



# FAIR FAMILY NEWS

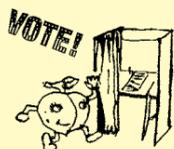
OREGON COUNTRY FAIR ☯ ONE CREATIVE FAMILY

VOLUME 23 ISSUE 4 SEPTEMBER 2015

# VOTE

## What's Inside

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**OCF  
BOARD  
ELECTION  
OCT. 17  
MEMBERSHIP  
MEETING**



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## FAIR FAMILY CALENDAR

### October

- 3 Diversity Task Force, 11 am, OCF office
- 5 Board of Directors meeting, 7 pm, 2621 Augusta Street, Eugene
- 5 FAIR FAMILY NEWS DEADLINE
- 11 Highway Pickup, 10 am, meet at Ware Barn
- 17 Annual Meeting and Board of Directors Election, 6:30 pm, 21 N. Grand St., Eugene
- 22 Elders meeting, 6 pm, Growers Market, 454 Willamette Street, Eugene
- 26 Barter Fair Task Force, 6 pm, OCF office

### November

- 9 Board of Directors meeting, 7 pm, 2621 Augusta Street, Eugene
- 9 FAIR FAMILY NEWS DEADLINE
- 19 Elders meeting, 6 pm, OCF office
- 30 Barter Fair Task Force, 6 pm, OCF office

### December

- 7 Board of Directors meeting, 7 pm, 2621 Augusta Street, Eugene
- 7 FAIR FAMILY NEWS DEADLINE

## Happy Birthday to Our Fair Family Libras

- Adam Dippy .....Recycling
- Alice Ellis Gaut.....Sweep Crew
- Alicia Locus.....White Bird
- Amanda Griffith.....Lot Crew
- Arna Shaw.....Elder
- Artis .....Spoonman
- Autumn Maker.....Registration
- Brian Keogh .....Main Stage
- Brian McVay.....Recycling
- Cadence Rose.....Main Camp
- Carissa Tremayne.....Water
- Carolee Lapeyere.....Ramblin' Rose Cart
- Christopher Bosch.....Booth L36
- Dana Bauman .....Cheesecake maven
- Daniel Levine.....Elder
- Daniel Maddux.....Traffic
- Daniel Roth .....Quartermaster
- Darb Yslas .....Lot Crew
- Elizabeth Runte .....Registration
- Ellen Singer .....Information
- Eric Nusbaum .....Inventory
- Gary P. Logan.....Fire
- Gibraltar Aquarian.....Entertainment
- Ichabod .....Communications
- Indigo Ronlov .....Inventory
- Jack Chadd .....Security
- James Largent .....Lot Crew
- Jesse Nine .....Security
- Johanna "Shadow" Leighty .....Showers
- Jon Silvermoon .....Dog Control
- Kalita Todd.....Altared Space Booth
- Lee Welch .....Community Village
- Leila Snow .....Elder
- Lil Soto .....Traffic
- Lisbet Frey .....Lot Crew
- Logan Ronlov.....Inventory
- Madalyne Patterson...Registration
- Melanie Morrison.....Youth Stage



Showers



## KEEP IN TOUCH

Oregon Country Fair  
 442 Lawrence St.  
 Eugene, OR. 97401  
 (541) 343-4298, fax: 343-6554  
 FFN@OREGONCOUNTRYFAIR.ORG  
 OFFICE@OREGONCOUNTRYFAIR.ORG  
 OREGONCOUNTRYFAIR.ORG (EVENT INFO)  
 OREGONCOUNTRYFAIR.NET (BUSINESS SITE)

- Michael Ashton.....Water
- Michael Connelly .....Camping Crew
- Miho Hosaka.....Office Town
- Mike Lovato .....Lot Crew
- Murray Clemetson.....Recycling
- Newanna Glassman...Registration
- Nick Lougee .....Office Town
- Randall Kline .....Pre-Post Security
- Rebecca Dravich.....Registration
- Robert Albano.....Office Town
- Robin Marks-Fife.....Elder
- Robin Smith.....Back-up Manager
- Seth Peck-Miller .....Pre-Post Security
- Shasta Hatter.....Admissions
- Shirley Demaline .....Green Thumb - Flowers
- Sid Manzanita.....Crafter
- Tish Way .....Pre-post Security
- Todd Buchholz.....Fire
- Vi Sadhana.....Childcare
- Vivian Kelly.....White Bird
- Vivian McPeak.....Ambiance
- Yarrow Boye.....Pre-Post Security

## Applicants, Committees Sought for 2 Jobs

### Administrative Assistant (AA) Hiring Committee

The Board is looking for two candidates to serve on the Administrative Assistant Hiring committee. Candidates will preferably have experience in human resources and employee management. If you have questions or are interested in serving on this committee, send letters of interest to pc@oregoncountryfair.org by Friday, October 23, 5 pm.

### Administrative Assistant Job Description Coming

The Administrative Assistant job description will be posted at www.oregoncountryfair.net by October 1 for review. You may send comments to the Board prior to the October 5 Board meeting.

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

Tell us your name; your email address to be notified of the online version of the newsletter; your crew or booth number; name of your leader or booth rep; name of person who can verify your participation, and your mailing address if applying for membership.

Mail to: OCF, Membership/Mailing, 442 Lawrence Street, Eugene, 97401.

Or Email to: office@oregoncountryfair.org



## ASSISTANT MANAGER

Hiring the new OCF Assistant Manager. Complete job description available at www.oregoncountryfair.net. Salary commensurate with experience. Resumes must be received by 5pm Friday October 16th, 2015, by mail to AM Hiring Committee, OCF, 442 Lawrence Street, Eugene, OR 97401 or email to pc@oregoncountryfair.org. 501(c)(3) non-profit, EOE, preference will be given to OCF participants. 541.343.4298. Women and persons of color especially encouraged to apply.

## FFN HARVEST FESTERS

- Michael "Pears" Ottenhausen
- Mary "Wine Grapes" Doyon
- Dan "Acorn Squash" Cohn
- norma "pumpkin" sax
- Niki "Chanterelle" Harris
- Kim "Outdoor" Griggs
- Brad "Filbert" Lerch
- Suzi "Hops" Prozanski



## Recently Unclassified Material

We accept UnClassifieds up to 30 words for \$5 each, per issue. Send listing with \$5 to O.C.F.-F.F.N. 442 Lawrence St. Eugene, OR 97401. For questions, information about display underwriting and to submit listings, Email [bradlerch@aol.com](mailto:bradlerch@aol.com) or call Brad @ 541-485-8265 (UnClassifieds not paid for by layout won't run)

**LOSE SOMETHING AT THE FAIR?** Please email [lostandfound@oregoncountryfair.org](mailto:lostandfound@oregoncountryfair.org). Give a detailed description of your lost item as well as your contact information. If we have it, we will be sure to return it to you.

LothLorien, the Mostly Sweet Jeweler, seeks booth space for 5th year at fair. Easy going & flexible. Camp space not needed. Let's have a fun & successful fair together. 530-515-6045. [lothlorien@mostlysweet.com](mailto:lothlorien@mostlysweet.com)

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10/11 Common Kings / Sammy J  
10/14 Relel Souljahz / Tribal Theory  
10/15 Wild Child / Max Frost  
10/22 Sidewalk Chalk  
10/24 Bend Burlesque Company  
10/28 New Kingston / Iya Terra  
10/29 The Internet / Nicky Davey

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**Bear Wilner-Nugent**  
Counselor and Attorney at Law LLC

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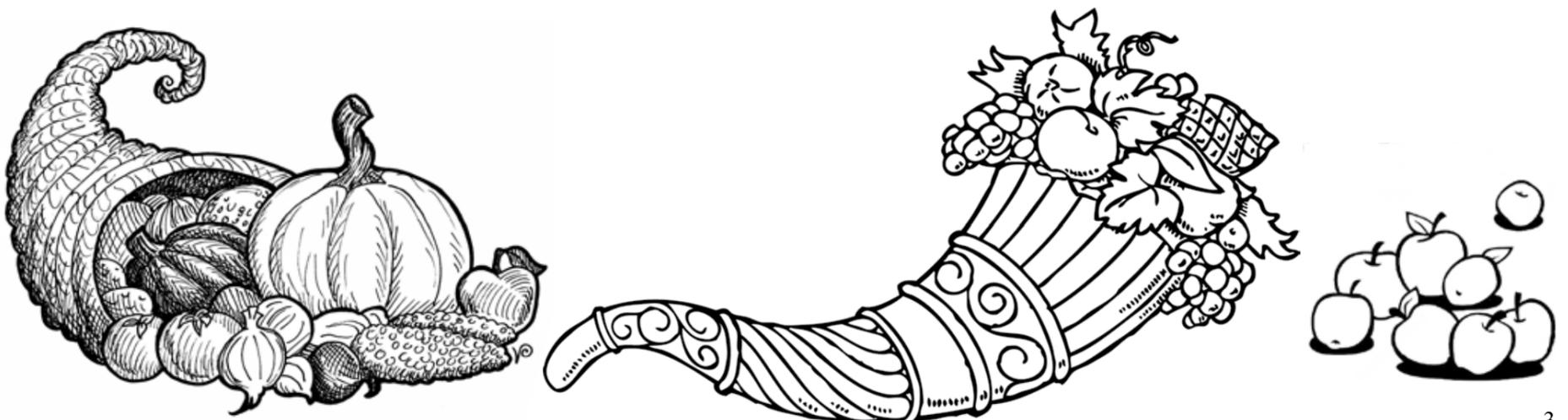
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*From the Editor: To read more comments and opinions on the Advisory Statements, please go to [www.oregoncountryfair.net](http://www.oregoncountryfair.net).*

## **Is The Fair Being Fairly Represented?**

Dear FFN,

As many of you are aware, there was considerable controversy before this year's Fair regarding the Board of Director's proposed location of Monday's Barter Fair. The controversy sparked a volunteer uprising; recall petitions for Board members were circulated. The circulators did so because they and others felt ignored and that their concerns were misrepresented and fabricated by some members of the Board. The volunteers, representing several Fair crews and Fair family, felt the recall effort was the only way to make their concerns heard. In the end, the recall effort was set aside because other Board members worked to find a compromise to postpone the Barter Fair until a more reasonable on-site location can be found. The recall effort generated a wider discussion and analysis on how well our current system of governance is working:

- Are Board members elected by the greatest representation of Fair Family who are or could be voting members?
- Does the process of a "super majority" vote encourage members to block actions rather than work towards compromise or consensus?
- Is the BOD attending to more operational issues at the expense of organizational policy?
- Should we broaden the scope of our administration and forge stronger links and skills by adding Board members from other parts of the greater community?

These questions received enough signatures to bring them as recommended by-law changes to this year's ballot. Voting in favor of these items means we are asking the Bylaws Committee to consider these and ask the BOD to implement changes. It does not mean all these changes will actually happen—they are only recommendations. Our hope is that these changes will further define and separate the line between the duties of our operational employees and the policymaking and oversight role of our elected Board of Directors.

*Charise "Reese" Prouty, Fair Central; Doug Richards, Crew Services; Oso Harper, Internal Security; Mick Westrick, Fair Central*

## **Let's Hold the Election on Sunday at the Fair**

Dear FFN,

It has been abundantly clear over many elections that we have fewer members voting, which in turn means that members of the Board gain their seats at the table because of a very small percentage of the Fair population.

We are no longer just a Eugene-based event; our membership comes from all over the West Coast and many Fair Family have little access or knowledge of those running for BoD positions. The intent here is to have an election when the majority of our membership is in attendance.

Clearly, there will be need for a more developed process to make this a reality. We would need to form a crew whose sole purpose would be to hold this election. Maybe hold the candidates forum on Thursday night—a meet and greet for many who are not familiar with candidates. Final voting could be done much the way we handle the Jill Heiman Vision Fund, with Ballot drop boxes at the Info Booths. Membership verification could take place at a single location such as Odyssey Info or the Sticker Booth on site and could also be incorporated into booth registration and online via the Virtual Sticker booth. The absentee balloting could still be in place, which would move the process for those seeking election to earlier in the spring.

We realize this would take some further thought, but it's time to invigorate our membership into realizing they have a responsible voice in how we operate this wonderful event. It should no longer

continue to be left to such a small percentage of voters. The goal is to make more Fair Family aware of their right and responsibility to vote. Holding elections when the largest voting membership is in attendance seems a reasonable answer.

We the under signed are in support,  
*Warren Walsh, Pre-Post; Mick Westrick, Fair Central  
Tim Wolden, Water; Oso Harper, Internal Security;  
Charise "Reese" Prouty, Fair Central; Nick Badovinac, Recycling*

## **Change From a Super to a Simple Majority**

Dear FFN,

Our current Board process requires a 75 percent majority to pass anything. The recommendation proposes to change to a vote of simple majority, which is a 60 percent majority. We have had too many votes over the years where it has been demonstrated that it is easier to block an action with four hold-outs than by convincing others to change their vote.

This was recently demonstrated in the vote to put the Barter Fair in the middle of Dragon Plaza. There were members who were in favor of the Barter Fair, but upon hearing the objections and concerns of many of the post-Fair crew leaders, realized that there were valid reasons to postpone for another year. Four board members held out and their simple minority vote dictated the outcome.

If one were to review voting patterns from past years, the super minority vote has held up many a resolution. It would seem reasonable that if a simple majority is in favor of any action then that should be sufficient to carry the issue—not a vote by default.

We the under signed are in support,  
*Rebecca Gandy, Quartermaster; Chris Roop, Traffic;  
Oso Harper, Internal Security; Nick Badovinac, Recycling; Charise "Reese" Prouty, Fair Central; Mick Westrick, Fair Central; Tim Wolden, Water; Doug Richards, Crew Services*

## **GM Appoint Crew Leaders?**

Dear FFN,

All coordinators are currently appointed, approved and removed by the BoD. This process was developed when the OCF was first incorporated and had but one employee and when many on the BoD were holding key coordinator positions and had been working as a team for many years.

This process has remained the same but employees, crews, and staffing has greatly increased. This practice has made it difficult for operations to manage the effectiveness, quality, and readiness of any coordinator. The BOD has little opportunity to evaluate the abilities of a coordinator nor do Board members fully understand the needs of each specific coordinator job. Currently, some members of the Board have a conflict of interest, as they are also coordinators.

Obviously, there will need to be a more developed process by which coordinators would be reviewed and evaluated with expectations deemed reasonable for a "volunteer" and as a member of Fair operations. It does not appear that there is currently a feedback or a review process for the quality of a coordinator's leadership and abilities. Without a coordinator review process, it is difficult to make any changes or address issues that are detrimental to a smooth operation. Since the BoD has been given the task to seek out, interview, hire, and evaluate the hired operational team, then it seems reasonable that the General Manager should have a similar process that evaluates coordinators' abilities to fulfill the duties of their jobs and to work as part of a volunteer team.

The BoD needs to focus on organizational policy and allow their hired operational manager to do the job he/she is hired to do with an appraised team.

We the under signed are in support,  
*Kathryn Madden, Fair Central; Doug Richards, Crew Services; Oso Harper, Internal Security; Tim Wolden, Water; Rebecca Gandy, Quartermaster; Mick Westrick, Fair Central; Charise "Reese" Prouty, Fair Central; Nick Badovinac, Recycling*

## **FAMILY LETTERS**



*This newsletter is for the Oregon Country Fair Family and all material is volunteered from the membership.*

*Opinions expressed here are those of the authors and do not necessarily reflect the policies of the Fair or the FFN.*

*Letters must be limited to 300 words. They will be edited for length and clarity. Please include name, Fair Affiliation and a method of communication (i.e. phone number or e-mail).*

## **Broaden the Base of the BoD**

Dear FFN,

We have grown substantially from the small event in Eugene in 1969. Our current structure made sense then and worked well for the small arts festival that rented property for three days a year. We are now a well-respected event on event calendars up and down the West Coast. We have several hundred acres of property to be managed, seven employees, large budgets to configure and manage, and positive outreach to affected communities and public entities to be maintained. We are more than just an "event." We need a BoD who will carry out its duties with the future and larger picture in mind.

One way to do that would be to broaden the base of the BoD. Our current structure is very limiting and has grown rather myopic. It is also clear that we are pulling from a diminishing pool of candidates for the Board.

The recommendation asks the BoD to "seek out and invite," at its discretion, two "at-large" voting members to the table—making the BoD a total of 12 voting members with two alternates. These members do not have to be Fair members, but should rather have expertise, experience, and skill sets in other nonprofit organizations, financial organizations, real estate, city and community boards and other services.

We hope that we can begin to separate administration from operations, allow for outside expertise to help guide us, glean other ideas, and tap into other resources for the expertise we need. It is with this type of change we hope to cultivate a BoD with a vision that is larger than our three-day event so that we all begin to examine the bigger picture including the future of the organization and the property we all hold so dear.

*Tim Wolden, Water; Charise "Reese" Prouty, Fair Central; Doug Richards, Crew Services; Oso Harper, Internal Security; Mick Westrick, Fair Central; Nick Badovinac, Recycling*

## **Vote for Justin**

Dear FFN,

I have worked with Justin for over 20 years on OCF Registration Crew. For many of those years he has been our dedicated crew leader and Coordinator. Justin is running for the OCF Board of Directors and I hope that you get out and vote!

Over the years I have watched Justin work hard to streamline the registration process, making things run smoother and more efficiently. He is a great communicator as well as a wonderful listener, always making sure to get all the details before making a decision. Justin leads us with a smile, a joke, a hug, and always a lot of love. He loves the Fair, he loves his Fair family and he wants to make sure everyone has the most amazing Fair experience possible!

There are now four generations of Fair family. Justin understands that the Fair's growth and needed changes have to be balanced with the spirit of the Country Fair. So vote for Justin! He has your best interest at heart.

*Brooke Thompson, Registration Crew*

## Vote Justin Honea for OCF Board

Hello Fair family members,

As an Elder with the Oregon Country Fair, I would like to urge you to vote for Justin Honea for the Oregon Country Fair Board of Directors. While there are good candidates for the position this year, I have had direct experience with Justin in his role as Registration Coordinator.

I spent nearly 20 years as a Registration staff member, and during the time that Justin was the head of the Registration crew, he demonstrated great leadership skills, along with sound judgment on many of the pressing issues of the time. Justin is democratic, listens to peoples' needs, and makes sound decisions. His interpersonal skills are exemplary and his approach to any problem is logical and systematic.

Please vote for Justin for the Oregon Country Board of Directors.

*Rich Locus*

*Elder, Web Master and Videographer for this year's election forum: [www.oregoncountry-fairforum.org](http://www.oregoncountry-fairforum.org)*

## Kitchen Donation

*by Jesse Autuchovich, Purchasing – Pre-Fair Kitchen crew*

Once again, the Pre-Fair Kitchen crew would like to take a moment to recognize the generous folks who made significant donations that contributed to the delicious food that came out of Main Camp this year.

First, we need to recognize Deck Family Farm. This was our second year partnering with the Decks and this ever-growing relationship allowed us to acquire an even greater percentage of our protein from this family-owned local farm. Their certified-organic, pasture-raised products continue to deliver amazing quality and flavor to the food coming out of Main Camp. This was again made possible by a sizable donation they made to our organization, continuing to show their commitment to growing our partnership now and into the future. Their commitment to sustainable practices and educating the community on sustainable farming techniques is something to be admired and I continue to encourage everyone to take a look at what they're doing out there in Junction City at [www.deckfamilyfarm.com](http://www.deckfamilyfarm.com).

We were fortunate this year to connect with Guayaki Yerba Maté to bring in maté leaf for our drinks team. I sipped a gourd of maté tea in Portland with Franklin Smith, Guayaki's Oregon Cebador

(maté server), while we shared information about the functions and visions of our respective organizations. He couldn't wait to throw some product our way to fuel the family and we couldn't be more excited about working together again next year.

From the land of abundance, Groundworks Organics and Sweet Leaf Organics of Junction City came through again with a veritable cornucopia of amazing produce that kept the salad bar and sides flowing with delicious, local, organic food to keep the family going. When combined with the incredible work Laurel and Tommy and our very own Garden Crew do on the site growing a ton of delicious fresh veggies, we're able to take meals to next level. We couldn't do it without you guys!

And let's not forget Mountain Rose Herbs. Their significant donation allowed our drinks team to let their creative flags fly and mixed up some awesome concoctions. To Mason Hutchison and all the other folks over there (with a special shout-out to Lane from Pre-Fair Kitchen), here's a HUGE thank you from us to you.

To all our donors, your contributions were incredible, your impact profound, and we can't wait to do it again in 2016!!



## FAIR PHILANTHROPY:

For the third year in a row, donors maxed out the Board's matching contribution of \$20,000 by donating \$11,973 in cash, checks, and food vouchers to the Jill Heiman Vision Fund. Thanks to these many generous donors, the fund recently donated \$31,973 to six nonprofit groups meeting basic needs. This year's donations will:

- Refurbish Womenspace's Safehouse Emergency Shelter, including new furniture for bedrooms and a washing machine.
- Expand the Healing Arts Service Learning Program at the Trauma Healing Project to reach more trauma survivors.
- Provide aid for mentor volunteers from Sponsors who help prisoners re-enter society.
- Buy a washer-dryer for Looking Glass New Roads' access center that serves runaway and homeless youth.
- Maintain and upgrade the Florence Food Share garden that grows free fresh vegetables for hungry people.
- Purchase staple foods for the Assistance League's Weekend Food Pantry Program at River Road Elementary School.

**Over the years, this fund honoring former Fair attorney Jill Heiman has donated more than \$386,000. One dollar and one food voucher at a time, our wonderful donors are making a difference in our community. Thank you!**

## Donations Help 6 Basic Needs Agencies



## Sound Bites A few words of introduction

*by Dean Middleton, Station Manager of KOCF-LPFM*

Sound Bites is a monthly column providing updates about KOCF-FM Fern Ridge Community Radio, a self-sustaining service of the Oregon Country Fair. At the writing of this article we have been on the air for two months. We're doing radio, folks! Our music mix ranges from old timey country, bluegrass, new grass, rock and roll and the various singer-songwriter genres also known as Americana.

Our list of original programs keeps growing. In addition to the Golden Age of Radio, What a Long Strange Trip it's Been, Radio Archive and Jumpin In and Out of the Blues, we now have Forgotten Heroes, Free Formations, the KOCF Music Hour, and The Concrete Rock Show. We are working on a few very special programs of SonicFair, produced by long time Fair member Bob Nisbet, a program called Flying Eye Radio that is hosted by Andy Goldfinger and finally, a Jam Band show produced by Dean Gribbski.

We are running a weekly community calendar about events in the Fern Ridge area, and are working to create a weekly news program with a focus on the Fern Ridge Area and related issues. By the time you read this we will have set up a booth at the Farmers Market in Veneta and also a booth at the Veneta Harvest Festival to get the word out to the community that there is a radio station in town! We have opened communications with Elmira High School about starting a radio club and doing high school football and basketball coverage. We're going to have a fund drive in October to see if we can create some cash flow, so cross your fingers!

This new group of volunteers is fantastic to work with and they are making this radio station a reality. Finally, once we know what our cash flow generation looks like, we will be exploring in earnest how to stream our signal so y'all can hear what we sound like. Keep the good vibes coming our way.

# 2015 OCF Board of Directors Candidate Statements



## Annual Membership Meeting and Election

6:30 pm, Saturday, Oct. 17, 2015, Whiteaker School, 21 N. Grand St., Eugene Oregon

The 2015 Oregon Country Fair candidate statements below are published as submitted to the OCF Election Committee without editing. The views contained herein are the views of the candidates and not of the Oregon Country Fair. The Election Committee included only the contact information provided and approved by the candidates for publication.

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

Results will be posted on the oregoncountryfair.net site and on the outgoing voice mail announcement immediately after the votes have been counted (usually around 11 pm-ish).

### 2015 OCF Elections Timeline

The deadline to submit candidate statements was August 25; deadline to register to vote was Sept. 17. A video of the Sept. 13 Candidates Forum can be viewed at [oregoncountryfairforum.org](http://oregoncountryfairforum.org).

**Oct. 3:** Last day to request an absentee ballot for timely delivery. You may request one anytime as long as you can return in time for the meeting so that your vote will count

**Email:** [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org)  
Absentee ballots are not available from OCF office staff.

**Oct. 17: Annual Meeting**  
Whiteaker School, 21 N Grand St, Eugene, Oregon

Contact the Elections Committee at [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org)

## BEAR WILNER-NUGENT

[bwnlaw@gmail.com](mailto:bwnlaw@gmail.com)  
503-351-BEAR



Dear Fair Family,

I am running for another term on the Board of Directors. I would be honored to have your vote.

I served on the Board from 2000 through 2008, retired for three years for family and career reasons, and joined the Board again in 2011. I facilitated the Board's meetings from 2006 through 2008. I serve on the Financial Planning and Bylaws Committees.

Since 2009, I have worked as a Quartermaster at the Fair. From 2003 through 2008, I was the founding leader of the Camping Crew before it spun off from Main Camp Crew. Before that, I worked in the Main Camp Kitchen, both pre- and post-Fair. I have guest-starred in various other roles at the Fair over the years.

My goals for the Fair in the next two years are:

- Successfully complete our staff transition.
- See our Special Use Permit through to final approval.
- Bring our pre-Fair and post-Fair volunteer childcare programs up to the same level we enjoy during the Fair.
- Keep the OCF financially sustainable while doing everything we can to support our hardworking employees, volunteers, entertainers, artists, crafters, and food booths.
- Begin construction on a Fair Family Community Center that will be the new home for our kitchen and dining area, as well as a new event and meeting space that is accessible year-round.
- Get planning underway in earnest for our 50th anniversary celebration in 2019.

I would very much appreciate your support for another two years. I am always happy to engage in productive dialogue about Fair-related issues.

## CASEY MARKS-FIFE

[eugdude@gmail.com](mailto:eugdude@gmail.com)

It is a new era. High attendance. New footprint. New GM. So who do we want to be? I think it obvious that we need to be ourselves. Record numbers in attendance say to me that people are hungry for, and curious about alternatives to the status quo. We are counter culture. When the Public enter our gates they do so with open minds.

It has been my privilege to serve on the BOD. I have come to have a much greater appreciation and understanding of our process and am excited to continue the work.

My partial evaluation is this: We can do ourselves a service by collectively sharpening our skills in listening and compromise. We have such opportunity and potential. Lets find some common ground in seeing the Fair as a positive influence on the future of culture in Oregon and unify! More ecocentric, less egocentric. I have been amazed by the overwhelming amount of critical thinking and intelligence present in our family. More importantly however I am impressed with our desire to get more involved. Working together with our hearts, minds, and hands truly remains at the core of our power.

The 21<sup>st</sup> Century Oregon land rush is upon us. Our position of cultural influence is unique. We need to continue to bring it with next level energy. Take ownership and pride in responsible waste management, renewable energies, and community, all the way down to the individual. Be who you want people to be in the world.

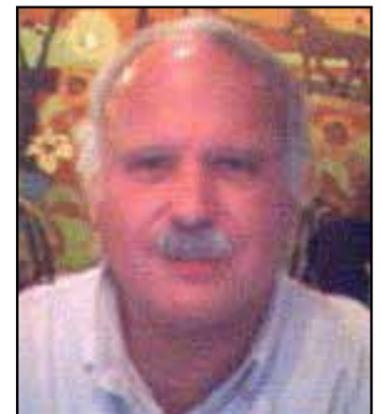
Please contact me with questions for my thoughts on particular issues.

We get to be a doorway, a conduit to open-mindedness. It is more important than ever for us to be ourselves. Respect our elders. Support our youth. Localize. Mobilize. Enterprise. I'm a peach to the pit. Lets do this.



## JONATHAN PINCUS

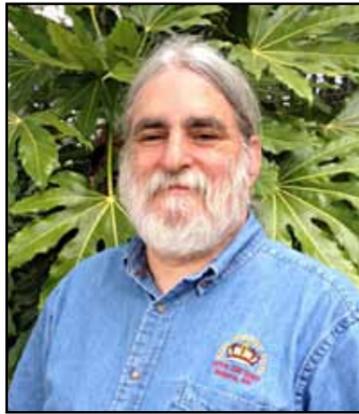
P.O. Box 11415  
Eugene, Oregon 97440  
[jpincus24@gmail.com](mailto:jpincus24@gmail.com)



I am running for the OCF Board because I believe I can be of significant help to the Fair during the current transitional period. I was a member of the first OCF Board and served on the Board a few years ago. I was the founding board chair at the W.O.W. Hall, am a former president of Citizens for Public Accountability and have worked as a volunteer and professionally with many other community based non-profits either directly related to the Fair or sharing similar value structures, I attended the early fairs but my first OCF staff year was 1970. I have been a crew coordinator, quartermaster, construction desk volunteer and a general labor volunteer. Although I am an elder now I continue to help out pre-and post-Fair assisting various crews. This year I served as Assistant Elders Camp Coordinator and helped coordinate two historical talks during the Fair. I am a member of the Path Planning Committee. My professional career has included building design, construction management, historic preservation consulting, development consulting, event production and facility management. I believe that I will bring a critical balance of organizational history combined with a thorough knowledge of current operations to the Board.. My platform is simple: I believe that the Oregon Country Fair has a purpose that includes but also goes far beyond producing the greatest celebration on the planet, which we do. I believe our mission is to model better pathways for a more humane and responsible society by advancing our philosophy of reverence for the land, responsible stewardship of cultural and natural resources, inclusive democratic governance and fostering new thought and creativity. I do not subscribe to the politics of division. I believe we are "one creative family". The only way forward is together. Thank you for your vote!

## JON SILVERMOON

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



Background: Fair since 1974, Community Village Council, Dog Control Co-Coordinator, Board 1981-83, 2008-12, 2013-15. Financial Planning, Personnel, Community Center Committees. Finance/Administrative Manager Friends of Buford Park & Mt. Pisgah. Blues promoter (Vipertoons Productions), band leader (The Vipers), gardener.

It's an auspicious time to be a Board candidate with the Crafts Lot expansion and General Manager transition. Should the membership entrust me with another term, my priorities would include the following:

A meaningful discussion about dealing with growth without continually raising costs for participants and impacting more and more land.

Foster a consensus-building, inclusive, management style and embrace comprehensive, long-range planning.

Continue efforts to stream Board and committee meetings over the internet so members who don't live in the Eugene area can participate.

Build an affordable, appropriate-sized upland kitchen and eating/meeting area that will not drain financial and staff resources.

Wean the Fair off fossil fuels. Expand the use of alternative energy and earth-friendly appropriate technologies.

Improve the Fair's infrastructure including showers, toilets, Wi-Fi, alter-abled and elders parking, and day and night shuttles accessing camping and parking areas.

Increase philanthropy and renew focus on our educational purpose including bringing programming to rural and urban communities.

Support entertainers with fair compensation and support community/performing arts centers where they are struggling to exist and expand.

Support volunteers: increase food voucher value and provide hospitality when food booths are closed.

Review booth succession policies to ensure crafters' children can continue as Fair Family while carrying on their family's traditional craft.

Go slow on raising the admissions cap now we've expanded into Crafts Lot. Let's enjoy the decreased congestion.

We approach our fiftieth anniversary with a robust, multi-generational Fair Family. Let's use our collective, creative wisdom to compassionately address the issues impacting our future and the Fair's sustainability with a balance of idealism and realism.

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## JUSTIN HONEA

Booth Registration Coordinator  
Path Planning Co-Coordinator  
NAG Member  
OCF General Manager Hiring Committee  
boothreg@oregoncountryfair.org



Hello Fair Family,

My name is Justin Honea and I am asking for your vote for the 2015 BOD election.

2016 will be my 25th fair. I began coming to the fair in 1991. From the very first time I came to the fair I connected with the land. It has been an honor to volunteer for such an amazing event, and it would continue to be an honor to be one of your Board of Directors members.

I have been Booth Registration Coordinator for 8 years now. I am also a member of the "New Area Group" and worked to help craft the vision and implementation for this year's Grand Opening of the New Area. It's also been my honor to serve as co-chair for the last 4 years on the Path Planning Committee. I'm very proud of all of the hard work our committee has done to be a sounding board for a range of issues and recommendations to the BOD.

My passion is working with systems and people to develop good process. It is important that we have financial responsibility, while continuing to re-vision ourselves and our future.

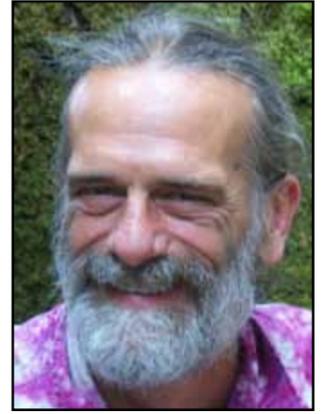
I would like to focus on a few issues: standardizing how committees work, create a review body for booth issues, elder camping and parking, Community Center, far-side Bridge and new highway entrance, Invest in our infrastructure, and pursue new revenue possibilities. I would be honored to represent you in these conversations.

We are a world class event and are almost 50 years old, I want to ensure we are strong, relevant and financially viable 50 years from now!

Please Vote for Justin and feel assured that I have your "Fest interest at heart!"

## JOSEPH NEWTON

rjnewton@efn.org



Hi.

I'm running this year primarily because I feel it's important for the board to have at least one member who is closely involved with the Vision Quest and the Goal Statement it produced. I am now the only person who has been involved from the start of the process over ten years ago.

Now an elder, I have served on Recycling, Traffic, and Lot Crews, and the Survey Team. I've served two board terms, and have served on a number of committees, including the VQTF/VAC, LUMP, and a few others now less active.

With large-scale staffing shifts, the board's role as an employer comes to the fore. In this first year of a new administration it is critical for the board to provide clear expectations, rich communication, and unstinting support in their challenging jobs.

I believe it is time to bring the Barter Fair back and embrace it as part of our culture and history. Three years is long enough to wait.

Our financial planning should aim to provide at least travel expenses and passes for ALL performers on ALL stages. What we plan for, we achieve, and supporting performing arts as a livelihood is integral to our purpose.

We can accommodate loud and quiet, electric and acoustic, the whole range of musical tastes by focusing on readily-available practical solutions. We have made good progress, and I will support continued progress.

We must take a leading role in reducing our carbon footprint. That means addressing how we get ourselves to the site. The OCF must support and promote creative approaches to cut the number of private vehicles used. At 57, and with a recently-overcome severe disability, I'm doing my part by bicycling out from Eugene.

Thank you for your time, and I would appreciate your vote.

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## LAWRENCE TAYLOR

This year marks my forty-second year at the Fair, my thirty-second year cleaning toilets as your Sanitation Coordinator, and my sixteenth year on your Board of Directors. With your permission and support, I will continue to serve you for another term.

During my tenure, the Fair has grown in terms of land area, staff, public space, and programs. Culture Jam has provided inspiration and guidance to hundreds of youth, including my two daughters. The New Area was a remarkable success in its first year, fulfilling a vision many of us have held for years. We hired an outstanding General Manager in Charlie Ruff, and found a capable replacement in Tom Gannon.

Much remains to be done. Other staff changes are coming up. We are expanding our online presence and access to meetings for those outside the local area. We have yet to construct our community center/upland kitchen. We also have a long way to go in reducing our carbon footprint and eliminating our dependence on fossil fuels. I am committed to achieving these goals.

As we approach our fiftieth anniversary, we are at a transition point. Many of us have been with the Fair since the beginning. Many others, being under 30, are likely to be around for the Fair's centennial, when they will be the elders and today's elders will be ancestors. The values we elders instill and inspire in the next generation will determine the nature of the Fair long after we are gone.



## LUCY KINGSLEY

lucykingsley42@gmail.com

Greetings

At its heart, the Oregon Country Fair is a philanthropic organism dedicated to raising of funds for local community programs supporting basic needs, the arts and social change. We raise these funds by throwing a world class three day artisan, food and performance festival. A prime directive for this market place is that the seller of the craft is the maker of the craft. This is an economic as well as a political act.

In addition to the event itself, another important feature of our organization is Culture Jam-an 8 day residential empowerment through the arts summer camp for youth ages 14 to 18. Staff and youth come from diverse backgrounds to form a community that is fun as well as transformative.

As an organization we are in the midst of a significant transition. As we maintain our traditions, we need to create space, literal as well as metaphorical, for the new. A major concern is our growth as a family and as well as a public event. Segments of our physical infrastructure need attention. I also believe our family as well as the public would benefit from building a community center.

I have a deep commitment to our event. I have attended every fair since the beginning. I have worked on a variety of crews as well as worked in a food booth and been a craft person.

It is my honor and privilege to have spent almost my entire adult life being of service to this organization. I seek your support in continuing my participation as a member of the board of directors. In gratitude and service.



## TERRY BAXTER

As we approach our 50<sup>th</sup> anniversary in 2019 much change is happening. In an organization this big and diverse, change is inevitable. However change should always manifest itself in ways that reflect the values and beliefs of the Fair's members.

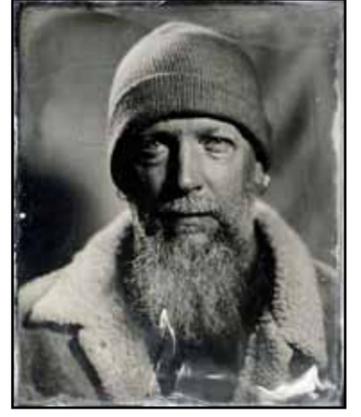
Although I have only been participating in the Fair since 2005, I have significant experience as an elected leader in member driven organizations. I have served on the Society of American Archivists elected board and have been both a board member and the President of the Northwest Archivists.

What I learned from these experiences is that leadership requires hard work, preparation, and willingness to learn. It requires listening to members to discern their needs and how those needs reflect members' values and desires for the future. Finally, it requires that leadership consider *all* member voices when making decisions, *especially* those with divergent views.

I love the Fair and have a deep respect for its history and culture. The Fair is not just another event. It is the physical manifestation and celebration of the connected members of a community who share a set of values and beliefs that can change the world. And have fun doing it.

I recently heard a facilitator observe: "Every community looks like a club from the outside; every club looks like a community from the inside." The challenge to board members is guiding the Fair into the future in a way that respects the community built through the hard work and vision of our elders and works to push those community boundaries to include more people.

This will require collaboration, creativity, and open-hearted love for each other and for friends who have yet to experience the Fair. These values built the Fair. I promise to bring them to my work as a board member every day.



## 2015 OCF Advisory Statements

*The following statements were presented by petition to the secretary, requesting that they be added to the ballot for membership input. Membership is being asked to agree or disagree. This is an advisory vote, to let the Board know what the membership thinks about these items, the results are not binding.*

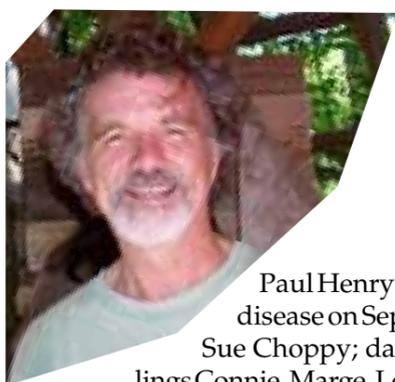
A. We recommend that the vote structure of the Oregon Country Fair Board of Directors change from a "super majority" vote (better known as the super minority rule) to a "simple majority" vote.

B. We recommend that the Oregon Country Fair Board of Directors election will be held on Sunday of the Fair in July.

C. We recommend that the Oregon Country Fair Board of Directors add two more "at-large" Director positions to be cultivated from the broader communities, business groups, and/or non-profit organizations ... and who are not required to be members of the OCF.

D. We recommend that there be a change in policy wherein volunteer crew coordinators at Oregon Country Fair report to the General Manager rather than the Board of Directors.

Read members' comments on the advisory statements at [www.oregoncountryfair.net](http://www.oregoncountryfair.net). Send further comments to [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org).



## Fair Thee Well: Paul Harrison

Paul Henry Harrison, 67, died peacefully of Lewy body disease on September 10, 2015. He leaves behind his wife, Sue Choppy; daughters Sorrel, Alexis, and Katherine; siblings Connie, Marge, Louise, and John; companion Cindy Zarzycki; and a community of musicians, political activists, techies, treehuggers, scientists, Oregon Country Fair-folk, union organizers, rabble-rousers of all stripes, and dear friends. Paul attended the first Oregon Renaissance Faire in 1969. As a founding member of Eugene Free Net, Paul participated in Community Village, helping build and staff the Political Booth. He engaged Fair-goers in discussions and helped put on puppet shows about current issues. He often led labor and justice songs in the Village from the "Little Red Songbook" he created. He always looked forward to eating at Café Lafayette.

Paul's "long strange trip" began in Rochester, New York, where he was born to Marvin and Dorothy Harrison on April 5, 1948. He graduated from Oberlin College with a degree in math, but his real major was politics, particularly his opposition to the Vietnam War. At Oberlin he met his first wife, Pam. After graduation they set off across country in a school bus he converted to a home on wheels with running water and a wood-burning stove. After a year in Boulder, Colorado, where Paul worked as a carpenter and concrete layer, they headed west, settling in Eugene. Paul, ever the Renaissance man, labored as an auto mechanic, bicycle mechanic, and a boiler cleaner for the Springfield School District. He crafted and sold leaded glass terrariums with Pam Harrison at Saturday Market, and became a substitute teacher. Then Paul discovered computers, which led to a job with Lane

County and 20-plus years as a Systems Analyst at EWEB. After retiring, Paul taught computer science at Lane Community College.

Through all the jobs, Paul remained devoted to social and environmental justice. He worked tirelessly to make the community and the world more equitable for everyone. He was a founding member of the New American Movement; School Board President for District 4J; founding member and contributor to an alternative weekly, The Other Paper; and founding member of the Eugene Free Net, which brought free and low-cost web access to Eugene. He later ran Power to the People, a business offering demographic analyses to local political campaigns.

For fun, he hosted his annual "Harrichop" festival for friends at Fall Creek, took his family backpacking in the Cascades, played in a bluegrass band, sang in the Eugene Concert Choir and Sacred Harp, gardened, helped with scientific research on dolphins and lizards, cared for his elderly parents, and nourished many strong friendships — all with exuberance, patience, intelligence, and optimism.

Most important, Paul cherished his three girls. He concocted projects with them, carried them to demonstrations, climbed mountains and sang songs with them, and dashed to their rescue in difficult times. He led by example, and in doing so, Paul gave his daughters the chance to see and experience the love, the joys, and the possibilities in life alongside its harsher realities.

Thank you Paul. We will miss you more than any words can express.

A memorial celebration will be held in Paul's honor at 3 pm on Oct. 1 at Mount Pisgah Arboretum.



## BOARD OF DIRECTORS MEETING MONDAY SEPTEMBER 14, 2015

7 pm, Hub Yurt

**Board members present:** Diane Albino, John "Chewie" Burgess (Alternate), Casey Marks Fife (Alternate), Paxton Hoag, Lucy Kingsley, Jack Makarchek (president), Indigo Ronlov (vice-president), Lawrence Taylor, Kirk Shultz, Jon Silvermoon, Sue Theolass, Bear Wilner-Nugent. **Peach Gallery present:** Staff (Tom, norma, Robin, Shane), Officers (Hilary and Randy), and 35 members and guests.

### New Business

Appoint recycling co-coordinator Sarah Garcia (Bear)

Appoint Kenya Luvert to Diversity Task force (Diane)

Oregon Community Credit Union check signing changes (Bear)

"The Board of Directors designates Jack Makarchek and Thomas Gannon to be signers on the Oregon Country Fair's account with Oregon Community Credit Union. Charles Ruff is removed as a signer on this account."

### Announcements

Jack: There is a unique opportunity to have both Tom and Charlie at this year's board retreat. I will be gathering items for that agenda.

Bear: In November the board will be presenting a revenue projection that will include some price increases. The Financial Planning committee met and assembled this recommendation. This allows the new board to be seated before we vote on it.

norma: We want to express our condolences to Amy Hand who lost her partner Gabriel. Also, Cami Pray lost her partner as well. We also lost Ramsey Tainton, a professional photographer, who took some great pictures of the Dance Pavilion this year.

Jain: Harbin Hot springs burned last night in the Valley Fire in California.

Jen-Lin: The Candidate Forum was held yesterday; a video of it is lodged here: <http://www.oregoncountryfairforum.org/>. The last day to register to vote is September 17, 2015. The last day to request an absentee ballot is October 3, 2015. The Annual meeting is October 17, 2015, 6:30 pm at Whitaker School. Ballots are provided at the Annual meeting.

Heidi: Absentee ballots went out Friday, September 11, and I heard of someone that got their ballot today. Annual meeting notices went out September 14.

Indigo: The Oregon Country Fair sent out 1,864 absentee ballots this year. Last year 51% of the absentee ballots were counted in the election. This means that 49% of these ballots are not being utilized. If you are not going to use your absentee ballot, please get off the permanent mailing list so we are not spending money sending you absentee ballots.

Jen-Lin: The Elections committee is looking for some new volunteers to add to our merry band of ballot stuffers and counters.

Robert: On the same subject, I have done the candidates forum for the last couple of years. I stepped in on an interim basis. I am looking to turn the candidates forum over to another volunteer in the coming year.

Indigo: This is a reminder for coordinators and crews to turn in their volunteer hours for the 2015 Fair as per the board motion in May, 2015. The motion was "... management shall provide an Annual Summary Estimate of OCF volunteer hours to the BOD as part of its year end summary review." Please get us your volunteer hours.

### Staff Reports

Tom: Hello everyone and let me start my first report to the BOD by first saying how delighted I am at the prospect of beginning my tenure as the new GM of the Oregon Country Fair. I would especially like to thank our exceptional staff who have made the transition smooth and have made me feel very welcome. I

would like to go on the record as expressing my deep felt thanks to Charlie Ruff who has been a model of professionalism and grace during this transition. Charlie is an astounding individual and while he cannot be here today I would still like to say "thanks." In Charlie I feel I have found not just a tutor, but a friend whom I will be leaning on pretty heavily over the next few months as I begin to serve our community to the best of my ability.

Now, on to the report.

My first issue to address was to ask the board to consider tabling the motion regarding membership. That has already been done and so is moot. For the record, however, the reason why I was to make that request is that I am currently revisiting our membership database needs and, likely, will be coming to the bylaws committee with a recommendation for a bylaws change that will be significantly different from what is proposed. There are some very real and legitimate operational concerns that are driving this request; especially around our ability to be able to track the requirement that a member be a credentialed camper in one of the last two years. Given our current methods for tracking membership I have not been able to get my head around how we can cross check and confirm that criterion without an immense amount of time and effort on the part of volunteers and staff that would be better used elsewhere. I feel the subject warrants discussion at the BOD retreat next month and I would advocate for the board inviting the Bylaws Committee in on Sunday morning for a session. Failing that, I would like to ask that the Bylaws committee convene a meeting to discuss this topic in greater detail.

Not much new to report on the SUP other than that we did have a person from the Lane County Land Management Division come out to tour our site. The Associate Planner walked the affected areas with us and we discussed the proposal. I would not presume to second guess this person but I left the meeting feeling pretty good about what was presented. We are expecting the administrative ruling before the end of the year.

I attended my first Financial Planning meeting and it was most edifying. I look forward to the rest of the budgeting process for this year.

The Assistant Manager job description is all but done and I think we have captured the essence of the position quite well. It was a heck of a process. I'd like to thank the Personnel Committee which consists of Jen Lin, Palmer, Jon, Sarah, Marlene, Mermaid, Robert, Charlie, Sue, Brad, and Diane for all the work they put in to making this happen. I'd like to especially call out Sarah Garcia who's knowledge of Human Resource laws, rules and protocols was invaluable as well as Jen Lin for coordinating a most entertaining job description charrette. This really was a process that needed the input and commitment from each of the committee members and I think good work was done. I am, of course, very excited about seeing who the candidates will be. I am hoping we have a person on board by December or so.

The Administrative Assistant Job Description is in the works as well as we prepare for the near apocalyptic level event of Norma's retirement. We should have a draft available shortly. We are looking at a January, February time frame to get someone on board.

Each member of the BOD should have a copy of the NAG report for 2015 shortly. It is worth the read and thanks to Sallie Edmonds for compiling it. The New Area was a remarkable achievement and everyone who worked so hard on seeing it through deserves congratulations. You did it and it really is that awesome.

Last month I experienced my first taste of Culture Jam and it won't be my last. It is a great program and one that deserves our continued support. I hope to become incrementally more involved as time goes on and hope to be able to send my boys to it someday. Robin's hard work and dedication to this program should be noted. She has taken some great strides professionally and personally through her work with Culture Jam and the teens who take part have benefited immensely. I believe further expansion of our own youth programming would be wonderful. In Robin we already have the right person on board to oversee that expansion. It's not too much of stretch to think that the teens that go through Culture Jam and other OCF sponsored youth programs are ideal candidates for future leadership roles within our organization. Andyman's contribution is also laudable and should be noted as well. Excellent work.

Finally, I'd like to thank Norma and the rest of staff for what I understand was a wonderful Teddy Bear picnic. I hear the food was fantastic and a good time was had by all. I will endeavor to never miss another. I missed this one because I was visiting my mother in New York. She has supplied me with a note to excuse my absence. And there's my first ever GM report for OCF! Thanks for listening.

Shane: The Fair seems like it was a long time ago with Culture Jam, the Teddy Bear's Picnic, weddings and the Beaver open in between and it has been whirlwind since. The New Area was a great addition and helped with the congestion on the path. The Dance Pavilion was a hit – thanks to Hilary, Kirk and Sallie for all their work on this addition. Thanks to Paxton and Robert Jacobs for setting up the Candidate Forum yesterday. The site is in good shape, albeit a little behind getting ready for the winter. There are several booths that are NOT ready for the winter with floors still in place, tapestries still hanging and couches still in their booths. In the south woods there are also couches and mattresses from the event in July. I have filled a lot of dumpsters after the Fair this year with materials that should have been taken home by the booths themselves – this is an added cost to the Fair. We need to practice "pack it in and pack it out."

Paxton: I wanted to thank Shane for the culvert project that he has been working on. It is extensive project that was really needed.

Shane: Actually, I didn't want to bring it up because I'll be coming back to ask for a budget adjustment, so thanks Paxton! (much laughter...)

norma: Thanks to everyone that helped with the Teddy Bear's Picnic! If you go by the number of people that were there, it was a smashing success. It worked well to have it on Sunday. I heard from many crafters who normally work on Saturday and were able to attend for the first time. The next picnic will be up to Tom and the next Administrative Assistant who takes my place. We had a productive meeting with the Personnel Committee talking about the AA job description. I will not be at the next board meeting, but Randy will be opening the Northwest Youth Corps facility. I ask that you help him set up the tables in the meeting room and at the end of the meeting put them back as you found them.

Robin: Culture Jam went beautifully this year. We had 54 youth and 28 Mentor Staff, 25 Kitchen crew coming and going throughout the week, and two new Lead Facilitators, Thomas Arndt from Oakland, CA and Ella Cooper from Toronto Canada. Both the mentor staff and the leads also come a day in advance each year for staff training, which is critical. What was exciting about our Mentor Staff this year was that many of them were Culture Jam graduates. The fact that past participants want to come back to learn how to professionally mentor young people is a testament to the compassionate and empowering nature of the program.

Alice's was just gorgeous when we arrived thanks to Andy, Shane and the Beaver Dam Builders. I can't say enough how thankful we are for this, especially when site staff are so tired from so many weeks of pre-Fair, Fair and then decon—it's really quite a feat. I promise that the youth benefit from living in a space that was set up just for them with such thought and care. Andy has been doing this with us since the beginning and I can't thank him enough for his steady kindness and dedication.

I want to thank Charlie Ruff, Tom Gannon and Shane for taking turns backing us up at night, and the committed Mentor Staff and Leads for their commitment to caring for the youth while on site. We take the responsibility of having 54 minors in our care very seriously, and together, we do it very well. Keeping them busy is our next great achievement! I will give that one to the stellar Mentor Staff and Leads yet again of course, the 24/9 commitment they give this program is more than admirable. Their hard work is yet another testament to the value of the program: they work so hard because they see first hand, the huge positive effects it has on the youth.

Thank you also Tom, for coming out to site several times to get a sense of what we're doing out there. We felt your presence and it meant a lot to us.

The Culture Jam Kitchen hit it out of the park this year with the most amazing food and atmosphere! It was steady in the hands of Kai Chotard and his sous chef Elliot Glaser-Flynn (who is here tonight to rep

YEPSA). The food was incredible, and the Guest Chef program hosted 8 chefs from the larger community, including Mark Kosmicki of Eugene's Party Downtown Restaurant and Omer and David from Off the Waffle. The Guest Chef Program was a stroke of genius on the part of John Duran who ran the CJ Kitchen for its first 11 years. What a great way to collaborate with the community at large through creative cooking and to honor the empowerment of young people.

As always, the youth got to learn from artists of all kinds, everything from acrobalance to writing to spoken word to visual arts and bucket drumming. A garden-to-table workshop was offered by the kitchen, which we were very happy about. And each year, young people who want to, go to Wintergreen Farm for a farm tour to learn about biodynamic organic farming. Jabrilla Via, owner of Wintergreen with her husband Walé, has been generous enough to make this tour available to us each year for at least 10 years now. And as always, at least since 2003, City of Eugene Recreation Services made it possible for us to enjoy all kinds of water activities at the lake, so thank you City of Eugene Rec! It's hard to believe but yes, this summer was our Fourteenth Culture Jam.

I want to thank norma for all of the ways she has supported Culture Jam through the years. The Spring Fling raffle proceeds have been a huge help to the scholarship program, and her support during the event has always been appreciated. It's hard to believe that she won't be there to support us in those ways next year, but I'm not quite ready to go there!

Which of course, leads me to sending a big, heartfelt thank you to Charlie Ruff for keeping a watchful eye on Culture Jam during his time at the Fair.

All of this gratitude comes from both Leslie Scott and me. I am so lucky to continue to have her dedication to this event with me year-round.

The people who have helped make this program thrive are so many. I hope you all know the impact on young lives that you are making; it is great and longlasting.

Jon: norma – is there a deadline for coordinators to get reimbursed on their expenses?

norma: I sent an email last week to all the coordinators indicating September 30, 2015, is the deadline for reimbursement.

### Committee Reports

Hilary: The New Area Group will provide a written report to the board next month. The next Path Planning meeting will look at the draft of this written report.

norma: Jill Heiman Vision Fund went splendidly. There will be a piece in the Fair Family News written by Suzy Prozanski.

Peggy: Elders Committee Budget Request for 2016 is due on 8/31. Items and needs were discussed and will be submitted. There is need for a new Elder Central screen tent as the old one is badly torn. We are considering putting a defibrillator and fire extinguisher on the Geezer.

Fifteen new elder applications have been received, three of these are approved, 12 will be given to the research subcommittee for further verification. Elder Camp 2015 Fair: An inventory of Elder items and location is being made. The Elders did a great job on clean out of Elder Camp. Next year we need more volunteer helpers please. It was suggested by staff that adding Tinker Bell at Elder Central may have merit. Public and outta site parking lots were FULL this year. SCOF lot parking was awesome. FARTS crew needs more drivers next year, elder or not. Contact Robert Jacobs. Events Committee reports that both the Meet & Greet and Old Timer's Picnic were great successes. Head count at the Meet & Greet was 180. Fall Elder's retreat will be October 10-11, agenda items: Katie-Budget committee agreement, Camp-include discussion of formalized camp rules, form gratitude subcommittee. Next month's meeting date has been moved up a week and recorded on the office calendar. A notice will be sent to the list services, Fair Family News will not be received in time to notify elders of this change. Next meeting will be September 17 at 7 p.m. at the fair office.

Dean: KOCF has been on the radio for two months. Our list of original programs keeps growing. In addition to the Golden Age of Radio, What a Long Strange Trip It's Been, Radio Archive, and Jumpin' In and Out of the Blues, we now have Forgotten Heroes, Free

Formations, The KOCF Music hour and the Concrete Rock Show. We are working on a few other programs including Bob Nisbet's SonicFair, Andy Goldfinger's Flying Eye Radio and Dean Gribbski's Jam Band show. We're running weekly community calendar events for the Fern Ridge area and working on a weekly news program for the area. We have had a booth at the Farmer's Market and the Harvest Festival. All comments seem to be positive. We are working with the principal at Elmira High School around a radio club at the high school.

Diane: Diversity Task Force met and Michael Connelly gave a discussion on diversity training. We have three new folks attend and one requested to become a member of the task force.

Joseph: The Vision Action Committee is in need of new members. If you are interested email: [VAC@oregoncountryfair.org](mailto:VAC@oregoncountryfair.org)

Kirk: The New Area Group continues to meet and will be including Tom in coming meetings.

### Member Input

Jen-Lin: The Fair Feedback content will be at the Annual Meeting for all to see, but I received a book of feedback that someone took the time to make that is quite unique.

Michael: I had a great time at the Fair, saw folks I've not seen in a long time, enjoyed the weather, entertainment and the dance pavilion.

Bear: I just got back from another year working on the Burning Man staff. Today I did a run around the Fair and came away with a realization that we suck at picking up our trash. It is not staff's job, it's not recycling crew's job — it's everyone's job. Burning Man has a strong leave-no-trace ethic. People make a communal effort to pick up each other's trash and they call each other out for not picking up their trash. The Country Fair does not have this and I saw some pretty gross things on the path, in the woods and in the parking lots on my run this afternoon. It is a sad commentary on our respect for our land and respect for each other. I am going to make a strong push on this.

Codi: I want to add to Bear's discussion on the trash. The Oregon Country Fair in July is not the only event on this land. The site was cleaner at the end of our event than we have been since. I have been here through the other events and we need to stress to all – if you are on this site, you take home what you bring here. It is really embarrassing how others have not packed it out. As to the Teddy Bear's Picnic, if we are to have this event on Sunday, we need to have more volunteers capable of doing a Sunday event. This year's TBP put a huge stress on those that helped put on the picnic.

Kirk: I am from Rising Moon and a part of the Bubbles Dish Project. The project is an in-house durable dish program that washes dishes, not just for Rising Moon, but for other booths – "dish partners." We've been collecting data and during this 24 year period we've washed around 100,000 plates. There is a question on what is better: compostable or durable? We have had Fair participants ask, "why is this not happening across the Fair?" There are questions on how we interface with the board.

Martha: This is an operational issue and best served by working with Tom, the GM, and the operational crews.

Joseph: Deep recycling and the use of renewables would be a great workshop.

Indigo: In thinking about our next board, I wanted to put out a thank you to Paxton for your service. Also, thank you to the board members that are running for re-election and those running as new board members. It is a big job, takes a lot of brain and heart space and I commend you for putting your hat in the ring. As we move into future years, we need new energy and thoughts.

Diane: I wanted to thank Robin and everyone involved with Culture Jam. The spirit of kids is incredible.

Sarah: I have been an adult mentor at Culture Jam for the last two years. It has been beautiful to see this model of the creative community. This is an international model that the Fair and Culture Jam have adopted. The weekend event in March, as an experiment, asked can we bring the youth to a vulnerable space for a weekend? It was a success and the youth were brave and ready to do the work of making the world a better

place. I want to express my deepest heartfelt gratitude to the Fair for supporting the youth to be their best self. Thank you.

Kehn (Mambo): I'd like to thank those that chose to run again and those that chose to throw their hats in the ring. There are others that would have had their hats in the ring, had major life events not happened.

Cathy: Thank you Paxton for your many years of service on the board.

### Donations/Secretary's Report

Randy: In the virtual mailbag this month we had thank you notes from the Stove Team International, Friday Art Walk, Eugene City Streets, and the Oregon Supported Living Program.

Tonight's consent calendar includes:

Kutsinera \$500	Diane
St. Francis Shelter \$500	Lucy
YESPA \$1,500	Sue
Joy Now Arts Project \$1,000	Lucy
Courageous Kids \$400	Sue

Indigo: I'd like to remove YESPA for separate consideration.

**Motion for the consent calendar passed 10-0**

**Sue moved and Lucy seconded to fund YESPA's donation at \$1,500.**

Elliot: I became involved with YESPA some years ago. This is a one-day event about personal boundaries. The event includes a poetry slam workshop and an improv theatre. This is our third year they've done the event and we have about one hundred participants. Donations are used to put the event on and we do not ask participants to pay for the event. The event is on November 11, 2015.

Joseph: I have attended YEPSA events and they are incredibly creative.

Jen-Lin: This event is similar to Culture Jam, but focusing on gender and sex identity. I've been involved in it for the last couple of years. The performance to wrap up the day has made me laugh uproariously as well as made me weep. It is an incredible event.

Jon: How many years have you been doing the summit? What is your attendance the last two years? Do you expect to have less than last year? Does the \$1,500 cover the cost of the event?

Elliot: We've done this for the last two years with around 100 participants and we are also getting funding from the Equity Foundation.

Jon: If your other funding doesn't come through, I'd be open to supplementing with a donation. I can't speak for the other board members, but just to let you know.

Indigo: This is really important. Our youth become us, the gray hair ones. The more we can provide safe and healthy ways for the youth to grow up, the better our future world is going to be.

**Motion passed: 10-0.**

### Treasurers' Report/ Budget Items

Hilary: There are no budget items that I am aware of. The Budget committee got seven letters of interest to be on the committee. We are beginning a two-year budget cycle. Our schedule and deadlines are not set yet. The joint Budget/Financial planning was last week at the Springfield Creamery hosted by Sue Kelsey. We talked about prices, admissions, results of last year's Fair. We had an attendance of over 50,000 that translates to a good financial year. For next month's meeting, we will get the recommended cost schedule for inventory items and cost changes, as well as projections for November meeting to review recommendations. In addition to making inventory price recommendations, there is a recommendation that the board consider changing the admissions cap. It was at 18,000 per day. There have been some years that we've sold more tickets than that and we're able to do this because of a management decision that said let's sell 19,000 tickets. The joint Budget and Financial planning committees wants to consider raising that cap if the path and staffing can handle this. We have cash above the rainy day fund and the designated funds. The Budget committee would like to recommend to the board an increase to philanthropy for 2015, increasing the reserve for the Community Center funding and setting up backup funding for deferred maintenance for the site. We'll have more recommendations for the board at the retreat. In addition to the cost changes,

part of what is driving this projected personnel costs will be larger, suggestions to increase the food voucher amount, deferred maintenance and operating costs on the New Area. The Capital Projects have been over budget for a long time as well. We have a lot of assets and equipment to maintain. If we are to keep growing and including people, we need to strike a balance.

### Old Business

GM transition:

**Jon moves Jack seconded to create a GM advisor position and transition Charlie Ruff into an hourly wage commensurate with his current wage.**

**Motion passed: 10-0.**

**Bear moved and Sue seconded that Charlie Ruff be appointed as a member of the committees on which he currently sits.**

Hilary: I hope you would clarify which committees you want him to serve on, since he attends a lot of committee meetings. I assume we will be paying him an hourly rate to attend committee meetings.

Bear: No, he is no longer a regular employee.

Hilary: How in the world can we ask somebody to volunteer for work that he has been paid for? He has been paid a salary to attend many of these committee meetings. I've assumed he would attend the Budget Committee meetings, as a paid activity on his part. I don't think we can expect him to volunteer to attend every committee meeting he is attending now.

Bear: Let me clarify the motion. **These committees are the Budget committee and the Community Center committee.**

Mouseman: I thought a few months ago Charlie said he was going to ride into the sunset. I'm confused that there is a new position. Now we have two general managers?

Joseph: One job is helping the new current chief executive. The committee work is Charlie serving as a volunteer. He is just not going to be our chief executive. When he comes in as an advisor, we will pay him for that job, otherwise he will be a member.

Russell: I agree with Hilary that paying him on an hourly basis as a contractor, his position will be an employee and that means that the committee work would be also paid.

JonP: I presume the Budget committee will identify a budget line for the advisory position.

Dominic: Is there a timeframe for the advisory position?

Robert: The intent of the Personnel Committee on the advisory position is that it lasts until December 31, 2015. This might not have been made clear.

Jon: Charlie will be functioning on the committees as an employee until December 31. After December 31, he will transition to consulting and his service on committees will be as any other Fair member.

Indigo: If someone was working in a capacity and being paid, they cannot then volunteer in that same capacity. Does this come into conflict with Charlie being a committee member after December 31 as a volunteer?

Russell: He can be a volunteer, so long as it is not in the same pay period. Once he is not being paid he can be a volunteer.

Casey: So, when Charlie moves into a consultative role, does he retain the ability to volunteer on said committee?

Russell: This depends on if he qualifies as an independent contractor and is running a separate business and meets those requirements. It generally requires he be free from direction and control but also requires that he essentially operate as a separate business and has other clients to consult with.

**Motion passed: 10-0.**

**Jon moved and Casey seconded to remove Charlie Ruff as a check signer and add Tom Gannon as a check signer for all the bank accounts.**

**Motion passed: 10-0.**

**Jon moved and Lucy seconded to approve the Assistant Manager job description as submitted to the board by the Personnel Committee.**

Hilary: I am about 85% happy with the description. I think an executive session would have been preferable. There are a couple of phrases that are vague. I like that there is a lot of volunteer support.

Jack: Hilary, if you want to amend it we can do it now. We'll come back to you.

JonP: If Hilary has concerns, we should hear them.

Hilary: There are a couple of things: It says the AM should be "living on site 45 days prior" and I think it is closer to 30 days. Under operational changes, one of the items is "maintain and enhance communications and dissemination of information throughout the organization" and I believe this is huge and we are not asking for something this big out of the AM. Under financial, "monitor and review financial reports as well as conduct reconciliation" – I ask are they doing bank reconciliation, AR, restrictive funds – this is vague. There is some language that has titled "Main camp coordination team" – who is that? Is it Backup Managers, coordinators? It says "part of the team will develop and monitor budgets" – why don't we say they are on the budget committee? "Maintain paper and electronic systems" is again very vague. Under desired qualifications and training, the phrase "knowledge and awareness of an experience" are vague.

Joseph: What is the timeline on this? Is it necessary to pass it tonight?

Jen-Lin: It is critical to pass this job description tonight, so that we can get someone hired by December. A lot of this verbiage is from the prior job description of the AM. Some of the phrasing was purposefully left vague because it is at the discretion of the GM.

Jon: To post the job announcement, we need the job description to be adopted tonight. In the job description charette, the Personnel Committee literally took the job descriptions of our site manager, care taker, assistant manager, and general manager and cut them up into individual lines and went around and placed them under the different jobs where we thought they belonged without pre-conceiving where they had originated from. We have an opportunity to look at what the right mix. We want to be able to have cross training among the staff. We can change the job description at any time, but we need something tonight for this timeline.

Bear: I really urge us to pass this tonight. We on the board have discussed our hopeful timeline for staffing for sometime. The Personnel Committee has kept the board briefed on its efforts. We've had a vacancy at this rank in our staff since January. It is essential that we give Tom the support he needs as the General Manager in December, so that that person can be trained and onboard when we approve the operating budgets to begin the work for the 2016 Fair very early in the year. I'm also glad that you had the job description charette.

LT: I wanted to thank the Personnel Committee for the work that is done. What I hear is that there is enough of a framework to continue the hiring process and make the necessary amendments and adjustments.

Chewie: What I hear from Hilary, and I agree, is there are a lot of vagaries. We can put it out. But look at it as a level set, then tweak it later.

Jack: The Personnel Committee and the board works through a process to come to a process to bring forth into open session. We do not vote in executive session. This is the vehicle for the recommendation that was made with the board and the Personnel Committee. We can make an amendment now or refer it to the Personnel Committee to make adjustments that would be voted on in another open meeting.

Casey: I would like to validate the necessity to get the process started. We lost last our last assistant manager because the job became overwhelming from scope of responsibilities, so much that he left us high and dry. Can someone from the PC come up with a closing sentence that allows either the PC or the GM to make reasonable changes to this during the hiring process?

Kirk: During the hiring process, it would not make sense to make changes. I would like to commend the Personnel Committee and Tom on this job description. I find it to be one of the clearest job descriptions I've seen. We purposefully waited to hire an assistant manager until we had our new general manager in place.

**Motion passed: 10-0.**

**Jon moved Sue seconded that the Assistant Manager hiring committee be composed of the Personnel Committee members, Tom Gannon, Charlie Ruff, Justin Honea and Martha Evans.**

**Motion passed: 10-0.**

**Kirk moved and Jack seconded to direct the Budget Committee and management to work with**

**Construction Crew this budget cycle to break out a separate Decon Crew from the current Construction Crew. Decon will become a stand-alone crew by the 2016 Fair.**

Kirk: As the setup and take down load has increased over the years, construction crew and its subsets have grown to a size that has become very time consuming for the personnel co-coordinator (co-co) to track and the building co-co's to direct. Separating Decon will help make the scale more manageable. Of the subsets of construction, Decon has operated in a largely independent manner for years. Separating this section is relatively easy. It has been discussed amongst the construction co-co's for years and extensively during this Fair cycle. Budget concepts and leadership structure have been discussed. Creating a stand-alone crew gives Decon the recognition and commitment that invigorates them to organize, coordinate with management and develop ways that will fit our future Fair take-down and storage needs.

Joseph: I support the motion; break them out.

JonP: This will enable the Decon crew to have a separate budget. I support it.

Hilary: Many on Budget committee have rooted for this for some time. It right sizes crews.

Justin: I also support this move. At times consolidation and economy of scale is important. I think these two crews have become diversified in what they do. I think it is a great move.

Dino: I'm on Decon and it is about time we go the recognition we deserve.

Bear: Amy Hand, as the Recycling coordinator, works very closely with Decon and asked that we support motion.

Kirk: This is from Jar, our longtime Decon crew coordinator, who reiterates that this is right sizing for this crew.

Jack: I want to extend heartfelt thanks to Decon and Jar. I probably was more of an impediment to this happening sooner than later, but the time is right.

LT: Thanks to Decon and noting that Jar illustrates what you can get done without wearing shoes.

Paxton: This brings us to what number of crew?

Lucy: From 64 to 65.

**Motion passed: 9-0-1, Lucy abstained.**

**Bear moved and Kirk seconded to confirm Northwest Community Credit Union Money Market and savings accounts. Signers are John (Jack) Makarchek, Hilary Anthony, Norma Sax, Thomas Gannon.**

norma: Northwest Community Credit Union took over the OUR Credit Union which the Oregon Country Fair has an account with. When I went to deposit money there, they said we were not officially an account. So I have the paperwork and the board motion is needed to show them we have a money market and savings account there.

**Motion passed: 10-0.**

Jon: I would like the board to try something different. Indigo and I have been working on the specifics for a motion. We've gotten some feedback that makes me want to table the motion. There is one key question I would like to have some board discussion on. The key question is whether or not people think it is a good idea to have individual board members to fill out a conflict of interest disclosure form on an annual basis. The specifics of the form and the policy are separate. If there is no sense that the policy is a good idea, I am not going to spend more time working on the language of the form. I would like to have discussion without a motion.

Hilary: Have an advisory vote on why you would have to fill out a form.

**Jon moved and Indigo seconded that the board have an advisory vote on the policy to fill out an annual conflict of interest disclosure form for board members.**

Jon: Voting yes on this motion does not mean that you are committed to voting yes when that form is brought forward.

JonP: I would like an explanation on the difference between filling out the form and declaring a conflict of interest.

Hilary: I support having a written conflict of interest form. It will help people to have understanding and transparency in potential conflict of interests.

Michael: Every new board member should be apprised of the conflict of interest policy. I'm not convinced that it would have to be done yearly.

Joseph: I have served two terms on the board and did not sign anything. I do think that it could guide people in recognizing potential conflict of interests.

Bill: There should be something on an annual basis around conflict of interest.

Justin: I think this is a no harm no foul situation. If it adds to clarity to the conflict of interest policy, it would be a good thing.

Jon: There is a bylaw for this. The provisions say that when something comes up for a vote, then one is supposed to declare whether they have conflict of interest. The difference here would be that after the board gets elected in the fall, you would fill out a form so that you put down things that you think potentially would be conflicts of interest. It would not eliminate the need for declaration when something came up in a motion, but it would help inform people about what we are talking about.

Bear: I am against this motion. We have a perfectly good conflict of interest policy in the bylaws. Brad and Indigo declare each year a potential conflict of interest (not actual conflict of interest) at the Financial Planning and Budget meeting. I've been on the board for 12 of the last 15 years and I have never seen anything even vaguely a conflict of interest. I have seen a lot of baseless and defamatory accusations toward several board members over the years about imagined conflicts from those that have an ax to grind with the Fair. It is important that we demonstrate that we are not intimidated by these sorts of actions. We do not need a redundant policy. Our bylaws set forth a clear and consistent policy.

Indigo: I've been working on this theoretical form and have a lot of thoughts about it from we don't need this and we have a perfectly good bylaw in place to it doesn't hurt anything for us as board members who are committing to sit here for two years and do the business of a multi-million dollar non-profit corporation to disclose what our interests are. Granted I am the one Bear is talking about in the perceived conflict of interest as Mouseman has pointed out. For me personally, had I had the opportunity to fill out some simple form out that goes on file at the Country Fair, it would not have hurt me. It would be a good thing. Do I want to do it? Not really, it is just one more piece of paperwork that our secretary has to keep track of, that we need to keep track of. As much as I support this I also agree with what Bear says. I think it does not harm and puts transparency on the board and the membership in a way we haven't had. I have declared every time we are in a budget meeting that my family owns Café Mam and the board can choose not to let me vote on, for instance, the crew or kitchen budgets. I would like us to move forward with better transparencies so that future board members know what could potentially be a conflict of interest.

Chewie: I was one of the managers for the company that works the Far Side gate. I had to walk out of the room when there was a vote on that company's service. This form is simple. Why not? I agree with Bear wholeheartedly that it's not necessary. We have to declare it anyway. So long as I've been on the board of directors, every year at the Budget committee meeting Indigo has said her family is part of Café Mam and they deal with the Fair. The other two times that potential conflict of interests has occurred, the board member walked out of the room. I'm with Indigo, but it's redundant.

LT: I strongly agree with Bear on principle that we should, as a board, neither succumb to, nor appear to succumb to unjust, unfair accusations or characterizations of our votes about conflicts of interest. I would secondly agree that this is not necessary. We have a functional conflict of interest policy in the bylaws. The proposal does not change anything. It goes back to what Hilary was saying. It creates a transparent record and it may assist members of the board in figuring out if they have conflicts of interest. I would be in favor of using it for purposes of establishing transparency.

Paxton: I'm in favor of using a form, too. It is more a problem of perception and this solves that. It is a point of education for those that don't understand the full parameters of conflict of interest. I do think this form is too complicated.

Indigo: We are not voting on a form tonight. This is a draft that I am working on. One of the things on the form is that the board members have seen that

bylaws exist for conflict of interest. Everyone sitting at this table should have read the bylaws word for word. There is no other place that we get the confirmation that board members have read and understand the bylaws. This is good for new people who come on to this body that they really understand our governing documents.

Kirk: If you get elected to the board you get a lot of information. This is like a homework sheet and I would have benefitted from it. Simplicity matters.

Jack: I'd like to defer to Hilary for hypothetical situations.

Hilary: This also refers to employees who are also included by way of the personnel policies. We haven't had coordinators included. Let's just say that a person that is covered by this policy, the difference between having a conflict, where one is personally benefitting, and having a relationship or business deal that is discloseable. What most conflict of interest policies do is to ask you to disclose the relationship, so that is transparent. By saying a relationship exists, is not saying that there is a violation of conflict of interest policy. You can have a situation where somebody is on the board of directors of another non-profit and the other non-profit may be providing services for the Fair, or the Fair is making a donation to; that would be discloseable. You might be in a partnership in a business where one of your partners had a separate contract or loan with the Fair. It is these types of relationships that may not even be the Board member directly having a loan or contractual relationship with the Fair. It could be a family member or a business. It could be a company that the Board member is the owner of that is purchasing from the Fair.

Lucy: If we are going to have a department of redundancy department, then it ought to be transparent.

Sue: I think our bylaws cover it.

**Motion passed: 7-3, Bear, Sue, Jack opposed.**

Indigo: Please give me thoughts and suggestions on this advisory motion that just passed.

Sue: We want to call out for those interested in being on the hiring committee for the Administrative Assistant. The deadline is October 23, 2015 at 5 pm. If you have interest send an email to PC@oregoncountryfair.org.

Indigo: is there a time frame of when the hiring body would be expected to begin?

Sue: If those submitting letters of interest for the hiring committee are to be approved at the November board meeting, the hiring process would be beginning very shortly after that. The candidate is to be in place by February 1, 2016.

Jon: We are targeting, as new business, the job description for the October board meeting, thus appointing the hiring committee and approving the job description at the November board meeting to hit the February hire date.

**Jon moved and Indigo seconded that as a condition of entry on to Oregon Country Fair property, all pass recipients, hired vendors including entertainers, and contractors, are required to agree to turn any lost property they find on Oregon Country Fair property into the Oregon Country Fair Lost and Found and to sign an acknowledgment of this when receiving their pass or as part of any contract.**

Michael: What is the intent of that motion?

Joseph: It makes sense. It is trust building.

JonP: I think it is a great policy, but I wonder how you'd do that picking up passes?

Indigo: This would be as simple as having a line in the guidelines because when you sign for your pass you agree to what is written in the guidelines.

Chewie: I would hope that we do not have to have people sign to be honest. This really bothers me. The integrity that we have amongst ourselves should not have to be signed for.

Jon: I would remind my board that this language is from the Fair attorney. The language is based on the opinion of the Fair attorney. It protects the Fair, in order for the Fair to say they are the "finder" and puts the legal responsibility on the Fair for the public notices that get published. It is the policy that we should have if we want to establish the principle that everybody should be turning stuff over to the Fair when it is found on Fair property. If we want to have it as a free for all, and everyone can find what they want and there's no obligation to turn it over to the Fair, don't adopt the policy. This is the opinion of the Fair attorney. If you

need time to refer to the opinion, I'm fine for tabling it. This is half of the piece of reviewing our lost and found policy – who is obligated to turn it in. The other piece is what we do when we find it.

Bear: I support the motion. We already sign saying we'll abide by the code of conduct and the bylaws and the community agreement when we pick up our passes. We instituted not only signing for the passes, but signing for a principle when we adopted the community agreement which deals with how we treat minors on site. At the end of the day when you are picking up something on site, it is not actually your property.

LT: I understand Chewie's concern around the loss of trust in a community. When trust fails laws arise. It's not a bad thing to make it clear, we have a legal opinion and it is a simple process.

Kirk: I am struggling with it. The thing I am struggling with is most is the signing. At the actual sticker booth I'm not sure people know what they are signing for.

Chewie: They are guidelines; they are not rules. It bothers me. Either we sign for all the guidelines or none of them. I don't understand why we are having this thing picked up.

Jon: If all we are depending on are the guidelines, there is no legal responsibility for people to turn things in. There may be responsibility to be part of the Fair, nor is there clarity of who is the finder for things that actually does get turned in. If people do not sign an acknowledgement then there is no legal responsibility to turn something in.

Jack: We are too hung up on signing. Trust is in essence an agreement. What we all want is anything that is found at the Fair is returned to us. I don't see how that is not trusting. In a generality it is what we want – people to turn in what they found. I'm not going to get hung up on anything. My part is to do what's best for the Fair and get things back to its owner.

**Motion passed: 9-0-1, Kirk abstained.**

**Jon moved and Paxton seconded to approve minutes from August 2015 meeting.**

**Motion passed: 9-0-1, Indigo abstained.**

### President's Peace

We have a super majority vote on the board, consequently because of that there is strength in our disagreement. When we disagree and verbalize and go through how hard and arduous it might seem, it is in a way of honoring diversity of thought. This is important in looking out at what is going on in the world with everyone building walls. It is kind of a warped time but I think it is real. Our goal is not to build walls. Our goal is to be open, thoughtful, passionate and empathetic to everybody's thoughts and rely on the outcome of the super majority. By any degree this is no easy thing to do. The whole thing is that I am so disturbed by hearing about the walls that people want to build in the world. I certainly don't want our differences to keep us apart. I want to continue to work and move forward to a good future that we can be proud of and people can look at and say that works.

### Draft Agenda for October BoD Meeting

Approve minutes from September 14, 2015, board meeting

Appoint recycling co-coordinator Sarah Garcia (Bear)

Appoint Kenya Luvert to Diversity Task force (Diane)

Oregon Community Credit Union check signing changes (Bear)

"The Board of Directors designates Jack Makarchek and Thomas Gannon to be signers on the Oregon Country Fair's account with Oregon Community Credit Union. Charles Ruff is removed as a signer on this account."

Appoint Decon crew coordinator (Kirk)

Shade crew motion (Kirk)

By-laws amendment regarding membership (Jon)

Financial disclosure for coordinators and others with purchasing authority (Jon)

Personnel policy and procedure manual (PPPM)

Craft review panel update (Sue)



Consent Calendar:

Whitaker Thanksgiving Dinner donation