



# FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 24 ISSUE 5 OCTOBER 2016

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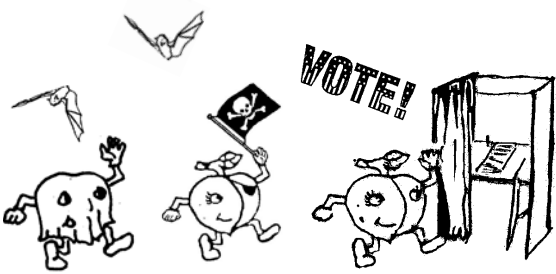


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**VOTE**



## FAIR FAMILY CALENDAR

### October

- 22 Annual Membership Meeting, 21 N Grand, Eugene 6:30 pm
- 24 Diversity Task Force, 6 pm, OCF Office
- 26 Food Committee, 5:15 pm, OCF Office
- 27 Elders' Committee, 7 pm, OCF Office

### November

- 7 Board of Directors Meeting, 7 pm, 2621 Augusta St., Eugene
- 7 FAIR FAMILY NEWS DEADLINE
- 9 Craft Committee, 5:30 pm, OCF Office
- 10 Community Village, 7 pm, 454 Willamette St, Eugene
- 13 Path Planning Committee, Noon, Alice's Wonderland
- 15 Applications to perform at 2017 Fair available
- 15 LUMP, 7 pm, OCF Office
- 17 Elders' Committee, 7 pm, OCF Office
- 21 Community Center Committee, 6 pm, OCF Office
- 30 Food Committee, 5:15 pm, OCF Office

### December

- 3 Diversity Task Force, Noon, OCF Office
- 5 Board of Directors Meeting, 7 pm, 2621 Augusta St., Eugene
- 5 FAIR FAMILY NEWS DEADLINE
- 14 Craft Committee, 5:30 pm, OCF Office
- 19 Community Center Committee, 6 pm, OCF Office

### January 2017

- 2 Board of Directors Meeting, 7 pm, 2621 Augusta St., Eugene
- 2 FAIR FAMILY NEWS DEADLINE
- 15 Craft and Food Vendor applications available
- 15 Path Planning, Noon-3 pm, Alice's Wonderland

### February 2017

- 6 Board of Directors Meeting, 7 pm, 2621 Augusta St., Eugene
- 6 FAIR FAMILY NEWS DEADLINE
- 15 Deadline for Entertainer applications
- 19 Path Planning, Noon-3 pm, Alice's Wonderland

## Happy Birthday to Our Fair Family Scorpios

- Alice Stroud .....Pre-Post Security
- Amy Fehrenbacher.....Alter-abled Advocacy
- Andre Call .....Inventory
- Beverly Sheets.....Pre-Post Security
- Brent Reindel .....Recycling
- Bryon Hummel.....Internal Security
- Charlie LeFevre .....Green Thumb Crew
- Charlie Ruff.....General Mgr
- Cindy K. Chambers.....Elder
- Claudia Swan.....Office-Site
- Colleen Paull.....Sno-cone cart
- Debbie Snyder .....White Bird
- Don Kerr .....Lot Crew
- Edna Peach Michelson ..Registration
- Edward Craig.....Community Village
- Eric Flocchini .....Lot Crew
- Floyd Prozanski.....Back-up Manager
- Frank Head .....Lot Crew
- Fyona Dow .....Booth #465
- Gerard Lolacon.....Elder
- Gunther Mueller.....Security
- Heather Bouher .....Registration
- Heather Baker .....Pre-Post Security
- Jeanne Sharpy .....Poster Committee
- Jen-Lin Hodgden.....Camping Crew
- Jennifer Rason.....Pre-Post Security
- Jerome Garger.....Security
- Justin Honea.....Registration
- Karen Stingle.....Elder
- Kathy Broom.....Registration
- Katie Cousins.....Elder
- Kristen Brandt.....Security
- Linda Markham.....Booth member
- Linda Reymers.....Endowment Committee
- Lowell Epstein .....White Bird
- Lynda Nelson.....Main Camp Security
- Lynne Bernhardt.....Lot Crew
- Marly Stapp.....Booth #487
- Matti Tabor.....Registration
- Nicholas Lolacono .....Elders
- Noah Woodward.....Pizza Company Booth
- Rick Lambert.....Traffic
- Sandy Gonzalez.....Energy Park
- Stephanie Vincent.....Crafter
- Stephen Bailey .....Recycling
- Susan Brown .....Admissions
- Susan Buckingham.....Booth member
- Susie Goldsmith .....Far Side
- Valeria Mainwald .....Registration



The Oregon Country Fair Board of Directors accepted the resignation of Tom Gannon from the General Manager's position at the October 7 meeting.

## KEEP IN TOUCH



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



## Annual Membership Meeting and Election

6:30 pm, Saturday, Oct. 22, 2016,  
Whiteaker School, 21 N. Grand St.,  
Eugene Oregon

### The 2016 OCF Board candidates:

- Diane Albino
- Ann Bennett-Rogers
- John 'Chewie' Burgess
- Will Ganser
- Michael Hejazi
- Charlie Johnson
- Rick Lambert
- Kenya Luvert
- Jack Makarchak
- Indigo Rønlov
- Ellen Singer
- Sue Theolass

## Proposed Ballot Advisory Measure

I move that we cancel the so-called 4th of July "party," effective immediately, and return to compliance with Guideline #17 paragraph (6) which states in total: FIREWORKS ARE PROHIBITED AT ALL TIMES.

\_\_\_ agree    \_\_\_ disagree

Statement was turned in by Michael Forster with 25 verified voting member signatures for inclusion on the 2016 annual meeting agenda and ballot.



## FFN SCAREDY STAFF

- Mary "Macabre" Doyon
- Kim "Ghastly" Griggs
- norma "skeleton" sax
- Brad "Lurid" Lerch
- Dan "Devilish" Cohn
- Niki "Horri-fying" Harris
- Suzi "Pyromaniac" Prozanski
- Stephanie "Shriek" Talbott
- Michael "Howl" Ottenhausen

## 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



## 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 or call Brad @ 541-485-8265 (UnClassifieds not paid for by layout won't run)

Needed: Booth space for 2017. I've successfully sold my hats for 20+ years, have a great following. Will help with booth building/repair, year-round storage, etc. Please contact coronahats@gmail.com

LOSE SOMETHING AT THE FAIR? Please email lostandfound@oregon-countryfair.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.



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info@plantschool.org



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**Craig Ralston**  
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OCF Logo Items  
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dragonsbreath.etsy.com mudfairy.etsy.com

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**The Hiding Place**  
Michele Sharpy  
hairstylist  
686-1998  
337 East 11th Alley (near high street)  
Eugene, OR 97401  
msharpy@comcast.net

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- 10/29 Rasputina / Vita & The Woolf
- 10/31 Stooki-Sound / Woolymammoth
- 11/1 \$uicide Boy\$ / Germ / Ramirxz
- 11/5 Witches Ball w/ Tempest
- 11/6 Through the Roots / Late Ones
- 11/8 Classixx / Phantoms
- 11/11 Frank Iero & The Patience
- 11/12 Zeke Beats / ATLiens
- 11/15 Watsky / Witt Lowrey
- 11/16 Yelawolf / Bubba Sparxx
- 11/17 Car Seat Headrest / Naked Giants



Photo © 2016 Geoffrey Squier-Silver

## 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).*

Greetings Fair Family,

I applaud Michael Forster's bid to abolish the so-called Fourth of July "party" and return to compliance with Guideline #17, paragraph (6) FIREWORKS ARE PROHIBITED AT ALL TIMES. I was told the only fireworks that would be allowed were out in the parking area and that a Fire Crew was supervising. This compromise to Guideline #17 was brought about because we couldn't control our family members who enjoy blowing stuff up despite high fire danger.

July 4, 2016, will go down in my history as the most disturbing event I have experienced in my 55 years. Our Info Crew camp is right across from Main Stage, underneath the canopy of trees behind the Eagle information booth. I told friends and family I felt like "I was in the center of a war zone." The bombs bursting around me, from near and far, literally shook the ground beneath me. I'm still shaking my head with disbelief.

## Ban The Bang

I support stopping this practice because our leaders, who tried to offer a safe solution, were thoroughly disrespected by members shooting off fireworks all over the Fair. For the first time in 20 years, I felt afraid for my safety and the safety of the land and trees around me.

A group of extremely loud and obnoxious folks, who were not working pre-Fair, added to my stress when they moved in and yelled obscenities throughout the night. I had to report them because of excessive drinking and talk of lit cigarettes on the ground. My sincere thank you to Quartermaster and the Camping Intervention crew for their immediate response and to the gentleman who visited this group several times following the night of terrors!

Bravo Mr. Forster, I'm with you and others who are ready to end this ghastly tradition. I wish America would follow suit.

*Anna Brown  
Information Crew*

## Sound Bites

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



Fall is here and the days are getting shorter. It also means school is back in session. The students at Elmira High School (Falcon Radio) are also doing radio on KOCF. About two weeks ago we were able to set up the automation system to switch the station automatically to Falcon Radio. What is different about this is you can now hear the students if you listen to us on the stream.

Okay, they are just learning and the music they play might not be quite in your wheelhouse, but it's good to know that KOCF is giving them an opportunity to learn in a new way. We are hoping to have some of our more experienced producers to come in and spend some time teaching them so they can grow in their announcing skills and music selection.

The other thing that fall brings is football. Yes Falcon Radio is broadcasting high school football! I have to admit I'm struggling with this. I have brought up in several of our KOCF steering committee meetings that I don't want the station to turn into a sports channel, and I have stated that I am adamant we not allow Native American mascot names on KOCF. We have to find a balance for the community. Last Friday evening from 7 pm to 10 pm we aired the Falcons vs the Sutherlin Bulldogs. The Falcons kept their undefeated season alive with a 45-28 victory.

We are a new radio station in the community and need to find out what audiences are willing to support us. So far most of our support has come from the Fair Family that lives in the area. By giving our high school students access to the station, I hope we will gain support from their friends, teachers, parents, siblings and grandparents. It's a delicate balance and a very difficult job.

Did I mention that we are all-volunteer radio? We need some help. We are looking for folks to help us with fund-raising. Currently, those efforts include selling kettle corn and holding special events. We have just signed our very first underwriting contract. We are looking for someone who lives in the area to become the underwriting coordinator. We are also still looking for engineering support. If you have time on your hands and want to help out a brand new radio station, please contact me.

We have another pledge drive coming up. It starts on Oct. 14 and runs through Oct. 28. So far our pledge drives haven't been a big source of income. But a little bit here and a little bit there is how we survive. If you haven't donated yet but are considering it, please do. Send your donation to KOCF, P.O. BOX 923, Veneta, OR 97487 or go to our website and donate through Paypal. If you own a business and would like to support the station and get some recognition for your business, please let me know. Send me an email at deanmiddleton10@gmail.com. Thank you all again.

# FAIR PHILANTHROPY:

## OCF co-sponsors Winona LaDuke's talk

*by Linda Reymers, Philanthropy Committee*

Winona LaDuke will speak on the "Rights of Nature" at the University of Oregon Erb Memorial Union Ballroom on Saturday, November 19, from 7 pm to 9 pm, thanks in part to a donation made by the Oregon Country Fair Board to Community Rights Lane County. OCF joins Community Rights Lane County and the University of Oregon Native Studies program as co-sponsors of the event. The event is free, with a \$10 suggested donation to help defray expenses.

Winona LaDuke will discuss the "Rights of Nature," which advances a fundamentally different relationship between humankind and nature than exists now, one that reflects our dependence on nature and need to live in harmony with the natural world. Securing the rights of nature requires providing the highest legal protection, one that recognizes the rights of both humankind and nature to health and well-being.

A Native American leader and gifted speaker, Winona LaDuke was raised in Ashland and now lives on the White Earth Reservation in Minnesota. As the Executive Director of Honor the Earth, she works on the national level to advance frontline native environmental groups. A former Ms. Magazine Woman of the Year and board member of Greenpeace USA, she now serves as co-chair of the Indigenous Women's Network, a North American and Pacific indigenous women's organization. Winona is a graduate of Harvard and Antioch Universities, and has written extensively on Native American and environmental issues. Her books include *Recovering the Sacred: the Power of Naming and Claiming* and *All our Relations: Native Struggles for Land and Life*.

If you want to hear Winona in Eugene on Nov. 19, you'll want to get there early - we're expecting a capacity crowd!



Dear Jill Heiman Vision Fund Committee,

On behalf of the Assistance League of Oregon, I would like to thank you for generously awarding our Food Pantry program a grant of \$6,109. This program provides weekend food for low-income families at River Road and Howard Elementary Schools, and Pearl Buck Preschool. The need is great and we are extremely grateful for your gift.

Your interest in our effort is deeply appreciated.

Sincerely,  
Susan Bloom  
Corresponding Secretary

# A Visit with OCF Caretaker Shelly 'Shell-Bell' Devine

by Suzi Prozanski, Fair Family News

Shelly Devine's first Fair experience in 1991 may sound familiar to anyone who has attended the Fair since the start.

"My first year I just came to the Fair as a regular Fairgoer. I came in a 1969 Volkswagen bus with my little brother, and we picked up a couple of hitchhikers on the way." Like most of us, Shelly fell in love with the Fair at first sight. "The energy of the place, all the sensory overload with sights and sounds and smells, the food, the people, all the music ... all the surprises along the path, all the little magic pockets!"

After her first couple of Fairs, she was "kind of adopted" by Fair vendors from Takilma in Southern Oregon. At the time, she lived in the studio where Newman made

leather masks for booth 225 on 13th Avenue. In her first Fair job, she camped at Newman's booth and helped with the Homespun Pottery booth, number 814 on Strawberry Lane, with Roy Ewing, who made pie plates, and Terry Wolgamot and his wife, Judy, who made sandblasted mugs and glassware. She also worked with the Illuminated Fools to help create giant puppets.

Later, Shelly worked in the Wild Berry Punch booth, another Takilma connection. "Some of my best girlfriends growing up in Ashland worked with the Glamorama hair braiders and face-painters over in Graceland" by Main Stage. So she camped with that booth and helped there, as well.

Outside the Fair, she started accumulating work experience that would prove valuable to her current job at the Fair. In 1998, she became the Resident Caretaker of an organic flower and vegetable farm in Selma, Oregon. She lived on the property year round, taking care of the animals, water systems, vehicles, equipment and land. She also facilitated family and community gatherings on the farm.

While living at the farm, she worked a seasonal job at Out-N-About, the Treehouse Resort in Takilma. In the summers, she served as the lead

guide, taking visitors horseback riding on the mountain trails and tree climbing with harnesses and ropes. Five years after leaving the Illinois Valley to make her way in Portland, she returned to the farm as a manager, and eventually, with her partner, started Rockydale Farms.

Around 2000, Shelly met Quarter Master coordinator Carl Taylor at Burning Man, where she helped AndyMan Strickland set up the Oregon Country Fair embassy. "Carl asked me to be on his crew several years before I said yes. I hadn't been real plugged in to the pre-Fair scene," she says. When the tree fell pre-Fair, a few booths down from Newman's, she was right there and started helping people. It was an eye-opening experience and it dawned on her that helping people was a good fit for her.

Next time Carl asked her to join QM crew, she said yes.

At pre-Fair Main Camp, Shelly did all aspects of the QM job, from Greeter to gator driver to answering the phone. When she wasn't on a QM shift, she'd cruise around on a site truck with Site Crew and enjoyed helping out there a lot.

She also volunteered at Fair Central, which she describes as "Quartermaster amped-up on steroids."

"It was fun to be out there all of June and do the pre-Fair thing and once Fair rolled around, just cruise up to the Odyssey and work right on through. Plus it's hard to switch from work mode, to take your work clothes off and put your party clothes on. It was a good fit and I had a lot of fun at Fair Central." She still pulls shifts at Fair Central.

When Shane Harvey got the Site Manager job, he asked Shelly to become Site Crew coordinator. "I learned a lot coordinating that crew," she says. "What goes into keeping a crew together, keeping a crew happy and motivated, keeping it fun while getting all the work done. Putting the 'party' in 'work party.' Shane and I worked really well together and we found out what a good team we make. ... We're real good friends. I don't mind

him being my boss. Sometimes I boss him around, too. We have a good time.

"Sometimes it seems how it all came together, how I first showed up and all my experiences over the years, and how it evolved, ultimately the stars aligned and led me here," Shelly says. "And I'm so blessed. I have to pinch myself almost every day. I get to live here, really? I feel honored and humbled that I get to be the first female in Country Fair's history to hold this position. And that Gunner, who just turned 5, is the first kid ever reared on site. How cool!"

Gunner started school this year at Elmira Elementary School, further strengthening the ties between the Fair and the surrounding community. When Shelly went to register Gunner for school, the principal recognized her from the May article and photo in Fair Family News. The principal said she also works at the Fair, in the Hilltop Bakery booth.

"I feel honored and privileged to serve this tribe and this family in this capacity," Shelly says. "I'm so grateful for this opportunity and I've felt overwhelmed and humbled by the response from Fair Family. The reception and outpouring of love have been amazing. I couldn't ask for anything more. I pinch myself every day that I get to have this experience in this life and I get to serve this community and this chosen family. I have so much gratitude for what everyone brings to the table in this organization. I'm living the dream you know? It's pretty sweet."



Shelly and Gunner



Shelly and Gunner

## Update on the Ritz Story Pole

submitted by Alice Wheeler, Ritz Sauna

As recorded in the minutes of the April 4, 2016, OCF BoD meeting, the Board of Directors authorized installation of the Ritz "Story Pole" with some conditions, one of which was to arrange for all necessary permitting including, if required, a permit from the Oregon State Historic Preservation Office. The OFC contracted with Heritage Research Associates, Inc., a local archaeological firm, to determine if installation of the Story Pole would impact significant archaeological deposits. Heritage conducted fieldwork in June and submitted the final report to the Oregon State Historic Preservation Office in August 2016. The Ritz will not proceed with installation of the Story Pole until the state gives final approval. Below is the Abstract from Heritage's 56-page report.

**Heritage Abstract** "Heritage Research Associates, Inc., was contracted by the Oregon Country Fair to excavate test probes in the proposed location of the Ritz Sauna's Story Pole and kiosk to determine if this installation would impact significant archaeological deposits. The pole and kiosk location is situated within the boundary of the Black Oak archaeological site (35LA1674). Test probing was conducted at the location of the proposed Story Pole and kiosk location on June 22 and 23, 2016. Heritage excavated two 50 x 50 cm test probes in the pole and kiosk location and a third probe at the location proposed for moving the existing Mushroom Bench.

"The test probes placed in the pole and kiosk location encountered disturbed gravelly fill deposits as deep as 50-60 cm, with profile evi-

dence at the east end of a cutbank suggesting fill material as deep as 90 cm. The gravelly fill deposits in this area were underlain by what appeared to be relatively undisturbed sediments. A total of 10 flakes were collected from the mixed gravelly fill deposits in SP1 and SP2, and 25 flakes were recovered from the lower levels in these two units below the disturbed deposits. No evidence of stone tools, fire-cracked rock, or indicators of features was noted at either of these unit locations.

"The excavation of SP3 resulted in the removal of 20-30 cm of road gravel from the top of the parking area where the Mushroom Bench is slated to be moved. Underlying this gravel layer was undisturbed sterile floodplain deposits that became lighter in color and more clayey with depth. Aside from a few items of recent refuse in the upper 30 cm in this unit, no prehistoric or historical artifacts were recovered in the sediments below the gravel layer covering the parking area confirming that this location is outside the boundaries the Black Oak Site.

"It was determined from the probing that the proposed locations of the Story Pole and kiosk will not disturb significant buried deposits, and no additional test excavations are recommended in the area prior to their installation. In addition, the excavation of SP3 in the proposed new location for the installation of the Mushroom Bench did not recover any cultural materials below the gravel layer in the parking area. No site deposits will be disturbed in this location, and no additional testing is recommended in that area."



## BOARD OF DIRECTORS MEETING OCTOBER 3, 2016

7 pm, NW Youth Corps, Columbia room

**Board members present:** Diane Albino, Chewie Burgess (alternate), Casey Marks-Fife, Justin Honea, Lucy Kingsley, Jack Makarchek (president), Indigo Ronlov (vice president), Kirk Shultz, Jon Silvermoon, Lawrence Taylor (alternate), Sue Theolass. **Peach Gallery present:** Staff (Crystalyn, Stephanie, Robin, Shelley and Shane), Officers (Hilary, Eric, and Heidi, membership secretary filling in for Randy, recording secretary), and approximately 30 members and guests.

### New Business

Personnel matter

**Lucy moved and Sue seconded to move the personnel matter from new to old business.**

**Motion passed: 9-1; Jon opposed.**

Revenue projections (Casey?)

Kareng fund (Sue)

Notice of intent to amend the bylaws, changing article VII section 2 to Qualifications, Number, Elections, Terms, adding the new subsection; a) Qualifications: Any member of the Fair in good standing, at least 18 years of age is eligible to serve on the Board of Directors. (LT)

Appoint Arn Barr to the election committee (Casey)

### Announcements

The next board meeting is November 7, first Monday, not November 14.

Heidi: Annual meeting is coming up on October 22 to elect board members, vote for seven. The meeting is at Whiteaker School, 6:30 pm. It's too late to sign up as a voting member now, but email [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org) to sign up for next year.

Mambo: Wondering how the votes will be allocated to the board seats.

Heidi: (looking at Russell for confirmation) The top five votes go to the two-year board seats, number six will fill the one-year position, number seven will be the two-year alternate. Ballots received after the meeting will not be counted.

Jen-Lin: Ballots must be turned in to the fair office by 5 pm on October 22, or brought to the meeting after 6:30 pm.

Jain: Elders retreat will be on October 8 and 9 at Alice's, starting at 10 am, with a potluck lunch and harvest theme dinner on Saturday. Elders invite everyone to the annual Spirit Walk on October 15 with a 5 pm potluck at the yurt, followed by a full moon walk around the Fair.

Kirk: I am not running for the board this time. Thanks to all for your support and for this experience. I want to remind everyone of a motion I made about creating a volunteer summary, to have an estimate of our volunteer crew hours by 2017.

Jon: Diversity Task Force learning opportunity is on Sunday October 16, at the LCC longhouse 10am to 4 pm, sign up online.

Sue: Path Planning meeting has been changed to Sunday, November 13, Alice's at noon.

### Staff Reports

**Crystalyn:** Hi everyone! First I would like to apologize for missing last month's meeting; I appreciate everyone's understanding. Between the Teddy Bear Picnic, Culture Jam and all the stuff that we put off until after the event, August turned out to be a busy month! Thank you to all the volunteers, norma, and especially Stephanie for such a successful picnic. As many of you know earlier that week the forecast was for temps in the upper 90s and thank goodness that was not the case. It was still very hot though, but our dedicated grillers just kept at it and we had some incredible food.

The thing that sticks out the most for me from

August is Culture Jam. For years I have wanted to volunteer so I could see what it was all about, but since I took so much time off of work in order to volunteer pre-Fair, I couldn't ever seem to make Culture Jam happen. I was very excited when I got hired because I knew that I would get to experience it. What an incredible thing that Robin makes happen! The amount of love and acceptance that comes from the teens was nothing short of amazing. Thank you so much, Robin, for looping me into the activities.

We are gearing up for Budget season. The Long-Term Financial Planning Committee met this month and we have our first Budget Committee meeting next week. As it is the second year in a two-year cycle, I am looking forward to taking the time to improve our utilization of online resources as well as looking at the detailed picture of where we all spend our money.

Shane and I met with Honey Buckets this month to talk about how the 2016 Fair went and areas that need some work for next year. I feel confident that we will be able to address the issues that came up last Fair as well as be better prepared for the Fourth of July holiday.

Shane and I have also met with some coordinators to begin discussions about the 2017 Fair and I am already getting excited. I am looking forward to learning more about our essential event!

I also have a couple of budget-related items: The first is that we would like to get Stephanie a credit card. It was supposed to be added to new business last month so I am hoping that the BoD would agree to move it to old business and vote on it at this meeting. The second is that we need to request a budget adjustment for the Toilets line item under the GM budget. The current budget is \$92,500 and we are asking that it be increased by \$4,900 for a total of \$97,400. The increased cost this year is due to adding units to the Xavanadu area as well as a sizeable increase needed after making the Main Camp six-pack a urinal/herinal.

**Shane:** Since we last met we have been busy prepping the site for winter. Getting vehicles into storage and winterized. Main Camp has been secured for the winter, and we are now focusing on sweeping the rest of the event area of dimensional lumber. A small work party has been planned for Saturday, October 8; if anyone would like to join us please, meet at the Ware Barn no later than 10 am.

There have been a few crew work parties this fall, and I would like to thank Traffic Crew for removing the bales from the lots and bringing them to compost. Shelly was able to give some away to the local community, but there were still many left. Child Care will be out to finish some booth cleanup at both Child Care sites.

The OCF Elmira Cross Country competition will be held October 19, starting at 3:45 pm. Any folks who would like to volunteer to park cars are encouraged to contact me via email. I also am hoping to get a few Traffic volunteers to participate because of all their knowledge and how well it went last year.

I attended the hearing regarding the SUP with Lane County on September 15, and all seemed to go very well. Thom Lanfear submitted additional documents to the record on Thursday, including a recent sound survey that was performed on the Fair site recording decibel readings at various locations. Now all parties involved have a chance to rebut evidence and materials submitted to the county for two weeks, ending October 13. We will then have one week for final rebuttal, before the county makes any decision. I would like to thank Thom Lanfear for all of his help throughout this long process. If you see him, please thank him for his efforts.

The site is still fairly dry; the leaves are changing color and falling on the paths, it is a great time of year to explore the Fair site. Lane County Search and Rescue has been out training tracking and scent dogs. We continue to have bird walks with Birds of Oregon and Science (BOGS) if anyone is interested. It is really great to see so many folks enjoying the land. So take the time for a walk and enjoy the peace before it gets too wet.

**Shelley:** Diane, it's really nice to see you. Amy and I found a giant pile of bear poop in the south woods. This is my first year being here post event. I've been thinking about entitlement. I looked it up, entitlement is the belief that one is inherently deserving of privileges or special treatment. I

am surprised and appalled at the condition that folks leave things in. It disturbs me that some of the most basic guidelines are so blatantly disregarded. Magic does not disappear the leftover tents, rugs, garbage, camp chairs, tarps, building materials, coolers and piles of wood that are left behind. If you can't pack out what you pack in, don't bring it at all. I don't want to publicly shame anyone but I do have a list of booths, campsites and crews. You know who you are when you leave stuff behind. This has to be taken care of on top of our other labor. I'd like to see a demonstration with your actions that you are proud of the land, it's a privilege to be there, not an entitlement. We are all caretakers and stewards; let that show! It's gorgeous out there, leaves turning red. I love you all.

**Stephanie:** I am continuing to witness the year-round process and am still learning a lot. It's hard to believe we are starting in on the 2017 Fair with Entertainment applications going online November 15. I've been working with the Entertainment Coordinators on that and with Heidi on Elections, and I like to think I am helping.

**Robin:** A high-quality print of this year's amazing OCF poster is available online for purchase now at [oregoncountryfairposter.com](http://oregoncountryfairposter.com). I made two powerful trips last month. First I went to New York to see my brother star in the Broadway revival of "Fiddler on the Roof." It was beyond awesome to witness. Then I went to visit my mom who lives in Mexico; very heartwarming. Meanwhile, I'm continuing the wrap up of Culture Jam — there's a lot of thanking to do — and promoting upcoming events.

Culture Jam is bringing a very special person to town in November! Peggy Taylor, one of the co-creators of the Culture Jam camp model, will be down from Seattle to offer a two-day training for adults on November 18-19. It is called Creative Facilitation and is for anyone who wants to learn new ways of spicing up their work with groups by integrating experiential arts into their leadership toolkit. More to come on that at our November meeting, but if you are interested, email me at [robin@oregoncountryfair.org](mailto:robin@oregoncountryfair.org) for details.

And last, but not least, I want to thank whomever was the mysterious gift-giver who left me the most wonderful "Fiddler on the Roof" music box for me on the office porch. I absolutely LOVE it! It happily lives on my desk now. We have such a wonderful community and I am grateful for it.

### Committee Reports

**Elders:** Jain said that at their retreat, Elders will discuss volunteer opportunities for Elders to assist and replace long-serving coordinators for events, camping, setup, applications, and possibly Geezer. More info will be available on the Wonderful Elders listserv and in our fall newsletter.

**Food Committee:** Sue said that they met onsite and took photos of bad booths. They took names and booth reps will get emails from the Food Committee. Guideline violations may result in probation.

**Craft Committee:** Sue said that many booths are just aces. Craft committee will be reaching out to bad booths.

**Internet Meeting Team:** Indigo said they are still talking about the inefficiency of staff time needed to provide the Board meeting videos. There are bandwidth issues. They are considering GoToMeeting as an option. It has been effective for smaller meetings.

**Path Planning:** Justin said their next meeting will be on Sunday, November 13, at noon. The opening meeting of the season was about their work plan. They had a good conversation about goals for the year. They will be looking at segment studies, doing outreach for the coming front of the Fair, and continuing long-term planning. They will also continue conversations with Community Village around path changes in CV. He is the committee chair, Colleen is the co-chair. The committee may still need a secretary, it is not a hugely labor-intensive job outside of coming to committee meetings, mostly about facilitating communication. We will be updating the website with maps and work plan, go to the .net site, look for Path Planning.

**Election Committee:** Heidi reminded everyone of the annual meeting on October 22. We have sent over 1,200 absentee ballots out and she

is hoping for a good return before the meeting because they won't get counted after.

**Community Center Committee:** Kirk said they did not meet last month. This month archaeology is coming to give special presentations on their findings regarding the Community Center location. The meeting is on October 17 at the Fair Office at 6 pm.

**XAG:** Kirk said they have had a wonderful dormancy but are planning to meet on Friday. Xanadu Area Group (XAG) used to be New Area Group (NAG).

## Member Input

Joseph: Only one alternate? (We did it wrong when Chumleigh resigned.)

Codi: Please consider volunteering for the cross-country track meet that we host for the high schools of Oregon. It's on Wednesday, October 19, starting at noon. I only need folks who can walk the fields comfortably. Thanks.

Martha: I'd like encourage people to read Randy's letter in the FFN soliciting a replacement secretary; it outlines what's involved. I'd also like to ask the Board to consider directing the secretary to do minutes in a more summary fashion, less verbatim. I'm not sure we need every comment listed by name but that's up to the Board. It makes it a more difficult job.

Gwyneth: Thank you to the Diversity Task Force for the tickets that were provided to the alter-abled community this year.

Arn: I'm also concerned about the entitlement issue. Does the Board realize the enormous impact of all these people on the infrastructure? The amount of garbage going to the landfill has increased in a frightening way. It's astonishing. The crews are here to take care of the public, not the Fair family. It's against the spirit of Fair. We should step lightly and leave it as we found it. The impact on our land is ugly.

Bill: Maybe we need a new guideline, if you are a fraternity or sorority member who parties at Shasta, you're not allowed to be on a crew (social media reference).

## Donations/Secretary's Report

Katie of Stove Team International: We are seeking support for what do in Latin America to promote safe, affordable, fuel-efficient Ecocina cook stoves and replace dangerous open cooking fires. We are doing that by helping establish locally owned factories that use locally sourced materials and provide local work force opportunities. We also provide subsidies that help those in extreme poverty buy their own stove. We do that through donations and grants but also by making connections with local suppliers to keep the costs low. The fuel is primarily wood but can also be corn cobs or field residues. Stove Team's model has been awarded the U.S. Environmental Protection Agency Partnership for Clean Indoor Air Award for Developing Local Markets for our innovative approach creating local employment while improving health and reducing air pollution.

Gwyneth for Eugene Peace Choir: I'm the grant writer for the Eugene Peace Choir. EPC has been actively and creatively using our gift of song in support of peace for over 30 years. This year we are doing an amazing project with four choirs coming together for a concert in February. As part of that, there will be a workshop through Wellsprings where the kids there will teach us old baby boomers their peace and reconciliation, conflict resolution, media outreach, and environmental awareness skills that are part of the peace village curriculum. We are excited to have a round robin of teaching from the young to the old and back again. In the past our grant requests have been for operating expenses which are separate from this multi-choir project. We have other funding sources and grant requests are pending. We appreciate support from the OCF.

Adalee of Trauma Healing Project: The Trauma Healing Project provides low- or no-cost services to survivors of trauma in the Eugene/Springfield area. We provide acupuncture, yoga, Reiki, cranial-sacral therapy, among other things. Upcoming in November is our annual benefit, the Glow variety show, 10 acts including fire and acrobats of all ages, a 9-year-old violinist, a Native American

hoop dancer, and Russian classical music. This request helps with the start costs for the event and all the proceeds will go to the Trauma Healing Project.

Mary of Nightingale Collective: The Nightingale Public Advocacy Collective grew out of the Occupy movement. We are looking for this grant to support a peer support specialist project that we are doing. We want to train 45 volunteers who are out there every day on the front line working with folks who are unhoused. People who are running the rest stops, community supported shelters, safe stops, Opportunity Village Eugene, this training is for the people from all these different organizations. We've done one class already, of the 15 people, who average 25 volunteer hours per week, over half were themselves unhoused. These are the folks running the rest stops, the folks out there doing the work, so we call this project Support the Supporters. We are hiring trainers from Project Able in Salem to provide this state approved Peer Support Specialist Training that can lead to certification. The feedback from the first class has been great; they feel empowered with more skills. Our underlying goal is to reach out and have these good connections so that these voices from the front line working in the community are heard. This grant will cover two of the slots in the program, and that is huge, thank you.

Jon for TedX Veneta women: I talked to the organizer about this (Jennifer Chambers, www.tedxvenetawomen.com). She is creating a forum in Veneta; she has speakers coming on a variety of subjects. It's open to anyone but the focus is on western Lane County. She intends to carry this on with monthly gatherings throughout the year. She has local middle and high school volunteers. The Applegate Regional Theater is working as a pass-through 501(c)3 organization for her, her intent is to form a 501(c)3 in the future. This is her first event like this.

**The consent calendar passed: 10-0.**

Ron Pike for Whitaker Community Dinners: I would like to thank the Oregon Country Fair for all of your support over the years. I've been a Fair family member for a while. Everybody eats, getting together as friends, as family, as strangers, and sharing food is one of the most fun and necessary things we do. This dinner may not have happened all these years without the support of the Fair. I am thanking the Fair for past support and asking for it again.

**Jon moved to donate \$2,000 to Whitaker Community dinners. Sue asked him to amend it to \$2,500, he agreed, Sue seconded.**

**Motion passed: 10-0.**

## Treasurers' Report/Budget Items

Hilary: I want to run down the list of projects that we talked about at the financial planning meeting. Financial planning has a good record of identifying projects that are going to get done so expect to see these in the future. In the personnel category there's an IT position, maybe as a project or an employee. There's talk about how to handle the bookkeeping functions. We need to deal with cost of living increases, inflationary costs, and a merit raise system. Since we are leaving the step table system, we have to figure out a way to award raises. We have to deal with changes to overtime exempt rules. Paxton has asked us to consider raising food voucher values, using this year's numbers a 50-cent increase could be \$40,000, \$1 could be an \$80,000 increase. These are rounded numbers, not actual. There are also large outstanding projects. We have issues with figuring out how to handle the durables project going forward. There are people interested in a 50th anniversary celebration. Norma asked us to think about when we will replace the town office. We have a need for dry storage on site. This may come out of deferred maintenance fund but we have a lot of repair or replace issues around our trucks. We have many IT projects, upgrading the Fair family website, upgrading the membership database and Virtual Sticker Booth to include all the passes and online payments, and upgrading the onsite Internet. We have a commitment to doing a road on the Farside, and a bridge to the Farside, whether it is temporary, rental or purchase. We need to upgrade our water system to deal with aging infrastructure and capacity issues. There are

funds set aside for the Community Center and deferred maintenance. Years ago the board approved \$20,000 of the Peach Power money to be spent on solar panels, Anna says we'll also need a project manager for that. There's also Green Ticket money set aside and waiting for a project. We have a lot of ongoing expenses that we have been meeting. Some of this list will go through capital projects, every year we have \$60,000 to \$100,000 in capital projects. We need to time and plan for the out-of-the-ordinary, one-time-only purchases. Eric will go over the revenue projections.

Eric: Board members have a page in their packet on revenue projections. One of the things that the Financial Planning Committee discussed is that, except for last year, our gate has remained fairly stable. Yet our expenses keep growing every year because we have more volunteers and associated SOPs, and our expansions also create the need for an ever-expanding income. Cost-of-living increases mean contracts like Best Pots and White Bird go up and we have to look at how to keep up with those costs. We are proposing a \$1 increase for all Friday and Saturday public admission tickets. Sunday tickets would stay the same, we felt there should be one more affordable day and it's also a lower attendance day. We discussed the cost for people who are not volunteers to be there, when considering pass sales. SO passes have been \$80 for a couple of years, that's not really covering our expenses for use of the facilities. We are proposing a \$10 increase this year, \$20 more for those bought closer to Fair time, going up another \$10 the following year. Elders companions would increase by \$10. Worker day passes and trades would stay the same. Vehicle stickers would increase by \$5, oversize by \$10. No change for Energy Park, Community Village, or Teens.

Martha: This is a preview of what will be more fully discussed and voted on next month.

Eric: Revenue projections are on the other page. Admissions projections would stay the same, even with the price increase, because of higher fees from Tickets West and because we have more seniors coming, who get a discounted price. The other major change is in pass sales, SOPs and vehicle stickers, we are selling more of those and with the increased prices we increased that to be more accurate. We reduced the amount for paid public parking to reflect reality.

**Casey moved, Kirk seconded, to approve a credit card for Stephanie. Motion passed: 10-0.**

**LT moved, Kirk seconded, to add \$4,900 to the budget line item for toilets.**

Jon: I don't like this practice of amending after the fact, this is money already spent. I'd rather be able to see in the budget at the end of the year that these are the things that went over and budget appropriately next year.

Hilary: The way we are set up is the reason we are doing this dance. Only two employees have authority to go over budget but it's cumulative, without this motion we are risking unauthorized overages at some point.

**Motion passed: 9-1; Jon opposed.**

## Old Business

**Sue moved, Lucy seconded, to approve minutes from the September 12, 2016, Board meeting. Motion passed: 9-0-1; Diane abstained.**

**Indigo moved and Lucy seconded to appoint Bennett Rogers and Steve Gorham to the Budget Committee.**

Hilary: I support this; please approve it. Now that Grumpy has resigned as treasurer, he's still interested in serving but won't carry the full responsibility that he used to. He has a world of knowledge and relationships with crews. Bennett attended all last year and is very interested. He brings fresh blood that we really need. We look forward to working with him.

**Motion passed: 10-0.**

**Jon moved and LT seconded, that the Board donate out of the change line item \$3m500 in support of passage of Measure 97.**

Joseph: Thank you, this is big, it's about time.

Hilary: There are a lot of problems with Oregon's tax structure and I don't think this is the solution. It's a gross receipts tax, the highest any-

where in the United States. Our local brands will be at a disadvantage. I think it's an unfair tax, it should be on income.

**Motion failed: 4-4-2; Jack, Lucy, Justin and Casey opposed; Indigo and Sue abstained.**

**Jon moved and Sue seconded, to donate \$100 to Save Endangered Animals Oregon committee, being in support of ballot measure 100 which would prohibit the sale of products of twelve endangered species including elephant, rhinoceros, whales and others.**

Arn: I'm reluctant to have the OCF as a body contributing politically this way. Each of us has our individual causes but it seems odd to do this as a group.

Martha: We have been strong supporters of legalization of marijuana in the past.

LT: Support of political causes is one of our oldest Fair traditions. We lost our way in the 1980s in respect to our activism, but I think we are coming back to it.

Jon: The polling on this ballot measure is about 85 percent in favor so I see the \$100 donation as symbolic of support. If I thought it was in danger of being defeated I would have asked for more.

Chewie: I'm wondering, \$100 just seems token, do it or don't. **Chewie offered a friendly amendment to raise the amount to \$500, Jon and Sue agreed.**

**Motion as amended passed: 9-0-1; Justin abstained.**

**Kirk moved and Sue seconded, to appoint Indigo to Financial Planning committee.**

**The motion passed: 10-0.**

**Jon moved and Chewie seconded to donate \$7,500 to Standing Rock Sioux Tribal Council for use in support of the No Dakota Access Pipeline protest or water resources for the Standing Rock Indian Nation.**

Jain: I'm very much in favor, and sad that Indigo won't be going. I've heard there is some conflict among the entities there and hope we find the best place to send our money.

Joseph: This is unprecedented and a great step in the right direction. From the start we are people trying to change the world and we still are. Our world is so endangered, this is the time to put our money where our heart is.

Charlie: I want to put this in perspective, the Thanksgiving dinner is a local event that we've been participating in for years, affects a lot of people locally in a way that I think strikes the heart of the entire family. I believe in the mission of where this money is going, but this is our second come around. I'm afraid it will come around again next month, and the next, we are now over \$10,000 in this one event. This may be a seminal moment in our lives, but I'm wondering why we can't give that kind of money to this local event, and transform it into something that can be sustainable and powerful in the community. To send this to a far-away place that some of us may or may not believe in what's going on politically, I'm not sure that's the right use of \$10,000 of Fair's money.

Bill: Just a few years ago, Bold Nebraska stopped the Keystone XL pipeline. This is a similar story, another pipeline designed to carry fossil fuel that we know is not good for us anymore. Send a message to the world that we've had it with fossil fuels and pipelines, it's a great message coming out of the Fair. The Dakota Access pipeline movement is on a roll right now and the money will help. I would encourage the Board to vote for this.

Codi: It seems excessive, when we have a lot of need that's local. We just gave \$3,000, why are we going up, why is the extra money needed?

Jon Pincus: I really support this cause and hope we can find the best destination for this.

Mouseman: They are trying to put the oil line across lands that are sacred to these people. In 1985 the county was trying to put a highway across land that was sacred to our people. It was the spirit of the Native Americans that indirectly saved our land so I think we can return the favor.

Chewie: The original \$3,000 went to water resources. I was on a conference call with the tribal council from Standing Rock. This is going directly to them for the No Dakota Access Pipeline, if that falls apart it will go directly to water resources of the Standing Rock Indian Nation. I've also spoken with three other environmental groups in Oregon

who are willing to go in on this so that we are sending a message from Oregon in support of clean water, the environment, and the native peoples in their fight.

Diane: This is one of the most important things happening environmentally. Part of it is how it has brought the tribes together, and the reality is that indigenous people are on the front line fighting for something that's going to benefit the whole world, not just their tribes. The other thing that I think is important is Our Children's Trust that has been in the courts recently.

Indigo: This is really important and I support it. I was planning to go there, but to spend the fuel to drive across the country would counter what they are trying to solve. I hope we will all think about the fossil fuels we use, personally and for our event. As long as we are using the petrol fuels, they are going to keep looking for ways to get it to us. There are many groups there and they are trying to figure out how to distribute assets. It's challenging because they don't have a skilled event team like we have for the Fair. They do need help but go in a good way, if you are thinking about going, I can talk to you about what their needs are.

Kirk: I'm very much in support of this. We have different pots of money, the change line item is used for political change and activism. Donating this additional amount will still leave us about \$4,000. The donations we did earlier came out of the Board of Directors donations. The Jill Heiman Vision Fund is another source; we do a lot locally. The fossil fuel issue is one of the reasons I support this, but I really enjoy watching the tribes come together around an issue and how that makes them stronger. I think it makes us stronger too.

LT: Let me start by quoting something that was said in Berkeley 52 years ago. "There's a time when the operation of the machine becomes so odious, makes you so sick at heart, that you can't take part! You can't even passively take part! And you've got to put your bodies upon the gears and upon the wheels ... upon the levers, upon all the apparatus, and you've got to make it stop!" (Mario Savio) There are people putting their bodies on the gears, making it stop, we owe it to them to care about this world we live in, that is our local community. This planet that we live in and on and with and because of, is reason enough. There's the land that we, most of our ancestors, came here and took, and we're still taking it. Like Diane said, it's not just the Dakotas, it's happening in the Amazon, all over Canada, everywhere that the machine is facing people of the Earth. It's time to recognize and remember that we live on the Earth, we live because of the Earth.

Casey: We are local. Water and gas and oil don't adhere to imaginary lines. All of this is connected, there is no distance so far on this Earth that total destruction of the environment is not going to affect all of us. Our total income last year, and this year, is in the 2.2 million range, \$7,500 is like 2 percent of one year. The Siletz and Calapooia are well represented at Standing Rock right now. We talked about going there, we want to be part of this, to find a way to be effective and actually support the cause. There's a protest in Seattle in support of Standing Rock, there are all kinds of ways to support it locally. We still live in the freest country on Earth with the most rights. It is our responsibility to take a stand and not be on the sidelines, giving \$7,500 is the least we can do.

Jon: I appreciate Charlie's perspective and it would be my intent, if we don't use the balance of the change line item, to make a donation to something like Egan warming centers. I can see increasing our local donations with what we have left but I want to wait until December and see where our budget lies.

Chewie: My intention is for it to be \$15,000 from Oregon with donations from the other organizations I've talked to. When I was on the conference call with the tribal council, it was very interesting to hear their perspective of what they need. This has been going on for 14½ months; four months ago people suddenly started paying attention. There are about 500 people on the ground. We have an opportunity to do something important in support. Casey, Indigo and I had a long discussion about going. They don't need people for one or two days, that's a drain on the assets, they need people for six or 10 months. We can do our part to reach out and change the world for what we want it to be, for ourselves, for our children, for our children's children. We have an opportunity to give an asset

that we can give to the world. This is so incredibly important, to save our environment and help them out. I wish I could vote on it. I respect what you are saying Charlie, I'm glad Jon brought it up; we will give more money locally. The environment is local, it's important to us, important to them, important to everybody on the planet.

Indigo: I'm not sure if we need a friendly amendment to the motion, I'd like to see that a letter of support for Standing Rock is drafted to go with our check if this motion passes. I think a letter like that would need to be approved and signed by the Board president.

Justin: This is my first year, this is the most inspirational Board meeting so far in terms of the sentiment. I came here with hesitancy, I treasure our treasure. I was surprised by everyone's willingness to up-bid one another last month, that's only exceeded by the \$7,500 this month. One of my biggest concerns is that I, too, had heard that a lot of money is flowing in (to Standing Rock) without the organization to manage it effectively toward the cause. I'm truly moved by the Board today, it's been educational for me and it's great to hear that others have reached out to make sure our money is going where it's intended. I'm glad you said letter of support, to make sure they understand this money comes with our hearts and blessings surrounding it. I came with trepidation about how much we were going to give tonight, I feel much better about supporting it.

Jon: I don't think we need to put in the motion the letter of support. I assume that when you send a check for \$7,500, you put something in there with it. I have every confidence in our staff and Jack to put something appropriate together to go with the check.

Sue: I have friends in Dublin, Ireland; they've been marching and gathering money to send to Standing Rock because when they faced the potato famine, the Choctaw tribe sent \$250 to them, which saved people's lives. The Irish have never forgotten.

Jack: The thing about giving money, is that it's putting a spot light on it. Right now my biggest concern is to keep them out of harm's way. Historically indigenous people haven't fared well. The more money that's sent brings attention. I really, really hope they stay safe because they are doing it for us.

LT: I would appreciate being allowed the opportunity to participate in the drafting of the letter.

**Motion passed: 10-0; plus an enthusiastic thumbs-up from Chewie.**

**Lucy moved, Justin seconded, effective today the Oregon Country Fair Board of Directors accept Tom Gannon's resignation and separation agreement as the Fair's General Manager, and to approve and authorize Jack Makarchek to sign the agreement.**

Joseph: I'm very, very sad to hear this, thank you to Tom for his service.

Jen-Lin: We wish Tom the best and for his family.

Ron: Can someone explain what happened?

Martha and Chewie: It's nothing personal, it's a personnel matter.

Jon: First I want to thank Tom for his service to the Fair. I particularly appreciated his receptiveness to diverse viewpoints, as well as his refreshing accessibility to me as a Board member. I had hoped and I firmly believe that we could have found a path forward with Tom to avoid his resignation. Until we, as a Board, address the underlying systemic issues that contributed to us getting to where we are now, we will not only condemn ourselves to repeating the mistakes of the past, but we will also engender a lack of confidence in us by the Fair family. While we as a Board can accept Tom's resignation and approve this severance agreement, we also need to accept our responsibility for leading the Fair here and commit ourselves to doing better. Finally, I wish Tom the best in his future endeavors and want to remind him that he continues to be part of the Fair family.

Diane: I want to thank Tom for his service over the last year. I've enjoyed him and really appreciated his help on increasing our diversity at the Fair.

**Motion passed: 9-0-1; Diane abstained.**

### President's Peace

Jack: I want to thank Tom and I want to thank all the volunteers, we really need your help.