail.net
Robin	Berry	Hand sewn adorned clothing	Sebastapol	CA	541-621-6802		iyas.enchantedcloset@yahoo.com
Natalie	Bloodgood	Face painting	Portland	OR	503-960-8619		art.natalie@gmail.com
Paul	Bristow	Wood string instruments	Gresham	OR	503-516-7472		Paul.Bristow@comcast.net
Kelly	Bruce	Refashioned clothing	Portland	OR	206-437-8212		freekspirit@gmail.com
Anna	Casey	Hardwood musical instruments	Eugene	OR		541-687-8430	anna@firehousemail.com
Karen	Cross	Patchwork clothing & hats	Eugene	OR	541-505-6502		trusthemp@hotmail.com
April	Cummins	Fabric wall art	Portland	OR	707-972-2545		sweetpeasteaz@gmail.com
James	DeRosso	Ceramic stoneware monsters	Portland	OR	503-381-1801		james@monster8all.com
Sarid	Ditton	Handmade crayons, chalk	Eugene	OR	541-514-9050		ssahara77@hotmail.com
Kamala	Dolphin-Kingsley	Mixed media	Portland	OR	206-325-3472		kdk@kamaladolphinkingsley.com
Vicki	Estrada	Dyed clothing, silk jackets, crocheted tops	Eugene	OR	541-513-9150	541-343-3388	victorianna999@hotmail.com
Angelo	Fricano	Drilled coin jewelery	Springfield	OR	541-232-0277		coinsmitten@yahoo.com
Mark	Garbarini	Silver smithed jewelery	S. Lake Tahoe	CA	530-544-3944	530-318-9990	markgarbarini@gmail.com
Fuenzalida	Gerardo	Decorated leatherwork	Eugene	OR	541-324-8175		zatcabala@gmail.com
Rose	Gerstner	Handcrafted clothing	Jacksonville	OR	541-899-3988		sympaticoclothing@gmail.com
Holly	Gonnella	Silver brass porcelain jewelery	Phoenix	OR	541-512-0161		prosperos@chartner.net
Lisa	Gladiola	Dolls	Veneta	OR	541-935-6443	541-232-4141	
Beth	Hayes	Hand sewn stroller tops	Seattle	WA	206-669-8667		tikigoddess@gmail.com
Loralee	Harding	Clothing	Eugene	OR		541-344-4756	email@circlecreations.net
Matt	Hellner	Small mixed media shadow boxes	Vancouver	WA	360-635-2331		matt@hellnerarts.com
Gonnella	Holly	Silver brass porcelain jewelery	Phoenix	OR	541-512-0161		prosperos@chartner.net
John	Hudgel	Guitars	Cleveland Heights	OH	216-386-3284		hudge13@gmail.com
Peter	Huiras	Wood guitars	Veneta	OR	541-935-3336		fiddlemon@gmail.com
Ann	Hymas	Clothing from repurposed fabric	Portland	OR	503-705-6482		livelifeslow@yahoo.com
Tyler	Jarvik	Batik clothing and accessories	Portland	OR	503-740-5015		tjarvik@gmail.com
Elizabeth	Johnston	Bottles, pendants, torch formed	Portland	OR	503-317-2453		lisajo.johnston@gmail.com
Denise	Jones	Repurposed books	Eureka	CA	707-443-0135		denise@remembermagic.com
Cynthia	King	Wild crafted herbal salves, powders	Silverton	OR	503-874-9423		cynthia@theherbshed.com
Uli	Kirchler	Handsculpted woodwork	Cornelius	OR	503-359-7660	503-332-4478	uli@ulikirchler.com
Jeff	Kraus	Silk screening self designed artwork	Sedro-Woolley	WA	360-647-3437		jeff@nakedclothing.com
Ava	Krmpotich	Fabric coil baskets hats & accessories	Minneapolis	MN	612-916-7154		mama_ava@yahoo.com
Kris	Kunihiro	Pottery	Philomath	OR	541-929-2511		dogfarm.bamboo@yahoo.com
Matthew	Lauritsen	Carved wood marionettes	Portland	OR	503-720-8525		mathewlauritsen@gmail.com
Laura Lee	Laroux	Accessories	Eugene	OR	541-342-1942	541-606-5806	redouxparlour@gmail.com
Michele	Lukowski	Metal smithing	Milwaukie	OR	541-221-0696		michele@hardwickhousewares.com
Deena	Manis	Beeswax candles	Olympia	Wa	360-866-1127	206-437-7393	longlifecandles@gmail.com
Sam	Mariposa	Silk screened clothing	Eugene	OR	541-912-8072		samonberry@yahoo.com
Petala	Mondazom	Wire and gemstone pendants	Eureka	CA	707-834-3220		solstones85@gmail.com
Christelle	Munnelly	Soaps	Eugene	OR	541-729-5769		christellita@gmail.com
Braxton	Nagle	Cigar box guitars	Eugene	OR	541-485-8655		bnagle5@gmail.com
Debra	Nelson	Pottery, carved clay	Hillsboro	OR	503-628-1562		nelson@chehalemmountainpottery.com
Thuy	Nguyen-Steinberg	Embroidered pillows	Portland	OR	405-834-8264		thugdesigns1@gmail.com
Micah	Ofstedahl	Acrylic paintings	Ashland	OR	831-325-9169		mofstedahl@hotmail.com
Venka	Payne	Original watercolor paintings/self printed cards	Dallas Port	WA	509-637-5109		treespirit76@gmail.com
Elany	Prusa	Ceramics	Penn Valley	CA	530-432-8736		jerusa6@gmail.com
Isaac	Rappaport	Belts sewing leather adorned fabrics	Santa Rosa	CA	310-800-7976		isaacrappaport@gmail.com
Chandra	Renfroe	Reiki healing attunement	Eugene	OR	541-521-0584		chandrarenfroe@gmail.com
Laura	Reynolds	Moccasins	LaPorte	CO	970-631-3720		treadlight@gmail.com
Hollis-Anne		Doll making multimedia	Williams	OR	541-218-7179		
Keri	Roberts	Highend recycled coats and knit clothing	Portland	OR	971-285-2696		keri@ipseitydesigns.com
				OD	000 000 1101	E00 0((1001	ma former and the instance of a man and
Matt	Rode	Hand forged iron	Canby	OR	800-392-4604	503-266-4794	msf@mountainstreamforge.com
Matt Monica	Rode Roxburgh		Canby Portland	OR	503-341-9176	503-266-4794	monica@goblinart.com
Monica Amanda	Rode Roxburgh Ryznar	Hand forged iron Masks Pottery		OR OR	503-341-9176 541-232-4425	503-266-4794	monica@goblinart.com yogagoatpottery@gmail.com
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Clothing Designer SEEKING BOOTH SHARE. Victorian inspired recycled sweater coats & funky knitwear. 4th Year. Peaceful, adaptable, willing to co-create beautiful space & no need for camping space. Photos avail. Kerri 971-285-2696 keri@ipseitydesigns.com

Experienced organic fiber clothing vendor seeks booth share. I offer a great aesthetic, positive attitude, and willingness to co-create. Let's make this our most beautiful and prosperous fair yet! www.tinctoriadesigns.com. Samantha 503-349-2484.

OCF 2012 Strolling Vendor seeks booth space. Faire Friends Rag Dolls and Animals. Familyowned Eugene business. Will help with fees, setup, take down. Do not need camping. Tanya Sheehan 541-515-0239 or fairefriends@ gmail.com. See my work at: www.facebook. com/pages/Faire-Friends/306898219360832

Jewelry artist with flexible set up needs space. We don't necessarily need any tent space, nice crew of people. HollyGonnella@ gmail.com 541-512-0161, www.flux33.com

continued on page 12

Ь	
e,	Pottery
*	Zen Gordens
h	Hobbit Houses
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E	Custom Orders
1	Stepping Stones
5	Garden Elements
e	
n	Mudmom Memories
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a	www.mudmom.com
n	Studio 541-746-8366
E-ma	il mudmom@earthlink.net

Artist

Deane Morrow Ceiling Tile

Suspended Acoustical Tile Ceilings



El Roacho, Booth L86

cell: 541-740-4533 deanemorrow@yahoo.com CCB# 39860

HALL	6/28	Art Reception for 2013 OCF poster
		artist Shanna Trumbly
8th &	6/29	Fix-A-Pet Benefit: This Patch of Sky,
o til ot		Hyding Jekyll, Southtowne Lanes
Lincoln	7/26	Son Volt / Colonel Ford
	7/30	Donna the Buffalo / The Believers
All Ages	8/4	KRVM hosts California Honeydrops
687-2746	8/29	Gary Numan / Diamond Rings
	•	,

6/21 Monophonics / Lillian

6/22 Gaudi-Phutureprimitive-Indubious



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Mothership booth #M53

541-349-0202 (Eugene and other locations)

Chiropractic care and billing available Gift Certificates available Insurance / MVA's /



Lisa Burtraw LMT, CA since 1994 lic# 5004

Recently Unclassified Material Continued

We are Puzzle Rings By Pahos and we need booth space to share this year, we usually draw in a good crowd and enjoy a positive working attitude in our booth. Please call Pahos Morningstar @541-520-8254 if you have any info that might help us find a booth space this year. :)

Stringed Instrument Builder / Luthier, looking for booth space that I can contribute to. Modern, folk, original, cigar box ukeleles, CBG slid guitars, custom mandolin designs, electric, acoustic. Let's meet! 503-516-7472 Paul.Bristow@ comcast.net

Picturesque. Mini farm has it all! One acre. Remodeled 1925 farmhouse. Beautiful hickory floors. Viking appliances. Green house, artist studio. Little cottage. Shop/4 car garage and separate additional 2 car garage/storage. Large organic garden, fruit trees, berries. Minutes to Eugene. \$469,900 Janine Douglas, Windermere Real Estate 541-465-8185

SympaticoClothing seeks a booth share. I craft hemp/Tencel women's wear and am a passionate advocate for collaboration/cooperation. Call Rose at 541-899-3988 or email SympaticoClothing@gmail. com www.SympaticoClothing.com

Lisa Rain Gladiola needs to share a booth. Ionly use about a card table worth of space. I sell dolls (7-15") & fingerpuppets (2-4"). Also I & two other people are looking for rides to fair from home three miles past Noti 541-935-6443h 541-232-4141cel imishiarainbowint@ earthlink.net

Hard-working, low-drama batik crafter juried in 2012 seeks shared booth, of course! See video and craft: www. waywardstarfish.com. Endorsed by the Metamythological Faeriefolk Association and the Ecumenical Transpersonal Cargo Cult. tjarvik@gmail.com

Diggin' Livin' Farm & Apiary in Southwestern Oregon is seeking a home at the Oregon Country Fair. We make honey bee products: beeswax candles, honey soap, and organic honey. www. digginlivin.com www.facebook.com/ Digginlivin

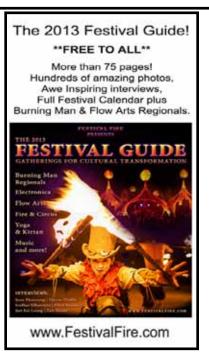
SPIRITUAL FILM SERIES First Sunday of the month Fern Ridge Public Library at 5pm bring your own popcorn, drinks, and snacks open discussions to follow film showings Community Showings:

Sunday, July 7th, Oregon Country Fair Documentary shorts: including "The Kimball Film," with presenter Alan Kimball also: "Walks With Ron," with presenter Rob Tobias Sunday, August 4th, "The Happy Movie," with presenter, Barb Ryan with Free workshop following date to be announced



Please Close the Lid!!!

12





PREMIERING THIS SUMMER exclusively at the Oregon Country Fair

The Eggstraordinary Breakfast Queso-Melt 7-11 a.m.



THE **MOTHERSHIP** A Body-Mind-Spirit Healing Space

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Bodywork & Readings Serving Fair Family since 1997 NOW open Thursday afternoon Facebook - "OCF Mothership" Chela Mela Meadow - M 55





BOARD OF DIRECTORS MEETING JUNE 3, 2013 7:13 pm at EWEB

Board members present: Diane Albino (alternate), John 'Chewie' Burgess, Saman Harnsongkram, Jack Makarchek (president), Deane Morrow, Indigo Ronlov (vicepresident), Sue Theolass, Bear Wilner-Nugent. Board members absent: Lucy Kingsley and Kirk Shultz. Peach Gallery present: Staff (Charlie, norma, Steve, Andy, Robin, Tony), Officers (Hilary, Grumpy, Randy), and 40 members and guests.

Agenda review

Old Business: Indigo: The people that are up for appointment for the Barter Fair Task Force are Amanda Moore, Amy Hand, Catherine Clark, Jeffrey Falkenstein, Kirk Shultz, Lucy Kingsley, Paxton Hoag, Robin Pruce, Spirit Leatherwood, Jon Pincus, Sue Theolass, Jirivil Wood

New business: Deane: Changing of the booth hours for closing of the Fair from Monday at 1:00pm pushed back to 5:00pm. Deane: Allowing camping on Monday night.

Announcements

Jain: Passed out the Eugene Occupier newspaper for the benefit of anyone that is interested.

Jen-Lin: Camping crew would like to put out a call to connect with neighbourhood hosts. We'd like to get contact information so they can begin networking. Please send contact information to <u>camping@orgeoncountry-</u> fair.org.

Charlie: The Fair has been working with the Veneta Downtown Farmer's Market which starts on June 7th. There will be a series of fourth Friday festivities throughout the summer. On these Fridays there will be entertainment that is sponsored by the Fair. Etouffee will play this month on the last Friday.

There will also be crafts with outreach for Fair crafters to get involved. This is a wonderful partnership with the City of Veneta and we will bring a taste of the Fair in a longer time window than just the three days of Fair. The next one is on Friday June 28th starting at 2:00 and ending at 7:00.

Indigo: The opening ceremony this year will be focusing on the element air. I've started a project to make prayer flags. The cloth was purchased for this project and was blessed by the Dalai Lama when he was here in May. What I am asking is for Fair family to write your prayers or blessings or wishes in black permanent marker. They can be turned back into Quartermaster, registration, Lucy Kingsley, the Art Barn, or me and they will be hung around Main Stage meadow

Staff Reports

Charlie: The site has fared very well this last year. Last year it seemed we were dealing with a lot of change that was forced on us by Mother Nature; this year the change is driven by us. There is a lot change coming up this year. I think that most of the changes that we are endeavouring to do this year are really important for this family and this organization. It is going to take a lot of work to make all this happen and Camping, Security, Lot, Traffic and Bus crews have been integral in this work. Starting this past weekend, Country Fair site is a work and construction site. If you are a crew coordinator, your crews are supposed to be out there under your supervision. If your crew has an organized work party, it is your responsibility to make sure you get the meal count in for them. If your crew is just out there setting up their tents, take the responsibility to tell them they don't get to come to lunch if they are not working one of the shifts that you as their coordinator are supervising. Also, please keep an eye out for our youth. There are a lot of kids on bikes, but only service bikes are allowed this time of the year and riding toys of all kinds are not allowed for youth. We've come really close to having mishaps, so please keep a close eye on your kids and remember to leave the kids bikes at home until after the Fair.

Line in the Sand at Cabal Gate. There will still be soft ticket check there, but the backpack check is moving up to the Western edge of Dragon Plaza near the Pole Star. There will be a backpack check on the south side of Indian Creek and the former backpack check at Bus admissions will be moving over to the Bus stop. So, we will have backpack checks at both those places. There will be essentially a new Line in the Sand in front of Main Camp and across the Dragon Plaza. On either end of that we will have a Fair Family access point that will be staffed by External Security — all you need is your wristband and you can walk through at either end of that. Another cool thing we are doing is opening Snooze Pass to pedestrian traffic during Friday, Saturday and Sunday during public hours. Starting at 8:30 - 9:00 in the morning we'll open that gate and have pedestrian traffic coming that way which should relieve some of the mix of vehicles and pedestrians. We are working really hard to reshape Miss Piggy's lot.

You should start seeing the Fair plastered all over town with graphics on buses and at the bus stations. We are about to start telling the story that we are purchasing the entire LTD system for the 12th through the 14th of July this year. Anybody in Lane County, with or without a Fair ticket can ride the bus for free to their chosen destination. This is one of the most exciting things we've been able to do in a long time related to our bus service. This really speaks to our efforts around and belief in social equity. Of course our bus service is about the environment, as well as parking, but from the perspective of social equity, our affordable tickets (especially our Senior/AAAA discount and children under 10 programs) make our festival incredibly inviting to folks of all social strata. Throw in a ride from anywhere the LTD system runs, and back home at the end of the day and most anyone in our community can come out and experience the Fair.

We will be working with a new ice vendor this year. There has been a supply shortage the last couple of years. Dave Cahill, with Konnun Ice will be our new ice vendor — in the interest of disclosure, he is married to Louise of the Food committee. The price will stay the same as last year for ice.

We are focusing in south Miss Piggy's lot this year in making changes that are the most equitable and effective camping solutions that we can have out there. We expect that we'll be able to accommodate a lot more people with a logical approach with equity and fairness underneath the changes. If you have not heard from us on a Crafts lot move this year, it is unlikely that you will be moving until next year and you will be hearing from us on the impending move next year. We've worked with some of the large affinity groups so we can keep them intact through the move. If you have questions, send an email to <u>campingcrew@oregoncountryfair.org</u>.

We are having a pause on the Barter fair this year. We need folks to please respect that pause and I understand that tonight we are going to appoint a new task force to continue the work that the previous task force began. Hopefully next year we will have a new iteration of a Monday Fair family trade circle that fits us all in just the right way. Please pass the word on this.

The Community Center Committee meeting on May 20th was a public stakeholder meeting at the Hilyard Community Center. It was well attended. Paxton took a video and is working through how to post it. This project will hit a lull as we approach our event. There will be a motion tonight about direction for some future pieces on the Community Center. If you are interested, get involved, ask questions, and share your ideas. This is a really important thing for our future. I would love to have a birthday celebration and sing happy birthday. I have arranged for him to be at Main Stage on Friday, so we'll be doing something between acts. His name is Paul Kafoury and he wants to hear some Rock and Roll.

Steve: As Charlie mentioned the last two weekends we've really been cranking out the work. I want to thank the Construction, Booth and Site, and Quartermaster Crews for their hard work, and Andy Strickland and Jeff Johnson for all they do year round, and the extra it takes now in our busiest season. The Kitchen crew has been out helping guide us on how we set up the kitchen. I especially want to thank Heather Tucker and Jan Royalty and their helpers from Construction crew who've been putting out the lunches for us on those days. I want to thank our mechanics because we've had a pretty good spring getting things up and running. I want to thank Banjo Mike, Love Shack, Nini and Nate, Buck Morris and Dick Schauer. We probably should get clever hippy names for Buck and Dick. Also thanks to Howard Mc-Cartney and Jason Barton who have been hard at work on the mowers; thanks to the dry spring we got the first cut in March, more cycles since then and the turf is looking really good. All of our mowers are set to mulch and leave the clippings behind as fertilizer, so the repeated mowing has thickened up the grass. We are hoping for a little more rain. But by the time we get to the second weekend in July we could be scary dry, with State fire restrictions. I want to remind everyone that when it is like that, every camper is on the Fire Crew. Don't leave your fire extinguisher at home; bring it with you to the Fair site, along with a 5- gallon bucket, burlap and shovel. We'll depend on the heightened vigilance that it will take to get through a dry year. One of the benefits to camping close together is that nothing gets out of hand very quickly without a whole lot of people noticing it. It is usually the quick neighbourhood response that knocks it down and then Fire crew gets there to ask questions and soak it down. Prepare for Dry!

Robin: There are a couple of donations that came in this month for Culture Jam. Leslie, Charlie and I had a really nice lunch with Jayne and Stephen Lovell of the Lovell Foundation. Stephen is the son of David and Lura the founders of the Foundation. Stephen and Jayne really care about Culture Jam and though the Lovell Foundation is pulling out, they really wanted to continue to help. To that end they are giving \$5,000 for Culture Jam. I wrote another grant proposal for the Rex Foundation and approached them again. With the help of Carolyn Garcia (MG) and Sandy Sohcot, they gave us \$4,000. Thank you, thank you!

The Fair office hours will be from 1:00 to 5:00 during pre-Fair while norma is at the Fair site.

Andy: I want to single out Mike Scagnelli who has been working really hard on all the trucks and the tractors. The fleet is as well off as it has ever been, thanks in part to Banjo Mike's efforts.

Tony: I want to say thanks to all the coordinators. The Fair happens because of the coordinators and volunteers turn a rural flood plain into a world class event venue. I don't think most people can appreciate the sheer volume of work that this takes. The work that is going to unfold over the next 6 weeks is amazing.

I want to remind people about entering the site. There are greeters out now — and they eat a lot of dust, so go slow! Also, do not assume that the greeters remember you. Their job is to check with those entering the site to

A lot of the changes that are happening at the front of the Fair are driven by the amazing opportunities that we have with LTD. We are changing how we operate the Our ticket sales are a little ahead of where they were last year. If the weather holds out we could have a bang up year!

norma: I will be moving to site tomorrow June 4th. My part of the office will be onsite until after Fair. Robin will still be in the Eugene office keeping hours there.

We have only one more meeting to have here at the EWEB facility. They are leasing the building so they are no longer going to open it up to groups for meetings. Since we meet at the site in July and September, August will be the last meeting here at EWEB. If you have suggestions for other meeting spaces, please let me know. We are researching and exploring our options. We do have some criteria around internet access for the new meeting space. Paxton will work with norma on the criteria. Unfortunately, the Hilyard Community Center does not reserve space for more than a term at a time. Some of the Stage schedules are online — Main Stage, Vaudeville and Solar stages are up. Chela Mela and Spoken Word will be up soon.

A real treat that we'll have at the Fair this year is a 100 year old man. This is his 3rd year in a row to come to the Fair.

make sure they know where they are going. Check in, say hi and don't blow by them.

The gate hours are from 9:00am to 9:00pm, so schedule your work parties accordingly. Drive slow and park in the appropriate places — there is no parking at the Warebarn. Parking needs to be out in the lots. There are no bikes in the 8. This is a construction zone, so work safe. Check in with Booth registration when you come onsite. Working crews need to check in with their coordinators and coordinators need to know when you are there and if you are there, so we can feed those that are working. Utilize the services in Main camp appropriately: Archaeology, Construction, Quartermaster. It is our policy and in our guidelines that there are no unsupervised children onsite. There is a 'minor onsite' form for pre-Fair that is online, so print it, fill it out and drop it off at Quartermaster.

Committee reports

Archaeology Committee: Ben: The archaeology

committee met and reviewed 2012 discoveries and violations. This material was provided to Charlie Ruff last weekend (technology difficulties prevented earlier completion). There were three violations and two discoveries.

The discoveries are:

1. Energy Park is now where the past meets the future

2. The new Kids Loop water line, where obsidian was found near Gypsy stage and the new water line hit the top of a camas oven that was about 35 inches below the surface.

Charlie will be dealing with the violations

Elders Committee: Peggy: Charlie and Hilary met with the committee to discuss how to resolve the issue of limited space. He feels the elders program has had the most significant growth and would like to make and hear suggestions for how to resolve this.

It was pointed out that Elders are not adding to the population as they have already been here for 20 plus years. Suggestions were made by Charlie and the committee to think about resolutions. He suggested raising the age requirement and/or length of service.

Staff may develop a proposal and expects to continue the dialog.

The Camp hosts have developed a numbering system for the camp sites with plaques to identify them. It will be up to the campers to turn in the site plaque to the Elder hospitality tent to receive their tent tags. Last Elder camp work party will be Saturday, June 15.

Elders have been generous in their donations and were able to cover all needed passes this year.

The 2000-2009 Timeline for the Still Living room is progressing well.

The Meet-n-Greet will have a Hawaiian theme this year. It will be held Thursday, July 11 7-9 PM.

The Old-Timers Picnic is on Saturday, June 29. Set up at 4:30 and party starts at 6 PM.

Still need one shift filled for the Still Living Room host for 10AM to 1PM.

The BOD approved moving forward on the LPFM. The Veneta and Elmira superintendents will be contacted. The names of shopkeepers or others we should be talking to and letters of interest are needed now. Next Elders Committee meeting will be June 27th. It will be a potluck meeting at Kay's from 6-9PM

Craft Committee: Sue: Craft Inventory and Registration Committees got together to sort out how many of the newly returning/juried booth-less vendors could be accommodated.

Food Committee: Sue: Has been meeting almost every Monday for the past month and a half leading up to the mandatory meeting at Harris Hall next Wednesday, June 12th.

Secretary's Report: One donation request has come in during the last month. It was from the Siuslaw Outreach Services, formerly the Siuslaw Area Women's Center. They are asking for \$500 for basic operations. Bear will sponsor this donation request.

Old Business

Indigo moved to approve the May 6th Board of Directors meeting minutes, Bear seconded. Sue had clarification that Jirivil Wood was on the Barter Fair Task Force. **Motion passed 10-0**

Member Input: Joseph: I saw the first OCF poster on us a week ago and it was great to see. This program is one of the biggest impacts the Fair has ever had. Michael: It is hard to get so many folks off the Fair site in one day. The original camping policy allowed for camping all through the summer. I'd like to see the booth closing to be at 5:00 on Monday rather than 1:00. Also, because of this vendors could stay and camp on Monday night. All other fire and safety guidelines would be in effect. Chris: On behalf of elders there's still some confusion among the coordinators on what an elder is eligible to do. When an individual has the time and grade to apply for the privilege of becoming an Elder, they are not forced to retire from their job. Elders are a non-crew. When an individual chooses to become an Elder, with Elder status, it is their choice to either continue to work their position or get an Elder pass. They cannot be forced to get an Elder pass by a coordinator. Indigo: Having Elder status is one thing and where you get your pass is another. Chris: In the future it would be nice to have something in the guidelines to clarify this issue. DJ: There is nothing in guidelines about a crew coordinator being able to fire

14

someone for just cause. That is a separate issue. Timothy: To add detail to the Line in the Sand, for the last 17 years since the creation of the Line in the Sand, during public hours we treat public and wristbanded family the same for appearance sake and fairness. We will now have a staff entrance, so pass this on — if you are coming through during public hours, to utilize the staff entrance. The gates will be Wingate and over by where Snivel begins by Recycling. Cabal is open for staff at all times, Snooze pass will open at 10:00 am not earlier. Jon: The Dog Control crew will be giving laminates to folks with service dogs who are willing to take them. Whether they are crew or public service dogs, this will indicate we've already talked with them, so they don't get stopped and asked numerous times. They can get the laminates at AAAA. Heather: I did not realize that camping disallowed on Monday night. This means that Monday is an evacuation day for the Fair and I've noticed that there is woefully insufficient Traffic control on Monday. So it sounds like it is a really good idea to let people stay Monday night. Grumpy: On the service dog laminates, people do not have to accept a service animal laminate, but it will help everyone from asking them multiple times. LT: I want to acknowledge how wish-fulfilling being Fair community is because without being a part of this community I would never have looked into the eyes of the Dalai Lama. I hope that I can be a worthwhile part of this community for the rest of my existence. Saskia: Having the decompression Monday is very valuable and having to get out on Monday is really hard after being onsite since pre-Fair. Bear: People should read the guidelines and coordinators should inform their crews to read the guidelines. The guidelines have banned camping on Monday night for at least 13 years. LT: From the guidelines: "All campers and their belongings must be packed up, packed out and offsite no later than 6:00pm on Monday." It's always been there.

Treasurer's report: Hilary: We're turning over our financial statements to get reviewed for 2012. The budgets are all set for the year and people are starting to spend money. So, spend it wisely. Grumpy: Several people here think it a good idea to extend the Fair; just remember that any extension of the Fair will require more volunteers, more money and the budget will not really apply. The organization as a whole has to think about money, budget, and especially safety and sanitation. All of you that are coordinators try to stick to your budgets. You are only authorized to spend your budget. We have processes in place if you cannot stick to your budget, but for you to spend more, you will have to get a goldenrod. We almost always have done deficit budgeting, but we have very rarely have had deficit spending. We are all responsible for that, especially coordinators. Indigo: Coordinators, please spend wisely as per our 7th Generation intentions.

Bear moved and Sue seconded we appoint a Barter Fair Task Force concerning the redirection of the Barter Fair with the following members: Amy Hand, Catherine Clark, Jeffrey Falkenstein, Kirk Shultz, Lucy Kingsley, Paxton Hoag, Robin Pruce, Spirit Leatherwood, Jon Pincus, Sue Theolass, Jirivil Wood

Member Input: Joseph: I want to thank those that are willing to serve. Board input: Chewie: I'd like this to not be an even number, since they do not work very well when you are trying to do votes. Also I believe this task force is board heavy - a quarter of the members are board members. Some people have dogs in this fight — they already have their minds made up. I would like the board to consider these things when you vote. I value all the people who've put the time and effort into doing this. Bear: I respectfully disagree with Chewie on a couple of points. I think it is good to have a board heavy presence, I calculate that a third of the members are board members. I think the board is the ultimate decision making body of the organization representing the membership. I believe in democratic processes and think we should have more representative members who are chosen to be spokespeople, like us on the board, on all our committees and task forces. I also disagree that we need to seek people that are neutral on the issues; everything is already partisan and there's not really any such thing as neutrality. It is better for people to have biases and be open about their biases - and still learn from each other. I think that is where real growth comes from. Lastly, although I made the motion in Lucy's absence, and I will vote for the motion I am making; I still don't like the Barter Fair and intend not to vote for its reinstatement. Sue: I am the one that left Jirivil Wood's name off the list, sorry. Also, I want to point out that over half of the people on this list served in one form or another in the original task force and I think their clear intent is to present something that is sustainable and that we can approve so the Barter Fair can be back next year. Paxton: I think it is good that there are 12 people because it will give us a real opportunity to work out solutions among the people that are involved. I think it is a good group. Jack: I want to wish them as much good as possible; it is in their hands. **Motion passed 10-0**

Michael: I'd like to be on the committee if I could be. Indigo: There was a call for applications to be on that committee which closed on April 12th. To get on any committee or task force you need to send a letter of interest to the Board of Directors and you have to be voted on for that committee or task force.

Jen-Lin: You can attend the meeting, but you will not be part of the deciding body.

Indigo: Committee meetings are open to anybody.

LT moved and Chewie seconded that Ben Gerlach be appointed as the Dog Control co-coordinator.

Member input: Jon Silvermoon: Ben had to work tonight and regrets he is not able to attend. He has been on the crew for 10 years. He came to the crew as a teen. Shortly before the Fair last year, the co-coordinator resigned and Ben in essence functioned as a coordinator last year. **Motion passed 10-0**

Indigo moved and Bear seconded that the Oregon Country Fair Board of Directors direct the Community Center Committee to explore fundraising feasibility for the Community Center Project. The Committee will develop and present their findings including feasibility study options to the board at the September 23rd regularly scheduled meeting Community Center Committee meeting. Member input: Jon Silvermoon: I am on the Community Center Committee and I do fundraising as an executive director of an non-profit. I can't support the motion as it is currently worded. The only proposal on the table is the \$4.4 million dollar Pivot proposal. What I object to is the feasibility study. I think it would be useful for the committee to look at what is involved with fundraising rather than focusing on a feasibility plan. This motion was developed after the last workshop by a series of emails, so the committee has not even met to discuss the input from the public at the workshop. Folding this input into the process would be better. Michael: You say you are going to study how to raise money and you have not approved any project. That seems confusing and inconsistent. Jen-Lin: I think that it is time to go forward with exploring fundraising opportunities. We've been talking about this for three or four years. Having fundraising was a component of the plan at the very beginning. We move methodically and glacially slowly. We need to focus on what we are going to build and how are we going to pay for it; we need to move on both tracks at same time. Charlie: This is a motion to pursue on parallel tracks. We are still working on what the final project is going to look like. We have finished phase one, which allows us all to have a standard that we can talk about and develop into what the actual project is going to consist of in its final proposal. It is time for us to find out how we will raise money to build this building. We do not expect to build this building out of Fair operating funds. We will need a capital campaign. This motion says it in the way that Jon was asking for it to be - asking for board direction and acknowledge we are at the place where we start to explore fundraising feasibility. We will come back with options of what a fea sibility fundraising study would look like, what it might cost for use to engage in that process. This is an early phase of exploring fundraising. We received money from Lovell Foundation last year and again this year; \$10,000 which we've been working to develop and implement a fundraising plan and strategy is over. Most of that has revolved around Culture Jam, in the early phases, but we have a donor data base that will be coming online in September that will be funded by that Lovell money. We are working through all the procedure and documents to be able to take in money, whether it is for Culture Jam, capital campaigns, or for any one of our philanthropic programs, so that we can do that granular level of tracking and donor response. I can assure you the Lovell's were reached out to and shown gratitude. Hilary: We've been really lucky for years that we have a really great fundraising event. Organizations that solicit donations build a whole infrastructure to support that, like Jon is alluding to. This is partly in the data base, as well as a gift acceptance policy. Our board of directors has not been a fundraising board. They have not seen the infrastructure

it takes to take donations. I think part of what we need to do, and I think this motion opens the door to learn the basics about how to fundraise, what it takes, what our requirements are. We need to kick it into gear and really develop this aspect. I think we need to do a part about fundraising and another about capital campaigns. I'm not concerned about paying a consultant to tell us how much money we can raise for this certain project. I'm more concerned about what a consultant would do for us around feasibility and a capital campaign. I want to talk to local non-profits who have done successful and failed capital campaigns. There's BRING, Food for Lane County, KLCC and Temple Beth Israel. I think we can learn a lot just by reaching out. Joseph: What was presented at the Community Center Committee meetings were concepts that reflects the aspirations of a lot of the Fair family; what people have brought to the design and it's a whole lot of what I wanted to see in the Community Center. The strongest objection I've heard is the sticker shock around how do you pay for it. The motion on the floor looks at that question, 'where does the money come from?' This is the sensible next step for the project. Jon Pincus: As one that works at fundraising for facilities, you are not likely to get pertinent results unless you have some parameters of what it is you are fundraising for. I think it would make more sense if the committee was studying financing of the project in general - which would include fundraising. Studying fundraising in the abstract will not help us. Michael: As a board you have a responsibility to ask is this fitting into our non-profit status of educating people about a new way of life. Andy: Contrary to what some have said, putting the fundraising component first is not putting the cart before the horse but rather it is the horse that will pull the cart. This we have to reasonably know as a committee: how much money we will be able to raise before we can go and design a building. It's a logical step to take; knowledge is power; and we need to find out what we can reasonably raise. Jon Silvermoon: Is it feasible for the Country Fair to raise \$4 million? The answer is yes, I don't need a feasibility study to tell me that. Whether you are able to raise \$4 million depends on what you are raising it for and whether or not the donors will fund it. The greatest potential for donors are going to be the 16,000 people that spend the night and the 16,000 people who return yearly as paying customers. You can't assess if you can raise the money unless you can tell them what it is you are going to raise the money for. The only piece we have to tell them what it is is the Pivot study. To call it a feasibility study, I think is a mistake.

Board Input: Paxton: I took a class on fundraising and it taught me you have to fundraise against a project that is already planned out. Nebulous things do not bring in money. Also, you don't look to foundations. The real money comes from within your our own community. They suggested the board of directors were the ones to go out there and push the fundraising. I am interested in setting up a capital campaign. I don't think the committee needs the authorization. I feel this is the cart before the horse. Bear: I've been lucky enough to be in a relationship with a professional non-profit fundraiser for the last 12 years. I've learned an awful lot from her. My wife, Dedee, is willing to donate some professional services to the Fair in this capacity. I think we should move forward and vote for this motion. We should realize how far back in the process we are. Before we can do a formal feasibility study, we have to do some internal research with real data on how much wealth there is in the Fair family. People forget we don't know what we don't know. There are ways to find that out; there are ways to do this without reinventing the wheel. There are people that do this for a living. We don't have to stumble around in the dark on this anymore. LT: I attended the same workshop as Paxton and it did echo a lot of what Jon said. I share the premises of them both, but I do not necessarily draw the same conclusions. I think it is a matter of taking the nebulous and clarifying it. I support the motion. Chewie: I fundraise for a non-profit though not on this scale. I have gone to fundraising workshops and I understand what Jon is saying. I am going to support the motion because I think we are going to get a lot further down the road on understanding processes. I am a big believer that the board should be the driver. The board will need to walk our walk and talk our talk. If we can all come together and learn to raise money, it will be a part of what the project is going to be. Jack: This is a real stretch for me. We are givers and we've been giving for a long time and going out to the community and asking is hard for us. But I think it's about time. We've discussed fundraising in a general sense multiple times. We are going to continue to give and do good things, but we should be able to ask and we deserve it. Almost without exception we're a community that is willing to talk. I know timing is part of it all, but the important thing is asking for help to do good. We can do this; we have the credibility to do it — in this community and this state. I don't know how the board fits in, because it's not what we've done; but let's go see if we can do it. Diane: I'm glad to hear the committee is moving on both what we'll build and how we pay for it. So I might have to go to that meeting to make sure half the time is spend on what we build and half is spent on how we pay for it. I think that it is going to reflect who we are. Deane: I am all for the upland kitchen. I am going to vote for this motion because I want some forward motion. I think this year we could have moved the kitchen into the Warebarn and before winter sets in protect our equipment. Keep it simple. The \$4 million boggles the mind. We could do it with what we have and the skills we have and the buildings we have. We might have to ask for a special permit or something. We don't need all this. Saman: I don't know much about fundraising, but I will support motion but encourage Community Center Committee, this building whatever you call it happening in the year 2014. We really need the kitchen and it is important to focus on what we need first, before what we want. Motion passed 9-1 Paxton opposed.

Indigo moved and Deane seconded that we accept the revisions as presented by Kat Kirkpatrick to the grievance policy.

Member Input: Joseph: I suggest that you table the motion. The Grievance procedure is not a quick, sharp turn thing. It seems there is no reason to push it before the specific changes. I don't think you have to publish the whole minutes, but the changes should be in the minutes. Hilary: More often, rather than hearing about the procedure being a problem, I'm hearing that the initial issue that gets people wanting to use the grievance process often doesn't qualify. The grievance process is defined very narrowly for the kinds of conflicts that we had and what we need assistance on is very broad. To me that seems to be one of the issues that is not addressed here, but would be helpful if it were. Jon Pincus: I agree with what Hilary just said. What was said by Joseph earlier, I want to explore as well. I don't think the two copies of the verbiage gives much of an idea and there is not much time to think about it. I encourage you to publish it in the Fair Family News.

Board Input: Indigo: I'm fine to table this motion until next month and have the version that we'll be updating to published in the minutes. So Randy will make sure we get that verbiage. So, I am tabling the motion. Deane: To add what you said, the current version is already on the website. We don't need that one in the FFN. Paxton: Point of order, on grievance point 13, step 4, the third paragraph it says 'the decision whether to grant petition to hear the appeal is totally within the sound discretion of the Board' and I think that is 'sole discretion' of the Board. Indigo: So 'sound' to 'sole' discretion. Bear: Let's not have a line editing session. Indigo: So, let's table this. Grumpy: So I think if you really look at this, these are just verbiage changes. It is not a policy change. Policy change is not the intent of the change. Indigo: We're done. LT: Point of procedure for the purpose of the minutes. There was no motion to table, so the motion was withdrawn. The motion was withdrawn and is back in New Business for the July meeting.

would join in that Volunteer Appreciation celebration. For years we have been told that other (un-named) Policy Violation could cause use to lose our land. I would venture to say that an errant rocket could seriously injure someone or cause a fire, either of which could be deemed negligence and cause us to lose our land. I am, in fact, amazed that our Fair Lawyers (that's the one on retainer, not you guys on Staff and Board) are not horrified at this liability exposure. One half mile from the Fair property is a senior lady named Loretta Morrell. Loretta is in her upper 80's and lives alone. Every day Meals on Wheels delivers a meal to Loretta. The same \$4,197.00 that was spent in 2012 on the line item 'fourth of July" to entertain a small percentage of the Fair Family for about an hour and a half, would keep Loretta in Meals on Wheels for 3.84 years! As a 501c3 benevolent organization, I have to ask; "what the hell are we thinking."

Jack: Is there another really really really?

Michael: I too like fireworks but I think there is a discrepancy that the Fair has always had. Two systems: the real system and the system system. Fireworks kind of went in a backdoor, side door system. Joseph: I want to note the fact from my own experience that fireworks have been used over the years on the Fair site. They do have these little bits of plastic. A lot of it is cardboard that will decompose, but the plastic either has to be picked up or it ends up in the Long Tom. Ben: Statement by Joe Newhall: "I have heard a lot of people say that the 4th of July is their favorite night of Pre-fair. This is not because of the fireworks directly, but the magic the fireworks create. When people sitting in Dahinda's Acre's or the Crafts Lot or Main Camp hear the first volley around twilight, they are drawn out to Pirate's Cove. This is the only time during all of pre-Fair when almost everyone on site is in the same place. We are all in a great big circle with everyone's energy focused on the same thing and it's magical. No band on the back of a flatbed does that to us. Neither does any firedancing in front of main camp or any dance party in the kitchen. I think the suggestion of a laser light show is a commendable attempt to think of a viable alternative. However, a rockin' light show is not cheap, it takes a long time to set up and it would require a generator most places on site. I toured with Pretty Lights Music for 6 months and we set up 2 semi-trailors of lights, video screens and lasers every day. At the finale of that monstrous light show, the climax was a large volley of fireworks. I feel the psychospiritual rejuvenation experienced on the 4th of July is a necessary part of what we do every year. It gets the pre-Fair crews psyched and ready for the final push. Phil: I think the fireworks budget could be much better spent on the post fair kitchen. We cannot take on walk-ons; last year we had to send half of our walk-ons home because they could not get fed.

President's Peace II:Jack: We have the good fortune of celebration and we need to acknowledge that because there are many, many people in the world that suffer. And if they saw what we do as a whole, not breaking it down, they could smile and that is one of the most powerful things we have. Thank you very much.

Adjourn

Tentative Agenda for July

Confirm minutes from June 3rd board meeting. Changing booth closing hour from 1:00pm to 5:00pm

Deane moved that the Oregon Country Fair does not have fireworks on site. There was no second so motion died.

Mouseman: So does that mean there is no discussion? I would like a second. Paxton: There is not one.

President's Peace: Jack: If there is someone that really really really needs to talk about this I will yield some time. Indigo: Jack is yielding the floor to anyone that really really really, he said three 'reallys' for those that need to talk about this.

Mouseman: I like fireworks: I like things that explode and make colourful fires. This is understandable. I am an Aries, the Cardinal Fire Sign. I was a gunner mate during Vietnam. I find myself confused and disturbed by the understanding that what was a Policy Violation for the great majority of the history of the Oregon Country Fair was, by some back room Papal Cannon, not only sanctified but also financed by the Fair. Would that a different Policy Violation, that shall remain un-named, receive such a beautification, I would speculate that a far greater number of Fair Family on Monday (Deane)

Allowing camping on Monday night (Deane) Grievance Policy Verbiage Revisions (Indigo) * proposed revisions below

Donations Back in August

OCF GRIEVANCE PROCESS—JUNE 2013

INTRODUCTION

Over the years that the Oregon Country Fair has existed, a collective wisdom has been present in our lives as we have worked together as a Fair Family. Yet, we have also observed that in the flow of interactions in the Fair Family, disputes and disagreements may arise from time to time that require settlement. Nobody really likes these conflicts, but they do occur anyway. We need to deal with them in the most positive and constructive way possible when they arise.

GRIEVANCE PROCEDURE

1. Steps in the Procedure . There are four steps in this Grievance procedure :

(1) Informally working it out between the parties with the help of an OCF person of authority; (2) formal mediation; and (3) arbitration(4) appeal to the Board of directors.

2. Definitions.

a. GRIEVANCE is defined as any dispute about the meaning, interpretation, or the application of any language in the Articles of Incorporation, By-Laws, Guidelines, Code of Conduct or claims arising from or connected with the Personnel Policy Manual *except as provided therein*.

b. GRIEVANT means the person or persons *who files* the Grievance.

c. RESPONDENT is the person or persons whose actions the Grievant alleges are contrary to the Oregon Country Fair Articles of Incorporation, By-laws, Guidelines or Code of conduct.

d. DAY means a calendar day *which includes* weekends and holidays, *and excludes* all calendar days from June 1 through July 31.

e. GRIEVANCE ADMINISTRATOR means the person appointed by the Board of Directors who serves at the pleasure of the Board.

f. MEDIATOR means a neutral person who attempts to help the Grievant and Respondent reach a mutually acceptable resolution of the Grievance. Mediators must have special training in mediation and will be selected from a list of approved mediators maintained by the Grievance Administrator; provided however that if all the parties to a Grievance agree, they may use a person who is not *on the list* of approved mediators.

g. ARBITRATOR means a person who listens to the Grievant and Respondent and *then decides how the grievance will be resolved*. Arbitrators will be trained in Arbitration and will be selected from a list of approved Arbitrators maintained by the Grievance Administrator.

3. Time Limits.

a. The Grievant must *file a grievance* within 60 days of an event giving rise to the Grievance or 60 days from the grievant becoming aware of the grievable event, whichever is later.

b. The Grievant may not request a retroactive remedy extending more than 60 days prior to the date of filing the Grievance at Step 1.

c. If the Grievance is not resolved at Step 1, the Grievant must file a Step 2 Grievance within 30 days of completing Step1.

d. For purposes of determining whether a party had advanced the Grievance to the next step in a timely manner, the date of filing shall be the date of mailing (if the notice is mailed) or the date it is received (if it is personally delivered). Filings shall be sent to the Grievance Administrator C/O the Oregon Country Fair office.

4. Limitation on the Number of Grievances that an Individual Person may File Per Year.

No person may file more than two Grievances per year.

5. Duties of Grievance Administrator.

a. The Grievance Administrator shall serve as a technical resource to the Grievant, the Respondent, the Mediators and the Arbitrators. The Grievance Administrator's role shall be to give advice and counsel regarding the procedure and to facilitate the orderly flow of paperwork associated with a grievance. *The Grievance Administrator may serve as a co-Mediator for the purposes of training or assessment of Mediators. The Grievance Administrator shall not serve as a solo Mediator or as an Arbitrator.*

b. The Grievance Administrator shall maintain Grievance forms for the filing of Grievances. All Grievances at Steps 2, 3 or 4 must be filed using the required forms. The forms shall be available at the Fair office upon request of any person who wishes to file a Grievance. Grievance forms and any available supporting documents shall be sent (mail or email) to any person upon receipt of an oral or written request to do so.

c. The Grievance Administrator shall maintain a list of Mediators and a list of Arbitrators approved in accordance with Appendix A and Appendix B respectively. The Grievance Administrator has the power to remove persons from the lists of Mediators and Arbitrators if they fail to comply with the requirements of this procedure or guidelines established by the Board. Grievance Administrator shall set the time and the place of the mediation or arbitration. A party or a witness may participate in any mediation or arbitration by telephone (or comparable real time communication) if the Mediator or a majority of the Arbitrators assigned to the case consent to such electronic participation. Any request for electronic participation must be made at least two days prior to the date of the mediation or arbitration.

8. Duty to Cooperate . All parties must follow this Grievance Procedure and must comply with all rules and rulings made in accordance with this procedure. Failure of the Grievant to cooperate will result in finding for the respondent. Failure of the Respondent to cooperate will result in a finding for the Grievant.

9. Notices. All notices of Grievances at Step 2 or higher, and notices of meetings or hearings that are part of this procedure shall be in writing and shall be sent by Certified Mail, Return Receipt Requested or by personal delivery. For the purposes of compliance with time limits under this procedure, the date that a notice was sent shall be the date of the cancellation postmark by the U.S. Postal Service.

10. GRIEVANCE STEP 1. The Grievant shall first attempt to informally resolve the

Grievance at the lowest possible level *by talking to* the appropriate crew coordinator or other person who may have the authority or ability to grant the Grievant's requested remedy or by simply discussing the event giving rise to the Grievance with the Respondent. This step must be *started* within 60 days of the date of the event giving rise to the Grievance or within 60 days of the grievant becoming aware of the greivable event, whichever is later. If the Grievance is not resolved at this step within 30 days of its initiation, then the Grievant may proceed to Step 2.

11. GRIEVANCE STEP 2 (Mediation).

a. If the Grievance is not resolved at Step 1, the Grievant may elevate the Grievance to Step 2 by submitting it in writing to the Grievance Administrator within 30 days of *starting* step 1 but in no event more than 90 days after the event giving rise to the Grievance or 90 days after the date that Grievant became aware of the grievable event, whichever is later. The Step 2 Grievance must include the following:

i) The name, address, phone number and email address (if there is one) of the Grievant;

ii) The name, address, phone number and email address (if there is one) of the Respondent;

iii) The nature of the Grievance and the relevant facts pertaining to any events or circumstances in the Grievance (including the date of the event giving rise to the grievance and, if that event is more than 90 days before the filing of step 2 of the grievance, a statement of when the Grievant first learned of the event and why they did not know of the event earlier);

iv) The language of any Articles of Incorporation, By-Laws, Guidelines, Code of Conduct or Personnel Policy Manual to which there is any dispute over the meaning, interpretation, intent or effect;

v) A statement of the Grievant's efforts to resolve the Grievance at Step 1 and the Respondent's actions at Step 1;

vi) The nature of the injury or damages alleged; and

vii) The Grievant's requested remedy to resolve the Grievance.

b. Within 7 days of receiving the written Step 2 Grievance, the Grievance Administrator shall send the respondent a copy of the written Grievance. Within the same time period, the Grievance Administrator shall send the parties a list of names of *three to five* potential Mediators which names shall have been selected from the list of approved Mediators. Each party shall pick one Mediator they prefer and shall veto one Mediator and then shall return the list of potential Mediators to the Grievance Administrator within 14 days of the date the mediation list was sent. A party not responding within that time period shall forfeit his or her right to veto a Mediator.

Upon receipt of the list of potential Mediators back from the parties, the Grievance Administrator shall *appoint two mediators*, provided that the *Mediators* appointed shall not be *those* vetoed by either party. *If* the parties agree on a person that they want to serve as Mediator and if that person is willing to so serve, then the Grievance Administrator shall appoint that person even if he/she is not on the list of approved Mediators.

by the Arbitrators. Upon receiving notification of each party's preferred Arbitrator, the Grievance Administrator shall notify the persons selected by the parties as Arbitrators and shall send them the written grievance and any written arbitration position statements prepared by the parties.

The two Arbitrators so notified shall then agree on a third Arbitrator from the list of approved Arbitrators who shall serve as the presiding Arbitrator. Upon selection of the third Arbitrator, the three Arbitrators shall confer with the parties about the time, place and length of the arbitration.

The exact length of the arbitration and the number of witnesses each side will be allowed shall be determined by the arbitration *council* after consulting with the parties. Each side will be allowed an equal amount of time to present his or her position. If both parties select the same Arbitrator, then that Arbitrator shall conduct the arbitration. All arbitrations shall be held in compliance with *the Grievance process*.

After hearing the arbitration, the Arbitrators shall decide on the resolution; any resolution agreed to by two or more of the arbitrators shall be the decision of the group. The arbitration council shall *notify the Grievance Administrator* of its *draft decision* in writing within 14 days of the arbitration hearing. This notice shall include the decision about any disputed facts and a statement of the *council's* rationale for its decision.

The Grievance Administrator will confer with OCF management to allow consideration of any legal ramifications of the arbitration council's decision. The arbitration council's final decision will be sent to the parties by certified mail. The final decision of the arbitration council shall be binding on the parties unless the Board grants a request for appeal.

13. GRIEVANCE STEP 4 (Appeal to the Board of Directors). Within 30 days of the date of the Arbitration *Council's written decision*, either party may petition the Board of Directors asking that they review the decision of the arbitration *council*. The petition must be in writing and must be postmarked or hand delivered to the OCF office within 30 days of the date the Arbitration *Council's written decision was postmarked*. The appealing party shall deliver 13 copies of the petition.

Any such petition should include a statement of what the petitioner believes is the error made by the Arbitration council, a statement of why the Board should hear this appeal; a copy of the person's grievance; and a copy of the Arbitration *council's* decision. Within 7 days of receiving the petition, the Grievance Administrator shall send the petition to each member of the Board of Directors. Within 40 days of when the petition is received at the OCF office, the Board will vote on whether to grant the petition and hear the appeal. *The* decision will require a two thirds majority of all *Board members* present and voting at a meeting at which a quorum is present.

The decision whether to grant the *petition to hear the appeal* is totally within the sound discretion of Board and shall be final. If the Board decides to grant the petition and hear the appeal, then the appeal shall be heard by the Board within 45 days of when it grants the petition. Each party to the appeal will have the right to submit a written statement of his or her position and the right to 20 minutes of oral presentation before the Board. The

Board shall decide by simple majority vote within 45 days of hearing the appeal. The decision of the Board shall be final.

Appendix A: Mediator Qualifications

Mediators are people who assist the parties in trying to reach a mutually acceptable resolution of a Grievance. They must be neutral third parties to the grievance. In order to qualify as a mediator under this grievance procedure, a person must either: (1) be certified as a mediator by a generally recognized mediation training program acceptable to the Grievance Administrator or (2) complete a mediator training program sponsored by the Oregon Country Fair.

Persons wishing to be on the mediator list should notify the Grievance Administrator of their desire in writing. That written statement of interest must include the person's address, phone number, email address and provide the Grievance Administrator proof of the person's qualifications to serve as a mediator. The decision whether a person is qualified shall be left to the sound discretion of the Grievance Administrator. The Grievance Administrator shall notify any person wishing to serve as a mediator of whether he/she has been accepted as a mediator. A mediator must notify the Grievance Administrator of any change in his/her address or phone numbers.

d. The Grievance Administrator shall fulfill the responsibilities placed upon him/her at each step of the Grievance Procedure and any failure to do so will extend any deadlines missed as a result of such failure.

6. Right to a Representative. Each party involved in a grievance may designate any person to act as a representative. Such designation must be made in writing and may be submitted at any time before the mediation at Step 2. The notice must include the name, postal mailing address, email address (if they have one) and telephone number (if they have one) of the designated representative. The Grievance Administrator shall notify any Mediator or Arbitrator assigned to the Grievance of the name, address, email address, and telephone number of any representative.

7. Location of Mediation and Arbitration. All mediations and arbitrations held according to this Grievance procedure shall be held at a time and place mutually agreeable to the parties and the Mediator or Arbitrators. If no agreement can be reached, the The Grievance Administrator shall then notify *each* Mediator of his or her selection and then *the Mediators* shall, within 7 days of being selected, notify the parties of his or her selection. *The mediation may* take place over several days, provided however that the mediation must be completed within 30 days of the date the *Mediators were* selected unless otherwise agreed to in writing by all the parties.

If the parties are able to reach a mutually acceptable agreement through mediation, the Mediators shall report back to the Grievance Administrator that the Grievance has been resolved. If the parties cannot reach an agreement, the *Mediators* shall report back that the parties cannot reach an agreement. In that event, the Grievance may continue to Step 3.

12. GRIEVANCE STEP 3 (Arbitration). If the *Mediators report* that mediation has been unsuccessful, then the Grievance Administrator shall, within seven days, mail out to the parties the Arbitration Notice and the list of Arbitrators. Each party shall select one Arbitrator and shall notify the Grievance Administrator of their selection within 14 days of the date the list of Arbitrators is sent.

The parties may not contact Arbitrators before being contacted

Appendix B: Arbitrator Qualifications

Arbitrators are people who listen to the parties and then decide what the resolution of the Grievance should be. They must be impartial third parties to the Grievance. In order to qualify as an arbitrator in this grievance procedure, a person must complete an arbitrator-training program sponsored by the Oregon Country Fair. Persons wishing to be on the arbitrator list must notify the Grievance Administrator of their desire in writing. That written statement of interest must include the person's address, phone number, and email address. Arbitrators must notify the Grievance Administrator of any change in address or phone numbers.