



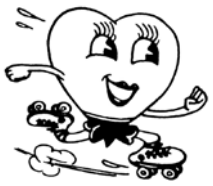
# FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 24 ISSUE 9 FEBRUARY 2017

*What's  
Inside*

Hearts and  
Flowers





## FAIR FAMILY CALENDAR

### February

- 20 Community Center, 6 pm, OCF Office
- 26 Highway Pick-up, 10:30 am, Meet at the Warebarn

### March

- 1 Teen Crew applications available
- 4 Diversity Task Force, Noon, OCF Office
- 5 Fair Parking Summit, 10 am – 3 pm, 150 Shelton-McMurphey Blvd., Eugene
- 6 Board of Directors Meeting, 7 pm, 2621 Augusta St., Eugene
- 6 FAIR FAMILY NEWS DEADLINE
- 8 Craft Committee, 5:30 pm, OCF Office
- 12 Diversity Learning Opportunity, 10 am – 4 pm, LCC Longhouse
- 14 LUMP, OCF Office, 7 pm
- 15 Deadline for Crew requests for Teen Crew workers
- 18 Coordinator Meeting, 5 pm, Sam Bonds Brewery
- 18 KOCF Fundraiser, 6–9 pm, 89980 Territorial Hwy., Veneta
- 19 Path Planning, Noon-3 pm, Alice's Wonderland
- 20 Community Center, 6 pm, OCF Office
- 30 Booth Registration packets mailed

### April

- 1 Diversity Task Force, Noon, OCF Office
- 3 Board of Directors Meeting, 7 pm, 2621 Augusta St., Eugene
- 11 LUMP, OCF Office, 7 pm
- 12 Craft Committee, 5:30 pm, OCF Office
- 15 Deadline for Teen Crew applications
- 16 Path Planning, Noon-3 pm, Alice's Wonderland
- 17 Community Center, 6 pm, OCF Office

### May

- 6 Spring Fling, 6 pm, Whirled Pies, 8th and Charnelton, Eugene
- 9 LUMP, OCF Office, 7 pm
- 21 Path Planning, Noon-3 pm, Alice's Wonderland

## Happy Birthday to Our Fair Family Pisces

- Ashley Demaline ..... Green Thumb Flowers
- Bo Fulgin ..... Pre-Fair Kitchen
- Butch Russ ..... Security
- Carole Diller ..... Booth member
- Chelsea Landman ..... Ambiance
- Dan Heinzkill ..... Pre-Post Security
- Darin McNally ..... Quartermaster
- Darren Emmons ..... Communications
- David Peek ..... Crafter
- David Harrison ..... Water
- Deepraj Drake ..... Teen Crew
- Denise Joy ..... Crafter
- Don Doolin ..... Main Camp Security
- Gabe Sanada ..... Lot Crew
- Gayle Martinez ..... Traffic
- Glenn Millstone ..... Lot Crew
- Gypsy Steve Berger ..... Internal Security
- Jamison Grinsell ..... Traffic
- Jana Rose Chase ..... Vaudeville
- Jeff Wolfe ..... Pre-post Security
- Jeffrey Falkenstein ..... Crafter
- Jim Smith ..... Elder
- Julie Avery ..... Ambiance Entertainment
- Karen Breidenbach ..... Registration
- Karen Sloane ..... White Bird
- Kelly Humphries ..... Recycling
- Leslie Scott ..... Culture Jam
- Linda Reel Hughes ..... Home Grown Roses cart
- Lynda Hoffman-Snodgrass ..... Elder
- Marilyn Kay Kintzley ..... Elder
- Marlene Monette ..... Quartermaster
- Michael Gibbons ..... Fire
- Mike Cozad ..... Internal Security
- Mike Lonergan ..... Registration
- Nanci Hogan ..... Elder
- Nicole Rensenbrink ..... Lot Crew
- Norah Roberts ..... Elder
- Pam Basilius ..... Recycling
- Paul Connell ..... Lot Crew
- Ray Hessel ..... Pre-Fair Kitchen
- Richard Grimaldi ..... Childcare
- Rob Montgomery ..... Construction
- Robert Jacobs ..... Traffic
- Robin Wells ..... Pre-Post Security
- Rufus Peterson ..... Quartermaster
- Santos Narvaez ..... mystery man
- Sara Rich ..... Back Up Manager
- Sarah Grimm ..... Recycling
- Sarah Helms ..... Green Thumb Flowers
- Sonja Weber ..... Fire
- Tina Edwards ..... Main Camp Security
- Todd Kelley ..... Lot Crew
- Tommy Noe ..... Traffic
- Vicki Scott ..... VegManECs
- Walter Renfro ..... Traffic



## FFN LOVERS

- Kim "Love Bird" Griggs
- Suzi "Sweetie Pie" Prozanski
- Dan "Darling" Cohn
- Mary "Devotee" Doyon
- Brad "Beau" Lerch
- Niki "Honey" Harris
- norma "one and only" sax
- Michael "Swain" Ottenhausen
- Stephanie "Sugar" Talbott

## 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)

## Learn About Diversity

The Diversity Task Force is offering a second opportunity to Fair Family to learn about diversity on March 12 from 10 am to 4 pm at the Lane Community College Longhouse. Everyone is welcome, and there is no cost, but people should register no later than March 6 by going to the following link and filling out the signup form: <https://goo.gl/forms/JVRfQWN6n8jpEaWW2>.

You can also email the Fair office, [office@oregoncountryfair.org](mailto:office@oregoncountryfair.org). A complimentary lunch will be available.

The first session last October was facilitated by cultural consultant Dr. Johnny Lake and got great reviews, and Johnny will be returning. You are welcome whether or not you attended that session. Come join us and spread the word!

Please RSVP by March 6 so we can arrange for food.

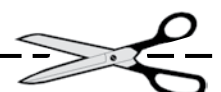


## Get on the FFN and/or Voting Membership List

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](mailto: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.-FF.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)

Looking for owner sale 2 bdrm home. Whit. preferred. Other neighborhoods o.k. Can pay cash. Mike from prefair kithcen. 541-672-2398

Hand fabricated jeweler looking for a little spot to share. Very adaptable with minimal space needs. Open to help asneeded with booth buildout & cleanup. Portland based 805-440-4927 LeeDrakeDesign@gmail.com!

Attention Fair Family! The second annual KOCF 92.5 FM Silent Auction is happening on March 18th, 2017. Your donation of a product or service will be greatly appreciated and help to make this event another huge success. Please contact Andy Goldfinger: andy@kocf.org Thanks!

Have a soft spot for woo-woo? Quantum physics? Space to share with a happily married couple plus massage table? Need a carpenter for booth construction? "YES"? Email Amy & Tait: exquisitehealing@gmail.com

There's nothing like getting an early search on this one. I'm seeking a small space to share. I make felted bead necklaces and animal scarf boas. I have been a Vendor since 2006 Wow! Please email me at janicespeck@hotmail.com

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

**Exquisite Healing**  
 Energy balancing sessions  
 Relaxing, Empowering, Loving

[www.exquisitehealing.com](http://www.exquisitehealing.com)  
 exquisitehealing@gmail.com  
 970-946-2786

Located in Downtown Eugene & River Road  
 Se Habla Español



**Nature is our kin**  
 NatureCamps.org

**Whole Earth Nature School**  
 Eugene, Oregon




**ATTENTION CRAFTERS & FOOD VENDORS**

Your Fair's Radio Station  
 KOCF 92.5 needs donations for  
 2nd Annual KOCF SILENT AUCTION!  
**March 18, 2017 6:00-8:30pm**  
 Contact Andy Goldfinger: andy@kocf.org

Heirloom Quality Jewelry &  
 Fine Handcrafted Pottery  
 OCF Logo Items






**BOOTH 907 NEXT TO JILL'S CROSSING**  
[dragonsbreath.etsy.com](http://dragonsbreath.etsy.com) [mudfairy.etsy.com](http://mudfairy.etsy.com)

**PROCESS WORK**  
 with  
 Richard Grimaldi, M.P.W.

Expand creative and joyous living with  
 yourself, others and the larger world.

(541) 344-7604

Join us for  
**Art Bingo!**



A benefit for  
**The Kareng Fund**  
 Emergency Relief for Oregon Artisans  
[www.karengfund.org](http://www.karengfund.org) • 541-686-8885

**Sunday, February 26, 2pm-5pm**  
 Shadowfox Gallery, 76 W. Broadway

**RockSolidNetworks**  
[www.RockSolidNetworks.Net](http://www.RockSolidNetworks.Net)

Computers Networks Electronics

Desktops	Websites	LED Lighting
Laptops	Servers	Home A/V
Phones	E-commerce	Auto

Design Build Repair

541-232-8416 [jamie@rocksolidnetworks.net](mailto:jamie@rocksolidnetworks.net)

**The Hiding Place**

Michele Sharpy  
 hairstylist

686-1998

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

**Mona Beads &...**  
 Local Art, Jewelry, Glass, Custom Designs &...

[mona@monabeads.com](mailto:mona@monabeads.com)  
 1712 Willamette Street Eugene, OR 97401

Silk & Shoji  
 Candle Lanterns

'Prayers for the Earth'  
 little silk prayer flags  
 and more!

**Touch the Earth**  
 OCF Booth 386

(541) 935-9596

[www.earthsteps.com](http://www.earthsteps.com)  
 e-mail: [cathy@earthsteps.com](mailto:cathy@earthsteps.com)

**Fawn Faribault**  
 Helping Buyers & Sellers Change Places  
 Love Where You Live!  
 (541) 520-4818  
[fromfawn@gmail.com](mailto:fromfawn@gmail.com)  
[fromfawn.com](http://fromfawn.com)



**Craig Ralston**  
 LTC #5744C  
 Tax Returns Prepared  
 Self employed, stock sales  
 rentals, multiple/old years  
 (541) 343-4422  
[TaxguyCraig@gmail.com](mailto:TaxguyCraig@gmail.com)



**THE RITZ**  
**Sauna & Showers**

Public & Private, Open-air,  
 Accessible Showers & Saunas

Serving the OCF Community since 1976

Explore our web page - [www.ritzsauna.com](http://www.ritzsauna.com)  
 Visit our Facebook - The Ritz Sauna & Showers




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

503-351-BEAR • [bnwlaw@gmail.com](mailto:bnwlaw@gmail.com) • [bnwlaw.com](http://bnwlaw.com)

Criminal Defense • Appeals  
 Representation of Marijuana-Related Businesses

Statewide practice • Licensed in Oregon and federal courts

Free half-hour consultation for Fair Family - mention this ad



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

- 2/26 The Gladiators feat Droop Lion
- 3/2 Quinn XCII / KOLAJ
- 3/3 David Wilcox / Aimee Ringle
- 3/4 Nef the Pharoah / Rae Rock
- 3/6 Adrian Legg 3/11 Sam Lachow
- 3/19 Big Wild 2/23 Old 97s
- 3/27 Deafheaven / This Will Destroy You
- 3/28 Why? 3/29 K.Flax
- 3/30 Rebel SoulJahz / Eli-Mac
- 3/31 Leftover Crack 4/1 That 1 Guy
- 4/19 Cherry Poppin' Daddies



## 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).*

## Securing a Future for Tsunami Books

Dear Fair Family,

Tsunami Book Store will hold a Pledge Drive on Saturday, March 4, from 1 pm to 7 pm. Let's help Tsunami Book Store, Community and Cultural Center, raise \$400,000 by March 20 to be able to keep the lease. The building owner is raising the rent and requiring a five-year lease.

Please stop by 2585 Willamette St., Eugene, and pledge money (not due that day!) so that Tsunami can sign a lease. Please fill out a four-question survey when you stop by.

Tsunami Book Store has hosted 4,000 events in 22 years, with many youth, young musicians, and poets getting on stage for the first time!

Help preserve this community treasure for arts and activism.

Thank you,  
Scott Landfield  
Spoken Word

Dear Family,

Out in the unFair world, some people seem to feel more empowered than ever since the election to demonstrate their intolerance and supremacy. It's a good time for us to think about what we want to stand for as an organization founded with the intention of furthering love and peace in the world.

Ann Rogers recently shared with me a wonderful short informational booklet that is downloadable. It explains ways to learn about and understand

cultural appropriation.

I hope you will take a look, and that it will bring some clarity to the discussions we have been having.

When you go to the page, there is a small link to the booklet on the lower left side.

<http://www.sfu.ca/ipinch/resources/teaching-resources/think-before-you-appropriate/>

Mary Drew

Diversity Committee

## Psycho-spiritual rejuvenation

Dear Fair Family,

Psycho-spiritual rejuvenation — let's not lose that. We need as much as we can get right now.

norma sax

semi-retired office staff

## Parking Workshop to Ponder Too Many Cars

Will I lose my parking place?

This question and many more will be addressed at the Parking Workshop to be held on Sunday, March 5, 10 am to 3 pm, at the Stellaria Building in Eugene. Lunch will be provided. Space is limited, so reserve your spot ASAP.

We must not turn away patrons who have already paid for admission and parking because we have no parking to offer them. With the current trends, the numbers of vehicles on site of both the public and the Fair family, will soon fill all available parking places. Inevitably, that means that we must reduce the number of our sticker-permitted vehicles on site during the event.



What are the alternatives? How can we improve parking for our patrons and participants? How can we facilitate ride-sharing, off-site parking, public

transport, and alternatives? Bring your ideas, energy, enthusiasm, and problem-solving skills to identify needs, priorities, alternatives, and solutions.

RSVP to the OCF office [office@oregoncountryfair.org](mailto:office@oregoncountryfair.org). Let us know your lunch preference (vegan, vegetarian, omnivore) and whether you have special needs. The Stellaria Building is at 150 Shelton-McMurphy Boulevard, near the Eugene train station. Parking is limited.

## Fair Thee Well: Victoria Lane

1963 - 2017

Victoria Lane, OCF volunteer, died peacefully in the arms of her husband, Scott Bowler, on the morning of January 18, 2017, in Portland, Oregon. Beloved wife, mother, friend, colleague, dance partner, and psychotherapist to many, her loss is deeply felt by the myriad who miss her incendiary smile and open-armed, open-hearted, love.

In addition to Scott, she leaves behind her mother and father, Charlotte and Victor Noerdlinger of East Orleans, MA; her beloved son James Alden Lane; sister Elizabeth and brother-in-law Marc; brothers Johnson and Mayo and his wife, Susan; seven nieces and nephews; numerous cousins; and countless friends. Victoria was a loving, radiant life force and believed she could beat the pancreatic cancer that ultimately claimed her.

Victoria reached out to everybody, nurtured her clients, and truly loved her friends and extended family. She was a loving mother, consummate "Dead Head," tireless walker, superb cook, and voracious reader, who excelled in her profession as a clinical psychologist. Who could resist or forget the joyful blonde driving the 1968 bright yellow Travel-All down to the beach, sailing a catboat in Pleasant Bay, swimming in the ocean no matter how rough or how cold? Her grandmother called her The Blonde Bombshell. This free spirit was a dynamo, and lived by this quote from Isak



Scott Bowler and Victoria Lane dressed up for Lime Green Friday at the 2016 Fair.

Dinesen: "The cure for anything is saltwater: sweat, tears, or the sea."

Victoria graduated from The Chapin School in New York City, and then Brown University in Providence, RI. Abandoning the East Coast after college, she moved to Santa Cruz and crafted a life there filled with music, food, laughter and friends. At this time she also discovered her tribe at Oregon Country Fair, for which she volunteered for more than 25 years. She earned her doctorate in Clinical psychology at the California School of Professional Psychology, and moved shortly after to Portland to begin her practice and start a family. She loved music especially, and to dance, travel, clean house, pet cats, nurture children, create gardens, and shop on

the Internet, where she always found fantastic ideas and great bargains for friends and family alike.

A memorial will be held in Portland on April 15 at the World Forestry Center, and a second in Orleans, MA, this August. Contributions in her memory may be made to the following charities: Planned Parenthood, Great Old Broads for Wilderness, ONDA (Oregon Natural Desert Association), or the Pancreatic Cancer Action Network. She is profoundly missed by all who knew and loved her.



# Sound Bites

by Dean Middleton, Station Manager of KOCF-LPFM

The focus of just about all the volunteers here at 92.5 KOCF-FM is our second annual auction. As I mentioned in my last "Sound Bites," it is coming up Saturday, March 18, 6 pm to 8:30 pm. We are seeking donations. The folks at the Fair Office have been gracious enough to put a box up front by the mailboxes. If you would like to donate, you can leave your donations at the Fair office, 442 Lawrence

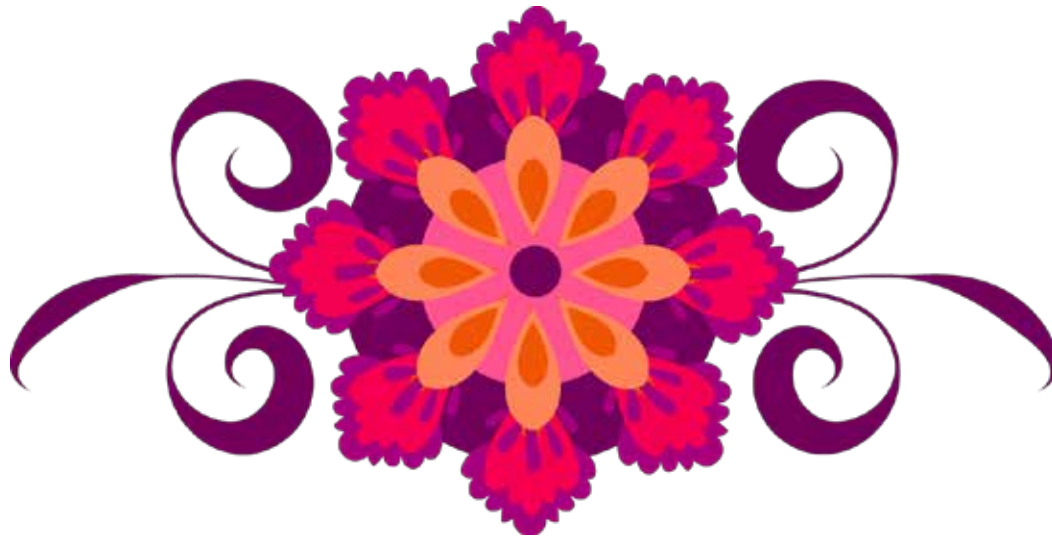
Street, Eugene. There should be a donation form in the box that we'd ask you to please fill out. Top half is yours and the bottom part goes with your item. If your donation won't fit in the box, or you can't make it to the Fair office, you can call me and make arrangements for delivery or pick up. Contact me at 541-543-7626 or email deanmiddleton@gmail.com.

The income for 92.5 KOCF-FM radio this last year showed this fundraiser brings in about two-thirds of our annual funding — so it's very

important for us. Please, if you are thinking you'd like to help the station, this is a great time to add your support! Please donate art, gift certificates for products and services, antiques, and/or collectables, and if none of those work for you, we always accept good old-fashioned money!

We are still working on the program for the evening, but I can leak a few things I know. We have been promised by our Auction Coordinator, Andy Goldfinger, that fun will be had by all. If last year was any indication, I believe him. The evening will include door prize raffles, a 50/50 raffle, live entertainment, food provided by Culinary Arts Students of Lane Community College, and libations galore. Silent auction tables will be opening and closing all evening.

Please mark your calendar and plan to attend the **Second Annual 92.5 KOCF-FM Annual Auction**. It will be held **Saturday, March 18, 6 pm to 8:30 pm at the Deep Woods Events Center, 89980 Territorial Highway, Elmira, Oregon.**



## History and Mission of the OCF Diversity Task Force

by Mary Drew and Jon Silvermoon, Diversity Task Force

The seeds were sown for the establishment of the Diversity Task Force (DTF) by Fair Family, who created the Oregon Country Fair Vision Quest Goals. Goal one is: "The Oregon Country Fair shall increase the diversity of all aspects of the Oregon Country Fair community."

In December 2014 the Board created the Diversity Task Force and charged it with developing a long-range plan to address the issues of racism, classism, and other forms of both real and perceived discrimination in our organization, including an educational and training program for Fair Family members, staff and volunteers. The DTF was also charged with advising the Board on diversity issues as the long-range plan is being developed.

The DTF began meeting in 2015. Membership has ebbed and flowed as the task force developed priorities, did team building, and transitioned into a working group. During this process we heard from some Fair Family members who expressed their discomfort with and unhappiness about certain depictions of their own cultures at the Fair, which they saw as cultural appropriation. The most identifiable instances of such practices regarded Native American cultures.

In response, the DTF researched cultural appropriation and found other festivals were also grappling with this issue. The task force prepared an article for the Fair Family News intended to introduce the Fair Family to the issue of cultural appropriation but the article was rejected by the paper's staff.

The DTF also received objections to the pole being created at the Ritz Sauna from Native friends and family of DTF members, and local scholars, including Kalapuya anthropologist David Lewis. That some people saw the pole as a culturally appropriated "totem" pole while those creating the pole saw it as a culturally inspired "story" pole drove home to the DTF the need for dialogue.

After research and consultations with local Native contacts, and after learning that the Ritz had no plans to consult with local tribes, the DTF proposed and the Board of Directors passed a motion requiring consultation with local tribes as well as resolution of archaeological issues before moving forward with the raising of the pole. As many of you are aware, bringing forward the issue of cultural appropriation and its relationship to the Sauna's pole resulted in much dialogue and discussion.

The April 2016 Board motion authorizing the Sauna to proceed with the raising of its pole so long as previous conditions were met also called for placement of an informational display considering whether the pole is "Culturally Inspired Art or Cultural Appropriation." This display will include a component inviting people to give feedback concerning these issues. The DTF looks forward to working with Fair Operations on the display and to hearing back from Fair Family at the 2017 Fair.

Extending a special invitation to diverse communities in Oregon, the DTF distributed VIP passes to foster diversity at the 2016 Fair. Organizations receiving passes included the NAACP; PCUN (a farmworkers union); Longhouses at the University of Oregon, Lane Community College and Oregon State University; the Bonnie Harris Black Student Union and the Caesar Chavez Center at OSU; Bertha Holt and River Road elementary schools; Disability Services Advisory Council; the Chinese Student Union and Scholars; and many more. Archaeology also contributed passes to seven Oregon tribal groups representing the peoples with cultural connections to the Willamette Valley.

Last fall the DTF hosted a diversity learning opportunity for Fair Family with Dr. Johnny Lake, a renowned cultural consultant. About 35 people participated and generally agreed that it was an empowering and inspiring day. In addition to raising cultural awareness, the event enabled people to learn about each other on a deep level not always possible when working hard on projects and crews.

The Diversity Task Force is offering a second diversity learning opportunity to Fair Family on March 12 from 10 am to 4 pm at the LCC Longhouse. Everyone is welcome, and there is no cost, but people should register no later than March 5 by going to the following link and filling out the signup form: <https://goo.gl/forms/JVRfQWN6n8jpEaWW2>. You can also email the Fair office, [office@oregoncountryfair.org](mailto:office@oregoncountryfair.org). You are welcome whether or not you attended the fall session. Come join us, and spread the word!

At this month's Board meeting a statement drafted by the DTF originally as a guideline was added to the Community Agreement. It states that being open and welcoming to people of all cultures is core to our mission and vision. The agreement addition is an invitation to Fair Family to engage in finding ways to make everyone feel safe and welcome at the Fair by considering how we present ourselves to the world, and whether our choices regarding art, music, food and behavior help further our vision and goals.

The Diversity Task Force is committed to the Fair's goal of increasing our diversity. We believe that to achieve that goal, the Fair needs to be an open and welcoming place for everyone. Creating such a place takes effort and self-examination, and often a step or two outside of our comfort zones. It is challenging work, especially in our state, where exclusion laws kept the population of people of color low for decades. We are all still learning how to be citizens of the world. We invite anyone interested in attending Diversity Task Force meetings to please join us. We meet the first Saturday of most months at the Fair town office at noon. Meetings are announced in the Fair Family News. You are most welcome to come and learn with us.



## Warm Hearts Help to Warm Seniors

submitted by the Board of Directors at Lane Senior Support Coalition

In 1996, the Lane Senior Support Coalition (LSSC) established a restricted endowment fund to support hunger relief for the aging population. In late 2011 LSSC began an Emergency Support Fund for low-income seniors that provides one-time support for basic needs services unavailable through any other local, state or federal resources. Requests for assistance from the Emergency Support Fund are received from case managers at Senior Connections, a division of Senior and Disability Services who are

responsible to screen the clients to make sure they meet the low-income criteria.

Through the generous support of the Jill Heiman Vision Fund and its supporters in 2016, the LSSC was able to fulfill every request for emergency support for low-income seniors in Lane County. There were 81 requests for a total of \$17,700. Many of the requests were for utility services to keep our elders warm during this cold winter. In addition, LSSC filled requests for pest elimination, repairing wheelchair ramps, assistance

in paying medical co-pays, purchasing hearing aid batteries, assistance with home rental costs, assistance in transportation fees through Ride Source, purchasing appliances and assistance with numerous other emergency needs.

The need continues to grow and the LSSC projects to serve 100 clients in 2017. The LSSC Board of Directors thanks each and every one who donated to the Jill Heiman Vision Fund to help the vulnerable population of aging adults in Lane County.

## Assistance League: Weekend Food Pantry Feeds Kids

by Ginny Dunphy, Assistance League Member and Grants Committee Chair

The Weekend Food Pantry, a philanthropic program of Assistance League® of Eugene, is thriving thanks to supporters like the Jill Heiman Vision Fund of the Oregon Country Fair. The program provides weekend food supplies to local children at risk of hunger in two ways: offering basic food provisions to parents of qualified low-income students attending 4J schools and stocking backpacks of Pearl Buck Preschool students with nutritious, easily prepared meals.

In October 2014, the Weekend Food Pantry started its food distribution program each Friday that school was in session at River Road Elementary School, assisting families there with basic supplies such as rice, beans, tortillas, bread, cooking oil, sugar, pasta, tomato sauce, tuna fish, peanut butter and cereal. Due to the program's success, students at Howard Elementary School were added to the program

during 2015-16, and this year the program has added qualified students from Awbrey Park, North Eugene, Cesar Chavez, Kelly, Churchill, Spring Creek, Prairie Mountain, and Cascade middle schools. We currently average 47 families per week, and some weeks have served 50 families or more. Due to the many snow days and no school days this year there have been only eight distribution days since the program reopened on September 30, but a total of 1,022 children have been served.

The Backpack Program began at the request of Pearl Buck Preschool in October 2015. Assistance League Volunteers purchase food supplies and load backpacks each Wednesday for students to take home the following day. These students have parents with developmental disabilities who may have difficulty planning or cook-

ing meals, so the foods provided are easy to prepare, such as canned soups, fruits and vegetables, chili, tuna fish, peanut butter and jam. This year, we have averaged 17 to 26 backpacks per week for a total of 209 children who have received food.

The parents of families served by both Weekend Food Pantry programs are very grateful for this boost to their children's nutrition. Assistance League of Eugene realizes that more than 20 percent of children in Oregon live in food-insecure households. We are continuing to explore ways to provide food assistance to those in need in our community and are meeting with Bethel School District in hopes of adding them to our Weekend Food Pantry program.

Assistance League of Eugene is a nonprofit organization staffed entirely by volunteers. Our funds for the Weekend Food Pantry and seven other philanthropic programs are raised through our Assistance League Thrift Shop, located at 1149 Willamette Street, and through grants and donations. We are extremely thankful for the support of the Jill Heiman Vision Fund in providing funds to support our endeavors.

Far left: Weekend Food Pantry

Top right and below: Backpacks for Pearl Buck Preschool



## 2017 Endowment Fund Recipients

The Oregon Country Fair Endowment Fund has awarded a total of \$14,000 to support nonprofit organizations serving youth in the Fair's neighboring communities of Veneta, Elmira, Lorane and Crow. Endowment Fund-supported projects reflect the Fair's commitment to the arts, education, cultural diversity, peace, community building and the environment. One grantee was recognized with the annual Leslie Scott Imagine Grant Award. This year's grantees are:

### • Crow High School

STEAM adds an "A" for art to STEM (science, technology, engineering and math), and is the foundation for an inquiry-based, collaborative, hands-on project offered by the school's art/industrial arts and science teachers. Students will build skateboards through a curriculum combining science/ engineering and graphic design with learning construction skills.

### • Culture Jam

Fern Ridge-area youth will receive scholarships to attend this eight-day arts-based empowerment camp for teenagers held each summer at the Fair site. Culture Jam helps young people discover their own skills, talents and potentials in a supportive environment.

### • Elmira Elementary School

Music connects our minds and bodies, and is linked to improved academic performance. All students will work with an artist-in-res-

idence teaching percussion music, remedying the absence of other music instruction at the school. The program will culminate in a school art show for families and the community.

### • Fern Ridge Library

Children and teens will participate in a "Ceramic Monster" workshop during the Library's annual Summer Reading Program. Kids will learn the basics of ceramics and create their own monster. Photos of completed monsters will be framed and displayed at the Library. The artist-in-residence will be OCF crafter James DeRosso, booth 968.

### • Lane Arts Council

Young Fern Ridge-area children will experience an immersive, hands-on summer arts camp based on exploring local flora and fauna. Campers will engage in printmaking, scientific illustration, sculpting and other artistic activities inspired by nature, and showcase what they've created at a community celebration.

### • Rural Art Center

The Crow-Applegate-Lorane School District depends on the Center to provide after-school art instruction. Arts education will be offered on shortened school days, which is important for elementary students who have no art teacher at the school itself. Older students will develop playing skills and socialize at a Ukulele Club.

### • Veneta Elementary School

Working with an artist-in-residence, students will explore cartooning, learning how to identify the underlying geometry of form and figures as they develop cartoon images. They will experiment with caricature, anthropomorphism, exaggeration, narrative, perspective, proportion, shading and sequence.

The annual Leslie Scott Imagine Grant Award is given to the funded project that best represents former Fair General Manager Leslie Scott's contributions to the Fair, which include providing opportunities for youth, reaching out to our neighbors and nurturing creativity. This year's awardee is Crow High School.

The Oregon Country Fair Endowment Fund annually makes grants to organizations in the Fern Ridge area that have a nonprofit, tax-exempt IRS status, and are focused on providing enriching educational opportunities for youth. The grants tangibly represent the Fair's deep appreciation of our home community and present opportunities to further develop the Fair's relationship with our neighbors.

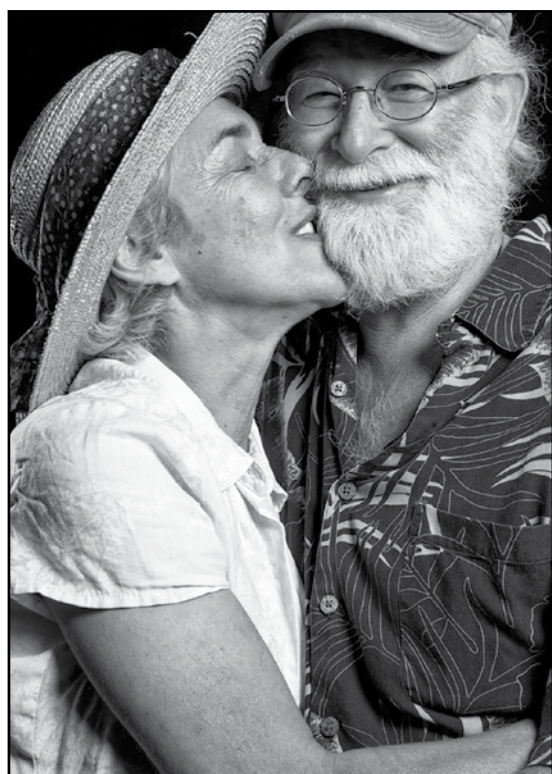
The Fair also makes grants to social service agencies and nonprofit organizations in Oregon through both the Jill Heiman Vision Fund and the Board of Directors' Donations Fund. To date, Fair philanthropic total exceed one million dollars.

## Artisans and Crafters

Please consider donating an item to the Spring Fling raffle. The raffle is an annual tradition to raise funds for the OCF youth camp, Culture Jam. The money goes for scholarships for youth who may not otherwise be able to attend. If you are able to donate please contact Stephanie at the Fair office: [office@oregoncountryfair.org](mailto:office@oregoncountryfair.org) or 541-343-4298.

## Spring Fling Volunteers Needed

Can you come early or stay late to help with set up and clean up of the Spring Fling? Would you be able to help the weeks before organizing the raffle? If you can help please contact Stephanie at the Fair office: [office@oregoncountryfair.org](mailto:office@oregoncountryfair.org) or 541-343-4298.



© 2012 by Erin D. Williams

THE OREGON COUNTRY FAIR  
**SPRING FLING**

*Fair-Season Kickoff*  
*Social & Raffle 6-9pm*  
*All raffle proceeds go to support*  
*scholarships to Culture Jam Youth Camp*

*9pm*  
*Groove to the Smooth*  
*Sounds of:*

**CANDY  
APPLE  
BLEU**

**MAY 6, 2017 - FREE**

WHIRLED PIES - 8TH & CHARNELTON

**RAFFLE - MUSIC - CAMARADERIE**



## BOARD OF DIRECTORS BUDGET MEETING JANUARY 30, 2017

7 pm, NW Youth Corps, Columbia room

**Board members present:** Diane Albino, Ann Bennett-Rogers, Casey Marks-Fife, Justin Honea, Jack Makarchek (president), Indigo Ronlov (vice president), Kenya Luvert, Jon Silvermoon, Lawrence Taylor (alternate), Sue Theolass. **Peach Gallery present:** Staff (Crystalyne, Shane, Stephanie and Robin), Officers (Hilary, Lynda and Randy) and 27 members and guests.

### Agenda Review

Indigo: This Board of Director's meeting is being videotaped and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings here tonight. To get links for this and all Board meetings go to the Board section of oregoncountryfair.net and click on "Sign up to receive videos of monthly Board meetings."

### Orientation

Hilary: After the coordinator budget meeting, I found that I had not thanked Stephanie for how engaged she's been and the work she's done on getting the information into a computerized format versus a manual one. I'd also like to thank the Budget Committee for their work during a year of transition and format changes. Crystalyne and Shane have really stepped up. Lynda is figuring it out and has worked a lot on reconciliation. Sheldon, Lucy and Bennett have all been very helpful. And it is nice that Grumpy has continued to provide his historical perspective.

The format change is with the crews and the record keeping during the meetings where we can archive just the budget information. All the staff budgets are on one page, and the crew portion can be mail merged into the crew sheets. This will allow us mail merge instead of entering individual numbers. We agreed to give the Board the format you are used to seeing from QuickBooks. There is some historic information in the columns. Lucy has been sick and there could be some back pages we've missed.

Stephanie: What is accurate are the staff budgets, the Board and Culture Jam and in a format that might be easier to read.

### Jack moved and Justin seconded to approve the Board of Directors budget of \$116,050.

Hilary: The totals agree on the Board donation amount from 2016. The Board chose not to designate reoccurring donations. On the Vision Fund donation, after we learn how many food vouchers were donated, then we plug the matching number in this donation.

Jon: I'd like to increase change line or Board donation line item. Both are loosely defined in terms of what they can be used for, but I want to be prepared this year for what I see as potential for more requests coming to us on protecting human rights and civil rights. I realize we can always vote to increase during the year, but I'd rather do it up front.

### Jon asked for a friendly amendment that the change line item be moved to \$20,000.

Justin: I'm all right with that friendly amendment.

Jon: Under the picnic we spent \$4,851, over the \$4,500 budget. Is this because it is well attended? Are we budgeting lower than what we actually spent?

Crystalyne: We changed the way we billed the Honeybuckets to have the billing be more clean.

Shane: We should come in around \$4,500 because we moved some of the Honeybucket costs into the site budget.

Stephanie: We also spent more on food by going out of our way to get locally sourced high-grade chicken.

Shane: Moving the Honeybucket process around saved us about \$1,300.

Indigo: Under the Board donation line item there

is the Board donation and the reoccurring donation line item. We budgeted last cycle at \$21,650 and gave away \$24,150 and we are only budgeting \$20,000.

Hilary: You gave away \$26,650. You have to look at them combined. All the money allocated last year was spent and perhaps some more.

Indigo: Is this something we want to keep at this level or increase it?

Jack: Our ability as a Board to look at that line item gives us flexibility. If this is put more into reoccurring donation rather than a donation we are moving in the right direction. The amount seems to be working.

Indigo: What I see is that \$20,000 is less than \$26,650 and there are plenty of organizations that could use that money. Why did we decrease it?

Hilary: It was not our intention to decrease it. The intent was to keep things the same.

Crystalyne: I think there was a budget adjustment in November and we increased it.

Jon: The reoccurring donations, from my perspective, were donations like the Whitaker Thanksgiving that can just be approved at the moment we approve the budget. I would not require a Board vote. But if we are going to require votes on Board donations, I'd like to lump them back together.

Hilary: You need to say which donations are reoccurring to do that.

Jon: I understand that, and maybe next budget cycle we can do that. If we could let them know that they have the \$2,000. I don't know what the other ones were. For this year just lump it all together and next year break them out.

Grumpy: I think the total should be \$25,000. The fact is like last year and year before, the Board can go over that budget. The goal is giving \$25,000. I would say leave the reoccurring in the budget and if it comes up to \$5,000 or doesn't that is where we'll be. On the Whitaker, we are always going to give it if they have it, but what happens if they don't have it and we gave the money early in the year?

norma: If you do designate a line item as reoccurring, clearly identify the ones that you want to be reoccurring, so that when I'm writing the check I know what line item to charge it to.

Randy: Indigo and I did an exercise a year or so ago and we split out Board donations and what we called memberships. In the memberships were Eugene City Club, Fern Ridge Chamber of Commerce, Whitaker Community Dinners, WOW Hall and Egan Warming Center. That might be what you are referring to Jon. It looks to me like we are going to be beyond the \$5,000 for reoccurring if we were to fund all of those entities.

Hilary: We have a \$2,000 membership line item.

Randy: That would allow us to fund all five I spoke of. This is only informational; I don't have an opinion.

Hilary: I think Whitaker Thanksgiving comes out of donations. I don't know where Egan Warming Center come from. City Club comes out of membership.

Jack: This is a third or fourth time we've grappled with reoccurring donations. When a donation request comes up, at that meeting we should say, that should be reoccurring. We should keep the flexibility and after a while if we need to increase our donations, we could increase the reoccurring donations and keep it as fresh as we can. This was the original intent. I never in my life expected they would stay the same as they have, but we can do this at any Board meeting. If we start over spending the reoccurring, then we can track and keep fresher that donation money. I'm not for coming up with a list and then readjusting.

Casey: I think for this year we keep the separation. It sounds like what Randy is saying, the money probably won't be there for that one line. I don't care if it comes out of membership, but I'd rather it does not come out of the change line item if we know now we're going to exceed that number. How important is it to Budget Committee if we hit that number?

Hilary: You can change it any time during the year that you want.

Indigo: I want to be clear, do we want to take Randy's list and say we are going to fund them?

Hilary: No, because some of them were memberships.

Jack: And, as Grumpy said, we don't want to give it ahead of time. The intention was to have it as a line item.

Indigo: Why have a reoccurring line item, if we

are going to consider it every year.

Jon: That was exactly my perspective also. If we have reoccurring item and we put money in reoccurring, it doesn't mean we give them the money on January thirty-first. It means that money gets released when they need it. I don't see problem having reoccurring in there, but if we vote on the reoccurring item every time it defeats the purpose of the reoccurring donation.

LT: My understanding of the purpose of the reoccurring line item is that it increases our efficiency and is designed to offer some predictability for entities that we fund yearly.

Hilary: We ought to move along but with reoccurring — either put it away or say \$2,500 for Whitaker Thanksgiving. This is the one we keep coming back to. Others we say why don't they graduate or go to someone else. Then we call them up on October and tell them they are funded.

Indigo: That is what I was thinking.

Jon: The other one that comes to my mind is Stepping Stones.

Hilary: People have a lot of mixed feelings about that. Crystalyne also pointed out Egan Warming Center. We could do this all night and we have a huge budget to approve.

Jon: How about a friendly amendment to designate \$2,500 for Whitaker and put the other \$2,500 under the donation item and then for next year's budget sit down and decide do we have others we want to designate as reoccurring.

Jack: I'm not accepting that friendly amendment.

**Final motion: Jack moved and Justin seconded to approve the Board of Directors budget of \$116,050 with friendly amendment that the change line item be moved to \$20,000.**

**Motion passed: 10-0.**

### Jack moved and Casey seconded to approve the Crew budgets of \$851,129.

Hilary: This is money that was part of the crew, food vouchers and supplies. The section that we call crews includes crews established by the Board, as well as teams. Teams started as projects and we did them on trade passes. Because the Budget Committee has worked toward transparency and is trying to handle like things the same, there are a couple of teams in this crew list. You can identify them because they don't have a coordinator expense. I'd love it if we found a different way to designate them and they're not just scattered under the crew designation. We are also trying to not have crews that are too small, asking what is the functionality of things that go together. Printing was the smallest crew of all and we've rolled that into "office town" and Stephanie will be working closer with printing as a logical step. Durables has been pulled out. Xavanadu last year was a team and this year we are showing it as two teams, but it is the same amount that was funded last year. Xavanadu Movement is the dance pavilion, work it shop and flow zone and setup of the visionary lounge. Xavanadu Art Stewardship is the stewardship function. Both are structured like an entertainment crew with administrative people, setup people, crew that are doing the contracting and program development. They both use trade passes in the same way that entertainment does. We would like these to become crews and have this vote be the one that makes them crews, then we'll present coordinators for them next Monday at the February Board meeting. The people we will propose as coordinators have already been doing the function. This is an effort to retire XAG and let Sallie and I allow those that have been doing the job have authority. I'm not sure where we are with pre-post, but there was some talk of them working with their BUMs.

Crystalyne: Whatever increase we need, especially if we end up doing Barter Fair, we will Goldenrod those.

Jon: On the Art Barn with \$2,000 of supplies, who makes the decision on how those supplies are purchased? There is not coordinator there, so what do we have set up?

Crystalyne: The Art Barn is a team, led by Andy, he asked for a supplies and services budget. In the past he's simply spent his own money.

Jon: What he purchases is the property of the Fair?

Crystalyne: Yes.

Jon: Big Boys shows up now, was that somewhere else before?

Crystalyne: Big Boys were part of Main Camp Security. We are breaking them out into a team.



Jon: Camping is increasing and most of that is supplies and food vouchers. Is that a larger crew?

Crystalyn: It is a slightly larger crew and they are having more and more things to do. We are camping more people and need more crew to prepare the locations.

Jon: The actual was \$18,000 last year, so why do they need \$24,000 this year?

Hilary: With construction, it depends on the record keeping within the crews. How things get allocated between this budget and Capital Projects.

Jack: One of the things that has been happening since we've been spending more money on Capital Projects than with supplies and services, is that it is a little more accurate. Before the two were getting blurred and Capital Projects would suffer. We've got better tracking on Capital Project spending. To say that supplies and services is going to be any less this year on one year is premature.

Jon: I assume there are some Capital Projects that Construction may be requesting. If they are not funded through the Capital Projects, could they use their supplies and services budget to do what is not funded in the Capital Project.

Hilary: Yes.

Jon: With that, I have some underlying concerns about accountability. Especially if it is a Capital Project that has been rejected not because of cost but because of its appropriateness. I would like to see some consistency in the way money is being accounted.

Hilary: Some of these did go over, but if you take it as a whole, they didn't. This year we showed some of the Capital Projects that went over are better tracked. If the Board is approving the Capital Projects and there is Construction requests in Capital Projects and if there is a bigger reason that you don't want it, at the meeting in March would be the time to say we are not authorizing Construction to do this project for some philosophical reason. You have to be explicit if you are trying to stop some project.

Jon: I've just observed that every year Main Stage keeps going over budget and each year we increase their budget and they go over budget and we increase their budget. I see a pattern here.

Hilary: Bryan, Charlie and I sat down and Bryan presented the list of people that he wanted to hire. We talked him out of a \$75,000 list. He has big aspirations on the acts he wants to bring. There have been years when Main Stage has bailed us out because there has been a really appealing act that was booked. People put on their rain gear, bought tickets and came. There are issues of what is the right size, what is the right cost for an act, how do you get acts that match the venue size that we're giving. There are a ton of issues we need to work at and your observation is correct.

Crystalyn: It is a delicate balance. Main Stage sells tickets. My impression, from Charlie who used to work closely with Bryan, is that Bryan can go over a couple thousand because this person can help us sell an additional ten-thousand tickets. Shane and I are in the process of establishing a similar relationship.

Hilary: Bryan, if we could, would like to get great acts all day long. When Charlie and I talked to him, we said let's get one good act that is at the top of your list for each day and do the second tier for the rest of the day.

Jon: This goes to philosophical question of are we putting on a festival of big name music to bring people there or are we doing something different?

Hilary: Jon, look at our big names. We are talking regional acts.

Jon: I'm fine approving what's there, but I think at some point we need to have a discussion on are we going to have forever increasing Main Stage budgets. What is the underlying purpose of why we have performers there? I understand the ticket aspect, but I think there is other aspects too.

Hilary: Divide this number by three and then by five and see that we are not getting giant acts. We get a lot for our money. I've been at festivals that I've worked and I've written checks this big for one band.

Shane: Bryan talked to Crystalyn today and he has started negotiating for larger bands for 2018. He mentioned that for the first time we may have to put out deposits to secure the bands. Bryan puts a lot of effort and thought into finding acts that will work for the lowest amount of money. He also wants to provide entertainment that sells a lot of tickets and allowing us to give more back to the community.

Grumpy: Jon, if what you want is a philosophical talk, let's do that separately. The fear is you want

to have groups that will attract and the only way to know, for example, is to have only local acts and attendance went down, then you might think the entertainment at Main Stage does bring in money. What's been said is about balance and that is what Bryan is doing.

Jon: On Vaudeville, is that increase going to the actual performers?

Crystalyn: Yes, this adjustment is so that they can pay their performers better.

Jon: Is Green Thumb going down?

Crystalyn: For a couple of years we increased their budget for pots and that project is complete.

Jon: The kitchens all went up.

Crystalyn: Yes, all three kitchens went up this year and it was due to rising food costs.

Jon: Is that an increase because they are anticipating selling more meals or more local food or more local food.

Crystalyn: Food costs go up about five to seven percent each year.

Jon: Big Boys used to be in Main Camp, but we are increasing Main Camp food vouchers and took Big Boys out.

Crystalyn: Regular Main Camp is QM. They increased their food vouchers because they have more people working during the actual event. There are some QM folks that work in the box during the Fair.

Shane: Last year we rolled out, for the first time ever, having our actual QMs working throughout the Fair and some working post-Fair. I spent 13 years in Fair Central doing operations, as well as the site crew coordinator, every time that I needed something done or a go to team that could solve a problem, they weren't there because we brought essentially what were Big Boys sitting in the box and weren't able to facilitate needed items during the event. We changed that last year and QM came up with a schedule, staffed the box and provided one dedicated volunteer for early morning operations. We are increasing fees this year because it is a full-time job for two people and passes to match. We also have extra passes for the rental motor pool. Our goal, that started last year, is to implement a motor pool and reduce the amount of utility vehicles we rent before and during the event. We want to use what we have across all the crews instead of renting a gator for various crews, so we use one piece of equipment to service two or perhaps three crews.

Jon: On the office increase, is this because we like Stephanie or is it the printing budget?

Crystalyn: Yes it is the printing.

Jon: That is what I thought. We also like Stephanie.

Jon: Are we looking at more crew people on Water Crew?

Crystalyn: Yes, and we made an adjustment providing food vouchers for the water truck drivers.

Shane: We are also changing the timeframe for when we have the water system tested and turned on for the public. We're moving it up a day earlier, so this may require more drivers to transport more water on site. If we get a bad test we have more time to mitigate. This gives us time to fix any outstanding issues. Without water, there is no Fair.

Jon: Xavanadu, last year the budget was about \$43,500, I assume breaking it out that the two represent what was one line item last year?

Hilary: Correct, but you have to compare it to the budget. Most of this is the art projects and building capacity on crew. The way we structure the budget, if we had this many bands, this many dance troupes, each paid this amount, here's what it would cost. We did it on the art installation side too. It was not huge amounts. Sallie broke out three different art projects: those we commission, what people bring, and what was built on site. This is a new program. The amounts allocated are what Sallie is sticking to and they are not exorbitant.

Jon: It is hard to predict, but are we looking at a maintenance budget of \$50,000 for Xavanadu?

Hilary: These are for the two crews, not the Capital Projects.

Jon: In terms of the ongoing budget, are they settling on the \$50,000?

Hilary: I think these budgets will be stable for a while.

Grumpy: In the Budget Committee, we talked about keeping the two Xavanadu entities as teams or crews. I would think you'd want to talk about that separately. The real question is how many crews

do we want? There are a lot of different crews and we could split them and make crews out of them or lump smaller crews together where it makes sense.

Casey: Jon, the first thing you mentioned was on the Art Barn's \$2,000. This is a relationship that we ought to be actively working towards healing. If the budget was \$5,000 or \$10,000 or \$20,000, I'd think we'd want to be accountable for where that money is being spent, but for \$2,000 when I think of all the services that Andyman provides by having spent the money on it himself, for us to be "that is my shop dust pan..." This is the wrong direction. We need to put better energy in that direction.

Indigo: On the Entertainment budget, in a philosophical realm on what we pay our entertainers, even if it is not so much about bringing in bigger acts, I'd like to see us gearing up and padding those budgets so that the little acts can get more money and so we support our artists through our budget. And we don't so much. There are a lot of struggling musicians that come to the Fair and don't get much for it. I don't know how it happens in this particular cycle necessarily, but have had that feeling for a long time and have not been proactive about it.

Diane: What is the crew situation in Chela Mela?

Hilary: Chela Mela is under entertainment.

Diane: Is there a Xavanadu coordinator? If there is a coordinator is there not a crew?

Crystalyn: That is going to get voted on in February. I've only been on the Budget Committee for three years, but in that time I've seen the entertainers are being treated better and especially the smaller acts.

Hilary: We have over a thousand entertainers, some of whom are amateurs, others are professionals. It is really hard to compare.

Crystalyn: Are we separating out the conversation about Xavanadu crews or speaking to it now? These are large groups of people and should be separated.

Indigo: The motion on the floor is on the budget as it is. There is nothing on the floor on whether we are going to have a crew or not. I'd like to have us focus on the motion at hand.

Hilary: We would like this to be addressed tonight. If they are to become crews, we have people in Portland who we want to invite to the Board meeting in February. It is important that you decide yes or no for us tonight. The number of people involved with Xavanadu Movement alone is more than Chela Mela. From my point of view, we need to administrate the functions. For instance, looking at small things like the printing and video crews that are small and do not have huge operational functions and that match up easily with something else. We need to figure out how to find leadership when there are a couple of different functions. These need to be independent whether a team or a crew.

Justin: I would like to reiterate that it's time to solidify them as a crew. I see value in appointing people and giving them ownership. We get our best results when we have people that are empowered and engaged. We need this clarity to move forward with XAG.

Indigo: Let's keep it separate. They are going to get budgets as it is whether they are a crew or a team.

Jack: If they are team or crew doesn't change the budget. We budget for it and put it on New Business tonight for the February meeting that is only a week away.

Hilary: If it is going to be voted on in February, I'd rather not have people drive all the way down from Portland in case it doesn't pass.

**Jack: I'd offer a friendly amendment that this budget has made Xavanadu Movement and Art Stewardship crews.**

Jon: I was hoping to get through the budget, and come back and address the issue of crew or not. Then tweak the budget or not. If we do make them a crew there are expenses that are not in the budget now. The coordinator expenses and the additional food vouchers is more than just the number that is in the budget currently.

Hilary: The coordinator expense is all we'd have to adjust for. There is enough play within Entertainment with food vouchers.

Diane: If we decide to have a crew at the February meeting, we don't have the names of the coordinators to be considered for the following month.

Shane: Along with what Jack and Indigo are saying, let's get through the budget and at the end open back up the possible crew.

Jack: Will somebody do the math real quick to pull it out?

Indigo: I don't think we need to pull it out.

Hilary: Let's just leave the budget part in there.

Indigo: My problem is with making it a crew as part of this budget process. I want the community to know we are making it a crew.

Hilary: This was discussed at the last Board meeting.

Indigo: There was no motion and it was not put on New Business.

Shane: And it was mentioned in Crystalyn's Board report last meeting.

**Motion passed: 10-0.**

**Jack moved and Justin seconded to approve the Culture Jam budget of \$44,800.**

Jon: I have a question on the income side of this budget. I see the actuals being significantly higher than what we are budgeting.

Hilary: The Pay Pal account did not get included until this year. This has multiple years of donations that were paid through Pay Pal.

Robin: We started a Pay Pal account a few years ago and started taking tuition on it. This money sat in Pay Pal and did not get in.

Jon: So, we had money sitting in Pay Pal that we did not access?

Robin: Yes.

**Motion passed: 10-0.**

**Jack moved and Sue seconded to approve the Administrative Assistant budget of \$41,350.**

Casey: On the repairs and maintenance, you went over by almost \$400. It's back down to \$1,000. Do you feel good about that?

Stephanie: I am OK with that. I have a Capital Project that will take care of some of it.

Hilary: I want to go on the record – the postage line item in this budget is \$13,500 for the Fair Family News being mailed out to people. I so hope people will sign up to get the electronic version that is in color and does not cost us the trees and the postage.

**Motion passed: 10-0.**

**Jack moved and Indigo seconded to approve the Site and Facilities manager budget of \$118,810.**

Jon: I would encourage you to use the money for temporary employees. I understand this last year there were a number of factors in play. The intent was to give the Site Manager the support you need.

Shane: The total of \$1,025 is not accurate. It was on the realm of \$2,800, however this year we did increase it. I estimated four pay scales that started at minimum wage. That is the way that I arrived at the number that is in place here. I fully intend on using it by bringing someone on the ground in May and use them through September. This will give help to myself, Crystalyn, Jeff, Shelly and the rest of the staff. Specifically tearing down and the other events we do during that time frame.

Jon: Do you anticipate anyone working more than 60 days at half time?

Shane: Yes.

Jon: Depending on whether ACA still exists, it might require us to provide medical insurance to the individual.

**Motion passed: 10-0.**

Hilary: I want to point out that we put a placeholder amount in for the Capital Projects of \$75,000. This is not a chosen target amount, rather if it were \$75,000.

Jon: I guess the question is, do we discuss how we use the Capital Project budget at the Capital Project budget meeting.

Jack: Yes.

Hilary: The balance of the deferred maintenance is carried forward. When we see this bottom line of \$75,000, we know we have those figures in there.

Jon: My only comment would be if you look at the motion on creating the deferred maintenance fund, my expectation was there would be a specific report addressing how that fund was used. As a reminder.

**Jack moved and Indigo seconded to approve the General Manager budget of \$974,519.**

Lynda: Before voting on the General Manager budget, the payroll has been updated to reflect the most current numbers. That is the only discrepancy.

Jon: I notice that we list all the salaries for the staff in the budget. I am not sure it is appropriate.

Hilary: Several of these lines have more than one

person combined.

Jon: Who gets to see this?

Hilary: Just the Board, officers and staff. We give a report at the Annual Meeting and block out the details. For reconciling and doing detail, it is helpful. Whether we put the individual budget items in there or not.

Jon: For archaeological research, we spent \$6,800 this year, we are budgeting \$3,000 and we're going to \$5,000.

Shane: We are at \$6,800 because we paid Heritage Research for work done around the Story Pole project. The Board passed a motion early last year indicating the Fair would pay up to \$2,500 of that. The total was \$6,400 and the Ritz has not paid us, but we have an agreement to pay us by the event in 2017. It is on the books as a receivable. We did increase it from \$3,000 to \$5,000, because we anticipate having more archaeological SHPO permits drawn. Paying professional archaeologists to monitor ground disturbance is something we'll be doing in the future.

Jon: Is there anything in this budget that deals with the road we are supposed to build from Territorial into the Far Side?

Shane: No, that would be a Capital Project. As I put in the report for the Board Retreat, I've had very limited success getting the contractors that I've reached out to return calls or submit estimates. That process has hit a wall. There may be additional money needed for archeological research for that project.

Jon: We can revisit that during Capital Projects, as I believe that there is a timeline.

Jon: The contingency line item, we budgeted \$12,200 and we spent \$9,800 and you are only budgeting \$7,000.

Crystalyn: We went through what was actually spent in 2016 from that line by line and we believe that \$7,000 is what we need.

Jon: Did we not spend \$9,800?

Shane: We did. After looking at the detailed transaction report, we feel confident that \$7,000 is more than adequate to cover it.

Jon: Medical is going up due to expansion?

Crystalyn: Yes.

Jon: GM rental, goes up and rental also went up under Site and Facilities Manager.

Shane: Last year there should have been \$12,500 put in the GM rental line item. Somehow only \$7,500 was listed. The \$12,500 is for the cost of the Fair storage barn on Andy's property, the compost barn and the \$2,500 for the rental of the Art Barn from the end of April through July.

Jack: I discussed all of this with you guys.

Shane: So, the \$12,500 is to cover that. Also, last year that rental line item covered some of the stuff that the GM under contracts would have rented, equipment such as light towers for the various entrances and exits because we had flaggers and by law we had to have light towers. Instead of renting two, I rented four. It also pays for the Gator for the management team. What we did to simplify was to put the rental line item of \$12,500 for storage, compost and Art Barn. The rental for the Site and Facilities Manager went up so that I could absorb those costs.

Jon: We have Whole Earth Nature school that we've not funded before.

Indigo: The Board voted to have a 'tween camp and this is where it ended up in the budget.

Diane: How many kids are going to be served by this?

Indigo: This year the motion was to work with 10 children, which is the legal limit. If we have success, we'll reassess. It is a pilot. On the t-shirt line item, it is \$30,000. I only have a \$304 margin, so we will go over that amount. There are increases in the cost of shirts and crew numbers.

Jack: If you don't know exactly, we should just adjust later.

Indigo: It is likely to be \$500 to \$1,000. The other question that I had was in terms of the actual for the LPFM. Is that all their donations they've received?

Hilary: When the money comes in, we restrict it and when they spend it we put it there.

**Motion passed: 9-0 (Justin absent from the room).**

Jack: We need to go back and talk about the Miscellaneous Food Vouchers.

Stephanie: This number should actually be \$288 for officers. That was my miscalculation. I assumed it would be the same with Lynda filling Grumpy's role, but Grumpy gets vouchers through the BUMs.

Jon: What is the food team?

Crystalyn: We've been working with Food Com-

mittee and they are serving as the Craft Inventory function for the food booths. We are breaking out four passes traditionally given to two different people from the Reefer Crew's trade pass list and making these more official. They will go around the event, make sure the booths are open when they are supposed to be open, and make sure they are serving what they were juried in to serve.

Indigo: Are we voting on this as part of the food vouchers or as GM because it was separated out?

We need a motion to even be discussing this now.

Jack: I'm sorry that I didn't make the motion.

**Jack moved and Ann seconded to approve \$1,428 for the Miscellaneous Food Vouchers.**

**Jon moved to make Fish Ladders zero dollars.**

**Motion failed due to lack of a second.**

Jon: I don't think we should be doing this and the way to stop it is to defund it. I've done it in the past.

Hilary: This would have been a great thing to bring up this past weekend rather than trying to do it through the budget process.

**Motion for food vouchers passed: 9-1-0; Jon opposed.**

Hilary: Justin had a potential motion for us on crew status, but he is missing in action.

Grumpy: Does the total include deferred maintenance?

Hilary: Yes.

Grumpy: So the \$53,000?

Hilary: That is a carry over from the \$70,000 that was approved. It was an unspent amount.

Indigo: I wanted to ask a question on the Green Ticket fund. This is what's budgeted, but what is actually in that account right now?

Hilary: There is about \$120,000 in the account. I think we have about four years that have not been dedicated.

Indigo: So, \$45,000 times four years. Is there a recommendation from the Budget Committee as to where to begin dedicating that money or are we going to allow it to continue to grow?

Hilary: What we've done recently when there are projects that seem to qualify, we've spent some of it out of there. The big culvert project we brought to you that way. I expect we could do that again this year. At this point, the looming project is the Community Center. I brought it up a couple of times during the financial planning era and during the Board retreat and did not get too many takers. We are holding it for a project.

Indigo: Would the Board be willing to put \$90,000 of the Green Ticket fund toward the Community Center? I am willing to make the motion right here and right now. In the past we have dedicated specific money from the Green Ticket fund to the Community Center fund for sustainability. I would be nice to continue to do that.

Jack: I think we should put it on as New Business in February.

Indigo: I am not here in February, if someone wants put it on, otherwise I can do it in March.

Jack: Let's yield a little time here for this because it is important. To allocate before we have specific sustainability projects, I don't feel right about it if we are just holding it for sustainable practices. The discussion that we are going to have on the Community Center will revolve around, for example, heat pump versus ground water pumps. If we had the money dedicated to that, it might defer the discussion.

Casey: I would say if there were a particular need for the Community Center that was looming, I'd do it, but if it stays in the Green Ticket funds it gives us more options.

Indigo: I am willing to let it go for now and I also feel like we are taking this off the top of our tickets and it is just sitting there and we're not delegating it in a way that it makes a lot of sense. We are taking a dollar off every ticket and not telling the world, this is why we are doing this.

Ann: I want to say on Green Ticket money, there is a lot of things that we can use if for. The culvert was used as an example. The road to the Far Side would also allow some options and be more ecological in how we approach it and the money could defray some costs.

Diane: I like the idea for not tying it up because projects might present themselves. Because the public has contributed, I'd like it to be something that the public sees whether is more things solar or restora-

tion projects.

Jon: I have a general question about the Green Ticket fund. If there are Capital Projects proposed that are green projects, can we use the Green Ticket fund to supplement the \$75,000 that is already allocated? Let's say we have \$75,000 of non-green Capital Projects that we want to do and \$25,000 of a green project we want to do. We could use this money in addition to the \$75,000 if we so chose. I do agree we need to start walking our talk with the Green Ticket money.

**Justin moved and Sue seconded to create two crews for Xavanadu, one for Movement and the other for Art and Stewardship.**

Ann: For the last three years, I've been involved with the stewardship program. I've seen people come along and are getting better. I think they should become a crew.

Jon: In terms of where this falls in the budget, is Xavanadu entertainment a separate line item?

Hilary: That is not really determined yet. To me, the bulk of the movement is more like entertainment than the bulk of Art and Stewardship. The crews are structured similarly but whether or not they are shown together or move over to entertainment.

Jon: It also relates to how they are going to function. I assume that the different entertainment coordinators talk to each other.

Hilary: Literally, occasionally they talk. We call meetings and email at times.

Jon: How does it end up that an act that is hired at Main Stage ends up at Hoarse Chorale.

Hilary: Bryan calls up Laura or Linda and says I've got this great act and they'd like to play some other time and they'd be a great fit for Hoarse Corral. Or they submit an application for both stages. Entertainment coordinators don't typically have big joint meetings, but there are shared acts and it happens in different ways.

Jon: Is the expectation that the Xavanadu coordinators would be part of that process?

Hilary: The dance program part of that has already overlapped with Entertainment. Bands perform on other stages. The coordinator comes out of vaudeville and has connections.

Jon: Are there other art installations at the Fair besides those in Xavanadu? And if so, where do those come from in terms of a crew and a coordinator?

Hilary: They come from a couple of different places. For a while in the GM budget Leslie had \$2,000 for an informal art program. Sometimes she hired a muralist, sometimes she got Andy to do something, sometimes she bought some art. It was a way to have rotating art. Andy has been very creative. He did the giant kaleidoscope, and a number of projects in the off-year. Art Ambiance has also done a lot of art projects. What is different about this art installation process is Sallie is using an application process with applicants coming from both inside and outside of the Fair. It is not just being on a crew or knowing someone, rather being inclusive and doing outreach. It is a bigger vision with a revolving display of arts.

Jon: Can we split the motion into two? I am prepared to vote for the movement part to be a separate crew, but I'm not so sure about the art part. Especially because I don't know if we want to combine Art Ambiance - I'm not convinced that there could be some efficiencies by combining.

Justin: As the maker of the motion, I will say no.

Grumpy: My only concern is a lot of sections of the Fair want to be crews. Balance is really important in everything that the Board does. You have to balance if making Xavanadu crews jumps over people or others will feel jealous. It is like Chela Mela because it is a big area, but it is a bigger issue as to what areas become crews. I think you can get away with keeping them teams having the same people that are going to become coordinators work in it. I see how Hilary and Justin who have brought this along want to get out of the leadership position make it self-sufficient.

Justin: Making more crews is double-edged sword. I think in this instance when you look at the other crews that are absorbed that have common functionality, for instance Ambiance, to take on what I know we went through for a space like Xavanadu, for the art application process and the time and effort it takes, I think adding this team to the Ambiance Crew would be a bridge too far. You might as well give the autonomy and the ability to affect their own destiny and have ownership. This goes back to clarity of purpose. When you are talking about the two crews as they are related, Movement is huge. The Art and Stewardship piece is one of the things that we can

maintain in a tabula rasa; we don't get everything interchangeable, but what is interchangeable is the art, the feel, the stewardship and the sense of walking into the big open space and having the feeling you are going to see something new. The booths may be the same, or they may be resurfaced a little bit, but the art and the visionary lounge and bringing new things to that space every year is intrinsic and a draw for the public. Stewardship has been a bit of an interesting path we've taken on in the last four years. It has a lot further to go and is something we can leverage as a family. It needs someone to own it to create the vision. We have a beautiful space and we've locked up the ability to do that. At the end of the day it is the core of what stewardship can become. This is the first year we've had the stage and the wheel and the passport exchange program throughout that stewardship led. I think there are things that are yet to come to bear around the great work that we do in the community and internally as a Fair that stewardship can be an anchor for us, pun intended. To have someone have the vision for that and get it up and walking is the reason for separation of the two and why I don't think one is a lesser than the other. It is a great place to be able to espouse our beliefs through Galleria Philanthropy and Culture Jam - a lot of things we've not brought to bear around stewardship that I think is an untapped wealth of opportunity.

Indigo: It does bear a little difference in terms of where it falls, whether it is Entertainment Crew or not in terms of revenue based on vehicle stickers. That said, I think they both belong in Entertainment for the same reasons we've already spoken. To combine them would create a chaos that we don't really want. As I listen, I know the Art Stewardship piece has birth out of Xavanadu, but there is no reason that needs to remain as a Xavanadu thing. If they've developed an art application process, and with Stewardship being a property wide thing, maybe we don't call it Xavanadu Art and Stewardship, it is simply called Art and Stewardship. This would leave the opportunity to place art in other places in the Fair.

Hilary: Path Planning worked on this for a long time. XAG started working on it 2013. Several of the people who are assuming roles outside of XAG have worked on it for that long as well. We have people who have been developing experience. It is the biggest addition we've ever done. It is six acres. It is huge and they have come up to speed really quickly. There is something about actually being a coordinator, that when you are trying to get things done you get treated a little different when you go to QM or you go to the kitchen. I think it is important for these people who are taking on this huge piece of what we've invested in and see as our future. The small teams like IT or GOTV might want to be crews but they are not as complicated or as big of an aspirational function that we're asking for here. It is exactly like an entertainment crew with setup people, admin people, stage hands, performers - it is a big deal to have these fully functioning crews. I encourage you to acknowledge them and it makes a difference for them to be a crew.

Jon: Could it be one crew with two coordinators.

Hilary: It is too big. Sallie and I have separated it out. It is huge.

Jon: How many crew people are we talking about for each of the crews?

Hilary: The Movement is 40 crew people and over a hundred in trade passes to assist with the camping, the two lounges, and three venues. Art and Stewardship is about seventy-five trade passes and about twenty-five crew passes.

Jon: But they are functioning in the same geographic area.

Hilary: Not beforehand, because a lot of the Art and Stewardship people are in Portland. Movement people are in Eugene. They barely interface with each other.

Justin: It comes down to functionality for me. One person is over here reaching out to the world for art applications and others are lining up movement and entertainment and trainers and teachers.

Hilary: We thought that this might be one. We've been doing it for four years and found it to be too big and too diverse.

Jack: We've been working toward this point and the fact is we passed a budget for it already tonight. In looking at the scope and the scale we're talking about, there is nothing else that they can be. When crews get too big it is difficult to break them apart, but when we do break them apart, it is better to be smaller.

**Motion passed: 8-0-2; Jon and Ann abstained.**



## BOARD OF DIRECTORS MEETING FEBRUARY 6, 2017

7 pm, NW Youth Corps, Columbia room

**Board members present:** Diane Albino, Ann Bennett-Rogers, Chewie Burgess (alternate,) Casey Marks-Fife, Justin Honea, Lucy Kingsley, Kenya Luvert, Jack Makarchek (president), Jon Silvermoon, Lawrence Taylor (alternate). **Peach Gallery present:** Staff (Crystalyn, Shane, Stephanie, Shelly and Robin), Officers (Hilary, Lynda and Randy) and 47 members and guests.

### New Business

Camping mediation coordinator (Chewie)  
Capital Projects Budget  
Community Center (Ann)

### Announcements

Martha: This Board of Director's meeting is being videotaped and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings here tonight. To get links for this and all Board meetings go to the Board section of oregoncountryfair.net and click on "Sign up to receive videos of monthly Board meetings."

Lucy: Art Bingo will be held Sunday, February 26, from 2 pm to 5 pm at Shadowfox Gallery, 76 W. Broadway. Art Bingo is a fundraiser for the Kareng Fund, an emergency relief fund for low-income artists and artisans. Many items donated by Saturday Market and Oregon Country Fair artists and local businesses are available as bingo prizes. Come and have a great time!

Chewie: Thank you from Dave Archibald for the donations to the Standing Rock Sioux.

### Staff Reports

**Crystalyn:** I am going to keep this month's report short since we have been meeting so frequently. We are finally done with budgets except for some minor QuickBooks corrections. I would like to say thank you to the committee members for all of their hard work with a specific thank you to Hilary. All of her hard work and devotion to our organization is inspiring and I am very grateful for all of her help.

We had a coordinator potluck a few weeks ago and I believe that it went very well. I am in awe that it is already February and Fair is just around the corner! At the potluck we announced that the Virtual Sticker Booth will be closing a day earlier than normal, so please make sure to be done with everything by June 30.

I am happy to announce that we have two new crews: Xavanadu Art and Stewardship, and Xavanadu Movement. The Board officially created these crews at the Budget Board meeting last week and I am hopeful that coordinators will be named tonight.

The Diversity Task Force is hosting their second Learning Opportunity on March 12. If you would like to attend, please sign up here: <https://goo.gl/forms/7Fr6irCrRQ5cX3Cx1>

**Shane:** The Long Tom crested at about 16 feet today, which means the site is again underwater. I urge caution to anyone that chooses to float the site; there can be hidden underwater obstacles as well as swift currents. Please make sure you have adequate flotation devices; that you check in with staff before you set out, and after completing your recreation. It only takes a quick phone call to let us know you made it in and out safely.

On January 28 the BoD met with the management team to help create a better dialogue between the two groups. Many topics were touched upon and everyone's input was valuable. It was a wonderfully successful meeting and we look forward to having a few others throughout the year. It was a fantastic way for the new Board members to get familiar with the management team and learn about issues that are

of concern to all of us and how we may better serve the Fair.

**Shelly:** Thank you to Alex Holden of Tree Crew and Cameron Clark of Site Crew for coming out a couple of weeks ago and working with me to free the pinched line from under the big ash tree that fell down at Commemorative Sales. Thank you to Nini Hendrickson and John Bulick, our site mechanics, for coming out this weekend and getting the entire vehicle fleet ready for the season. We are flooded! I don't recommend driving east on Chickadee as you are likely to get your vehicle stuck. Please park at the Hub and be safe when you come out.

**Stephanie:** I would like to ask for volunteers and donations to help with the Spring Fling, May 6. It will be at Whirled Pies, on the corner of Eight and Charnelton in Eugene. The great band Candy Apple Bleu will entertain us. All the proceeds go to support scholarships for Culture Jam. We are in need of to help with the event and donations for the raffle. Contact me [office@oregoncountryfair.org](mailto:office@oregoncountryfair.org) or call 541-343-4298.

**Robin:** The phones are ringing at the office and visitors are coming in. Artists who want to enter the jury process so they can sell a craft at the Fair should be aware that the deadline for submissions is April 1. Just go to the Fair website for information about that application. Groundwork is being laid for Culture Jam registration. Dates for youth to sign-up is moving further out this year, from April to May.

### Committee Reports

**Diversity Task Force:** Jain announced a free Diversity Workshop on March 12 from 10 am to 4 pm at the LCC Longhouse. Sign up no later than March 5 at: <https://goo.gl/forms/JVRfQWN6n8jpEaWW2> or email the Fair office, [office@oregoncountryfair.org](mailto:office@oregoncountryfair.org).

**Land Use Management Plan Committee:** Jon announced the LUMP Parking workshop will be on March 5 at Stellaria Building, 150 Shelton-McMurphy Blvd. #104, in Eugene.

**Personnel Committee:** Jon said the group is working hard to deal with the issues of the last several months. We are working with our new management team and looking to put on a successful Fair this year. The plan to come up with what the staffing will look like will be more articulated post-Fair than pre-Fair. We are trying to get through this Fair and look at the bigger picture post-Fair.

### Member Input

Martha: I'd like to address the Board. I would like to urge you to be as transparent as you possibly can. What that means is making motions here for discussion. It appears, as Jon just alluded to, that we are not going to hire a new General Manager before this coming Fair. That was never discussed and was never a motion. The step tables are something that certainly could be shared with people at this meeting. The Fair has made a decision not to make public hiring and firing decisions, but all the rest of the personnel decisions can certainly be open and shared at this meeting. I ask you to try, particularly in this time, to ask and nudge the lawyer, to say is this something we can make a motion on? Is this something we can discuss publicly. If he says, "well," then ask why not? What are the possibilities of risk versus building trust and the need to strengthen this community every single chance we get. I can be as impatient as they come, but some of that comes from listening to all of us and our opinions. We only really have the option to do that when there is a motion on the floor. I would urge you very sincerely to only make decision at the Board meeting. Remember that please.

Joseph: I've been on both sides of the table, but I find it frustrating to not know why something big has happened. There are a lot of other issues and the Personnel Committee decisions are one. I urge maximum transparency. I would love to have a report after the Board retreat. As an organization, we invested \$1,000 in the Longhouse 11 years ago and boy has that paid off.

Mary: I'd like to make Martha's service to the organization clear. She was on the Board for quite a long time and on the Personnel Committee during that time. I would think her advice is well considered and informed.

Oblio: I've been with the Fair for 13 years in Community Village. I started Rainbow Village in the diversity community. I am here to talk about the her-inals. I love that they exist. But I'd like to talk about them becoming squat-inals. I'd like to have some squat-

inals and some stand-inals. There are those of us who squat to pee and identify as women. There is a large transgender community and there are some people using the her-inals that aren't women. I want to determine how to make peeing more inclusive.

Martha: I'd recommend you follow up with the staff.

### Donations/Secretary Report

Randy: There are no donations this month, and with all the business that we have tonight, I'll forgo my report.

### Treasurers' Report/Budget Items

Lynda: The Board approved the Crew budgets, as well as the Board and Staff budgets last week so we've completed that part of the cycle. We are still making some updates to QuickBooks so the bottom line number that you see in your packets will be updated for next month.

Next up is the Capital Project requests. The Budget Committee will be meeting over the next few weeks to review the submissions and make recommendations. The Board will vote on the recommendations during the March Board meeting.

Hilary: Payroll got entered twice which is the reason that the bottom line looks off.

Jon: Regarding the email on the LUMP event, is this something we want to deal with now or do we put it on the agenda as a separate item.

Hilary: I haven't had a chance to see how that was charged last year.

Jon: There are expenses associated with the LUMP event on March 5, and we don't know where that money is coming from. My thought was there should be a line item for committee and task force expenses. The Diversity Task force event last year came out of the change line item. There is nowhere in the budget for committees to use for workshops.

Hilary: The GM budget has plenty of places we could charge those expenses. It would have been a good thing in the early stages to bring it up.

Lynda: Alternatively, since the committees work at the Board's behest, it could come out of Board's budget.

Jack: The education line would work.

### Old Business

**Casey moved and Diane seconded to confirm the meeting minutes from January 16, 2017, Board meeting.**

**Motion passed 9-0-1; Chewie abstained.**

**Justin moved and Casey seconded to appoint coordinators for Xavanadu Art and Stewardship: Lisa Lonstron, Michael Spatzek and Andrea Carlos.**

Sallie: I want to encourage you to approve these three individuals for the positions. They have been doing a terrific job. Michael has pulled the art components together, Andrea the stewardship and Lisa is working with crews and the organization. They are a great team.

Justin: I too as a sponsor and member of XAG support these appointments. I've not had a chance to work with Andrea, but Lisa and Michael it has been a pleasure to see you flourish with the success of the Passport program last year. Thank you for taking this on.

**Motion passed: 10-0.**

**Justin moved and Chewie seconded to appoint Michelle Kelly and Shawn Kahl for Xavanadu Movement.**

Hilary: Many of you might know Michelle Kelly from Construction, working with Lucy and Vaudeville.

Michelle: Getting to work on Xavanadu is a new challenge given the other work I've done. I do know a lot of faces.

Hilary: Michelle is pulling together the inventory and the administration as well as the liaison with other groups. Shawn Kahl has worked with the dance program. He has extensive experience that includes Vaudeville. I'm so thrilled that these people are stepping up.

Stephanie: I'd like to ask that all of you that are approved this evening as coordinators, please get me your contact information so that we can get you all the information you might need for your job —[office@oregoncountryfair.org](mailto:office@oregoncountryfair.org).

Justin: Anyone that steps up as a coordinator deserves gratitude. What you have taken on is a big job with Xavanadu. Michelle, you are amazing. The one year you worked inventory you did a great job and I think this is right up your alley. Shawn, I'm really impressed with you and your eagerness to champion movement and dance in and out of the Fair. Thank you both!

Chewie: I want to thank both Michelle and Shawn who I know in and out of the Fair. Michelle is an amazing asset and Shawn is always positive and proactive.

Jon: I want to thank you folks for stepping up and also as a member of the Diversity Task Force, invite you to the learning opportunity the DTF is giving on March 12.

**Motion passed: 10-0.**

**Justin moved and Casey seconded to approve new Guideline 49.**

**49. Trail Access. The OCF maintains a system of emergency access and evacuation trails that run through several of our family camping areas. Anyone with a Fair camping pass may use any of these trails during the Fair unless access is restricted or closed by official signage or Fair staff handling an emergency. No camp or group in the Fair has the authority to block a trail or trail entrance or restrict trail access without approval from Fair management.**

Sam: I've camped in an area behind Community Village. There is a trail that runs through there marked "fire exit only" which leads from Community Village to Main Stage. If that trail were to be opened up, it would have a detrimental effect to those in Community Village. It would create a highway through people's camps.

Jain: My understanding of this guideline is that the trail is open to Energy Park at all times, whereas with the trail in Community Village it is a fire gate. Ours in Community Village is for fire only.

Hilary: On the Fair site are white ribbons that mark the evacuation trails. This is talking about the emergency evacuation trails. When you think about what it takes to evacuate the Fair, you will need people familiar with the most rapid way out. I'm happy management has built those trails and set up an evacuation system.

Joseph: I'd want to be sure this is specific to the main thoroughfares. There are mixed feelings because limited access does protect privacy and camp security. First make sure management is ready to take on designating these trails and what is private.

Tina: I'm on QM and helped setup the signs a few years ago. The trails go not only to Main Stage, but also to Marshalls and there are other accesses along Snivel Road.

Coyote: Was Energy Park contacted on this and had any input for the rationale? If it is the trail I'm thinking about, it is also near the Blintz booth — have they been contacted?

Mouseman: I don't have an opinion on whether they should be accessed, but in my years in Security, I felt the emergency escape routes were unfamiliar by the Fair family. Having access to them would familiarize them to their existence. As a Security supervisor I made sure we had maps so people knew about them. I understand privacy and making highways through camps, but a lot of that has to do with our population issues.

Coyote: If Energy Park and the Blintz booth have not been informed about this change, I think a conversation is needed.

JonP: It strikes me that in a real emergency the public would not find the trails, and a lot our own that are familiar with them would not get through them very fast. We ought to have real emergency access and maps to go with it.

Diane: I am opposed due to this because it is a security concern in the Village if there is a stream of people coming through our camp. As to a fire trail, people that camp there know where the trails are. We have a cul de sac, not a dead end.

Jon: I am not going to vote for this because I believe it will have unintended consequences. Fair management has the authority to deal with this. We don't need a guideline to restrict the trail. I would encourage the individual that made this guideline to speak with Fair management.

Chewie: This addresses one of six trails that are identifiable as bunny trails with red and white tape marking them. They go through people's camps and are emergency exits. I have concerns about the emergency evacuation maps. I think that management can

deal with this. It singles out Energy Park and sets a bad precedent. There is also a budgetary element for security that is not stated in the change.

Ann: I use this trail and have been questioned when leaving Energy Park. It is not that good a trail.

Jack: This is not all about emergency trails. There are a lot of access trails that skirt camping. What we need to consider the most is that we have a simplistic notion that if you have a wristband you can move about the Fair. It is surprising to me to have a guideline to reinforce that. It has been interesting as a Security person that oversees an area when someone says you must make sure nobody comes down here. If you are leaving it up to a camp host the number of rude encounters to deal with will increase just because someone is either taking a different way to their camp or going to visit someone. If they have a wristband on this is unrealistic. I see where they want to go with this, but it already is. Those in the deeper camps put up wattle fences up or tapestries for privacy. The premise is — “who are we to say that a wrist-banded person can’t go visit someone.”

**Motion failed: 1-8-1; Diane, Jon, LT, Ann, Casey, Justin, Chewie and Kenya opposed; Lucy abstained.**

**Justin moved and Lucy seconded to approve changes to Guideline 32 on the Grievance Process.**

**32. Conflict resolution. From time to time in the flow of interactions, disputes and disagreements may arise within the Fair family. In our efforts to strive to be completely fair to everyone while supporting the expression of our alternative ideals, we have several conflict resolution efforts. Conflict coaching, mediation, and facilitated dialogue is available from CeDaR, the Fair name for a group of professionals in Eugene. If there are other Fair groups that are better suited to resolve your particular conflict, CeDaR will connect you to them. If the Fair’s written policies or guidelines are violated, a formal grievance may be filed. You may obtain a full copy of the Grievance Process from the Fair office or online at oregoncountryfair.net. All grievance processes and time limits at any step of this procedure are suspended by a moratorium period from June 1 through July 31. During this period, contact CeDaR, Quartermaster, or Fair Central for assistance from people trained in conflict resolution.**

Crystalyn: I would ask that you do not pass this guideline change. CeDaR comes to the Fair under the management trade pass list. We are still figuring out the roles that they will play in the event. I am grateful for everything that they do, but I don’t think this guideline is appropriate.

Coyote: I’m with the mediation team and we are one of the other Fair groups that are trained in conflict resolution. Before Crystalyn spoke I was concerned that CeDaR is becoming a clearinghouse for mediation. I feel dissed as a mediation team that has been in existence for five or more years. We were not included or consulted in this. I was going to ask Kat if I saw her to table this and look for something more inclusive.

Joseph: Unless there is a strong need for the existing wording this is not needed.

Jon: If people at the Fair want a copy of the grievance process, they ought to be able to go to Quartermaster or an Info Booth to get one.

Chewie: I echo Michael’s thoughts. CeDaR is in no position to oversee a process that’s been going on for years.

Justin: I initially supported it, but assumed there was communication and inclusion on CeDaR being the clearinghouse. I’m disappointed. I withdraw this motion.

**Motion withdrawn.**

**Casey moved and LT seconded to approve changes to Guideline 11, paragraph two, Entertaining at the Fair.**

**11. Friday through Sunday of the Fair, battery carts devoted to stages will be used only for acts coordinated and scheduled by entertainment coordinators. With the exception of Main Stage on Saturday night, no OCF stage under the supervision of an OCF entertainment crew will have amplification after 2 am. Late-night acoustical venues respectful of the camphoods and needs of the Fair family are encouraged. Tolerance of those who want to dance and celebrate is also appreciated. See Section 49 for additional Sound Amplification and Sound Permit information.**

Crystalyn: Shane and I worked with Indigo on this guideline change. Guideline 49 allows amplified sound essentially anywhere but stages on Friday

and Saturday night and ends at 2 am. We made this request to get the two guidelines in line. This does not say that a stage has to have amplified sound until 2 am. We won’t approve any sound permit requests that are not cleared by the stage coordinator.

Hilary: This replaces a guideline that used to say midnight for stages coordinated by entertainment coordinators. It was Entertainment coordinators who initiated the change at that time partially because of a drag on resources and to take the energy somewhere else. Entertainment coordinators have had emails going back and forth about this. The stages most likely to go past midnight are Hoarse Chorale and Main Stage. Hoarse Chorale has budgetary resources that they have devoted to doing nighttime shows as does Main Stage. Dance Pavilion will continue to do shows that end before midnight. I don’t think Vaudeville wants to do any evening shows. I have mixed feelings, but know the shows at Hoarse Chorale and Main Stage are well received. My preference is to find another place for a late night venue.

Charlie: We polled our neighborhood some year back at Hoarse Chorale to find out what would be appropriate music to play. After three years, we agreed on midnight and our music. Now we’ll have someone else programming music from 11 am until 2 am. It will be the same programming all day. We have three gatekeepers for all the Fair music and don’t get different music at the stages.

Joseph: Trust your staff and your entertainment coordinators to work with the neighborhoods. Vote yes.

Shane: I want to point out that this only changes the length of time that the stage could possibly have music. They still must get neighborhood agreements, apply for amplified sound permits and they have to choose to want to have a band until 2 am. We are talking about two possible stages that could have amplified music until 2 am.

Laurel: Shane covered most of what I wanted to say. The guidelines for 2016 state that for amplified sound, “the end time for sound amplification is 12 am Monday through Thursday and 2 am Friday through Sunday.” This allows for our guidelines to be more consistent and obligates no one to amplify sound at any time. I encourage you to pass this guideline change.

Saskia: I work in pre-Fair kitchen. I have many friends who work odd hours and they get off shift late at night. I’m in support of late-night music for those crews. It will help everyone have a good time.

Chewie: The current sound guidelines are so that no one place has music in your backyard all the time. I don’t understand why we are doing this. I’ll vote against both the sound guideline changes. Management can implement them.

Crystalyn: The only change in this guideline is the time.

Jon: Gosh, we have crews that get off at 4 am, I think we should have amplified sound until 7 am so the crews that get off at 4 am can go out and party after they get off. Let’s have amplified sound 24 hours. <laughter> I remember when the Fair had no amplified music. The change was that we would have amplified music at Main Stage, and that would be the only place we’d have amplified music. It multiplied to everywhere. I’ve noticed in the last few years more opportunity for acoustic music at night. I don’t want to lose that improvement. I think maximizing opportunities for acoustic music maximizes opportunities for creativity, more people taking part in the creative act. The more amplified stages you have, the more you turn it into something to be consumed by people. I don’t think that is the Fair values that I want to foster. The horse is already out of the barn at the Fair and I understand that. It’s all well and good to hear it probably won’t be at Shady Grove because of this and not at Vaudeville because they don’t want to do it. That is not what this guideline says. If circumstances change and this guideline passes, every single OCF stage could have amplified music on Saturday night until 2 am if they could meet the conditions in terms of neighborhood agreements. I don’t think that is what I want to do either. The other reason I’m going to vote against it, we applied for a Special Use Permit from Lane County for a park. The neighbors have appealed the decision. The neighbors that raised objections used our own words in their objections. They pulled it out of guidelines and Board minutes. Putting in the guidelines that you are going to have more stages with music until 2 am is poking sticks in the eyes of the neighbors that are fighting us to keep the county regulations from going our way. This is not the time until we get resolution to the land use issues.

Casey: I’d love to yield four seconds of my time for everyone to take a deep breath. I will speak to this motion and the next one. Hoarse Chorale and Main Stage can already have music until 2 am. Those who have spoken don’t like the idea of Hoarse Chorale messing with the neighborhood. By not approving this, we are saying that those two stages are the only ones that will continue to have amplified sound. This is about spreading throughout the Fair the amplified music and giving breaks to other places. Jon, we don’t agree on this vote, but I respect your views on consumerism. If there is an empty stage at night at the Fair, it yields the opportunity for acoustic music. This motion gives management the ability to sift through applications and at their discretion and to determine who gets to have music with respect to the neighborhoods. Management works at our bequest and if you as a Board member don’t want all stages to have amplified music, I’d say we as a Board have the opportunity to change that. We are an alternative organization and operate differently. We are going to take 10 seconds as a group to stand and reach as far as you can to try to touch your toes. Understand everyone wishes they touched their toes but didn’t, that is an issue of not having flexibility. This represents the ability to construct flexibility in our process. The art being created today is different than the art being created when this Fair was younger. If who we think we are is who we were then, that is one thing, but I think who we think we are is progress. I’m not here advocating for amplified sound until 7 am. But what I am here is to support progress, compassion, consideration and flexibility.

Diane: I’m flexible, but this seems to say any stage can go until 2 am late night. Why does it not say that late-night amplified venues have to be respectful of the campgrounds and needs of the Fair family. We do need a late-night venue somewhere that is sound controlled with some physics solution that I’m sure is out there. It just doesn’t need to be everywhere all the time. I’ll be working on a light pollution guideline for next year.

Justin: This is a step for management to get the tools to align the guidelines. There are a lot of things going on, and they are not going as succinct or transparent as everyone wants. There are a lot of people putting in a lot of good work trying to improve our nighttime sound. One of the things that came up was a nighttime sound coordinator. I’m behind that and I think there is opportunity to be able to diversify our nighttime. A redeeming thing from the sound amplification workshop to conversations with the crews, to those using decibel readers is that it is people trying to understand and how to lessen the impact throughout the Fair by rotating around. There are good people with good intent. I don’t want to go to the dark side thinking everyone’s intent is to blow up the Fair and have live music on every stage until 2 am. That is a bridge too far. It is really sad from a Board perspective that we would go to that dark side so fast and think that everybody has ill intent in this process. No one wants to impose on everyone and at the end of the day, there are good people trying to spread the love around. At nighttime there is a need for places to be to have fun. We have a generation coming up, and like it or not, the magical fairy village where everyone walks around and plays acoustic music is not what this generation wants. There are ways to be able to have fun, there is technology out there and there are good people trying to work on this problem. In our family, nothing goes fast enough and nothing stops fast enough. At the end of the day, we need to align and give our management the tools to make this happen. This is nothing but an aligning of guidelines.

Jon: The existing guideline that allows music to 2 am allows it at other OCF stages. This expands what is permitted in the guidelines. This is an expansion, not an alignment.

Lucy: Shane, I see that you have the guidelines out, what does this guideline say?

Shane: Guideline 11 states now: “With the exception of Main Stage on Saturday night, no OCF stage under the supervision of an OCF entertainment crew will have amplification after midnight. Late-night acoustical venues respectful of the camphoods and needs of the Fair family are encouraged. Tolerance of those who want to dance and celebrate is also appreciated.”

All we are trying to do is make Guideline 11 equal to Guideline 49.

49 on Sound Amplification says: “Because we camp so closely together, amplified sound, whether live or recorded, projected beyond the intended audience

creates problems for other Fair family. Please consider others before you turn it up; please be respectful of the impacts on acoustic musicians, exhausted kids and parents, and Fair family with early morning shifts. Camp hosts, coordinators, booth representatives and campers are asked to develop and negotiate neighborhood agreements before the Fair regarding sound levels and noise guidelines and to collectively coexist in a peaceful manner. If conflicts develop, the Management Team will intervene as needed. Conflict resolution decisions made at that time by the Management Team must be honored by all parties involved and will be reviewed post-Fair. If you are planning an event involving amplified sound on the Fair site outside of the event season, you must obtain a permit from the Site Manager. ... During the event week, the end time for sound amplification is 12 am Monday through Thursday and Sunday and 2 am Friday and Saturday. During the event season from Main Camp through post-Fair the management team has the final say on all sound permit requests and timing issues. The rest of the year, all amplified sound will end at times in accordance to the Lane County ordinance, Sunday through Thursday and no later than midnight on Friday and Saturday always subject to management approval."

**Motion failed: 4-4-2; Diane, Jon, LT, Chewie, opposed; Ann and Lucy abstained.**

**Casey moved and Justin seconded to approve changes to Guideline 49.**

**Timing: All Sound Permit requests and timing issues are always subject to management approval all year. During pre-Fair, the following amplified sound timing requirements apply: Friday and Saturday ends at 2 am; Sunday to Thursday ends at 12 am. The rest of the year, all permitted amplified sound will end at times in accordance with the Lane County ordinance Sunday through Thursday, and no later than midnight on Fridays and Saturdays.**

Crystalyn: Last year we did a lot of sound testing during pre-Fair parties and we found that with pointing the speakers in the right direction and location of the music you could not hear it, even in places within our property and definitely not beyond our property lines. This goes a really long way in recognizing the wants of our younger generation and our key operational crews. This is an honest compromise.

Shane: Along with the sound surveys that the volunteers did by bringing or renting equipment for two years prior, this last year we hired an outside sound company to come to the Fair in September and do a sound survey throughout the Fair site. We have submitted this professional survey to Lane County as part of our SUP. So, we not only have what the volunteers provided, we paid professionals to come out and do testing.

Laurel: I've had the great joy to be able to help plan one of the very large Main Camp pre-Fair parties. It is a lot of work and takes a lot of people getting together. We work to make sure that all operational crews on the ground can take part and that it is not going to mess with anyone's world. All of these pre-Fair parties are out of pocket. This is volunteers that want to be able to provide an experience for their friends. A lot of people do not arrive until after dark, which in the summer is after 10 pm or 11 pm. Allowing us to go until 2 am would allow this work to go farther and allow us to enjoy each other a little more. I urge you to vote for this guideline change.

JonP: I support this motion for the reasons just stated.

Joseph: Give the management the tools they need. We are going to still be relying on them to make sure it is all working. Trust the people you hired.

Jon: Questions for management: Do people come to the Fair for Friday or Saturday parties who aren't out there in the daytime?

Crystalyn: We do our very best to discourage that. We make it public that it is not socially acceptable.

Jon: So, some people do?

Crystalyn: I'm sure some people do.

Jon: That's fine. Do people leave the Fair after parties are over?

Crystalyn: I have no way of knowing.

Jon: Again, my concern is the poking the stick in the eye of the neighbors issue. We have critical land use issues we are trying to get resolved at the county level. For those that support the Community Center, this will be the next after the SUP. I understand the sound decibel tests, but the time is not the same as the county time. People are going to see that and not

necessarily see the background information on the sound levels. If we want to get those approvals, even if it is an acceptable thing to do, we should delay until we get those approvals in place.

Shane: We try to control the pre-Fair population because of the impact it has on services. I started in 2014 as a staff member and after the picnic myself, Charlie and Tony stayed up until about 3 am checking every car leaving the site to make sure that people were not intoxicated before they left. We have done this for every Fourth of July and went to the wristbands to control the access even better.

Chewie: I am going to support this motion because it is going to give management the tools and aligning the guidelines. Sound attenuation is the way to solve this.

Casey: I believe as it stands now the guidelines break the county regulations, this guideline change puts us in line with the county.

Jon: Was this guideline shown to Thom Lanfear or our land use consultant? I know he thought some of the changes we made in the past were counterproductive.

Crystalyn: I will not quote Thom, but he believed that we ought to eliminate all our sound guidelines. If they were not in the guidelines, we were not saying we'd have late night music. We did the sound study that showed we were able to have amplified music in locations and not hear it at the property line and that is in compliance with the county regulations.

Jon: Is the language in this guideline with what we are saying we are going to do in the SUP?

Crystalyn: The SUP does not apply to Main Camp. It applies to the rest of the year and that is consistent with what we say in the SUP.

Jon: So, this is not covering pre-Fair?

Crystalyn: Pre-Fair is covered by our Non-conforming Use Permit (NCU)

Jack: Jon, what you are portraying, is if I were a neighbor I would be reading these minutes and thinking that the Fair is genuinely disingenuous. The reality of it is that we are citizens and we are obeying the law. If we are denied an SUP or are denied any of our non-conforming use and we are not breaking the law, we are not giving it up. I can tell you all that for a fact. We are within the law and as long as we are within the law it is the county's foible to contest us. I don't want to have to remind you how we got here. Take one of the politics maps by county — I am rather proud to be on the side that is more progressive and not being disingenuous and trying to abide by the laws.

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

**Justin moved and Lucy seconded to add Guideline 52.**

**Add 52. No food or drink may be sold or served in craft booths. Herbal tinctures and herbal extracts are the only ingestible items allowed for sale in craft booths. These items must comply with all applicable state and federal laws. Crafter must supply copies of valid Health Department licenses and Proof of Insurance to Booth Registration.**

Sam: In principle, I think this is a good idea, but I am hesitant to hear only two items called out as the allowable ones. Being specific leads down a road to something that doesn't fit.

JonP: Could the Board add the word "to the public" after the word "served?"

Jon: My question is with the words "or served?" Would it be permitted in this guideline for a massage therapist to give a cup of water to the person getting a massage?

Martha: Jon, this is a rhetorical question and it would be the food committee that would enforce this.

Jon: I think having the words "or served" is problematic. I have no issue with "selling" it is "serving." What it says is if you go into a crafts booth and someone says do you want some water, they could be in technical violation of the guidelines. Can you have a water jug in the crafts booth, that people can get water? Can we take out the words "or served?"

Lucy: I would be in support of leaving "or served" so that it avoids confusion and promotes clarity and transparency. Massage booths are not considered craft booths, they are considered service booths. This guideline is specifically for craft booths.

Martha: Is that a motion to amend to leave out the words "or served?"

Lucy: No. The Craft committee has been working on this guideline for some time in terms of finding a way to shape it in response to several issues that have come up and are challenging.

Justin: This is a culmination of two years of work. There are a couple of booths that are in mind for this clarification. The verbiage around the health department and the licensing and the tinctures is extremely important. It is important around the food booths, and should be mandatory for anything anyone would possibly be able to ingest. A lot of the products out there have dual purpose and we don't know what someone's intent might be for a salve or a tea or herbal tincture that might be used for one application that somebody might use elsewhere. The "served" issue comes around people trying to give samples of food and they don't have any health background or anything. "Served" is an important word here although it may seem a little strange, it is very important for some situations that we face.

Jack: This is a health and safety issue and I'm not sure how we've missed it for so long.

Diane: This refers to the public hours only?

Justin: Yes.

**Motion passed: 10-0.**

**Justin moved and Lucy seconded to add Guideline 15 to Diversity.**

**Diversity of artistic and cultural expression is an essential part of the OCF aesthetic. Being open and welcoming to people of all cultures is core to our mission and vision. These two statements complement each other, but they are also in tension at times. This guideline aims to create appropriate and respectful balance between these two complementary goals. The actions people take in public hold special significance, and reflect on OCF as a whole.**

**Please treat all sacred traditions with dignity and reverence. Please be mindful when participating in traditions from a culture with which you are not intimately familiar. Even well-intentioned actions can be hurtful. Although you may feel that what you are doing is honoring another culture, it could be seen as disrespectful. This could make the OCF feel less safe and less welcoming to people from other cultures.**

**Everyone has freedom of expression. We can only ask that everyone pause to listen to others and think about who they may be hurting if they exploit, misrepresent or desecrate someone else's tradition. If someone is raising a question about whether you're engaging in cultural appropriation, that's a strong indicator of the possible need to do some courageous inner listening.**

Sam: I serve on the Diversity Task Force and there are a lot of conversations that went into formulating this proposed guideline. Our aim was to create a guideline that opened the door to having these discussions without being punitive or putting any one in the position for being the "head address police." This guideline serves to balance our event and keep the traditions that we all hold sacred on all sides.

Hilary: I love that the Diversity Task Force is dealing with these issues. I acknowledge this is a good first effort. I hope we will continue working on it. One thing that stands out to me is "please treat all sacred traditions with dignity," I think it is broader than the sacred traditions because there are a lot of different aspects of cultures and ethnicities that we need to be sensitive to. I don't think the bar for whether or not you can participate thoughtfully and appropriately is whether or not if you are intimately familiar.

Crystalyn: Although, I agree with the statement and I think it belongs somewhere, I don't think it is appropriate as a guideline. People file grievances over guidelines. How would we effectively mitigate something that is open to interpretation. As a management team we are not equipped to determine what cultural appropriation is to one person versus another.

Joseph: This does not sound like a guideline that provides for enforcement. It is more so a request for courtesy.

Sam: The way it is crafted, the idea would be that the only thing that someone could do to break this guideline in such a way that a grievance could be filed would be refuse to participate in a conversation.

JonP: This is a good idea to have as an advisory guideline.

**Lucy: I'd like to make a friendly amendment to include this in the guideline in Community Agreements rather than in the guidelines proper.**

Justin: I would definitely agree to that.

LT: This is not something that can be enforced. It comes down to mandatory rather than precatory (relating to or expressing a wish or request.) This is the latter.

Ann: I agree with the friendly amendment. I am the person that a year ago pointed out that cultural appropriation is a form of institutionalized racism. This statement is intended to think before you appropriate.

Jack: Ann, what you just said, wouldn't it be a cultural misappropriation? Cultural appropriation, when you are in a mixed society, is a little different that misappropriating a person's culture. I ask, are we really saying what we mean? It is hard to be at the Country Fair or in the State of Oregon to not be somewhat guilty of appropriating things. It is more important that we don't misappropriate things and use them completely out of context — which would certainly be racist. I'm not certain that I can go there with the word "appropriation." I'm not sure we can say we cannot appropriate cultural things. I can walk the path and see people making moccasins that could be construed as a cultural appropriation. I'd be all for something like this that would put in the right direction as using mis-appropriation. This would put it in the real context versus putting it in the vernacular. One is what we should be doing, the other is what we definitely should not be doing.

LT: The verb appropriate has four distinct meanings: "to set apart legislate for specific purpose or use," misappropriate refers to that. To appropriate, could also mean "to take possession of something." The definition that most applies here, is "take without permission or consent or expropriation" — so perhaps we should call it "cultural expropriation." It can also mean simply to steal. Misappropriation is a synonym of misallocation.

Kenya: In this context it is interesting to hear perspective in terms of who is being appropriating and who is being appropriated. It is the dominate culture that is saying who is being appropriated. They are not taking me or other people of color into account. One thing that I find of America, bless its heart, is that it's extracting so much without putting anything back. Where does this language need to go to really get people's attention?

**Motion passed: 10-0.**

Stephanie: For a little clarity on where in the Guidelines this should go, can someone help?

Lucy: Insert this in Community Agreements before last paragraph and after information booth.

**Justin moved and Casey seconded to approve changes to Guideline 17, paragraph 6.**

**Fireworks are prohibited at all times without appropriate Oregon State and Lane County permits as well as approval from Fair Management.**

Mouseman: The \$4,500 spent on this annually is a horrible misappropriation of funds. As our mission statement says, we should make money and give it to poor people or those in need.

Coyote: This begs the vote on what the advisory vote was on the ballot. The majority of people who cast their votes wanted to enforce the guidelines as they were — which was no fireworks. In 1982 when we were given the opportunity to purchase the land, a commitment was to steward the land and care for the land. I've had a lot of opportunity to live with native cultures and it taught me we are all related — the deer, rabbits, birds, rivers and humans. Fireworks on the property are not respectful to our Earth mother. They poison and leave toxins. Fireworks bring out PTSD in veterans. This guideline begs the question on the no fireworks.

Crystalyn: This guideline change is with the intention to have the guidelines reflect what we actually do. We've discussed the potential consequences if we don't have Fair-sponsored fireworks. The Board has already approved the Fourth of July/Volunteer Appreciation line item in the budget. This is so we can be consistent with our practices.

Saskia: This is one of the things that irked me about a lot of this discussion. Many people talk about how if you want to go see fireworks, leave the site. Pre-Fair Kitchen cannot all leave site. We are stuck on site doing the duty we want to do for our Fair. Before it was a sponsored thing, there were fireworks because people make it happen. It is a like a lot of things that are not supposed to happen, the hippies find a way to make it happen. So, I fully support allowing the volunteer appreciation to happen. There is nothing better being offered that is better than a really good show that brings everyone together for that particular holiday.

Joseph: There already has been massive debate on the fireworks. By the time that motion to defund the party was voted down, a number of people said the volunteer appreciation could go on and it did not

have to be fireworks. They are filthy and pollute the Long Tom.

Shane: We are bringing the guidelines up to date. We are not saying we are having fireworks, but we reserve the right to get permits and have a fireworks festival. I urge you not to vote out any possibilities.

JonP: I agree with Saskia that the volunteers deserve a good show.

Jon: When the budget line item was approved last week that line item did not say Fourth of July, it said Volunteer Appreciation and I voted for that. It also said \$2,000 rather than \$4,500 as I recollect. If the intent of this motion is to let us have fireworks on the Fourth of July, this motion does more than that. There are no limits on the number of times of the year that fireworks might happen if there are the appropriate permitting and approval from management. Nor is there any limit on the time of the year that there could be fireworks. This guideline change as written opens it wide open. And puts 100 percent of the discretion on management as to if we have fireworks 365 days a year or one day a year. If the intent is to have fireworks on the Fourth of July, then the motion should say fireworks are prohibited at all times except on the Fourth of July. If the intent is to have fireworks on July Fourth or a day close to July Fourth, should management decide that July Fourth really won't work, then the motion should say that fireworks are permitted one time per year during this time period, subject to permitting. Is the intention of this guideline change to put no limit on fireworks other than management's discretion, or is it to permit it one time a year?

Shane: Management has no intention of having several fireworks shows throughout the year. We are asking you to make the option available to us should we decide to have one for the fiftieth celebration of the Oregon Country Fair. We as your management team would make the best choice when it came to fire danger and other issues.

Jon: This is the camel's nose under the tent, just as when amplified music was first permitted at night and management said we have no intention of having amplified music all over the Fair. I'd like to suggest a friendly amendment that the guideline change is reworded to read:

**Fireworks are prohibited at all times except once a year between June 30 and July 4 and only with appropriate Oregon State and Lane County permits and approval from management.**

Justin: I do not accept the friendly amendment.

**Jon moved and Kenya seconded to reword the guideline to read: Fireworks are prohibited at all times except once a year between June 30 and July 4 and only with appropriate Oregon State and Lane County permits and approval from management.**

Codi: Jon, you should check your dates because the Fair will not always coincide with your dates.

Jon: Did I not work my calendar back right? I am pointing out that if management wants to propose fireworks during the Fair for the Fiftieth Anniversary, there is plenty of time to come to the Board to either amend this guideline or have the Board authorize a one-year exception to the guideline.

**Amendment failed: 2-5-3; Jack, Casey, Justin, Lucy and Chewie opposed; Ann, LT and Diane abstained.**

LT: I agree with everything that Coyote said. Let's decouple the discussion of fireworks from volunteer appreciation. I support the guideline as it currently exists and would like to see us enforce it. What we hear are arguments in favor of the current system, which is to ignore the guideline because we can't enforce the guideline. Many of us are so willfully attached to pyrotechnics that we'll ignore the guideline and ignore the impact on the Fair and run all over the Fair and stay one step ahead of the enforcer. This is the excuse that is given. In 1997 we enforced another more onerous impact on our culture in response to a threat of expropriation of our land. We were able to enforce that. We did this through social pressure. We refuse to put social pressure on fireworks. Then, there is the argument we need to celebrate the Fourth of July. The Fourth of July is the National Guard parading in full uniform. I'm not terribly interested in the Fourth of July and if you are that's great, but I can remember when we thought we ought to stand for something completely different than patriotic fervor. I am sincere in my belief that we owe our allegiance to the earth. We need to work out whatever issues we have that keep us so attached to blowing things up and looking at bright lights in the sky.

Justin: I don't think I've ever been more embarrassed to be up here and listening to the disrespect to management. To jump off the edge of a cliff and assume that we are going to have fireworks 365 days a year and that they don't have the best intent of the Fair at heart is amazing to me. I am saddened. This is an attempt to come into compliance on something that was brought to our attention around the advisory vote. The advisory is what it was. It did pass. There was a lot of discussion on it and that discussion will continue to go forward. It doesn't mean that it has to happen this year. It means that it needs to be kept in the forefront of the conversation of how to do this safely and how to do this in the best interest of the Fair. To go from people having PTSD and reverence for the land, those are valid issues and they need to be part of the discussion, but the reality is whether you believe it or not, our Fair family has not shown the ability to control themselves in lieu of having something to focus on. I don't know how we get there, that is a conversation. If there is any potential of not having this and having people go rogue and do things, we need to walk through that. I love our wooded village and I would hate to see it come down because of fireworks. If we can't align as a family about how to do this and have a nice party in its place, another shiny thing to look at, then we are not there yet. If we are not there yet, then why take the risk. That is what I heard from management. It is in the best interest of management to bring us to alignment. In that regard I support this motion.

Casey: The only thing I'll say is that people are throwing around alternative facts on the kind of funds that are being used and what kind of freedom that this gives our management. The way that I read this single sentence is that fireworks are prohibited at all times unless the State of Oregon and Lane County approve it, as well as our management. This is a drastically disrespectful conversation going on. We have met more as a Board in the last four weeks, than almost in my entire time on this Board, and we have had this conversation with management about the merits of both arguments.

Jon: I have the utmost respect for management, but one thing I've learned is that you don't write policy for the individual, because individuals change. You write policy irrespective of the individuals. Every fiber of my being doesn't want to have fireworks at the Country Fair. I tried to come up with a compromise that however reluctantly I could possibly bring myself to vote for and this Board did not accept that compromise motion. I cannot vote for the motion in its current wording.

Jack: The fireworks as it goes are low-hanging fruit. In the context we are not celebrating Fourth of July, we are celebrating hippie New Year. There are so many things that we do to gather that are contrary to probably what any one of us does singularly to Mother Earth. We gather and that is having an incredible impact. Whether it is fossil fuels, the 16 lawn chairs, the bigger tents, I like to be one of the people that like to gather and I like to celebrate the hippie New Year — forget Fourth of July. New Year's has been celebrated with fireworks for millenniums. I'm put in a position that somehow or another I'm disrespecting people with PTSD, I've paid my taxes and I've voted for that have put our family and friends in harm's way. I could be against it, but I'm not that against it because I am not in jail. The conversation is the same with music where you take a position. My position is we are going to gather, so whatever happens because we gather to celebrate I do not want to attach that to patriotism. I am having a hard enough time celebrating with fireworks with the discussion on what it does to the Earth. But there is so much that we do when we gather that harms the Earth.

Diane: I would like to know if management is researching laser light shows or some substitute for fireworks.

**Motion failed: 5-4-1; Jon, LT, Ann and Kenya opposed; Diane abstained.**

**Justin moved and LT seconded to approve changes to Guideline 33 on Membership**

**Oregon Country Fair membership is defined as 1) a person who votes in the Fair's October Board election at least once every three years, 2) who agrees to act in accordance with Fair policies, 3) has submitted a signed membership application, and 4) has received a wristband, other Fair camping pass, or verifiable worker day pass in one of the previous two years or who is a verified Fair Elder. Members are also responsible for making sure the Fair has**

their current mailing address. Voting member applications are available on our website at [oregoncountryfair.net](http://oregoncountryfair.net) or contact Quartermaster (pre-Fair), an Information Booth (during the Fair), or the Fair office (at other times). Coordinators, booth reps, and crew leaders: Please encourage your crews to become voting members and turn in crew lists after the Fair to guarantee that the members of your crew will remain on the Fair voting member list.

Rick: I don't think that a Fair member should be required to vote. I'd rather they all did, but it should not be a requirement to be a Fair member.

Jain: I think a Fair member should be required to vote if we are going to mailing out ballots to people who are not interested in maintaining their Fair membership, I think we are wasting resources.

Laurel: All these requirements have been discussed at previous Board meetings I've attended. I think they are all great. This changed guideline just makes it extremely clearer than the previous one and the information contained in this is just way more accessible. I encourage you to accept this guideline.

JonP: I object to number 4 of this guideline. It specifies that you have received a wristband or a pass. We have volunteers that who put in significant energy to help us put on the event and run operations that do not have a wristband or a pass.

LT: I would like to propose a structural and friendly amendment, which is to simply reverse the order of the four items. The way that it reads, it looks as though you have to vote before you are a member. As a matter of temporal sequence, you first have to receive a wristband or other camping pass, second you have to sign up as a member, then act in accordance with Fair policies, and finally you have to continue to vote. It is structured in the exact reverse of logical order. It would read:

**Oregon Country Fair membership is defined as 1) has received a wristband, other Fair camping pass, or verifiable worker day pass in one of the previous two years or who is a verified Fair elder, 2) has submitted a signed membership application, 3) who agrees to act in accordance with Fair policies, 4) a person who votes in the Fair's October Board election at least once every three years. Members are also responsible for making sure the Fair has their current mailing address. Voting member applications are available on our website at [oregoncountryfair.net](http://oregoncountryfair.net) or contact Quartermaster (pre-Fair), an Information Booth (during the Fair), or the Fair office (at other times). Coordinators, booth reps, and crew leaders: Please encourage your crews to become voting members and turn in crew lists after the Fair to guarantee that the members of your crew will remain on the Fair voting member list.**

Justin: I am not the author of this but it does seem to make more sense. I agree to your friendly amendment.

Jon: I'd suggest the issue of voting is not a criteria for membership, as the present guideline says and as I believe the bylaws state, it is a criteria for retaining membership. If you say you have to vote at least once every three years in order to be a member, then how ever do you become a member if you never voted? That is what this guideline states. I would suggest that new number four simply use the same sentence as the existing Bylaws. It says: **"To remain a Fair member, a person must vote in the Fair's October election at least once every three years and must agree to act in accordance with Fair policies.** I would suggest changing the word October to annual, just in the event that we ever change the date of the annual meeting.

LT: Both of those make sense to me.

Jon: The second thing I would suggest is "has submitted a signed membership application." Is it not that "has submitted a signed membership application" that has been approved by the membership secretary, or has been verified by the membership secretary. It is not simply the act of submitting the application that makes you a member. It is the verification that the information on the application is accurate. I think we need to have something in there that explicitly states that.

LT: So add "and verified" after signed?

Jon: "verified by the membership secretary."

LT: I think it is implied there: "signed and verified."

Jon: That is fine.

Justin: Where is the insert there?

Martha: After the word signed.

LT: First of all you take what is now number four...

Jon: And retain what is in the current Bylaws,

changing the word October to annual.

Lucy: I am a little confused as to who was the second.

LT: I am.

Jon: Then it is "submitted a signed and verified membership application."

Justin: If you want to put in "verified" that is fine.

**Final motion on Membership Guideline:**

**Oregon Country Fair membership is defined as 1) has received a wristband, other Fair camping pass, or verifiable worker day pass in one of the previous two years or who is a verified Fair elder, 2) has submitted a signed and verified membership application, 3) who agrees to act in accordance with Fair policies, 4) To remain a Fair member, a person must vote in the Fair's annual election at least once every three years. Members are also responsible for making sure the Fair has their current mailing address. Voting member applications are available on our website at [oregoncountryfair.net](http://oregoncountryfair.net) or contact Quartermaster (pre-Fair), an Information Booth (during the Fair), or the Fair office (at other times). Coordinators, booth reps, and crew leaders: Please encourage your crews to become voting members and turn in crew lists after the Fair to guarantee that the members of your crew will remain on the Fair voting member list.**

**Motion passed: 10-0.**

**Justin moved and Jon seconded to approve changes to Guideline 39 on Native Plants and add additional subheading.**

**native plants. In order to preserve the natural setting of the Fair environment, native plants are the preferred choice for planting on OCF property. The Site Manager must approve any planting directly into non-confined areas. The Site Manager or designees will do any removal of non-natives. Please check with the Site Manager if you are unsure if a plant is native.**

**Invasive species threaten our natural ecosystem and must never be brought on site. Cleaning camping gear, vehicles, and footwear before coming to the site prevents spreading seeds of invasive plants. Non-native plants should not be introduced without permission of the Site Manager. To help prevent the invasion of the tree-killing beetle known as the emerald ash borer, do not bring firewood or wood pallets to the site. Ash wood (not milled lumber or finished craft items) may carry the pest.**

Hilary: This has to be supplemented with a list of what is considered invasive plants. Plants can be invasive in some places and not invasive in others. It makes it look like you could put invasive plants in confined areas.

JonP: This applies to plants brought on the site, right? Because there are plants and trees on the site that are considered invasive.

Joseph: There was a lot of work that went into the wording on this guideline. This is especially for things like the ash borer. The clause on cleaning footwear applies to a very specific invasive plant.

Shane: To speak to Hilary's comments, we are trying to make amends for the flower crew. I do agree that this is how invasive plants propagate. On the LUMP website there is a list of invasive species that are on the Fair site.

Chewie: Native species come in various types like acclimated native, true native and natives to Oregon. You can walk around the Fair site and see invasive species that are already established. I don't see that this guideline does anything. The Site Manager can decide what can come on site.

Martha: Is there a motion to extend the Board meeting?

**Casey moved and Diane seconded to extend the Board meeting for 10 minutes.**

**Motion passed: 10-0.**

Jon: This is one of the first steps in an educational process. It mentions emerald ash borer which is the most serious threat facing the Fair.

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

**Casey moved and Lucy seconded to approve additions to Guideline 78 on food booths.**

**Place at end of current guideline: "No craft item (for example t-shirts) may be sold during public hours."**

**Motion passed: 10-0.**

**Casey moved and Lucy seconded to approve**

changes to Guideline 81 on County Regulations.

The rules for the preparation and handling of food are those established by Lane County and the Food Committee. There will be no exceptions. On the first day of the Fair, a County Sanitarian will inspect your food booth before issuing a temporary restaurant license. The OCF will not permit booths that fail this inspection to open. Booths in violation of these regulations during the Fair will be closed down. The County Sanitarian will be making random inspections throughout the duration of the Fair.

If you are renting a commercial kitchen to prepare for Fair, you must have receipts to verify the number of hours you used the commercial kitchen.

At least one week before the Fair, each food booth must apply for a temporary restaurant license from the Environmental Health Division, located in the basement of the Lane County Courthouse.

Jon: I want to clarify "At least one week before the Fair," does that mean "by at least one week?" So they could apply for it two weeks before the Fair.

Casey: We want them to have time for it to be returned. I don't think it hurts to add "by" and I will accept that. Final sentence would read: **By at least one week before the Fair, each food booth must apply for a temporary restaurant license from the Environmental Health Division, located in the basement of the Lane County Courthouse.**

**Motion passed: 10-0.**

**Casey moved and Lucy seconded to approve changes to Guideline 82 Food Booth Representative.**

**All primary and secondary Food Booth representatives must have a valid email address and working phone number during the primary booth representative's absence. The food committee must confirm all primary booth representative changes.**

Justin: This is a huge step for us to get to where we mandate contact information for emergency situations. Especially when it concerns food safety.

**Motion passed: 10-0.**

**Jon moved and Casey seconded to give a \$1,000 matching grant to KEPW out of the Change Line item.**

**Motion passed: 10-0.**

**Jon moved and LT seconded that reinstatement of the Barter Fair is postponed until such time as any associated land use issues are resolved as determined by Fair management or the Board of Directors. For 2017, if those issues are not resolved by the time of the Spring Fling, the Barter Fair will not occur in 2017.**

**Jon moved to table the motion, LT seconded.**

## President's Peace

I want to give as much appreciation as I can to our staff. They have gone through a lot. Thank you very much. Hang in there. We are going to put this on with the help of the good folks who come every year. If there is anything that I can do and I'm sure the Board will follow suit, let us know.

