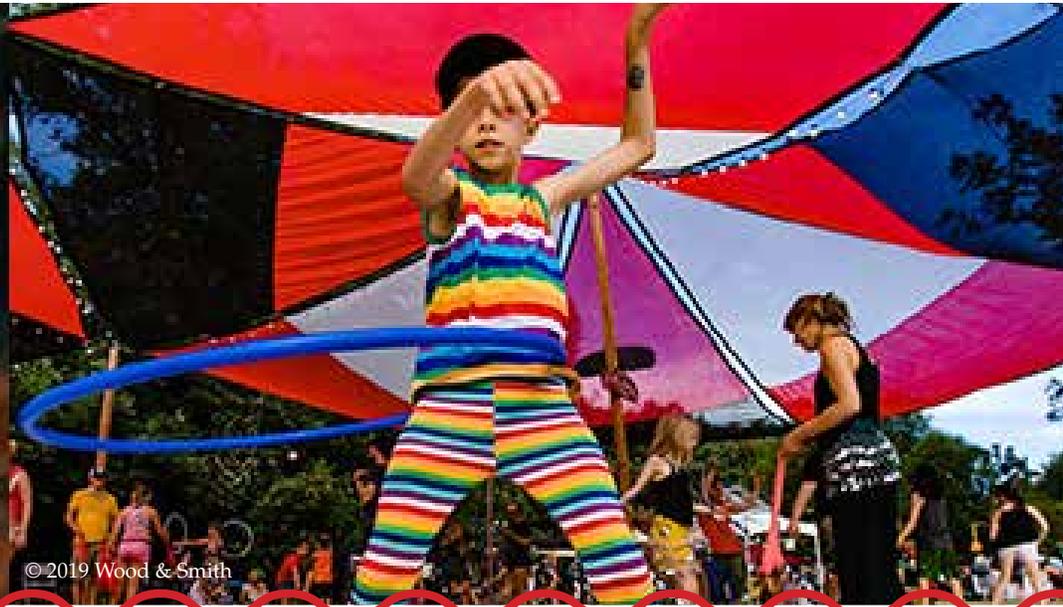


# FAIR FAMILY NEWS

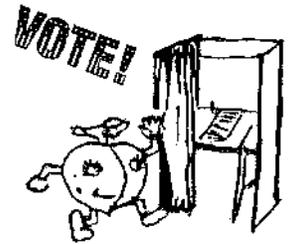
OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 28 ISSUE 4 SEPTEMBER 2020



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## FAIR FAMILY CALENDAR

*Editor's Note: Because of physical distancing required during this COVID-19 pandemic, many OCF meetings have been cancelled, and those that will go forward are being held virtually. For the latest information on Fair meetings and how to join them online, please check the calendar of events on the OregonCountryFair.net site.*

### SEPTEMBER

- 28 Diversity Committee, 6 pm, email [diversity@oregoncountryfair.org](mailto:diversity@oregoncountryfair.org)

### OCTOBER

- 1 If you haven't received your OCF BoD ballot by this date, contact [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org). We may not have your correct address or you may not be on the voting member list.
- 5 BoD Meeting, 7 pm, online
- 7 FAIR FAMILY NEWS DEADLINE
- 9 Last Day to Request Absentee Ballot for timely return
- 11 OCF Virtual Annual Meeting, 3 pm, online
- 14 Craft Committee, 5:30 pm, online
- 22 Elders Committee, 7 pm, online
- 24 BALLOTS DUE, 8 pm PDT, Fair office, 442 Lawrence St, Eugene, OR, 97401. Ballots received after this time will not be counted.
- 25 BoD Elections Results Posted online
- 26 Diversity Committee, 6 pm, online

### NOVEMBER

- 2 BoD Meeting, 7 pm, online
- 4 FAIR FAMILY NEWS DEADLINE
- 11 Craft Committee, 5:30 pm, online
- 23 Diversity Committee, 6 pm, online

### DECEMBER

- 7 BoD Meeting, 7 pm, online
- 9 FAIR FAMILY NEWS DEADLINE
- 28 Diversity Committee, 6 pm, online

## FFN MCKENZIE STRONG



Suzi "Sahalie Falls" Prozanski  
 Daniel "Cougar Hot Springs" Cohn  
 Kim "Leaburg Fish Hatchery" Griggs  
 Mary "Ben & Kay Dorris Wayside" Doyon  
 Niki "Goodpasture Bridge" Harris  
 Michael "Hidden Lake" Ottenhausen  
 Brad "Mom's Pies" Lerch  
 Mary "McKenzie Bridge" Callaghan  
 norma "belknap springs" sax



*Happy  
 Birthday  
 Libras!*



Here's a shout out to all our great Fair family members! Every one of you deserves recognition for your hard work for the Fair!

### WASH HANDS IN SOAP AND WATER!

## KEEP IN TOUCH

Oregon Country Fair  
 442 Lawrence St.  
 Eugene, OR. 97401  
 (541) 343-4298

[FFN@OREGONCOUNTRYFAIR.ORG](mailto:FFN@OREGONCOUNTRYFAIR.ORG)  
[OFFICE@OREGONCOUNTRYFAIR.ORG](mailto:OFFICE@OREGONCOUNTRYFAIR.ORG)  
[OREGONCOUNTRYFAIR.ORG](http://OREGONCOUNTRYFAIR.ORG) (EVENT INFO)  
[OREGONCOUNTRYFAIR.NET](http://OREGONCOUNTRYFAIR.NET) (BUSINESS SITE)



## 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)





# Seeking Grievance Administrator

*submitted by FairCARE workgroup*

Hi Fair Family!

Kat Kirkpatrick, our current Grievance Administrator, after admirably guiding the Grievance process for many years, has decided to retire from her position. In order to fill this gap, we will be conducting a formal interview process. If you are interested in this volunteer position, please send the following application materials to [faircare@oregoncountryfair.org](mailto:faircare@oregoncountryfair.org) by October 14, 2020:

- Cover letter
- Resume

Please be aware that we will ask you to submit additional information after we receive your cover letter and resume. The following is a taste of the Grievance Administrator's role at Fair:

The Grievance Administrator will serve as a guide to the grievance process for the grievant, the respondent, Restorative Justice facilitators and the arbitrators. The Grievance Administrator's role will be to give advice and counsel regarding the process, and to facilitate the orderly flow of paperwork associated with a grievance. The Grievance Administrator will not be involved in deciding the outcome of a grievance.

The Grievance Administrator will maintain a list of trained and approved arbitrators to call upon. The Grievance Administrator will archive the written decisions of arbitration councils.

## **Minimum Knowledge, Skills or Abilities Required:**

- Able to demonstrate extensive knowledge of the Fair and a deep understanding of its community values
- Demonstrated understanding of relevant legal and ethical principles
- Successful complex conflict resolution experiences

- Process improvement mindset
- Customer service orientation
- Experience creating and delivering training
- Demonstrated understanding of cross-cultural modalities of communication, justice, equity, and inclusion
- Team management
- Advanced communication skills
- Ability to maintain appropriate confidentiality

## **Preferred Knowledge, Skills or Abilities:**

- Data collection, data integrity, reporting and analytics
- Technical savvy
- Mediation experience
- Fair, neutral, objective and ability to treat all individuals equitably
- An understanding of an arbitration like process

Please submit your documents and/or questions to [faircare@oregoncountryfair.org](mailto:faircare@oregoncountryfair.org).



# UNDERWRITERS

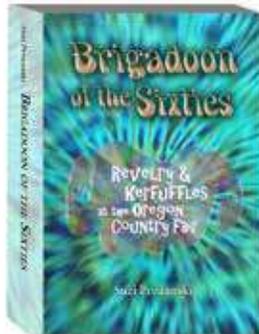
## Recently Unclassified Material

We accept UnClassifieds up to 30 words for \$5 each, per issue. Send listing with \$5 to O.C.F.-F.F.N. 442 Lawrence St. Eugene, OR 97401. For questions, information about display underwriting and to submit listings, Email [bradlerch@aol.com](mailto:bradlerch@aol.com)

Francine Goteiner Astrologer LLC  
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Consultations: zoom or phone  
Appointments: 503.380.7308  
e-mail: [spica.astrology@outlook.com](mailto:spica.astrology@outlook.com)  
Stay Well, Stay Attuned

## Now on sale! *Brigadoon of the Sixties*

Another epic slice  
of Fair history from  
Suzi Prozanski



Buy yours at:

**Tsunami, Kalapuya, Black Sun or J. Michael's Books & [www.suzipro.com](http://www.suzipro.com)**

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 TaxguyCraig@gmail.com



## 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).*



## Relationships Crucial to Success

Dear Fair family,

Our hearts are heavy and our minds are loaded with thoughts of the pandemic, racism, politics, and the horrific wildfires. I write this letter to express my concern for our organization, and the behaviors and attitudes of some that are overshadowing the hard work of our committees, staff, and other work groups.

There are many ways to provide member input other than the monthly Board meetings. Outside consultants,

who we have paid for their expertise, have said that our Board meeting structure is not working for the Board or members. We need to be open-minded about changing this structure so that we can still obtain inclusive member input and ideas, and also have effective Board meetings. Encourage members who want their voices to be heard to get involved with a committee or work group. Check the .net site regularly for committee and other reports, and send written feedback with the tools provided.

We have some Board members who are micromanaging, putting forth their own personal agendas, and being contentious, which is wasting valuable time. An effective Board of Directors must trust its committees and the work being done. The Board should respect the authority of the elected officers and management. Every Board member comes with a different skill set and varied background, but all should help with fundraising and advocating the values and goals of OCF. Board members' relationships with each other are crucial to their success as a whole.

Please be an informed OCF voter and make your choices wisely. We must vote for leaders who will serve the needs of our entire organization, are willing to make changes, can work well with others, and can let go of old structures and beliefs that no longer have purpose. With love and optimism.

*Kimberly "Kimmo" Howard  
OCF Recording Secretary*

---

## Vote for Jon Silvermoon

Dear family,

I'm writing to recommend Jon Silvermoon for the Board of Directors.

I've been working with Jon on the Diversity Committee for six years, and I have come to appreciate his commitment to justice for all, his intelligence, his devotion to Fair, his kindness, and his persistent nature.

In addition to these stellar qualities, Jon has other assets that make him an especially effective Board member. His budget knowledge and attention to detail, his steady temperament that keeps him from emotional reactivity, and his careful acknowledgment of the questions and concerns of family are welcome attributes for a person in a position of leadership.

Last time Jon was on the Board, he brought forward the motion to create the Diversity Task Force. It was a fundamental and much-needed improvement for Fair, and I believe many people have come to appreciate that.

Jon has been a steady and devoted member of the DTF, now Diversity Committee, ever since, and it has been such a relief and pleasure for me to work with someone who already understands a lot about racism and social justice.

Jon has succeeded in making the DC truly diverse with his ability to welcome in and center BIPOC and LGBTQ family. He is consistently inclusive and respectful, and practices the cultural competence we sorely need at Fair. This alone won my confidence and my vote. Fair has a chance to do it right now, and Jon has been a big part of laying the groundwork so that can happen. I lack his amazing patience. I'm so grateful he and the other members of the DC are stepping up and making things right. Please vote for Jon Silvermoon for BoD. The Fair needs him. Love to all in these hard times.

*Mary Drew  
Working Elder, Site Office*

## Paths that Have Heart

Fair family,

Over the past three years, our organization has spent upwards of \$100,000 in consulting fees to various external organizations. We contracted with a consultant from the Nonprofit Organization of Oregon (NAO) from which the NAO Report was generated, and with Solid Ground Consulting for assistance in hiring our Executive Director and ongoing work with our Board of Directors.

We are currently approaching another election cycle for our Board of Directors, with 14 members seeking 6 available positions. There is a fair sprinkling of current members seeking re-election (5), former Board members seeking a return (4), and 4 new brave souls seeking their first term of service.

Consultants from both organizations have made some clear and simple statements / recommendations about the overall functioning and operation of our organization that demand attention and response from all candidates seeking to serve our Fair.

Here is a list of five statements / recommendations we have been given by our consultants:

(1) It is our behaviors that are the most accurate reflection / statement of who we are. (Solid Ground)

(2) How we are within the structure is equally, or perhaps more important than, the structure itself. (NAO)

(3) Be a group that lives its values. (Solid Ground)

(4) Be representative of what the website says who / what / how we are. (Solid Ground)

(5) The OCF organization needs deep work of the Heart. (NAO)

These are the five areas to which I will be paying close attention when marking my ballot this year. I am not interested in past performances or promises of future changes unless these promises will actively integrate the above statements / recommendations.

"For me there is only traveling on paths that have Heart, any path that may have Heart."

*Michael "coyote" Connelly  
Elder*

## Oops...



Some Community Village co-creators were inadvertently left off of the list thanking Fair folks who helped live-stream the 2020 Oregon Country Fair. Here is the full list provided by Community Village of their live-stream volunteers:

### Community Village Stream Crew

#### Production

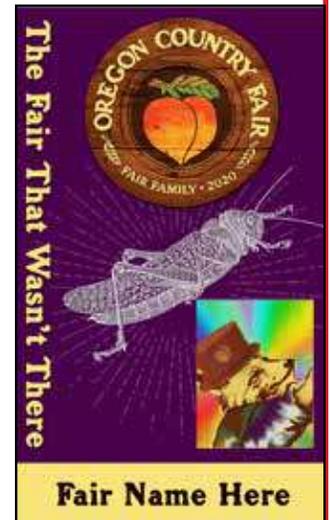
Tim Mueller  
Ingrid Scheel  
Adrian Acosta  
Nathan Georgitis

#### Production Assistants

Bob Fennessy  
Paxton Hoag  
Olive DelSol  
Andy Goldfinger  
Michael Scagnelli

#### Hosts

Michael Omogrosso  
Christina Peirsol  
Anita Jones  
Arthur Jones  
Tavé Fasce  
Lucinda  
Fooble the Dragon and MaryClare Feighan  
Steve Brown  
Jeff Harrison



# OCF Election 2020 Timeline

This year, the Election Committee will mail an absentee ballot to all registered voters in early/mid-September. This will also serve as notice for the Annual Meeting. To reduce expenses this year, the Voter Pamphlet will not be mailed, but is instead posted on the oregoncountryfair.net website. It is also printed below in this newsletter. Information about how to get a hard copy of the voter pamphlet will be included in the packet.

Here's the timeline for October:

Oct. 1: If you haven't received your ballot by this date, we may not have your correct address or you may

not be on the voting member list. Contact elections@oregoncountryfair.org as soon as possible to check on your ballot.

Oct. 9: Last Day to Request Absentee Ballot for timely return.

Oct. 11: Virtual Annual Meeting. 3 pm.

Oct. 24. 8 pm PDT: Ballots due at the Fair office, 442 Lawrence St., Eugene, OR, 97401. Ballots received after this time will not be counted.

Oct. 25: Ballot Counting with results posted by that evening.

## The Voter Pamphlet

The candidate statements in this OCF Annual Meeting Voter Pamphlet are published as submitted without editing for spelling or grammar.

Individuals must be 18 or older to serve on the Board of Directors.

Please return your ballot no later than 8 pm PDT on Saturday, October 24, 2020. Ballots that arrive after this time are not counted.

### Watch the Recorded Candidate Forum!

The Candidate Forum sponsored by GOTV (Get Out the Vote) was on Sunday, September 20 at 4 pm. Information about how to view the videos made at the forum will be on the www.oregoncountryfair.net website to aid in your decision-making process.

seven vacancies, votes numbered one through seven will be counted. *Do not assign the same number to more than one name.*

3. Facsimile ballots will not be counted.

### Absentee Ballots

4. If you make an error on your ballot, or you are missing a ballot or return envelope, please leave a message for the Elections Committee at the Oregon Country Fair office at 541-343-4298 or email elections@oregoncountryfair.org.

5. Enclose and seal the ballot in the Secrecy Envelope (fold only if necessary). Put the Secrecy envelope in the envelope addressed to the Oregon Country Fair.

6. Place your signature and legibly print your name and your mailing address on the return envelope where indicated. *Envelopes that do not have a signature will not be opened or counted.*

7. Submission of an absentee ballot appoints the Secretary of the OCF as proxy to cast the member's votes as indicated on the ballot.

8. Absentee ballots must be received in the Oregon Country Fair office (442 Lawrence, Eugene) no later than 8 pm Saturday, October 24, 2020. *Ballots that arrive after this time are not counted.*

### All Ballots

9. All registered members are being sent absentee ballots for the 2020 election to the mailing address on file.

## Ballot Instructions

To: All active members of the Oregon Country Fair, having voting membership as required and defined in the bylaws of the Oregon Country Fair.



### Instructions for All Ballots

1. There are 6 vacancies scheduled to be filled. You may use X's or checks to vote for 6 or fewer candidates. *If you vote for more than 6 using X's or checks, your ballot will not be counted.*

2. More vacancies have been known to occur before the close of balloting. If you wish to vote for more than 6 candidates, please use numbers to mark your votes until all the candidates you intend to vote for are assigned a number. (You may assign a number to every name on this ballot and to all written-in names, if you want.) Number your votes sequentially, starting with 1. Only those votes with numbers up to the number of vacancies will be counted. For example, if there should be

## Anthony Jackson

541-844-4324 | AJ.OCF2020@gmail.com



Hello Fair Family, my name is Anthony Jackson; most of you know me as AJ. I continue to be, and have been, a member and volunteer with Pre-Post Security since 1999. I currently hold the position of the Membership Coordinator for the Eugene Saturday Market and serve as the liaison between OCF and the Eugene Saturday Market. I have decided to run for a position on the board during a crucial time in our organization. It is essential to our organization to address issues of inclusion and diversity with a renewed focus. As a board member, my mission would be to address diversity and inclusion in three key areas: Entertainment, Volunteerism, and Conflict resolution.

It is pivotal for the organization to use Entertainment as an invitation to entertainers and volunteers alike that are currently outside of the Fair Family. Diversifying Entertainment will help us stay true to the mission of inclusion. While I appreciate the current entertainment; creating a space at Main Stage for alternate entertainers will become an avenue that leads to a more diverse audience.

Volunteerism is essential to our organization, and it is an area of our organization that needs attention. Over the past few years, I have noticed a lack of appreciation for the volunteers that help us create our magical Fair. My mission as a board member would be to address the current compensation and create a safe outlet for volunteers to voice their concerns and be heard.

Our Fair Family needs to address Conflict Resolution throughout the organization. There is a distinct need to update methodology that will allow members to voice their concerns and conflicts without retribution. My experience as a mediator and counselor will assist in creating a safe space for our members and attendees at the Oregon Country Fair.

I love the Oregon Country Fair! It has been a vital part of my life over the last 21 years. I have made life-long friendships and I am fortunate to be part of a community whose core started with Love. I want to recognize and acknowledge that change is hard, but it is how we grow.

Therefore, it is imperative to address the meaning of diversity and inclusion within our Fair Family. If we can extend the core mission of Love through diversity and inclusion right now, then we will set an example for future generations of Fair Family.

*“How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?”*

A huge step towards addressing inclusion and equality was recently recommended by the Diversity Committee and voted on by the board. I was honored to participate in the Diversity Committee’s work session where they worked diligently to clarify each motion. When combined, each motion works to provide structure and methods to improve inclusion of the BIPOC community. I will work continuously to make sure that each motion is implemented.

For example, hiring an Equity and Inclusion Consultant will allow us to identify and provide solutions for ways to initiate direct action, that the organization can then implement via the Equity & Advisement team. It is vital that an E & A team be established ASAP. They will give us an understanding of what needs to be done, as well as provide information on specific areas we need to address in order to move forward as an organization.

The OCF Mission Statement should be amended to include that the Oregon Country Fair does not tolerate any form of racism, prejudice or hate. The OCF Mission Statement should also include verbiage to address the inclusiveness of all humans.

## Ann Bennett-Rogers

541 757 0650 | ann2ocf@stoneromance.net

I am running for the OCF BOD because of my passion for the Fair and the Fair's goals. The OCF comes out of the 1960s associated with civil rights, environmental and the peace movements. If elected I bring to the BOD numerous skills to help us address many of our current challenges.

I have experience with non-profit boards, having been an OCF BOD member, on the executive board of the Association of Oregon Archaeologists, the editorial board of the Archaeological Conservancy, and having served with the Oregon Community Foundation on the Historic Trails Grant Fund. I have attended BOD meetings regularly for years in person and virtually. I serve the OCF as a crewmember and am on the Diversity, Elders, and Archaeology Committees. To each of these

I bring a set of skills and understanding and a willingness to work with others to fulfill our goals. I participated in writing the statement to address the death of George Floyd.

I have experience with land management issues at the Federal State and local level with respect to private landowners. These are all objects of concern to the continuation of the OCF during and after the pandemic situation. BOD members must have skills to identify long term and short term affects of our actions.

During this pandemic the OCF must maintain its values and strive towards our goals. The COVID impact to our primary fundraiser will have to be addressed and hard choices made. We need to face the current health pandemic issues within a framework of risk management in conjunction with state guidelines, and conservative stewardship of our economic resources so that when we gather again, the resources to support us will exist. We need to recognize the changes that have oc-



curred and gather new tools such as the Virtual Fair. Just as meaningful societal change was sought in 1969 with the first Fair, we need to continue to support our BIPOC members so they can thrive and with the values of human dignity, equity and social justice.

I am running because I believe we must continue to have a positive voice in society for the values that are important to us and include equality, environmental stewardship, and peace.

Resume available upon request

*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

I see opportunities to increase involvement of Black, Indigenous and People of Color (BIPOC) into the OCF. However, first the OCF must address and recognize the subtleties of racism at all levels of society in this country. This includes recognizing the institutional racism that permeates our society. I am currently a member of the Diversity Committee. I was invited to attend a Diversity meeting in 2015 to speak about cultural appropriation. I am trained and skilled in these areas. I possess a Masters degree in Anthropology and have worked for over 30 years with tribal entities. I have been part of a cadre teaching a national course entitled "Working Effectively with American Indian Tribes." My last employer, the USDA, had Civil Rights as my first performance element. What is important is to make sure that the OCF can guarantee that inclusivity in a welcoming equitable environment will be possible to all BIPOC. Each year incidents are brought to my attention where a person suffered, was afraid or ridiculed because of ethnicity and/or orientation. The OCF cannot begin to try and achieve their goals until systemic racism is addressed and corrected. BLACK LIVES MATTER.

## Colleen Bauman

541-514-4555 | colleenjeanbauman@gmail.com  
P.O. Box 24835, Eugene, Oregon 97402

Hello Fair Family! My husband and I started Dana's Cheesecake Bakery at the Fair in 1982. The Fair is an essential part of my family's life. Besides working the midnight shift at our booth, I volunteer on the Path Planning Committee which I currently co-chair. I am proud of the work we have done bringing Wally's Way and Xavanadu into being. I'm proud of the process we used getting us there.



I also serve on the Committee Best Practices Work Group. I'm excited to see these identified best practices make their way into use because supporting and strengthening our committees increases fair family participation and transparency while freeing up board time for the essential work the Board needs to do during this challenging time.

The Fair is an amazing gem in this world and its work, and reason for being, has never been more vital or essential. I'm a process person for the very simple reason good process gets the work done in a fair and equitable way. I believe in, and will stand up for, fairness, transparency, member participation, and open governance. I am quite happy to work with people on the other side of any issue because I believe in the power of good, inclusive, group process. There isn't anything we can't make better by listening to each other and working together towards a win-win solution.

Yes, these times challenge us, but having served Fair crews over the years, seeing them order a cup of hot soup on the midnight shift to take to another security member staffing a remote spot in the dark and cold hours, or watching recycling crew doing their early morning rounds cheerfully preparing for that day's guests, or being greeted by a traffic crew member in a hot, dusty field; that's our fair family...taking care of each other, working joyfully together. I believe in us.

We rise to the occasion, we get the work done, and we have fun and build community while we do it.

Yes, Challenging times are in front of us. Big decisions will need to be made. I want to help. My experience chairing committees, and my prior board service on the Eugene Saturday Market Board, has prepared me to contribute. I ask for your vote. I've served you cake and coffee on the midnight shift, now let me serve you on the Board.

Thank you, Colleen Bauman

*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

Thank you, for this well crafted question. I especially like the emphasis on "work" because that's exactly what we need to do. Not just soul searching, or listing what we have done in the past; it calls us to do the work now, on a personal level and as an organization.

It isn't enough to not be racist, we must be anti-racist. To counter structural racism, we must work to create systemic anti-racism. I will support efforts to increase diversity on our crews, our leadership, our stages, our food and craft booths, and in the ways we welcome our guests. I will work to help the Fair become a more welcoming, inclusive and equitable organization and community for all Black, Indigenous, and People of Color by seeking to make anti-racism a part of who we are as an organization throughout everything we do from the boardroom to our committees, from our crews, to our booths and stages.

I value and honor the hard work and recommendations from the Diversity Committee. I will work to ensure all committees contribute to ongoing DEI efforts by documenting in their board reports, their ongoing work to become more welcoming, inclusive and equitable to BIPOC.

## Cynthia Peachey

peachey.cynthia@gmail.com



We are in this together. It's a different world and the old ways and priorities require adjustment and creative re-visioning. The pause of our beloved pilgrimage leads us to examine who and what we are as an organization outside of the 3 day event. Community partner, philanthropic or arts and education organization, sustainability leader or all of the above? How do we continue to nourish the spirit, explore living artfully and authentically on earth, and transform culture in magical, joyous and healthy ways FOR ALL until we meet again? This is an unprecedented opportunity if we can come together. It will mean doing the hard work of letting go of our old ideas, attachments and divisions. I pledge to engage in this work and seek out new and creative ways to move us into the future. A future that prioritizes a sustainable planet and the safety and inclusion of ALL people in whatever form they inhabit.

There is a lot of work ahead as we make decisions regarding what the summer of 2021 will hold and what an event might look like if we are able to gather again. The health and safety of all of our family is paramount in this decision and any modifications to the size and layout of a potential event will take more work and more planning, not less. We cannot go into the spring still contemplating hypotheticals. We must decide early so that we can put every possible health and safety measure in place.

Besides continuing my involvement with the Peach Power Committee, Carbon Neutrality Team, Committee Best Practice Work Group and Jill Heiman Vision Fund Committee, I am excited to participate in and contribute to a meaningful strategic planning process that can help us define our organizations priorities and policies. The time is right for us to take a look at who we are and where we want to go.

As with Virtual Fair this year, when brought together in the name of love for our event and community, our family is capable of some real wizardry and magic in record time. When we all participate, contribute and share our ideas and skills, amazing things are possible. If we are going to not just survive but thrive as an organization and community, it's going to take imagination, dedication, creativity and teamwork. I believe in US!

*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

I look forward to being a contributing agent for systemic change that honors and amplifies the voices and contributions of our BIPOC and LGBTQA family. I've learned more and heard more stories from family members about their experiences of aggression, discrimination and other-ing, and have been internalizing the hard reality that the fair is not a safe place for all people. It is a board members responsibility to be actively anti-racist and use their position to lead with a clear message that any hurtful, biased or discriminatory words and behavior will not tolerated within our community and to interrupt it and call it out every single time. The work begins with self examination and I'm learning from others what this justice work looks like in action and am seeking ways that I can participate in the dismantling of racist structures within our community. I support mandatory equity and inclusion trainings for all volunteers and staff, lead by those already doing this important work in the world.

With love,  
Cynthia Peachey aka "Peaches"

## Jack Makarchek

541-570-2923 | JMakarchek@chambers-gc.com

Dear Members

With the Fair cancelled because of the pandemic, the effort required this year to prepare a virtual experience for our patrons, demonstrates the power and courage of our organization. Thanks to the staff and volunteers for all the work to keep the Oregon Country Fair part of the larger community's consciousness. Just imagine the joy in a time of extreme duress in being able to sit, watch and not have to hear and think about Covid 19. Thank you crafters, entertainers, food booths, employees and volunteers for all the time and sacrifice.



*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

Now that the Diversity Committee has explained its position it is evident that keeping our event relevant is going to involve deep policy discussions with input from the BIPOC and LGBTQ communities so they are able to help us make the changes needed for them to develop equity and feel safe at the fair. To create this inclusive future for the fair, anti-racist policy is going to have to happen. It is in our nature that we embrace this and make the changes needed. It is the work of the BOD to insure this though listening to our BIPOC and LGBTQ members and include their leadership and knowledge. Let's work together, with our youth in expanding our commitment to the Black Lives Matter protest against racism. By doing this we will be confronting the historical influence of white supremacy and white fragility on our lives. Sharing our knowledge and experience at governance and giving, along with listening to other voices and taking responsibility for our words and actions will set the best example for future leaders. World peace, jack.

Whatever form the fair takes in 2021, let it be an elegant performance that continues to make a statement of love and joy to confront a world that is deliberately consuming mother earth and provoking acts of violence toward our sisters and brothers. Our devotion to cause through our nonprofit is a light for us and all who we touch in the larger community. We stand year after year not only holding to our core values but creatively keeping them relevant and expressing them by being willing to learn and correct our thoughts on how to be inclusive, and sharing our desire for consensus building. What we do is good, so whatever happens in the future, there will be a fair.

Black Lives Matter

## James Prull

505-660-9905 | james@prull.com

My name is James Prull. I have been participating in the Oregon Country Fair for 37+ years. Starting as a food worker ( Veggie Heaven 1982 --- ) and OCF Staff @ Energy Park 1983 building the Solar Showers. I have been on Pre construction crew and on call carpenter crew for years 1983 – 2010. I have also been on Water Crew for much of that same time and continues to this day. I aided in construction of Wolden Pond and the installation of much of the water distribution system, which I help maintain and ensure water needs of the Fair are met. I also aid in maintaining the Fire suppression system the Fire Crew needs for it's effective response. Operations and Event management are some of my skillset I have brought to the OCF. This event is something I have devoted all my months if June & July for most of my life.. ( I am 57 years old )



Involvement with the Fair has allowed me to make friendship's that simply do not compare with other relations and friendships I have made elsewhere in my life travels. I often wonder what it is about the OCF that the relations I have had the opportunity to make at the OCF that holds such fondness in my heart. I believe it is the Oneness and Selflessness we all bring to the Land giving all we have unconditionally to making the event a success. It is the Process of doing it together, the fun and challenges created that enriches ourselves and our community. We enable & support each other having one another's back, all knowing what the Goal is without having to be told. We encourage each other.

Many challenges we as a Family must experience. How we relate to each other is the key to the future success of our essential event.

My regular day job involves project management, building custom homes here in Santa Fe N.M. I daily oversee and am accountable for many millions of dollars worth of work. It requires a great amount of responsibility.

I will bring a professional disposition, with attention to detail in regards to process. Good process in

Membership recognition and engagement, Financial responsibility, Operational accountability, Love and Kindness with respect for All.

Thanks for your time and consideration. I would very much like your Vote...

Sincerely, James Prull

*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

My response to this question is ... Treat All individuals you meet each and every moment with the same respect and kindness you would have them direct to yourself. Conscious effort and attention to the moment. Reflect onto others the way you would like to be treated thru your own actions. Enable good processes in creating inclusive ideals to be embraced and implemented.

## John Alexander

JohnA.OCF@zeezle.net



I am running to give back to a community that has provided a safe and inspiring home where, for over 3 decades, I have met family, grown family, and celebrated family, new and old.

I bring decades of professional experience (<https://klamathbird.org/about-kbo/staff/1-john-alexander>):

- community service
- experience with non-profit boards
- domestic and international support for grass roots, community-based conservation
- navigating bureaucratic systems to achieve progressive change
- successes and miss-steps working to increase diversity, equity and inclusion in my field.

I will collaborate to support an adaptive and functioning board. As OCF emerges into a time of unprecedented change, my intention is to help realize the full potential of our inclusive nature, while preserving the best of our community's traditions and values.

For the past 20+ years my wife Taylor and I have raised our kids in the South Woods, comforted by the Rock'n'Roll of Miss Piggy's, and perched on the edge of the Craft Lot / Xavanadu transition into the Fair's magical 8. We camp with our Deadhead family who bring a history as pre-fair volunteers, vendors, White Bird responders, recyclers, and more.

I work at Come Unity House in the Village where our team shares information for the non-profit I founded in the early 90s -- Klamath Bird Observatory (KBO). My diverse crew comes to OCF from around the Western Hemisphere to help share information about local, regional, and international migratory bird conservation initiatives (<https://youtu.be/aBBEqlav5VU>). We also teach about OCF's work to protect birds and practice sustainable land stewardship. We were among the pioneering partners who helped start the Steward Ship and the Fair's wildlife protection crew, now operated by Quarter Master. And, during each year's Saturday dawn chorus, we lead a Fair Family Bird Walk for late night meanderers and early morning risers alike (<https://youtu.be/gLXyN7JN5bI>).

My service on the board will come from a space of active listening and honest contribution and I will work to keep the following true (from my daughter's research

about our OCF culture):

*...the intergenerational transmission of counterculture values has occurred [at OCF] through a novel model of progressive value transmission, contributing to the persistence and the positive adaption of counterculture values. This progressive transmission has been motivated by an intention of having a positive influence on the world and shaped by the counterculture's persistent and multi-generational celebration of deviance, alternative lifestyles, experimentation, community, equality, and self-awareness.*

Natalie Alexander (2019, UofO Clark Honors College thesis)

*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

Our mothers, and indigenous and rural communities, are most effected by a lack thereof; an ecologically sustainable future must come from their leadership. Holding this as fundamental, I have had successes and lessons learned working for increased diversity. At KBO: We have a professional team of women leaders in STEM.

Our award-winning partnerships build capacities and develop grassroots community-driven programs throughout Latin America, working to overcome centuries of imperialism in science and conservation.

- Our OCF crews, including students from Latin American and other underserved communities, have represented, in part, the diversity OCF seeks.
- We are working to improve effectiveness in engaging tribes in bird conservation, with focus on listening to and learning from tribal partners to make progress through a shared vision of tribes benefiting through their leadership as the 1st and best stewards on their ancestral lands.

I will bring this experience, and try to reflect the experiences of our volunteers, in support of achieving a more inclusive OCF. This can be done with professional anti-racism consultation and through a model of active listening focused on learning from BIPOC perspectives, active self-reflection, both personally and organizationally, to adapt OCF's offerings and leadership models to be more inclusive and representative.

## Jon Silvermoon

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



20+ years nonprofit management work experience. Background: Fair since 1974, former Community Village Council, current Dog Control Co-Coordinator, Board 1981-83, 2008-12, 2013-19. Current Committees: Diversity and Archaeology. Blues promoter (Vipertoons Productions), band leader (The Vipers), gardener.

The Oregon Country Fair's future lies in our hands. And it will unfold not only in how we come together to face the existential threat of the Covid-19 pandemic but also, as our country reckons with white supremacy, how we navigate the journey to becoming a more welcoming, inclusive, and equitable organization and community.

I hope we can initiate a strategic planning process inclusive of as much of the Fair Family as possible and focused on addressing the challenges we face. How would we incorporate a new normal of social distancing into our event? How will that affect our finances? How do we empower all Fair Family members to help effect the changes needed for our Fair as well as the world at large? What new opportunities will we have?

Regular, clear, and unambiguous communications between the Fair Family, the Board, and management is essential if a strategic planning process is to be successful in reaffirming our shared values and forging a consensus on the way forward. These pandemic times require us to invest in the software and hardware necessary for those communications to occur online in a manner that enables all stakeholders to participate and does not arbitrarily limit member input at Board meetings.

In addition, we need to plan for greater financial security. The Board needs to lead by putting together a comprehensive development plan that aims to diversify the Fair's revenue sources. Doing so will not only help get us through pandemic times, but will also position us to make long-needed infrastructure improvements when we can gather once again.

We need to determine how we will meet the requirements of our non-conforming use if, as is likely, the large outdoor gathering ban continues into next summer. A

silver lining to this year's cancellation was the Virtual Fair, an effort we should improve and make permanent.

Finally, at times this year it seems as if the Board has just been "rearranging the deck chairs on the Titanic." The Board needs to improve its processes so that critical, existential issues are addressed. If honored to be elected to the Board, I pledge to keep my focus on ensuring the Fair's survival.

*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

I will continue my efforts to help the OCF become more welcoming, inclusive, and equitable by first listening to the voices of the marginalized people in our community. I will continue serving on the Diversity Committee and, as a Board member, work to implement the committee's recommendations and those from the consultants the Fair will be hiring.

The Board of Directors and management must make clear that the Fair will not tolerate any form of racism, discrimination, or harassment and that becoming more inclusive to all peoples is integral to our mission. I will strive to put these words into specific actions such as:

- Creating an equity and inclusion knowledge and skills education program and making ongoing participation a requirement for those in leadership positions,
- Ensuring that selection criteria and procedures diversify our leadership, volunteers, crafters, food providers, entertainers, and overall Fair Family,
- Implementing procedures for swift and intentional resolution of discrimination and harassment complaints, and
- Reengaging the Fair Family in our unfinished conversation about cultural appropriation.

I will endeavor to remain open to the difficult conversations necessary to bring about not only the changes needed in the Fair but also to those needed in me. I am still learning.

## Justin Honea

ocfjustin11@gmail.com



I, Justin Honea, would like to declare myself a candidate for the Oregon Country Fair Board of Directors. As a former BOD member and current Booth Reg. Co-Coordinator, and being active with many committees, I have a unique perspective as a candidate.

Now is a critical time of our organization. We need BOD members who are qualified to meet the immense challenges we face. Directors with Management, Budget, BOD, Diversity and facilitation experience. It is imperative that we elect Directors who understand how to collaborate, generate content, problem solve, and listen to advice on inclusivity.

In addition to my 30 years working at the fair, my job is as a senior manager with oversight over extensive budgets and labor vs. revenue analysis. In this time of uncertainty, it is important to have people who can understand budgets and labor to ensure our viability, beyond this year and next.

The 2021 fair planning will be like no other in our history. It will be key to work together with Management and Staff to plan for multiple options for next year's event. Contingencies that will have to be simultaneously considered:

- **Full event** – Back to normal.
- **Social Distant Event** - Plan for social distancing of booths, camping, public, sanitation, etc.
- **Limited Event** – Scaled down with reduction in all elements.
- **No Event** – Similar to this year

This will call for a competent BOD working with Staff to understand safety, liability, coordination, and communication to our family.

I have experience in building systems and protocols to ensure the safety for our employees. As an essential workforce we have had to institute and maintain sanitation and social distancing protocols that align with the CDC. It takes the ability to coordinate, verify, and implement quickly.

The OCF is struggling with the current BOD to respond quickly to the demands of the day. We need a BOD that can come together, take in information, and make decisions efficiently. We cannot argue, obstruct,

and/or not be willing to make decisions. It is time to put aside crew politics and get qualified people with the skill sets to help make our organization effective and responsive to the challenges we face.

I believe that I can assist in this transformative time for the Oregon Country Fair. Please look to the individuals up for election who are best suited for this challenge. Thank you.

Justin Honea  
Booth Reg Co-Coordinator  
Booth Registration Rocks!

*“How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?”*

First and foremost, we need to establish mandatory inclusivity, and anti-racism training for staff and volunteers as well as booth folk who participate in our event. This is not unlike Humanistic Training. It is essential that we create a common language and understanding. It is important for us to listen, learn and broaden our understanding, to identify racism and how to stop it within our family. I am seeing that our family is struggling with ownership of our behavior and spending too much time focusing on intent rather than the cause and effect of an individual's actions.

If we truly want to change the fabric of our event and move to diversify, it will not be done with Worker Day Passes and simple outreach. Real commitment and aggressive measures will bring diversity to our community. We need to make bold moves like adding BIPOC communities to our overnight family.

- Establish BIPOC areas for cultural education.
- Set aside booths and entertainment programming.
- Create camping that will develop family and community.
- Work with diversity and inclusion professionals for development and outreach.

It's imperative that we work collaboratively to respect BIPOC cultures. Listen, grow as individuals, and evolve as a community.

## Lily Harmon-Gross

lilyclearwater@gmail.com



Dear Fair Family,  
This fall marks the end of my first Board term, and I ask for your support for a second term. From membership in the Blintz Booth, to Camping Crew Mediation Team co-coordinator, and from participation on multiple committees and working groups, to the responsibilities of being Vice President of the Board, I've had the opportunity to engage with this organization and the membership in ways I'd never have expected. My experience will enable me to hit the ground running at the start of my second term.

We now face an inflection point in our history. We must prioritize working to be an **anti-racist organization** that would make both our founders and newcomers alike proud. Let's explore **new ideas for revenue creation** to enable the organization to continue our philanthropy and sustainability work, even when we can't hold our essential event. It's time we embark on a **strategic planning process** in which we can set intentions for our organization, reexamine our vision goals, and understand the values we'd like to take forward into our next 50 years.

Should I be honored with the opportunity to serve a second Board term, I will continue arranging and hosting **Board Working Assemblies** to provide opportunities for education and connection, and to create space for member input in the important issues in the Fair universe. By growing this program, we have the best chance at **nurturing member input**, educating each other, and fostering a more inclusive decision-making process. **Transparency, collaboration, and participation** will be crucial to our future, and members must be welcome at the table. I believe we should create options for virtual participation, even when we can gather together once again.

I will continue working towards creating a better organization, one in which we treat each other with **dignity and respect**, one in which we are all committed to the code of conduct and a more developed **conflict resolution process**, that includes easy access to mediation and restorative justice. Accountability is important, but we

need processes by which to implement our policies fairly and consistently. We must all commit to standing up to bullying, to eliminating discrimination, and to supporting each other to do the work of dismantling structural racism.

I believe in us to get this right. **We are stronger together.**

Thank you for your support. You certainly have mine. I welcome your questions and feedback.

*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

The community we have created is what makes our organization and our event more spectacular than any other. However, we still have work to do making a space in which everyone feels welcome. We must create a safer, more inclusive Fair, one which BIPOC and LGBTQIA folks feel as comfortable as anyone else. There is no other option than working every day, and with every decision, to demonstrate that we are anti-racist. We have work to do at all levels to fulfill our commitment to address white supremacy within our organization.

I pledge to center the voices of BIPOC and LGBTQIA members and give them resources and space to guide the Fair's growth towards a safer, more inclusive environment. I support the Fair in creating Diversity, Equity and Inclusion education and training programs, and requiring them for all Fair Family in leadership positions. I will continue to do the difficult work of dismantling my own misunderstandings and will support others in their journey to becoming anti-racist. By engaging in this work on an individual and organizational level, we may make real strides in repairing the damage we've done by being blind to this issue for too long.

Black Lives Matter.

## Lisa Parker

lisapocf@gmail.com

Dear OCF Community,



It's that time when I must ask you once again for your vote to serve on the Board of Directors. Since 2018, when you elected me for my first term, we have celebrated our fiftieth anniversary event, and we have mourned the absence of this year's event. We don't know what the future holds, but nevertheless, this is a time to be taking stock of where we are now and imagining what we might become in the future.

In my first term on the Board, I have seen two unprecedented budget cycles—the planning and execution of our very successful fiftieth anniversary event, and the sudden pivot thrust upon us by the pandemic's impact on planning for not being able to hold this year's event. I have served as Board Liaison to the Diversity Committee, the Bylaws Committee, and the Poster Committee. I have participated in the hiring of our Executive Director and the transition from an operational Board toward a governance Board and have borne witness to the growing pains associated with these hallmarks of a maturing organization.

I would like the opportunity to continue to serve the organization for another term, the next two years of which will, in my opinion, test our resilience and our ability to grow into an organization that will endure well into the future with a clear vision of who we are. The pandemic isn't over, and its effect on our organi-

zation is not fully understood. This is a time when we need to come together and coalesce our vision more than ever.

*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

This question is inseparable from that vision. We must stop othering our BIPOC family. We must all, but in particular those in leadership positions, be willing to cede space to voices other than our own and stop centering conversations around our perspectives unless it is truly to question our own thought patterns with humility and without fear. We must do this work for ourselves, and not require our BIPOC family to do this labor for us. We must recognize any such labor freely given as a gift to be treasured and appreciated fully and with open hearts and minds.

I will do this work by continuing to use my platform to make space for BIPOC voices to be heard. I will not question the lived experiences of others or center my own experience in order to assuage my own discomfort.

Black lives matter. Period.

Thank you for your support!

Lisa Parker

## Lucy Kingsley

lucykingsley42@gmail.com



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

In addition to the event itself, an important feature of our organization is Culture Jam-an eight day residential empowerment through the arts summer camp for youth ages 14 to 18. Staff and youth come from diverse backgrounds to form a multi-generational community that is fun as well as transformative. I have served as a staff person for this event for the past 14 years and can attest to transformative power this event offers to youth as well as staff.

As an organism we are in the midst of a significant transition. As we maintain our traditions, we need to create space, literal as well as metaphorical, for the new-creating a safe space for voices to be heard as well as a place for folks to come together to play and grow. A major concern is our growth as a family and as well as a public event. Segments of our physical infrastructure need attention. I believe our family as well as the public would benefit from building a community center so we would have a place we could gather year round.

I have a deep commitment to our event. I have attended every fair since the beginning. It is my honor and privilege to have spent almost my entire adult life being of service to this organization. I seek your support in continuing my participation as a member of the board of directors.

In gratitude.

*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

This question has been very hard for me. I don't want to come from a white-centered place with solutions. I don't have answers. I do want to listen and be welcoming to any of us who feel marginalized in our community. I want to hear what you have to say and to be responsive. I acknowledge I have deeply ingrained habits stemming from a place of privilege and I know I need to step back and listen and act responsibly in bringing change to our entitled and racist culture. As we do this there will be discomfort. As a community we will not become more skillful in addressing systemic embedded racism by remaining silent. Following the recommendations of the Diversity Committee that the Board adopted at the August 2020 board meeting are a good place to start. Safety matters. Hurtful impact matters. How we respond matters. Having good intentions is no longer sufficient. Let us begin.

## Sam Rutledge

samuelrutledge@gmail.com



Dearest Fairy Folk,  
I am humbled and honored to ask for your vote for a seat on the Oregon Country Fair Board. The Fair is at a crossroads. We need clear, level-headed leadership that brings people together. That's the kind of leadership I will bring. I want to share three areas where I'm confident that my skills will help move us forward into our next fifty years.

### Consensus

The Community Village has been my fair home since 2002. I have a decade of experience facilitating and participating in meetings with the Village. We make decisions by consensus, and I've earned a reputation there as a consensus builder. I'll bring this skill to the board, working to find common ground on the essential challenges that lie ahead.

### Communication

So often, conflict in our organization (and our world) stems from misunderstanding. As a communicator, I strive for brevity, simplicity, and accuracy. By stating issues in ways that recognize many points of view, I will work to reduce misunderstanding and miscommunication.

### Process

Since December of 2016, I have had the honor of serving as Board facilitator. I intend to continue in this role if I'm elected to the board. We do better when we work together, so I will also work to build up a core of skilled facilitators. This important role shouldn't always land on one or two people's shoulders.

I have seen the good, the bad, and the sparkly of our board process, and I have exciting ideas to streamline and improve our meetings, adopting procedures to encourage more fairness and transparency while allowing the board to conduct its business with less disruption. If elected I will work to establish a written document, "Peachie's Rules of Order," to provide consistency and predictability to our proceedings.

In addition to reading this statement, I also urge you to read my (and all the candidates') responses to the question on inclusivity and equity for BIPOC. These issues are among the most important ones we're going to face in the coming years, and the Fair should be at the vanguard of anti-racist work.

Thank you for considering my candidacy. I look forward to seeing you all on the path!

Love,  
Sam

*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

I was given 200 words to answer this question, but I only need two; 'Listen' and 'Act.'

**Listen.** In every way that matters in America, I have privilege. I have never experienced my race, gender, sexual orientation, or any other aspect of my identity as a barrier to success. Others have. Because my lived experience is not oppression, the first and most important thing I must do is listen. Carefully, deeply, and open to people whose experiences are different from my own. When a person tells me they experience oppression at the Fair, I will be disciplined, keeping my ears, my mind, and my heart open, especially when it hurts.

**Act.** This comes second, not because it's less important but because as a person who walks through the world with privilege I am not qualified to lead action on these issues; our action toward Diversity, Equity, and Inclusion must be informed and led by BIPOC voices. As a Board member I will carry a commitment to support bold, radical, BIPOC led action to transform our organization into one dedicated to anti-racism every day.

## Spirit Leatherwood

541-554-9806 | ocfspirit@gmail.com

Greetings,

When I ran for the OCF BoD 2 years ago I felt we were at a crossroads. Today, the path we have taken gives me pause for concern. I feel it is critical we have a Board that consists of those with strong leadership and strategic thinking skills along with willingness to collaborate with one another, management, and the membership to envision our future during these uncertain times.



The Oregon Country Fair is experiencing what I consider to be an identity crisis amidst a pandemic. I could not have imagined a greater challenge. Being involved in the difficult decisions we've needed to make thus far; I feel that some continuity coupled with change is important.

The pause in having our 2020 event is an opportunity to explore some questions that will determine our future. Who are we? Who do we want to become and are we reflecting that in word and deed? Are we making decisions with our mission and core values in mind? Are we willing to make difficult financial decisions in the best interest of our Organization?

If elected, I am committed to continue working on:

- **Our legal obligation to the duties of care, loyalty and obedience to the Organization**
- **Continuing to listen to the wisdom of our Elders and youth**
- **Supporting our new Executive Director as he helps lead us through unknown territory**
- **Becoming a more diverse, equitable and inclusive community through listening and education**
- **Helping to recognize areas where we lack policy and process in an effort to create clear expectations for staff and membership**
- **Recognizing the voice of the Membership as valuable — this includes crafters, entertainers and volunteers**
- **Playing a part in defining what a governance Board means to the Oregon Country Fair**

In all honesty, I have to share that the past two years serving on the Board have been riddled with unexpected challenges, both personally and as a long time Fair Family member. I recognize both my strengths and weaknesses.

Mostly, I believe we need to focus on deep work of the heart and listening to one another in healthy ways. Our future depends on all of us working together, building trust, and implementing changes that we know are needed.

This will take courage. I believe in us. Blessings, Spirit Leatherwood; OCF Board member, External Security Co-Coordinator, Fair Central crew member, Path Planning Committee member

*"How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?"*

I am going to continue working to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable Organization and community for all Black, Indigenous and People of Color.

I will continue to listen, learn, and encourage compassionate communication.

I remain committed to uncovering my own hidden biases.

I am eager to work with consultants and other advisors in educating self and our community in helping us become anti-racist.

I am committed to helping create clear process, policy and expectations that set up the framework for true systemic change. This will provide access for black, indigenous and people of color (BiPoc) along with the LGBTQIA+ community and other marginalized groups to be heard and respected. Being safe on our land and within our Community is critical and anything less should not be tolerated.



## Sound Bites

by Dean Middleton, Station Manager

"I always imagined the party at the end of the world would have more food, music and sexy stuff. This apocalypse is disappointing me!" — Kirk Shultz.

This is the best statement about all the crazy stuff being flung at us. Thanks for the humor Kirk, it's really needed now.

There is something in the air — besides the smoke from all the Oregon fires — it's change! KOCF 92.7 FM has added half a dozen new programs to our lineup. The following is a listing of our new programs and new hosts:

- Mondays at 4 pm Swervin' In My Lane, Host Allen Mullen
- Tuesdays at 6 pm Broth & Friends Radio Show, Host Carla Lamb
- Wednesdays at 4 pm The Jazz Café, Stu Burges
- Thursdays at 4 pm From The NW Corner (The Dead), Hosts Julia and Howard
- Thursdays at 6 pm Meet the Beatles, Host Kevin Lucek
- Saturdays and Sundays On The Rim, Host Joshua Cummins (starts October)
- Weekdays Morning News Block- 6:55am: Community Calendar/Climate Connection/Mayo Minute/KOCF News Wraps/Democracy Now-Featuring the Community Calendar read by KOCF's Allen Mullen, and local news bites with KOCF's Eddie Ahlgree, 7 am Democracy Now, Hosts Amy Goodman & Denis Moynihan.

Did it get by you? KOCF has a new News Director, Eddie Ahlgree. They just came onboard in the last couple of weeks. They are doing local news each day of the week. The two-minute news bite is just the beginning of gathering local news. We're hoping we can eventually develop a group of newsies that can do a variety of stories on our community, working toward a 3-minute weekly news program. If you have an idea for a news story, contact Eddie at: [eddie@kocf.org](mailto:eddie@kocf.org).

Our air schedule is sophisticated and getting

better each year. Besides the incredible variety of music programs — all produced for KOCF by folks connected to our community — we now can cover the news happening in our local area, and stories of interest to our extended Fair Family. Because KOCF is produced in the DJ's homes, we didn't lose a beat when COVID hit.

Shows went silent for any DJ incapable of producing a show on a computer from their home, instead of in a control room. Some of the other stations in our market lost the ability to run many of their shows from their studios. Now these stations are playing national programming instead of locally produced shows. Community is at the heart of KOCF. The community that the Fair has grown over the decades is a testament to the incredible presence KOCF has created in the public RF spectrum. And the station is all-volunteer, mostly from that community.

There is more change happening at KOCF. If you are a regular reader of this column, you probably have heard about the new transmitter going up on Bolton Hill. I have to say this has been no easy task. Because it's on the City of Veneta land, we have to very carefully follow all construction rules, permits and laws. Most of my construction experience is home-owner-remodeling based. I can't tell you how many times I've wanted to throw up my hands and give up! But we are still moving ahead.

For our tower we've settled on a wooden, 30 foot mono-pole with our antenna mounted on a 21-foot piece of 2-inch galvanized pipe. It should place our antennas about 40 feet above the ground, but what's more important is that we are on an 850-foot hill. Now our signal will go over the 600-foot hills between Veneta and Eugene. An electrical permit has been cut and now we are working out the details for a conduit path between our pole and transmitter cabinet. There are seven different underground utilities that we will likely have to cross. We've located most, and are still waiting on one more location check. I hope to break ground in the next 30 days.

Did I mention change at KOCF? While working on the transmitter construction project, it has become apparent to me that station engineering and station management are too much for one

*continued on page 24*



## Sound Bites

*continued from page 23*

mortal being. It's really like having two full-time jobs, I mean two volunteers' positions. So we are bringing a new station manager on board to help with the administrative duties of the station. If you read this column last month, it was written by Sean Cummins. Sean is going to be working into the role of Station Manager over the next four months. We've already been working together for a couple of months. I hope to make this transition

seamless. I'm not going away! I plan to stay on as station engineer. I believe Sean will be able to guide us forward and I'm excited to see the station develop under his guidance. He's been working in radio since his college days and has worked for a couple of community radio stations. If you read his column last month you know he produces the program "Reverb" ('40s, '50s, and '60s rockabilly and surf) and he's the KOCF 92.7 FM Volunteer Coordinator. Did I mention he's a musician? He's got great ideas for moving the station forward.

Well that's about a wrap. I would like to put out good energy and express my concern. I know there are some of our Fair Family who have lost their homes and or businesses from the wildfires. My heart and hopes are with you.

## 2020 OCF in Six Poems

*by Shasta Hatter, Elder (formerly Admissions)*

three generations  
three vehicle stickers  
really out of site in  
support of the Fair

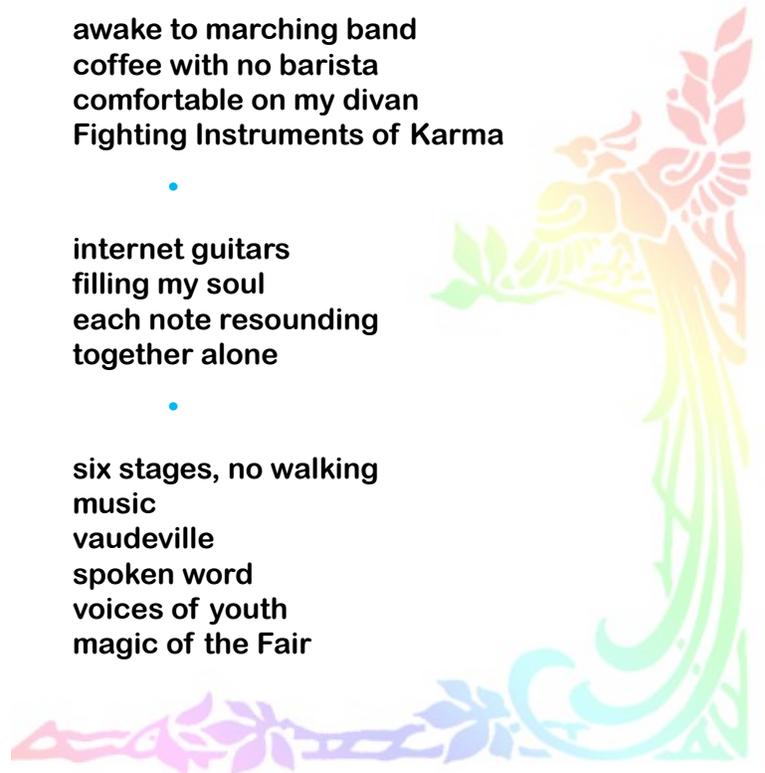
click, click  
follow a link  
Hoarse Chorale  
streaming for now

Community Village  
Autism Rocks  
musicians do too.  
do the hokey-pokey  
in my living room

awake to marching band  
coffee with no barista  
comfortable on my divan  
Fighting Instruments of Karma

internet guitars  
filling my soul  
each note resounding  
together alone

six stages, no walking  
music  
vaudeville  
spoken word  
voices of youth  
magic of the Fair



# POSITIVELY NEUTRAL

## *OCF and Portland State University Complete Phase I of Carbon Neutrality Project*

*by OCF Carbon Neutrality Team*

Oregon Country Fair and the Institute for Sustainable Solutions (ISS) at Portland State University have completed the first phase toward the Fair's goal of becoming carbon neutral. Begun in February 2020, Phase I of this work focused on two major questions: What is contributing to OCF's carbon footprint? And how do we make lasting, transformative change?

### **Analyzing the Fair's Carbon Footprint**

ISS estimates OCF's carbon footprint to be about 4,500 tons of Co2 — equivalent to the annual carbon sequestration of 5,330 acres of forest or the annual electricity of 691 homes. The calculation doesn't include emissions from booth operations. It also makes significant assumptions about the transport of equipment to and from the Fair site. ISS recommends that the Fair continue to collect data to accurately measure its emissions and its progress toward reducing Co2.

Transportation accounts for 97 percent of the Fair's carbon footprint — and interestingly, the biggest contributor is Fair family travel to and from the site. Travel to the Fair is concentrated within a few areas, which provides a big opportunity to increase carpooling and reduce single-use vehicle trips.

### **Effecting Change at OCF**

ISS analyzed sustainability policies and interviewed OCF family to better understand the Fair's organizational culture and how change and collaboration occur. The institute found that the Fair's values align well with a carbon neutrality goal, and it concluded that a strong coalition of Fair family and others, along with a robust educational component, will be key to our success.

ISS recommended that the Fair leverage the knowledge and expertise of older Fair family members, but also make way for the energy of youth, who tend to

be more optimistic and excited about shaping the next generation of progress. The institute also recommended a shared power structure in which high-level goals and monitoring are set by the Board, and the strategies and actions for getting there are developed from the ground up.

### **Phase II Recommendations**

Phase I provides a foundation for moving ahead with the carbon neutrality initiative. As Phase II begins, ISS recommends the following next steps:

- Develop a set of criteria for selecting strategies and actions to reduce OCF's carbon footprint.
- Create a plan for evaluating and monitoring the success of each of these actions.
- Continue to collect data moving forward.
- Consider onsite and local, community-based offset projects.
- Keep the momentum going with some immediate projects to reduce transportation emissions.
- Educate Fair family about options for becoming carbon neutral and the steps each of us can take.
- Share what we've learned to encourage other events to reduce their own carbon footprint.

The OCF board will discuss the Phase I conclusions and next steps at a future meeting. You can review the summary report [here](#). This report and all the supporting documentation can be found on the home page of the .net site. Please email feedback to [ocfsustainability@gmail.com](mailto:ocfsustainability@gmail.com)

A big thank you to everyone who participated in Phase I of this project! We appreciate your input and your thoughtful ideas. Please stay tuned for new opportunities as the second phase of this project begins.



## Fair Thee Well: George Atiyeh

George Atiyeh, stalwart defender of Opal Creek wilderness, nephew to former Oregon Gov. Vic Atiyeh, and longtime volunteer on OCF Traffic Crew, died at his home near Opal Creek in the Beachie Creek Fire. George, age 72, had been missing since the fires started in early September. Human remains found in his burned home along the Little North Fork of the Santiam River were determined to be his.

George volunteered with Traffic Crew for more than 25 years, starting around 1985.

Every year during the Fair, he would take Traffic volunteers up in his private plane so they could snap photos of the Fair's parking lots. Traffic Crew used the aerial photos to improve their parking strategies and for planning.

George became a legendary voice for environmental activism in Oregon when he led the charge to save the Opal Creek wilderness. As a child, he grew up exploring the wonders of Opal Creek, a jewel of a river that flowed through old growth forests in the Oregon Cascades. Every summer his family would visit his great-uncle's mining camp at Jawbone Flats. The camp sat at the junction where Opal Creek flowed into the North Fork of the Santiam River.

As an adult, George returned to the mining camp in the late 1960s to defend it from takeover attempts by the U.S. Forest Service. With friends' help in 1972, he founded the Shining Rock Mining Co. and began reactivating the area's mining claims. The claims effectively blocked Forest Service access to Opal Creek for a while.

But in 1981, the Forest Service green-lighted the Opal Creek Timber Sale and began marking the boundaries. A



*Members of Traffic Crew with George Atiyeh and his plane circa 1984.*

lawsuit filed by environmental groups delayed the sale for a few years. George mounted an effective PR campaign by taking reporters and politicians on plane flights that showed the stark contrast between the verdant Opal Creek forest and the bare clear-cuts nearby.

Starting in 1984, Oregon Sen. Mark Hatfield attempted several times to pass legislation in Congress to protect Opal Creek, but his efforts failed to gain traction. George, joined by environmental activist allies, kept up the pressure to save Opal Creek through talks, tours of the forest, and lobbying public officials. Finally in 1996, Sen. Hatfield pushed through a bill that designated 34,000 acres of forest as the Opal Creek Wilderness & Scenic Recreation Area.

Sadly, the Beachie Creek Fire that wiped out Atiyeh's house also burned most of the buildings of the Opal Creek Ancient Forest Center at Jawbone Flats. Only one cabin remains, according to a post on Facebook from the Forest Center.

Firefighters who've seen the Opal Creek Wilderness Area report that the forest burned in "a mosaic pattern." The green areas and trees left standing will give the forest a healthy start on regenerating, as ancient forests do after fires. George will be sorely missed and his beloved landscape has changed, but George Atiyeh's legacy will live on in the Opal Creek Wilderness.

*(Compiled by Fair Family News volunteer Suzi Prozanski from news reports, from info provided by members of the Traffic Crew, and from Steve "Grumpy" Gorham, former member of Traffic Crew and currently a BUM, who also provided the photos.)*



## BOARD OF DIRECTORS MEETING SEPTEMBER 14, 2020

7 pm

Zoom remote online and live  
streamed on YouTube

Zoom recording link:

[https://zoom.us/rec/share/jH4nK-rEsgnFTNqJ\\_7tJ1Nc81WoJt-9tHRuG\\_cNSfngooj4F4oxXHGQN-j0vwRIc7.M5rDpifssZftVGJd](https://zoom.us/rec/share/jH4nK-rEsgnFTNqJ_7tJ1Nc81WoJt-9tHRuG_cNSfngooj4F4oxXHGQN-j0vwRIc7.M5rDpifssZftVGJd)

*(subject to approval by the Board at the  
October 5, 2020, meeting)*

**Board Directors present:** Aaron Kenton, Cynthia “Peaches” Peachey, George Braddock (Vice President 1), Jack Makarchek (President, alternate), Lily Harmon-Gross, (Vice President 2), Lisa Cooley, Lisa Parker, Palmer Parker (alternate), Paxton Hoag, Sandra Bauer, Spirit Leatherwood and Sue Theolass. **Board Officers present:** Hilary Anthony, Kimberly “Kimmo” Howard, Heidi Doscher and Lynda Gingerich. **Staff present:** Crystallyn Frank, Mary Callaghan, Robin Bernardi, Shane Harvey, and Wally Bomgaars. Sam Rutledge facilitated the meeting.

This Board of Directors meeting is being recorded and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings. 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.” Thank you to Mary, Sean, Indigo and other technical volunteers, for helping with the online presentation.

Jack spoke to the concern of the wildfires: These are epic times, especially for those of us in evacuation zones. It is very unnerving, and important that we allow time to talk about it. In the past two days in the Sweet Home area, there have been four arson fires near the town. It is intense, and hard on everyone, with the smoke and air quality levels.

Wally: We are all feeling the impacts of the wildfires — from people losing their homes, being shut in to avoid the smoke, or not being able to avoid the unhealthy air. Many of us have been looking into volunteer opportunities and communicating with other local agencies, and we have posted resources on the .net site. We are looking at site options, but need to ensure safety and consider potential fire dangers. More information is included in my staff report. Any way we can as a collective group or individuals help those in need will be greatly appreciated. My heart goes out to those impacted. Let us stay together as a community and do what we can to be supportive.

Anthony J.: The air quality in Veneta and Elmira is far better than Eugene and other places right now, if you are having breathing issues.

Sam: Today is the first day we have been able to see some blue sky in almost a week. That gives me hope.

Spirit: There are resources available on the .net and .org sites available to Fair family and anyone we know. Resources include temporary housing, help with transporting animals out of evacuation zones or back to homes, evacuation, and respite centers, and more. We are continuing to update the information, and there is also information about volunteer opportunities. There is a church in Creswell offering respite from the smoke, as there are evacuees and children sleeping in blankets.

### New Business

The Old Business of removal of Chewie was reworded for New Business:

In order to maintain his membership status, the Board requires that Chewie engage in a professional restorative justice process, in parallel to the process as outlined by the ED. Failure to successfully complete this process will result in the invocation of the membership involuntary expulsion, termination process per the Bylaws, article V section 5c and ORS statute 65 guidelines. — Jack

The following four motions are related to budget and financials, submitted by Peaches:

1) Direct the Treasurers work with staff and Budget Committee to submit a proposed budget for a December Board vote. The proposed budget will consist of Board and staff budgets for operating 2021 with no three-day event and no Culture Jam camp. The combined Board and staff budgets are not to exceed \$680,000, of which up to \$400,000 can be payroll costs. These budgets are to include 2021 Merch Sales and a 2021 Virtual Event. Adopt the target of having a minimum of \$350,000 of bank deposits in December 2021, and use that target when evaluating what projects to approve. The target amount does not include any deposits that may be on hand due to pre-sales related to a 2022 event.

2) To expand the use of display ad and underwriting announcements to the 2021 Virtual Fair. There are to be no naming rights associated with the underwriting.

3) To direct the Executive Director to bring a recommendation to the December 2020 Board meeting regarding the regulations and health issues related to holding a regular three-day event in 2021.

4) Part 1: To direct the Executive Director to assess four to six potential alternatives to a regular three-day event for 2021 and to bring a pref-

erence-ranked list of those events, with one-page summaries; summary budgets; and a recommendation of which to continue to develop. The Executive Director will bring the Planning Group's (see Tactical Plan) top ranked alternatives summaries to the December 2020 Board meeting. These alternatives are meant to be possible activities and/or events that the OCF may do for 2021, particularly if a regular three-day event is unlikely. The summaries will include estimated lead times, staffing estimates, and permitting requirements. To approve any of the activities for 2021, the Board will approve a proposed budget that has been vetted by the Budget Committee. That may happen at the December Board meeting, or up to the last Board meeting identified (in the summaries) as providing required lead time for each activity/event.

Part 2: Direct the Executive Director to report to the Board by February 2021 options and preferences for Culture Jam programming for 2021.

### **Announcements** (Zoom video 23:48)

**Grumpy:** Retired attorney John Culver passed away. He was a path rove crew leader for over 32 years.

**Grumpy:** You have all, probably, read about George Atiyeh missing. He was on Traffic Crew, and an environmentalist who helped save the Opal Creek old-growth forest area. He was a pilot and used to fly into the Fair site and land in the Dead Lot, and would take me up with him to take photos. We should all pray that he is found alive.

**UPDATE:** George's remains were found at his home. (See *Fair Thee Well* on page 25 of this issue of *Fair Family News*.)

### **Staff Reports** (Zoom video 26:12)

**Wally:** In the last week, we have

all felt the intensity of the wildfires. Many in our family and community are struggling and suffering. Many of us have been sheltered in our homes avoiding the smoke. Some have lost their homes and more. We all are impacted in one way or another. We are all feeling the impacts.

And, as a community, we stay resilient. It has been inspiring to see our Fair Family reach out and step up to support those in need, ready to help community members, both physically and emotionally. It is heartwarming to see how our community supports each other and the greater community around us. I know many want to do even more to support those displaced or otherwise in need.

This past week I and other staff have had contact with multiple organizations, including the cities of Veneta, Eugene, and Springfield, Fern Ridge Schools, the Red Cross, United Way, Lane County Commissioners, McKenzie River Trust, UO, Burners without Borders, World Central Kitchen, and others, to look at ways we can collaborate and engage in support. I met with Veneta City Administrator Matt Michel. He offered other connections we are exploring. A few of us met with a collaborative team from the United Way Lane County, McKenzie River Trust, and St. Vincent de Paul to discuss how we might plug in to the joint relief effort they are running. Stay tuned in the next days and weeks on how we can support that effort. While many in the greater community are stepping up with support in many ways, there will be long-term needs, and support will need to continue. We will continue to explore options and keep you updated with opportunities for support and engagement.

To those who have stepped up to help, thank you for your resilience and generosity. To those that have experienced loss, you are in our hearts and minds.

In other news, I'm working with the Diversity Committee to take ac-

tion on the Board motions passed last month.

To date, the merch fundraiser that Crystalyn and team spearheaded has brought in \$163,934, with expenses of \$62,229, for a net income of \$101,705.18. Direct donations to the general fund have brought in \$28,025 from the beginning of the year through August, including \$6,205.00 through donations on the merch site. Merch orders and donations are still coming in. A huge thanks to all those who volunteered their time to make this all happen. The list is long. And immense gratitude to everyone who made donations and purchased merch.

As a reminder, myself and other staff are on limited hours under the work share program. More limited hours and furloughs will also likely be coming in the last months of the year.

**Crystalyn:** To give you an idea of our merch sales to date, the shipped packages have reached out a total of 702,482 miles. We shipped more than 3,000 pounds of products to 42 different states and territories. It has been an amazing group effort, and I am thankful for everyone who has helped.

We are in hard times with the pandemic, wildfires, and political unrest. I am grateful to be part of a community where people help in any way possible. It is inspiring.

I have been working with committees as we talk about health and safety in the coming year. Management has also been thinking about ways we can help as an organization and as individuals.

**Shane:** We have finally completed the repairs on the yurt, eradicated the black mold, installed kitchen counter and sink, and reinstalled cabinets. All the rooms have been repainted, new tile installed around the wood stove, and rotten lumber removed from the deck and replaced. It has been a time-consuming project and one we are happy to see complete. Durwin is in the process of making the yurt his new home and we have turned our

attention to other projects onsite.

We have been working our way through the yearly maintenance projects and completing tasks that have been challenging to work on when working through an event cycle. We are meeting with contractors this week to help devise a plan to best address our issues with the Chillville roof and will begin establishing a team of volunteers to help us with the project.

As you know, the fire danger has been extreme starting at the end of August, which always causes a little extra stress and worry for the site employees. It was terrifying when the fires started around Oregon and Lane County. We are so grateful for the rain we received and the relief it brought not only for the site but the surrounding communities, and the first responders working on the front line. The fire danger has been reduced from extreme to high following the first day of rain, and is currently listed as moderate and the IFPL level reduced to two, allowing us to begin mowing areas in the event area safely during the morning hours. The rain has also speeded up the next round of path seeding and core plugging, allowing us to establish more grass and healthier root systems before the season closes, and as we prepare for potential flooding.

**Robin:** For Culture Jam, we are closing out our weekly online workshop series this Saturday with a Closing Community Check-in on Zoom lead by Kenya Luvert and Sola Adebisi, one of our leads from London. They led the Opening Community Check-in for the Summer on June 20 as well. Many thanks to all the Culture Jam staff and youth who participated! Though delayed sometimes because of reduced hours, basic fall Fair office communications and duties continue.

### Committee and Working Group Reports (Zoom video 37:12)

**Carbon Neutrality Group:** Peaches said Phase 1 is completed. (See report on page 24 of this issue of Fair Family News.) Please visit <https://oregoncountryfair.net/ocfs-carbon-neutrality-project/> for comprehensive information on OCF's Carbon Neutrality Project. We are in a climate change crisis right here, right now. We need to be leaders and keep moving forward with this. Craig announced carbon neutrality town hall meetings on September 23 and 27. Check the .net site for more details.

The PSU ISS folks gave a short presentation on their findings, and the biggest take away is that the total carbon footprint for OCF is just under 4,500 tons of carbon dioxide and other greenhouse gases. This approximately equals the annual electricity use of 691 homes. The majority of this is due to travel-related emissions. One of the interns said if the Fair family can work together, love and support each other, there is much that can be accomplished.

**Diversity Committee:** Jon S. said the committee has been busy this past month. We worked with Wally to put the RFPs together for the two consultants. Wally has those now and is getting ready to send those out. We compiled a list of consultants. If people have other consultants they'd like to send the RFP to, they should email [diversity@oregoncountryfair.org](mailto:diversity@oregoncountryfair.org) and we'll add them to the list we have.

We are still working on responding to the Board's request for more information about the Equity and Inclusion Advisement Team. Hopefully, we will have something for the Board at the next meeting.

Our next regularly scheduled meeting is Monday, September 28, and there will be a link on the .net site for that.

We did get all but one of the recordings for the breakout sessions from the work assembly in July, and these will be available on the .net site.

**Elections Committee:** Heidi announced the Candidate Forum, sponsored by GOTV (Get Out the Vote), on September 20. Information about how to view the video made at the forum will be under Election Info on the [www.oregoncountryfair.net](http://www.oregoncountryfair.net) website.

September 24 was the last day to register as a voting member, to participate in the 2020 election.

Last week, the Elections Committee mailed absentee ballots to all registered voters. This also serves as notice for the Annual Meeting. The Voter Pamphlet is published on the .net site in the Election Info. (*The Voter Pamphlet also can be found on pages 5-19 in this issue of Fair Family News.*) Information about how to get a hard copy of the Voter Pamphlet is included in the packet.

On Sunday, October 11 at 3 pm PDT, the Election Committee will host the virtual Annual Meeting. Candidates will have the opportunity to speak briefly. There will be time for members to ask questions of the candidates. A Zoom link will be posted on the .net site.

Saturday, October 24, 8 pm PDT, is the deadline for ballots to be received at the Fair office, 442 Lawrence St., Eugene, OR 97401. Ballots received after this time will not be counted. Mail early! Ballots will be counted on Sunday, October 25, with the results posted that evening.

If you have not received your ballot or have been displaced due to the wildfires, please email [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org).

**Path Planning:** Paxton said they met virtually on August 20. A report was given on the progress made by the hand washing subcommittee, with mapping of prioritized areas with additional locations and a general plan to move forward.

Britania of the Diversity Committee

gave a presentation, and guest speakers will be included in all meetings going forward.

The committee spent time reviewing options for the 2021 event. A committee motion was passed, stating "Path Planning has begun work to define possible options for the 2021 event. To do this, the committee strongly recommends to the Board and Operations that Staff be available this Fall in support of volunteers helping get this work done."

George said it sounds like Path Planning is way ahead in preparing for 2021 and wondered why, when there have been no formal decisions made yet about what type of event we will have. Paxton replied that the committee feels they need to continue their work in planning for the future public areas of the Fair, and knows that changes will need to be made. Crystalyn said Path Planning has subcommittees that are researching topics such as the cost to add more hand-washing stations, and the work they do is very pertinent and necessary.

**KOCF:** Dean reported the new transmitter is finally going up on Bolton Hill. I have to say this has been no easy task. Because it is on the City of Veneta land, we have to follow all construction rules, permits and laws very carefully. I cannot tell you how many times I have wanted to throw up my hands and give up. Most of my construction experience is homeowner remodeling based. But we are still moving ahead. For our tower we've settled on a wooden 30-foot mono pole with our antenna being mounted on a 21-foot piece of 2-inch galvanized pipe. It should place our antennas about 40 feet above the ground but what's more important is that we are on an 850-foot-tall hill. Now our signal will go over the 600-foot hills between Veneta and Eugene. An electrical permit has been cut and now we are working out the details for a conduit path between our transmitter cabinets. There are seven different underground

utilities and the path may require we get an easement from a neighboring landowner. We have located most of the utility paths, still waiting on one more location check. I hope to break ground in the next 30 days.

### Member Input (Zoom video 1:00:43)

Jon P.: I am seeing some really important things on the agenda in Old Business that have been worked on a long time and need proper exposition. They are the work of this Board and should be finished up in the term of this Board. I am wondering if you have considered splitting this up into two meetings.

I think not having member input after each agenda item is a step backward, for membership participation and governance of this organization. It needs to be beefed up, and one way is supporting the notification of protocols that are in the motion for posting agenda items.

Grumpy: Thanks to Heidi, Jen-Lin, the Elections Committee, and the other people who have organized the upcoming election. They are doing a great job! This election will be fair and as good as any election can be, in regard to ensuring only one vote per member.

Heather: I am concerned about the increasing level of disenfranchisement of the membership. I am confused as to how we can have a virtual Fair with attendee participation, yet we have a hard time having a Board meeting that allows for member participation on individual motions. In this time of virtual meetings, we should be no less inclusive than we were before. As always, isn't it a matter of organizational will?

Anthony: I want to thank those who have helped with the crisis we are in right now, while also getting things done for OCF. This is a hard time for everybody. Remember to take

care of yourselves. For those who are struggling and have been locked in their homes for a long time and not being able to hug each other, we are going to get through this and we will be back together again soon. If you need anything, reach out, as there is somebody who will listen.

Colleen: I support the Committees Best Practices Manual on the agenda tonight. It was a pleasure to work with Peaches and others. I support the manual because it is a gift and will support the volunteers, and will aid the next generation of our leaders. Better functioning committees will support the Board's work.

Colleen read a quote from the manual: "Volunteers deserve to be informed, to be welcomed with good processes and protocols, to be educated about the inner workings of the Fair, to participate in community agreements, and to be able to help the Fair become even more wonderful for future generations."

Jon S.: I agree with others that not allowing member comments after individual agenda items is not a good step for member input. I have some concerns on a number of the agenda items. I think the item regarding Board term lengths needs to get referred to the Elections Committee to figure out an implementation schedule.

I also think for the budget, it is important for members to know what the effective FTE of all the staff positions are. I understand the caretaker has been put on workshare, and is working hourly. I think that has potential liability for a wage and hour claim. It is my understanding the Executive Director changed the terms and conditions of his own employment, and I wonder what the Board role was in that. I do not think it is appropriate for the Executive Director to change the terms and conditions of his own employment.

Brad: Now more than ever, remember to be patient with yourselves, and be patient and kind with others. We

have no idea what everyone is going through.

I agree with others about member input. The agenda item list is long and I have operational input that might be helpful. I think these Zoom meetings can be longer, and we can have member input.

Dean: I urge you to support Peaches' motion for the Committee Best Practices Manual. It is intended to be a living document, where changes can be made, so we can continue to work on it as needed. It is going to help process for the Board and committees as we move forward.

### **Treasurer Report and Budget Items** (Zoom video 1:12:00)

Hilary: We have completed our draft financial statements, and will finalize it with the accountants. The 990 is completed and was filed today.

I worked with Lynda and Wally on follow-up to a survey conducted with the Budget and Financial Committees, the Board, officers, and staff. The survey was to get a sense of issues to consider in changing the budget process and planning for next year. The follow-up includes the four motions Peaches added to New Business. This next year will be quite different, and we are trying to plan in an inclusive manner that is also timely and allows us to research different options. As we move to a governance Board, this will be good practice for us.

The proposal is two parts. One part is the motions, and the other is operations which Wally has primarily worked on. He will be using planning task forces, staff, and committees for different portions. Once the Board and operations have vetted the options, then we can move forward. There is a Board Work Session scheduled for Monday, September 28, 2020 at 7 pm, with a plan to get member input after the presentations. Please check the .net site for more details.

**Sandra moved and Aaron seconded to approve a staff budget of \$485,000 for the balance of 2020, as a budget adjustment.**

Spirit: Per the Board's request, Wally and staff have taken the time to look over work plans and work within the budget. So there has been a process and I want to thank Wally and staff for their work on this.

Palmer: I do not quite understand where the money came from and how it is being spent. I hope our ground crew stays on the ground because we have lots to do.

Aaron: At our last meeting, we were discussing a staff budget of \$475,000. The amount in the current motion is a compromise, and something Wally can work with and hopefully the Board can work with as well. We have been discussing this for months.

Spirit: We have had personnel meetings and emails with various budget scenarios, so the Board has had a chance to review this.

Paxton: This is just the final process of our budget process from last January. We never actually passed the personnel budget when we made adjustments due to the pandemic.

Hilary clarified the amount of \$485,000 is for the entire year of 2020. Sandra and Aaron agreed to amend the motion.

**As amended, Sandra moved and Aaron seconded to approve a total staff budget of \$485,000 for 2020.**

**Motion passed: 10-0.**

### **Old Business** (Zoom video 1:26:50)

*Note: Some Board members offered to delay their agenda items to the next Board meeting because of time constraints.*

**Sue moved and Peaches seconded to approve the August 3, 2020, Board meeting minutes.**

**Motion passed: 10-0.**

**Aaron moved and Sandra seconded to allow directors to attend Board meetings remotely, except the Annual Board meeting, from this date forward. (Zoom video 1:29:30)**

Aaron: We are required to follow Oregon corporate law. Lisa Parker did some research, and my understanding is this is already a law. We may not need to vote the law in but we do need to follow it. So, we may not need a motion if the Board can agree to follow the law. Then we could move on to approving Committee Best Practices Manual.

Lily: We have to follow the law, or something more conservative. Our By-laws do not state that Board members are required to attend in person.

George: I think it is important when possible, that we be able to look at one another in person. The online Zoom meetings are disorientating and a lot is lost. It is a good motion, but would like to add the verbiage "when justified" for special circumstances.

Lily: I support not having to attend Board meetings in person, but I want us to think through how we can actualize it. If we can meet in person, but someone needs to remote in, then how will it work for them to be heard by others and participate? Before we say yes to this, we need to consider what the process will be and how staff or our online volunteer team are involved.

Aaron: I have done some research with Sean, and we could do one computer with split screen for participants, and also combine the in-person and remote participants for viewing on YouTube. The technology is there, and may take some time to sort through, but it is not impossible. If the Board chooses, we can bring this to a vote, which could be better for clarity given the comments about the laws.

Palmer: There has been a desire for remote participation for people who do not live in the Eugene area. It would save on travel expenses. The

wording of the motion states “except the annual Board meeting,” but this year we will be meeting remotely.

Sandra: I have participated in a lot of Zoom meetings for committees that have both in-person and remote participants. They have worked really well. This also opens up the candidate pool.

Crystaly: It is doable, but having a larger group with mixed participation is challenging.

Aaron: The technology is sufficient to make it work. My thoughts were that a Board member would want to be in person at the annual meetings. To address Palmer’s concerns, we can remove the verbiage “except the annual Board meeting.”

Aaron and Sandra agreed to amend the motion.

**As amended, Aaron moved and Sandra seconded to allow directors to attend Board meetings remotely from this date forward.**

George: I think we still need to clarify this option to attend remotely should be justified. The pandemic is a justification, but in the future, we need maximum clarity for why someone cannot attend in person.

Aaron: I am OK adding “if justified,” as long as it is not a Board vote to decide what is justification. If someone lives in Arizona, then they should be able to attend remotely.

Aaron and Sandra agreed to amend the motion.

**As amended, Aaron moved and Sandra seconded to allow directors to attend Board meetings remotely, when justified, from this date forward.**

Lisa P.: This motion has implications for the Bylaws. As Lily said, the ORS statues set the minimum that we cannot go below, but we can be more restrictive. Currently, the ORS statutes allow for remote attendance. Our Bylaws do not address this, and they also do not prohibit it. I hope we explore the implications for the Bylaws with the Bylaws Committee, rather than

voting on it tonight. It may have unintended consequences.

Palmer: I agree with Lisa P., and think it could go to the Bylaws Committee because of the need for justification.

Lisa C.: If people are gone or out of town, they should be able to be on the Board of Directors. I think this should pass, and is important we be able to meet remotely. The world has changed.

Spirit: Instead of having the Bylaws Committee say yay or nay, the Board should be directing the Bylaws Committee to adjust the Bylaws, if it passes. We can always make adjustments down the road if there are implications. Thanks to George for his input about justification. I will be supporting this motion.

Aaron: I tried to keep the wording simple, so that we would not have implications with Bylaws. I think this is straightforward. If something becomes a problem, we can adjust it in the future.

Paxton: I have attended committee meetings remotely from outside the country. I appreciate this option and it is important. We have had work sessions remotely, and they have worked out. Personally, I think we should meet in person where we can better communicate and work together. I agree that it should go the Bylaws Committee, with or without a vote.

Palmer: If I was not clear, I do think this is a good idea. I do not think you should have to justify why you would attend remotely, for the reasons stated in this discussion.

**Motion passed: 9-0-1; Lisa P. abstained.**

*There was conversation about extending the meeting past 9 pm and what the order of the agenda items should be. (Zoom video 1:49:40)*

Jack made a motion to extend the meeting 15 minutes.

Spirit asked how many motions were left on the agenda.

Peaches: If we could vote on the Committee Best Practices Manual, it should not take long because it has already been given opportunity for feedback and revisions.

Spirit: I agree with Peaches, but I do not want to be prioritizing the other agenda items. I would like to put time limits on the rest of the motions unless anyone else wants to table (delay) their motions.

Aaron: I have no objections to spending 10 minutes as long as we do not dialogue about Committee Best Practices because we know it is ready to go. I would like us to have at least two minutes at the end of this meeting to set an additional meeting time and date, so that we can deal with this agenda.

Sam: Before this meeting, I reviewed the Bylaws about who sets the agenda for these meetings. It could be the job of the secretary, president, facilitator, or the Board. The Board option is very inefficient, but we do not have a specific rule.

Kimmo: I know there are gray areas, but I have always tried to keep Old Business in the order they were presented to New Business, to be fair. I agree with Peaches that we should move on to the next agenda item as listed.

Sam said he was also trying to find a fair way to proceed. Jack asked to call the motion. Dean noted the meeting started late.

**Jack moved and Sandra seconded to extend the meeting 15 minutes.**

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

**Peaches moved and Lisa P. seconded to approve and implement the Committee Best Practices Manual as presented by the Committee Best Practices Work Group. Work Group to follow up and assess progress in six months and yearly thereafter. (Zoom video 1:55:20)**

Peaches: Thanks to the entire work group who helped with this manual.

It will help the committees work in a way that is more transparent and accessible for the membership. Committee level is where membership action and input is ground zero. The manual is full of resources for facilitating, how to keep minutes and plan agendas, how to make their work more efficient, and function in a productive way. I am proud of this, and hope it passes.

Palmer: It is a great document. My understanding is that this is best practices, rather than required.

Lisa P.: I reviewed the manual and it is a great resource. It will help serve the committees in the work they do, and make member participation more effective. Thank you Peaches and the others for your work on this.

Paxton: I also want to thank Colleen Bauman who has been trying for decades to work on this. It is a wonderful document, and there is a section for Board liaisons.

**Motion passed: 10-0.**

Aaron: I wanted to recognize we have many items on the agenda. One of them is actually three different motions; it has just been truncated on the agenda. I want to propose a motion we have a Board meeting next week.

**Aaron moved and Sandra seconded to have a Board meeting on Monday, September 21, at 7 pm. (Zoom video 2:02:26)**

Sam noted that it may not be enough advance notice for a Board meeting, according to our Bylaws. Crystalyn confirmed the notice has to be no less than seven days, and we would not be able to put notice out until tomorrow.

Lily: This motion needs to be moved from new to Old Business before we can have this vote.

Aaron: Announcing this at tonight's meeting would count as notice for the seven days.

**Aaron moved and Sandra seconded to have a Board meeting on Monday, September 21, at 7 pm, and move this item from new to Old Business.**

*(Zoom video 2:03:44)*

**Motion failed: 5-5; George, Lily, Lisa P., Paxton, and Peaches opposed.**

**Paxton moved and Sandra seconded to extend the meeting 15 minutes.**

*(Zoom video 2:08:56)*

**Motion passed: 6-3-1; George, Lily, and Lisa P. opposed; Peaches abstained.**

The next agenda item: Board moves there will be no deliberations regarding the election of officers outside of the Annual Board Meeting.

Lisa C.: This might not have to be a motion at all, or a bylaw change. There should be no discussion about officers and elections at the retreat. The retreat should be focused on training people, onboarding, and making sure everybody knows what is going on for the upcoming year. If we need to find a different way to elect officers, then we should come up with that. I do not have a real motion, but I put the agenda item up for discussion. We have another retreat and elections coming up soon.

Sam asked Lisa to clarify if she was making a motion, or was offering to delay it.

Lisa C.: I do not want to table this, but I also do not want to get into a big discussion about it.

**Lisa C. moved and Sandra seconded to approve that there will be no deliberations regarding the election of officers outside of the Annual Board Meeting. (Zoom video 2:12:59)**

Paxton: Having been to a lot of Board retreats, that is where we actually sit down and have to work together. Choosing officers has been a significant part of that. Having training without knowing how the Board is going to move forward with officers is not very smart. I view talking about officers as part of my job, and the Board retreat is valuable time.

Aaron: Having a time at the retreat for training and introductions, for people to get to know each other is critical.

I do not think it is the appropriate time to choose officers. The appropriate time is at the Annual Board Meeting. If people have an opportunity to get together, learn and work together at the annual retreat, then that will be the way they decide who they think is worthy of those positions. Those positions should be chosen at the Board meeting when the new Board is seated. I support this motion. My experience the past couple of years, is that this would be a way to be clear and transparent when choosing officers.

Palmer: I agree with Paxton. It is no secret this is a divided Board, and has been that way for a while. It is probably why so much of our past retreat was spent on officers. We already do choose the officers at the Annual Board Meeting. I agree training should happen at the retreat. I do not understand how selection or discussion of officers is going to happen in a transparent way if it is not going to happen at the retreat.

George: The way the motion is worded that selection of officers can only be talked about at the annual meeting, it is sort of a gag order.

Spirit: The reason why it has been smooth prior to a couple years ago, is because there has not been a tremendous amount of change in the turnover of the Board. With more turnover, there are questions about how we are going about our processes, and electing of officers is one of them. It has been the biggest source of contention I have experienced with the Board, from the get-go — having these discussions in closed sessions and members totally blind to what is happening.

At our first Board meeting this year, the Board was completely blindsided because nothing we had discussed and essentially agreed to was followed through. New Board members were completely flipped upside down. We need a more transparent process that is less contentious because it has been a source of distress.

Aaron: As far as discussing delib-

erations at the Annual Board Meeting, the way most people deal with electing officers is people nominate people for the positions. Motions are made for those positions, a vote is taken, and it passes or fails. It is normal for officers to be elected in open session.

I understand George's concern, but would not consider this a gag order. Maybe the wording could be softened somehow. But I am totally against the entire retreat being spent on something that should be transparent in an open session. It should be handled by the Board itself. I support this, and would be willing to come up with more friendly wording.

Lily: I agree the officer selection process might need some revamping. I have only been to two retreats. At both of those retreats, anyone who was there would say that the agenda was completely dominated by the officer selection. That is not appropriate, because we have work to do at the retreats. However, I do not think it can happen in all public meetings.

Let us say we spend 12 hours at the retreat and then another one and a half hours at the Board meeting talking about selection of officers. If, in fact, we can take less time then would the 12 hours really be necessary? And if it was not necessary, then what business did any of us have sharing those comments. The Board needs to decide to set a time limit at the retreat, and stick to it.

We did deliberate officers and discussed it at an open meeting last year. I cannot tell what preventing this conversation from starting at the retreat will accomplish, except to monopolize the entire November meeting with this conversation.

I do agree some change needs to be made. We should still start the conversation at the retreat, but should be more clear on whether those comments made are necessary, would they also be said in public, and set up a process so that we do not spend 12 hours on it.

Lisa P.: The current process is that we do elect the officers at an open meeting in November. There is a motion made and a vote taken.

Paxton: With the exception of the past two years, the discussion on the selection of officers at past retreats was less than an hour. We have never had enough time for all we wanted to accomplish, but we were able to work on training. I was shocked at how long it took at the past two retreats, and it should not take that long.

Spirit: With all due respect, there has been a change over in the Board. Those board members advocated for change. It is not so much the retreat I am speaking to, but coming up with who we would be voting on because that does take time. I am trying to figure out how to accommodate both and come up with a transparent process.

Aaron: I was told anybody could put an item on the retreat agenda. I think people who want to be officers could give a recap of their experience, why they want the position, and those sorts of things at the retreat, within a time frame. Then we can discuss it further at the open meeting.

I think this conversation needs to continue at the next Board meeting. Then we can continue to work on the motion. We do not yet seem to have a solution to what happened the past couple years. Jack has been our President for 20 years, so there has never been a question about who the President might be. The last couple of years there have been other qualified people who can step into that role. I do not think history is really serving us well in this time of change, and a time with different needs than we had in the past.

Aaron asked Lisa C. if she was willing to continue the discussion of this motion at the next Board meeting, and Lisa C. agreed.

Lisa C.: George, this is not a gag order. Not to be dismissive of others' feelings, but I have only been to one retreat and it was so harmful to my

feelings. I think that we can do better. I know we can do better, and I expect us to do better. Let us come up with a different way and a different process. Let us table the motion and have a better discussion about this.

### **President's Peace** *(Zoom video 2:27:05)*

Jack: The biggest concern for us right now is our health, safety, and well-being. My heart goes out to everybody who has been evacuated or had tremendous loss. When the rain comes again this will be past us, but the bigger picture is the climate. Thank you to everybody working on the Carbon Neutrality Project, and we need to do better.

We need to do many things better within Oregon Country Fair. With the pandemic, racism, and the wildfires, things are very emotional right now. There is a lot we are changing, right in front of us. Please be patient and kind. I love you all.

### **Draft Agenda for the October 5, 2020, Board Meeting** **Remote Online Meeting 7 pm**

Approve September 14, 2020, Board meeting minutes

Recommendations of Bylaws and Elections Committees — Paxton

Expand Committee Reports segment of Board of Directors monthly meetings to include "Committee Reports, Requests and Recommendations" during which time dialogue may occur between committees and the Board — Peaches

Board moves there will be no deliberations regarding the election of officers outside of the Annual Board Meeting — Lisa C.

Board composition and term length — Aaron

New Business placed on the agenda will be fully formed by the time the FFN is released, in effort to give membership sufficient time for well-

thought-out input. This motion would exclude Bylaw motions (which are covered in the Bylaws). — Spirit (*Spirit wanted to clarify, it is not fully worded motions 30 days ahead of time; it is fully worded motions by the time FFN goes out to the membership.*)

Proposed Guideline changes must be published in the FFN for two months, and full efforts will be made to contact affected stakeholders directly at least 60 days prior to the Board vote — Aaron

Previously tabled: OCF Employee Manual from Personnel Policies Committee — Sandra

Direct Bylaws Committee to appoint an at-large Board member — Jack

Diversity Committee proposal for Advisory Committee — Lily

In order to maintain his membership status, the Board requires that Chewie engage in a professional restorative justice process, in parallel to the process as outlined by the ED. Failure to successfully complete this process will result in the invocation of the membership involuntary expulsion, termination process per the Bylaws, article V section 5c and ORS statue 65 guidelines. — Jack

The following four motions are re-

lated to budget and financials, submitted by Peaches:

1) Direct the Treasurers work with staff and Budget Committee to submit a proposed budget for a December Board vote. The proposed budget will consist of Board and staff budgets for operating 2021 with no three-day event and no Culture Jam camp. The combined Board and staff budgets are not to exceed \$680,000, of which up to \$400,000 can be payroll costs. These budgets are to include 2021 Merch Sales and a 2021 Virtual Event. Adopt the target of having a minimum of \$350,000 of bank deposits in December 2021, and use that target when evaluating what projects to approve. The target amount does not include any deposits that may be on hand due to pre-sales related to a 2022 event.

2) To expand the use of display ad and underwriting announcements to the 2021 Virtual Fair. There are to be no naming rights associated with the underwriting.

3) To direct the Executive Director to bring a recommendation to the December 2020 Board meeting regarding the regulations and health issues related to holding a regular three-day event in 2021.

4) Part 1: To direct the Executive

Director to assess four to six potential alternatives to a regular three-day event for 2021 and to bring a preference-ranked list of those events, with one-page summaries; summary budgets; and a recommendation of which to continue to develop. The Executive Director will bring the Planning Group's (see Tactical Plan) top-ranked alternatives summaries to the December 2020 Board meeting. These alternatives are meant to be possible activities and/or events that the OCF may do for 2021, particularly if a regular three-day event is unlikely. The summaries will include estimated lead times, staffing estimates, and permitting requirements. To approve any of the activities for 2021, the Board will approve a proposed budget that has been vetted by the Budget Committee. That may happen at the December Board meeting, or up to the last Board meeting identified (in the summaries) as providing required lead time for each activity/event.

Part 2: Direct the Executive Director to report to the Board by February 2021 options and preferences for Culture Jam programming for 2021.

