



FAIR FAMILY NEWS

OREGON COUNTRY FAIR ☯ ONE CREATIVE FAMILY

VOLUME 28 ISSUE 8

JANUARY 2021



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I MISS EVERYONE VERY MUCH

Booth 224 contains a handwritten sign of heartfelt expression posted by James Nason in his Fair home on East 13th, on the path to Main Stage. The scene is a highlight being noted by numerous visitors to the winter Fair site.



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.

JANUARY

- 24 OCF Crafter Town Hall: 2021 and Beyond, noon to 2:30 pm, online
- 28 Elders Committee, 7 pm, online
- 31 FairCARE Virtual Town Meeting on the Community Relations and Restoration Process, 1 pm, online. See story page 8.

FEBRUARY

- 1 Board of Directors meeting, 7 pm, online
- 3 FAIR FAMILY NEWS DEADLINE
- 10 Craft Committee, 6 pm, online
- 14 Path Planning Committee, noon, online
- 27 CeDaR Conflict Resolution Skills-Building: Short and Sweet Online Zoom Retreat, 10 am to 4 pm. See story page 7.
- 28 OCF Food Booth Town Hall, time TBA, look for update online at oregoncountryfair.net

Membership Secretary Job Opening

Do you have a passion for details? Does entering data give you a thrill? Are you meticulous about accuracy? If so, there might be an OCF officer position waiting for you! Our current membership secretary would like to transition out of the job and start training her replacement. If you are interested in ensuring the integrity of our Board elections, you may be who we're looking for!

This is an officer of the OCF position that is responsible for maintaining the membership database, confirming the eligibility of new applicants, inputting new member information, updating current member information, and working with the Election Committee to facilitate the annual Board of Director elections. The membership secretary is invited to all Board meetings, including the annual Board, officer, and staff weekend retreat.

If you are interested in learning more, please email Heidi at elections@oregoncountryfair.org.

FFN WINTER FAIRIES



Suzi "Snow Camper" Prozanski
Daniel "Tobogganer" Cohn
Kim "Ice Climber" Griggs
Mary "Rain Hiker" Doyon
Niki "Figure Skater" Harris
Michael "Base Jumper on Skis" Ottenhausen
Brad "Ski Bum" Lerch
Mary "Flying South" Callaghan
norma "book reader" sax



*Happy
Birthday
Aquarians!*



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.
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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



Board Announces New Leadership for OCF

The Oregon Country Fair Board of Directors announces the resignation of Wally Bomgaars, the OCF Executive Director (ED). We thank him for his service and wish him the very best in his new endeavors.

The Board has hired an Interim ED, Liz Field, through Page Two Partners. Liz brings many years of experience providing executive transition leadership and related services to nonprofit organizations. She will serve in this role during the months ahead, providing leadership continuity, and supporting the Board's search process and

the transition to the Fair's next permanent ED. You can expect to hear more from her as we move forward. Please welcome her to our Fair family. She, like the rest of the staff, will be working limited hours during the pandemic.

The Interim ED role is an exciting choice for our organization right now. In working with the staff, the Board, and members, Liz will help us position the organization for success, as we prepare to bring in a new Executive Director and set our sights on hosting our next event on our land.



Volunteer position open!

Lead person(s) for Elders Wristband Subcommittee

Do you love the Fair and want to help Elders get their wristbands? OCF Elders are looking for someone to lead the Elders Wristband Subcommittee. This is the most significant volunteer position within the Elders' community. You will be ensuring that every Elder who plans to attend the Oregon Country Fair receives their wristband. This position can be job shared and is open right now until filled. Elders in this position qualify for an earned pass.

The best person for the position could be described something like this:

- Has familiarity with the Fair
- Resides near enough to the OCF office to stop by once in awhile
- Enjoys being the point person who holds things together
- Feels rewarded through helping others
- Is excited to network and coordinate between Elders and other Fair staff and volunteers
- Is organized and a good collaborator and delegator
- Has technology skills: Spreadsheets, creating forms, writing, numbers, email, document management, Google accounts
- Is a good communicator
- Has sufficient time to devote to the position, starting in October and especially busy January thru early July

If that someone could be you, then let's talk!

To find out more, send an email to Annemarie and Carolyn at eldervolunteers@gmail.com.

We look forward to hearing from you 

UNDERWRITERS

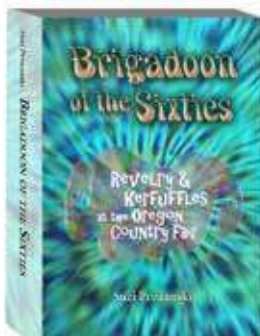
Recently Unclassified Material

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

Celebrate the Return of the Light

Now on sale! *Brigadoon of the Sixties*

Another epic slice
of Fair history from
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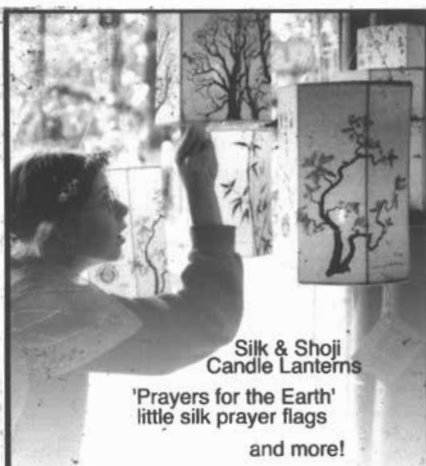
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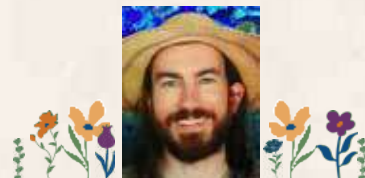
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92.7 FM KOCF

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THANK YOU TO EVERYONE WHO SUPPORTED THE CCPA/WOW HALL 45TH ANIVERSARY ONLINE CELEBRATION. COMMUNITY SUPPORT HAS ENABLED THIS HISTORIC DANCEHALL TO REMAIN IN USE FOR FORTY-FIVE YEARS. CURRENTLY CLOSED DUE TO COVID, WE HOPE TO REOPEN AS SOON AS WE CAN SAFELY DO SO. IN THE MEANTIME, LOOK FOR MORE ONLINE EVENTS. YOU CAN FIND US AT WOWHALL.ORG AND AT FACEBOOK.COM/THE WOW HALL

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A Look Back and a New Grievance Administrator

by Kat Kirkpatrick and Barbara Short, Grievance Administrators

Kat Kirkpatrick: I'm retiring as the OCF Grievance Administrator after a decade. When I started, I noticed the grievance process was very narrow and left out many conflicts that didn't involve a violation of our written Guidelines. I invited in CeDaR, which provides mediation and conflict coaching for Fair-related conflicts. We have yearly Conflict Response Skill-Building Retreats to provide free education to Fair family.

OCF has several other groups who respond to conflict, including Camping Mediators, Camp Hosts, Neighborhood Response Team (NeRTs), WhiteBird, and BUMs. With mediation now available to all Fair family, I worked to shift the grievance process to use Restorative Practices, a deep process that works to restore community after a violation of our Guidelines. That change to the grievance process is happening now. Trained arbitrators are still needed for what doesn't get otherwise resolved. See below for information about how to get trained as an OCF Arbitrator. I'm so pleased to welcome the new grievance administrator, Barbara Short, who has a background in Restorative Practices and many other skill sets that make her a great fit to lead the grievance process through this new change!

Barbara Short: Greetings Fair family! I am pleased and honored to serve as the new Grievance Administrator and want to thank Kat Kirkpatrick, retiring GA, for her mentoring and support. The OCF Community is a valuable source of creativity, inspiration, education and social influence. Magic and Fun aside, it is our mission — nourishing spirit, living authentically and transforming culture in joyous and healthy ways — that centered my commitment to this community and our endeavors from my first Fair in 1981.

As GA I hope to bring a proactive, educational focus

to the work as we collectively negotiate being together with compassion, respect and appreciation, supporting one another toward manifesting the gifts we bring to the world, and working for the greatest good.

At Fair you may have seen me on Pre/Post Security, camping at Far Side, watching every Girl Circus performance, enjoying music, taking morning saunas and generally out and about with a smile. My daughters grew up attending Fair and work on Sweep and as a performer.

My years as a tree planter and river guide gave way to decades in education and mental health as a teacher, counselor, social worker and administrator currently promoting social-emotional learning and restorative practice. I live near the confluence of the Klamath and Salmon Rivers in Northern California, have a gardening addiction, and value kindness and generosity of spirit.

2021 OCF Grievance Process Arbitrator Training Saturday, March 6 from 1-4 pm.

This session will be held virtually. Sign up here: OCF Arbitrator Training or use this link: <https://forms.gle/iZn3mDMQareddgTq6>

Attending the training does not obligate you to serve as an OCF Arbitrator, but only those who have attended a recent arbitrator training will be invited to serve.



Barbara Short, new OCF Grievance Administrator

CeDaR Conflict Resolution Skills-Building Retreat

Saturday, February 27, from 10 am-4 pm

Here is an opportunity to develop and practice communication and conflict resolution skills, learn about restorative justice and connect with others in providing support for the OCF Community! See more about this event in the article by Chip Coker on page 7.

Mark Your Calendar: February 27, OCF's Annual Conflict Resolution Skill-Building Retreat

by Chip Coker, CeDaR Team Coordinator

Are you interested in developing your peace building skills? For more than 10 years, the Oregon Country Fair has hosted an annual weekend retreat (typically on site at Alice's Wonderland) for developing skills that have been developed and handed down through restorative justice, conflict resolution and mediation lineages.

This year, on February 27 from 10 am to 4 pm, a team of professional mediation and restorative justice practitioners, as well as experienced mediation volunteers and other experts, will be offering a Short and Sweet On-line Zoom Retreat, which will feature a number of interactive sessions designed to share the gifts and insights of listening and communication practices that have proven effective for resolving conflict and creating community. And in case that sounds a little too dry, we also promise to include enough frivolity to keep you engaged and entertained throughout the day.

Come for an hour or come for the whole day! Share what you know and learn with others — the goal is to build a community of skilled peace-making practitioners, while having fun! All are welcome! Click on the link at the end of this paragraph (or enter it into your browser) in order to get more information about the schedule of workshops and presenters, and to register for this Short and Sweet On-line Zoom Retreat. <https://lanecdr.org/mailling-list-and-newsletter/>

Oh, and check out our companion training: 2021 OCF Grievance Process Arbitrator Training, Saturday, March 6 from 1-4 pm
This session will be held virtually on Zoom. Sign up here: OCF Arbitrator Training, <https://forms.gle/iZn-3mDMQAreddgTq6>



OCF Supports Unhoused Outreach

by Arwen Maas-DeSpain, Director, Carry It Forward

Carry It Forward sends belated gratitude to the Jill Heiman Vision Fund and the Oregon Country Fair community for supporting our efforts in 2019-2020.

These funds helped us develop our own facility, allowing us to expand our services and broaden our impact. During the winter of 2019-2020, the Jill Heiman funds we received were used to create a working facility for sorting, laundering, and storing donations of



clothing and camping gear out of a derelict county-owned building. The funds also helped provide the necessary supplies, staff training, and employment of 10 unhoused people who delivered supplies and fuel to 920 unhoused people on the street through last winter.

Thank you to all who contributed to this fund, it truly saved lives. For more information, go to <http://www.carryitforward.net>



Thank You for Being Fairies

Hello Fair Family,

This past Board election was the first I was able to help with (COVID pairs were needed to keep people safe). I knew there were many safeguards in the process, but being up close gave me a whole new appreciation for the work of the Election Committee and our Membership Secretary, Heidi Doscher. They do all this amazing work and do it well.

The other thing I discovered was how many of our voters take time to decorate their envelopes with art, uplifting comments and appreciation, and jokes and even consider the selection of certain postage stamps. These touches kept our spirits up knowing that you, yes you, wanted to spread the Fair energy, especially in a year when we could not be together. You filled our hearts with peaches. Thank you so much for being Fairies,

Sue Theolass
Elder

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).



OCF Crafter Town Hall: 2021 and Beyond

Craft Committee is presenting a Town Hall for Crafters making plans for 2021 and beyond. Sunday, January 24, noon to 2 pm, via Go To Meeting. <https://oregoncountryfair.net/event/ocf-craft-food-booth-town-hall-2021-and-beyond/>

The Board, committees, and leaders have been discussing options for 2021 and will soon make preliminary decisions. Options in discussion include a half-size event, several smaller events, offsite events, or one-day

events with no camping.

We would like to gather as many ideas and as much information as possible, so please share this information with the other crafters in your booth. Please be thinking about your future plans and bring your creative ideas to a group discussion for booth families. Let's get together!

Reminder: Craft Committee meets monthly on the second Wednesday of the month by Go-To-Meeting. Just click on the link in the calendar at oregoncountryfair.net to join.

FairCARE Town Hall on Grievance Procedures

FairCARE, a subcommittee created by the OCF Board in early 2020, has been hard at work on our new Community Relations and Restoration Process (formerly known as the Grievance Procedures). Now, it's time for us to gather some information from you to ensure that this is the best process we can create at this time. The draft process will be shared in advance for Fair Family members to read. If you're interested in sharing your questions/concerns with FairCARE, we have a couple of ways for you to participate:

1) During a Virtual Town Hall Meeting - On January 31 at 1 pm, the FairCARE Community Relations and Restoration Process team will host a remote session with any Fair Family member who wishes to participate. Registration in advance is preferred, but not required.

You can sign up for the remote session through this link: <https://forms.gle/DzHofSG2ixptFX6p6>. During the meeting, we'll present a brief overview of the new process and the changes we're intending to make in Phase 1 of our multi-year improvement process. At that point, you'll have the opportunity to express any questions and/or concerns.

2) Via a Google Form — You can send in your questions and/or concerns about the Community Relations and Restoration Process prior to the January 31 session by clicking on this link: <https://forms.gle/w56bP6HRdVzHTKDC8>

We look forward to your engagement, and thank you all in advance for your help.

Thank you.



Sound Bites

by Sean Cummins, Station Manager 92.7 FM KOCF

My sincerest wishes that this finds you safe, warm and healthy at the start of this new year. 2020 was a big year for KOCF and everyone else, and 2021 is shaping up to be just as momentous. I'd like to take this opportunity to recap the year, and talk a little bit about what's on the horizon.

Probably the biggest news for the station for 2020 is still current events — the installation of our new tower and transmitter, providing a much expanded broadcast footprint and finally getting KOCF coverage into Eugene and some of Springfield. Dean Middleton spearheaded this project, and without him I'm not sure it would've ever gotten off the ground. Huge, huge thanks go out to Dean and everyone else who helped him with the planning and execution of this project. Dean wrote up a fantastic recap of the journey, complete with pictures of the process, that you may have seen in the December edition of the Fair Family News, and also on the KOCF website, at <http://kocf.org/managers-message/>. We are now in our final stages of testing!

While we're on the topic of recent news, many thanks go out to Laura Coulter-Beebe, who once again led KOCF's efforts for the Veneta Light Parade. Laura designed and then orchestrated the construction of the KOCF float, which you can see on the front page of December's Fair Family News. We won second place this year! Hours and hours of work go into this project, and we thank Laura and the handful of volunteers who helped her with construction and transport.

A little bit further back in the year, KOCF had a successful on-air pledge drive!

Like many organizations, the COVID situation this year impacted the station's ability to raise money. The generous support of all of our donors made a huge impact on the completion of the aforementioned new transmitter project. To all of our donors, thank you, and we couldn't

have done it without you!

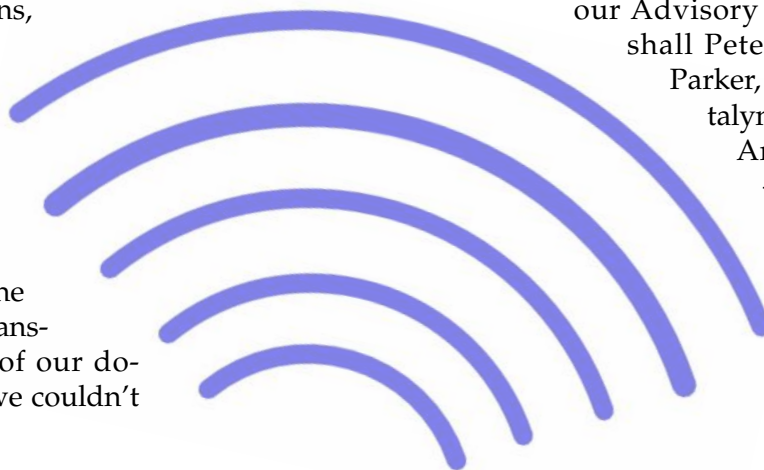
In that same vein, KOCF has several fantastic underwriters who have helped us this year — we thank you for your support! Cafe Mam, Flying Ink Media, Broadway Grill, Whirled Pies, Fern Ridge Review, Pape Auto Center, Pacific Hometown Insurance, and the WOW Hall have all underwritten with KOCF this year.

2020 also saw the addition of quite a few volunteers to the KOCF family. Several new programmers — like Allen Mullen, Julia Jacquery, Bernard Cowen, and Joshua Cummins — brought their shows to the KOCF airwaves. Behind the scenes, Steve McAlister and Ryan Powers joined the station, offering much-needed support on the operations side. Allen Mullen took over coordinating our underwriting traffic, while also supporting our Community Calendar team, and contributing in a variety of other ways around the station. Eddie Ahlgreen joined up as KOCF's first ever News Director, and has been creating news shorts five days a week for KOCF — a tremendous addition to the station's programming. Many thanks to all of our new faces for all of their hard work for the station!

In addition to these folks, KOCF has benefited incalculably from the tireless support of all of our volunteers. Randy Painter, Operations Director; Andy Goldfinger, Program Director; Wally Bowen, Music Director and Underwriting Coordinator; Dean Middleton, Station Manager and Engineering Director; Stu Burgess, Falcon Radio Coordinator; as well as our other programmers: Chris Stillwell, Ryan West, Marshall Peter, Jay Dee, Ruth

Wilder, Markis, and Doctor Yeti. Thanks to our Advisory Group members Marshall Peter, Lisa Parker, Palmer Parker, Wally Bomgaars, Crystalyn Frank, Mouseman, Stu, Andy, and Wally Bowen

— these people have all put in dozens to hundreds of hours of work for the station over the year, and KOCF quite literally wouldn't



continued on next page



Sound Bites

continued from previous page

exist without these folks. Thank you for all you do.

Whew! That's a lot, but there's much more to come. The new year brings new possibilities! Some of the irons we have in the fire:

- Continuing to develop our programming—look for a new Celtic show and a new Indie show to join the ranks before long!
- Working to improve our website, both content and experience.
- Developing our relationship with our community, by finding new collaborations and new ways to support Fern Ridge.
- Developing our relationship with the Oregon Country Fair, by looking for new ways to collaborate and to support the mission and community presence of the Fair, both during Fair events and year-round.
- Diversifying our volunteer pool, by continuing to recruit volunteers/staff/programmers that represent our community.
- Exploring new possibilities for generating revenue, including another summer pledge drive, expanded underwriting, and new fundraising opportunities.
- With the anticipated winding down of the COVID situation, look for KOCF to get back to one of the things we do best — events! Fingers crossed for a return to the Halloween Hullabaloo this year.

We'll keep you posted!

These are just some of the things kicking around. Stay tuned for updates throughout the year.

One final update: As you may have heard, Dean Middleton is stepping down from his role of Station Manager, which he has filled for over five years now. It is truly an understatement to say that KOCF

wouldn't be where it is today without Dean's efforts over the years. Thank you Dean!!! Thankfully for the station, however, he isn't going anywhere. Dean will be continuing on in the role of Engineering Director for the station. In his stead, I will be taking over as Station Manager for KOCF. I've had the opportunity to spend the last six months or so working with Dean to learn some small fraction of the ropes, and I look forward to continuing to work with Dean and everyone else at the station as we move into 2021.

Although I'm moving into the Station Manager role, I'm also going to continue on as Volunteer Coordinator. To that end, as always, KOCF is looking for new volunteers to join the ranks. If you or anyone you know might have interest in working with the station, send them my way! One big need right now is people with experience or interest in helping KOCF with our fundraising endeavors. Whether that's selling underwriting or developing new fundraising opportunities, we need your help! Additionally, we're always looking for new programmers. Doing a show is a commitment, to be sure, and a fun one. There are several areas of programming that we hope to fill in the future. Send me an email if you or someone you know would like to talk further about what being a KOCF programmer entails.

I want to once more thank each and every person for all of the time, money, energy and support that has been put into KOCF this year, and I want to thank the Fair community for the continued support year-in and year-out. We've got a great thing going, and I can't wait to see what the new year brings. Best to you and yours for the new year!





BOARD OF DIRECTORS MEETING JANUARY 4, 2021

7 pm, Zoom remote online and live streamed on YouTube

YouTube recording link:

<https://www.youtube.com/watch?v=Ma6T8CFsYtk&feature=youtu.be>

(subject to approval by the Board at the February 1, 2021, meeting)

Board Directors present: Anthony "AJ" Jackson (VP of Membership Engagement and Services), Colleen Bauman (President), Cynthia "Peaches" Peachey, George Braddock, Lily Harmon-Gross, (First VP, alternate), Lisa Cooley, Palmer Parker (alternate), Paxton Hoag, Sam Rutledge, Sandra Bauer, Spirit Leatherwood and Sue Theolass. **Other Board Officers present:** Heidi Doscher (Membership Secretary), Hilary Anthony and Lynda Gingerich (Co-Treasurers), Kimberly "Kimmo" Howard (Recording Secretary), and Lisa Parker (VP of Bylaw and Policy Compliance).

Announcements *(YouTube video 1:55)*

Lily: We invite you to attend a Board work assembly regarding 2021 event scenarios scheduled for Monday, January 18, 2021 at 6 pm. The management team, BUMs and others worked on the proposed event scenarios, and this work assembly will be to discuss what preparations will be needed. Anyone is welcome to attend, and questions can be submitted via email to lilyclearwater@gmail.com.

Palmer: January 18, 2021, is also Martin Luther King Day.

Minutes Review *(YouTube video 4:10)*

Sandra moved and Spirit seconded to approve the December 7, 2020, Board

Meeting minutes.

Lisa Parker: The Bylaws Committee report showed Lisa C., but it should be Lisa P.

Sandra moved and Spirit seconded to approve the December 7, 2020, Board Meeting minutes with amendment to the Bylaws Committee report.

Motion passed: 10-0.

Personnel Update *(YouTube video 5:45)*

Colleen: With sadness and gratitude, we announce that Wally has resigned as our Executive Director. We take this moment to thank him for his many contributions, including his work on Fair Cares, diversity, and fundraising. We wish Wally the best in all his future endeavors. Thank you, Wally!

Statement from Wally: I am grateful for the opportunity to serve as Executive Director for the Fair. I wish the best for the community, and I am still committed to doing what I can for the Fair.

New Business *(YouTube video 7:15)*

AJ: I move to appoint Colleen, Lily, Lisa Parker, Sandra, and Craig to the ad hoc transition committee, empowered to finalize contracts and agreements including: the scope of work with Page Two Partners and hire Page Two Partners recommended Interim Executive Director, Elizabeth Field.

AJ moved and Sue seconded to move appointing Colleen, Lily, Lisa Parker, Sandra, and Craig to the ad hoc transition committee, empowered to finalize contracts and agreements including: the scope of work with Page Two Partners and hire Page Two Partners recommended Interim Executive Director, Elizabeth Field from New to Old Business.

Spirit suggested to amend to the motion to say Craig Smith, since he is not a Board member. There were no objections.

As amended, AJ moved and Sue seconded to move appointing Colleen, Lily, Lisa Parker, Sandra, and Craig Smith to the ad hoc transition committee, empowered to finalize contracts and agreements including: the scope of work with Page Two Partners and

hire Page Two Partners recommended Interim Executive Director, Elizabeth Field from New to Old Business.

Motion passed: 10-0.

Paxton moved to appoint Kimmo (Kimberly Howard) to the Bylaws Committee.

Sam asked for a vote on the ad hoc committee's review and recommendations at the February meeting regarding proposal to involuntarily terminate or suspend the membership of a member.

Sandra submitted a motion regarding creating a Fixed Assets Policy and Priorities Committee.

Member Comments *(YouTube video 12:00)*

Lucy: I wanted to express some disappointment that the fundraising efforts were not more robust. I would expect to see a letter going out to folks on our newsletter mailing list to do direct fundraising, and was disappointed that did not happen. I went ahead and made a donation myself that I sent to the Fair office. Thank you.

Dean: I want to comment on the previous Board group of members, there was an agenda item about changing the number or length of terms for Board members and I do not think it ever came to a vote. My understanding is that Board members would do three-year terms and there would be 12 board members serving, so every year four new members would be voted in.

I support this because the KOCF radio station is governed by the Board of Directors and has control. If the Board has more than a 50 percent changeover, then KOCF has to go to the FCC and get approval for the new Board governing the radio station. By changing the terms of the Board members, it will change things dramatically for the radio station.

Aaron: I want to comment on technical difficulties. The Zoom link does not work, so that is why you are not getting much member input. Let us find a way to fix that next time.

Colleen asked for the online technical folks to fix the technical issue.

Paxton replied to Dean's comments: The motion on the term limits has been sent to the Bylaws Committee and is being actively worked on. I encourage you,

Dean, to send your comments to the By-laws Committee, because it is pertinent.

Heather: Because we could not get into the meeting could you please post Wally's letter somewhere right now so it can be read by those of us who were trying to use links that did not work?

Colleen offered to read Wally's statement: I am grateful for the opportunity to serve as Executive Director for the Fair. I wish the best for the community, and I am still committed to doing what I can for the Fair.

Heather: Was there a statement about when his resignation is effective?

Colleen: It is effective now.

Treasurer Report and Budget Items (YouTube video 20:06)

Hilary: I want to start by thanking Wally. I have enjoyed him and look forward to seeing him in the future. I look forward to his good tips about Fair food, and it will be nice to see him again.

We made it through this crazy pandemic 2020 year. In my accounting world, the years are bundles so the Board report that had the financial statements for 2020 this year are significant. It is going to show what happened during that entire year, but they are not completed yet. At this point, there are still payables that will accrue and we do not have the endowment earnings, which could be fairly significant for the fourth quarter of 2020.

We also have a few capital projects this year, booking depreciation, bank reconciliations and final adjustments to work on. All these matters are the basis of the draft final report. Even in this horrible crazy time, we had more money than income, and more income that budgeted. We also had fewer expenses.

We will give updates to our guardrail scenarios and look forward to what we can do in this next year safely to get us to our next event with some revisions. Lily will be making a motion later that we are responding to the passage of the new COVID Relief Act. We will find out what we can qualify for, whether it is the second phase of the PPP, small venue relief, or other provisions. Those opportunities will help us decide what activities we decide to do, and the timing of things will affect the payroll. We want to get through this safely and will still have a

lot of uncertainty. In the meantime, the treasurers, staff, Budget Committee, and others have a lot of work to do.

We have got short-term planning issues that we need to figure out, and hopefully we can start rebuilding our financial strengths and be able to add back in projects we had prioritized. We will need to rethink the automatic designations, and go back to the first steps of planning since we are in a different situation than we were before. Lynda and I are hoping to work with the Budget Committee to make the process efficient and effective so we can manage, steer and plan, and take a step back to think it through more clearly.

Lynda: I will give a quick update on the Budget Committee. There was no activity this month as we are waiting on more details on the event scenarios. Once we do, we will become engaged again and look at the financial impacts.

Lily moved and AJ seconded the Board authorize the OCF managers and officers to apply for pandemic relief programs including the second Payroll Protection Act and other provisions the Oregon Country Fair may be eligible for, including the relief for independent performance venues. In order to apply for these provisions, the Interim Executive Director may modify the payroll plan in order to staff the application process, the timing and workload of staff as described in proposals for the 2021 work plans, and budget may be adjusted to take advantage of the provisions of the PPP and other relief programs. Changes are to be ratified as information and decisions allow.

Lily: The purpose of having this motion is so when a new grant or fund comes up, staff and the interim ED are empowered to act very quickly because some of the grants only have a short window of time to take action.

Jon S.: Would this include things like the Oregon Community Foundation's grant cycle that comes due early in February, and the other funding cycles at other foundations that are giving money for COVID emergency operating funds?

Lily: This includes any type of grant that our staff and executive director see fit to apply for.

Robin: In reply to Jon S., there is an exciting grant from the Oregon Arts Commission that is up to \$40,000 for op-

erating costs that was advised to me by Liora Sponko, who used to be one of our staff members and executive director for Lane Arts Council.

Hilary: As we learn about the details of the PPP and the requirements to qualify, we may have to accelerate the work schedules of staff in order to be eligible. I appreciate that the motion verbiage is open-ended so we can stay nimble and flexible.

Motion passed: 10-0.

Lily moved and Sandra seconded the following check signing motions:

1 a) The Board directs the treasurers and staff to remove John "Jack" Makarchek, Stephanie Talbot, and Wally Bomgaars as a check signer from accounts at the following financial institutions:

Banner Bank: Money Market, Money Market, Business Checking

Beneficial Bank: Money Market, Beneficial State Bank CD

Columbia Bank: Business Growth Checking, Columbia Bank CD, Columbia Bank Business MM, Columbia Bank Premium Business MM

Key Bank: Business Interest Checking, Key Business Reward Checking, Key Business Silver Savings MM, Key Business Silver Savings MM

NWCU: NWCU Business Share, NWCU Business MM

OCCU: OCCU Business Savings, OCCU Business MM

Providence: Providence Partner CD, Providence Commercial Platinum MM

1 b) The Board directs the treasurer and the staff to remove Norma Sax and Denise Schadegg as check-signers from the following account: Banner Business Checking.

2) The Board directs the treasurers and the staff to add Colleen Bauman, Lynda Gingerich, Hilary Anthony, Crystalyn Autochovich, and Shane Harvey as check signers on all accounts at the following financial institutions.

Banner Bank Comm Center: Money Market, Money Market, Business Checking

Beneficial Bank: Money Market, Beneficial State Bank CD

Columbia Bank: Business Growth Checking, Columbia Bank CD, Columbia Bank

Business MM, Columbia Bank Pre-

mium Business MM

Key Bank: Business Interest Checking, Key Business Reward Checking, Key Business Silver Savings MM, Key Business Silver Savings MM

NWCU: NW CU Business Share, NW Community CU Business MM

OCCU: OCCU Business Savings, OCCU Business MM

Providence: Providence Partner CD, Providence Commercial Platinum MM

3) Oregon Country Fair requests read/view access for Mary Callaghan, OCF bookkeeper, and Elizabeth Field, while employed as Interim Executive Director, on all accounts at the above-listed banks.

Spirit: In hearing the names being removed and added, I am shocked to hear some of it. It seems like there are a lot of names being added, and is this usual? Is there anything out of the ordinary?

Hilary: Adding our second treasurer is the only new change. Managers have always been included. Our bookkeeper used to be a check signer because sometimes two signatures are needed. Typically, officers do not sign operational checks, but this is an extraordinary time and it is important in case of emergency and if staff is not available to sign.

The only other unusual thing we are doing right now is changing the account that food vouchers get reimbursed from, so that it does not come from our main checking account. Once that is redirected to a new account, we will add those signers back. We have a lot of accounts that are designated for specific things like the endowment or KOCF, and when we are flush with cash, we do not want to go over the FDIC insured limits at any one bank. We want to keep the accounts so that they are already set up to use when needed.

AJ: Do we have an internal auditor that is paying attention to all these accounts throughout the year?

Hilary: Administrative Assistant Mary Callahan acts as our internal bookkeeper. We hire an outside bookkeeper as an independent contractor who comes in monthly to reconcile the bank accounts. Annually, we hire an outside accountant to do a financial report. As a treasurer, I also look at the bookkeeping at least two or three times per year in great detail, but do not access them daily. We have done what we can to create checks and balances, and are

always looking at our systems to ensure it is appropriate.

Motions passed 10-0. Sue was absent, so Palmer voted.

Committee and Working Group Reports (*YouTube video 41:07*)

LUMP report from Paxton: We did not have a meeting in December, but will meet in January. We will start reviewing the green zone documentation in the LUMP manual.

Diversity Committee report from Jon S.: We continue to meet and may be rescheduling our meeting this month if we end up using it for purposes of meeting with the Board at that time. So, we will post on the oregoncountryfair.net site if we have our public meeting this month, and if we end up changing the date and time on that.

I was going to report a little on where we were with working on Wally with the consultants. I hope we can get in contact with the interim ED as soon as possible so that we can move forward with getting those contracts in place. I am sure you all (the Board) received the letter the committee wrote you folks, but I want to reiterate the committee's feeling that we need to move forward with Sam's motion and dealing with the issues behind Sam's motion, and encourage you folks to act.

KOCF report from Sean: Our new transmitter is finally up and running. We have been testing and ironing out kinks. You can tune in to 92.7 on the FM dial and listen to OCF's radio station throughout the Eugene and Springfield area. We have done some exploration on the footprint, and depending on weather and geography we have been able to pick up reception as far south as Yoncalla, west to Walton, north to Harrisburg, and east to Thurston. Big thanks to Dean, Andy, Stu, Randy, Wally Bowen, Ryan, Allen and Steve who are all of our volunteers involved in the operations side and for getting this new transmitter functional over the past few weeks. We are excited at KOCF for 2021, and will be launching two new programs in the near future. One is a Celtic music show and the other will be an indie show. So, keep tuned in!

Virtual Fair report from Kirk: We have begun to meet again and will be

looking at ways to make things simpler, what needs more work and attention, and how to generate revenue and community support, and family support. We hope to put together a packet with an outline of the plans and identify budget and support needs by early February. It is difficult to have meetings when key management is on furlough. We are lucky to have Cotterpin join us to share her event and manager expertise!

Lily: As a reminder, we invite 2021 event scenario stakeholders to attend the work assembly scheduled for Monday, January 18, at 6 pm.

Craft Committee report from Sue: We are hosting a Crafters Town Hall (2021 and Beyond) on Sunday, January 24, from noon to 2:30 pm, online. We will be reviewing possible 2021 scenarios and exploring ways to keep the crafting community connected.

Food Committee report from Sue: We are planning a Food Town Hall on Sunday, February 28, online. More details will be announced at the February Board meeting and will be posted on the .net site. The committee has sent a survey to the Food Booth Reps to help with our overall planning.

Old Business (*Zoom video 50:05*)

AJ moved and Sue seconded to move appointing Colleen, Lily, Lisa Parker, Sandra, and Craig Smith to the ad hoc transition committee, empowered to finalize contracts and agreements including: the scope of work with Page Two Partners and hire Page Two Partners recommended Interim Executive Director, Elizabeth Field.

Colleen: To give context, Page Two Partners is a firm we interviewed after it was suggested, and are impressed with their team being well-versed in non-profit business and change management. They bring an objective perspective and can lead a board and staff through an organization transition, while addressing specific stabilizations, sustainability, and capacity building needs over a limited time period. Their professionals work as partners and back each other up to assist organizations through transitions which typically last about six months, and that will include the start of hiring our future executive director.

Specifically, we will be working

with Liz Field who we (the Board and transition team) have interviewed and are impressed with her skill set. She is highly recommended and more details about her experience can be found online at <https://www.pagetwopartners.com/team/liz-field>. Liz has more than 30 years of global experience and has served on many prominent Oregon nonprofits, and leading organizations through challenging and contentious issues. She is experienced in leading executive director search processes, coaching executives and boards, and supporting the onboarding and transition of leaders. Liz has a BA from Amherst College and MBA from Yale University. We are excited and hope the Board will vote to hire Liz!

Cotterpin: Thank you for the work already done by the Board to get us to the place where we are ready to bring somebody like this in. It is no secret that we have grown organically over the last 50 years from a huge group of beautiful and talented blocks of passion. But those talented blocks are built one on the other very organically and sometimes that teeters. A professional interim ED has the strength, authority and expertise to come in and help us turn that into a really solid foundation to grow forward. I am so grateful for the opportunity for us to experience this as an organization, and to examine ourselves, to learn and grow, and be ready to welcome someone new into this organization.

Jon S.: I just took a quick look at the write-up of her on Page Two Partners website. I am curious if you are aware of her experience or expertise in diversity, equity, and inclusion work.

Colleen: It was discussed with Page Two Partners, is part of their commitment, and she answered our questions well. While I do not have the questions asked of Liz readily available, other Board members can speak to that. Liz answered them more than adequately.

AJ: We had a chance to ask some really poignant questions about what we are going through as an organization right now. As far as equity and inclusion she had solid answers, and I walked away believing she is going to keep us moving forward. She mentioned this is an area where she is open to new ideas and things, and knows we are already in motion with some of our new ideas around inclusion.

Jon P.: Has Ms. Field ever attended

the Oregon Country Fair?

Colleen: I do not think she has. She is going to be serving in a role as an interim ED and that is what she excels at. We will all be called on to help get her up to speed on our organization, and will be prepared to help.

Mambo: Thank you Colleen, and I will echo what was said about you last month. You are running a very tight ship. I am going to be very blunt. This is not the time to hire anyone. There are people who I trust who say Liz's skill set is very good, and I am sure it is. Financially, it does not make sense. We are moving forward whether or not we have anybody at the helm. We have to experience the next year and the year after that. This is not the time to hire anybody.

AJ: This is a perfect time to hire someone like this. Our organization has been struggling with a lot of things over the last couple years, if not more, and there was a big thought process that went into hiring this person. A feeling I got right off the bat, is she is one of the smartest people I have ever talked to and will help us clean up some of our stuff. You can bet we looked at our finances and are not going into this blindly.

Spirit: We did discuss diversity, equity, and inclusion, so thank you to those who confirmed the inquiry. I feel fortunate and blessed that she is going to be joining us for this time period. This is a good time for us to tighten things up, especially as we are transitioning to a governance Board.

I want to give Wally my heartfelt thanks. None of us could have expected the pandemic and the difficult challenges that we have faced. Thank you, Wally, for your kindness and full heart.

Paxton: In giving thanks to Wally, I appreciate all he has done for the Fair. This is a perfect time to deal with this as an interim hire. We are looking at some skills that are important to us, at this point in time, given things are in flux.

Motion passed: 10-0.

Sam moved and AJ seconded the following motion regarding the proposal to involuntarily terminate or suspend the membership of a member:

Formation of the Committee: The Board directs the President to appoint an ad-hoc committee (hereafter, the committee) consisting of not less than three (3) and not more than six (6) Oregon Country Fair members to whom

the Board delegates responsibility for undertaking all phases of the process described in the Oregon Country Fair Bylaws, Article V, Section (5) (c) related a member's OCF membership. To the extent that anything in this motion is found to be in conflict with the Bylaws, the Bylaws will control and govern the committee's actions.

Notice and Scope: The committee will consult with the Board President and may further consult with the ED and/or the ED's designee to prepare a notice of a proposal to involuntarily terminate or suspend the member's OCF membership for alleged actions contrary to the interest of the Fair. The President will privately convey instructions to the committee including the name of the member in question and the scope of the proposed notice, which will be defined as narrowly as possible to issues arising from a single incident.

The notice must inform the member that based on the information gathered by the committee, including the member's response to the proposal, the committee may recommend and the Board may decide to terminate or suspend the member's membership.

Effective Dates and Hearing Process: The committee will establish an effective date for the proposed termination or suspension. The effective date must be set in a manner consistent with the Board voting on the committee's recommendations at its regular February meeting. The notice must be delivered to the member not less than 15 days prior to the effective date, and set a hearing by specifying a time and method at which the member will be provided an opportunity to be heard, orally or in writing as they may choose, which must be not less than five days before effective date of the proposed action. Consistent with social distancing related to COVID-19, if the member elects to be heard orally, the opportunity to be heard must be conducted using videoconferencing technology. The notice must be provided to the member by first class and certified mail to their last known address shown on Oregon Country Fair records.

At the discretion of the committee the hearing may hear from others. The hearing will be conducted in private. Board members may elect to attend the hearing to observe the proceedings.

The committee must make findings of fact based on a preponderance of the evidence, and based on these findings must make a recommendation to the Board on whether or not to terminate or suspend the member's membership. The committee must convey its findings and recommendation to the member and the Board President immediately and report its findings and recommendation to the Board at its February meeting.

Once the committee has delivered its recommendation to the Board, the committee will be dissolved.

Sam: This will also include adding to New Business a vote on the committee's recommendations at the February meeting.

Mambo: Thank you, Colleen. Once again, you are running a tight ship. This is disheartening to me on a lot of levels. In no way am I defending his actions.

Colleen: The name has been removed from this motion and from this discussion, and I meant to preface that. We are not discussing names or the incident. We are going to stay focused on the motion as it has been presented and discuss whether or not the Board should do this process of the hearing.

Mambo: The issue I have with this is there is no precedent. We have removed two coordinators in my history with Fair, and at the time of their incidents they took away their coordinator status and did not take away their membership. So, the potential result is beyond what we have done in the past and there is no progressive discipline here, and goes right to off with his head. That is not best practice in any organization.

KP: Considering AJ's reaction to this motion last time, and the fact that he seconded it this time, says a lot about the intent, care, or thought that has gone into it.

AJ: Speaking for myself, I promised the membership that I would not tolerate certain behaviors. Previous Boards may have not had a process or taken action against these behaviors, but this Board will be pressured by me every day to address situations like this. We cannot hide behind the saying that things like this have never happened before. We are planning on being an anti-racist organization and that is where we are moving folks. You are either getting on board or you are not. I love you all, but we are moving forward.

Spirit: Thank you AJ for your grace through this whole thing and taking the time to educate all of us. As a reminder, this is not a motion to terminate or suspend at this point. This is initiating the process in which that may or may not happen. This has gone through many iterations, and a lot of care has gone into making this as fair as possible and looking at the process as a whole, so there is not the feeling of any one individual being targeted. This is how a process should be handled in a fair just way for anybody in this position moving forward. I am not looking at this as the individual; I am looking at this as the process in our Bylaws. I appreciate the time and care people have taken into this motion, and also the Diversity Committee.

Sandra: Careful thought and collaboration has gone into this motion and process. A lot of people have been listened to and had input. It is a strong approach to dealing with this and giving people closure. We are putting a lot of energy into working on how we deal with these kinds of grievances, racist behavior, and other things that have caused us trouble over the years. We have Fair Cares that is coming online, a new grievance policy, and we are re-doing the Bylaws. I imagine within a few weeks we will have hired the DEI consultants that the committee is currently vetting. There is going to be a lot of change coming. This motion is carefully worked out and I will definitely be supporting it.

Lisa C.: Most know I had some real problems with this. However, from my heart of hearts, I have seen the due diligence of good work that has gone into this motion. It has been thoroughly and thoughtfully procured with an incredible amount of communication and collaborative work. It is a good motion and I thoroughly support it.

Sam: Diversity, equity, and inclusion work is hard and messy. What this Board has been through regarding this motion and the events underlying it is part of that mess. Working on coming through this stuff together and holding hands even when it is hard is part of the important work we do to become the anti-racist organization that AJ was talking about. I applaud everyone on the Board who has taken part. As we are transforming to become an anti-racist organization, we are going to do things we have never done before because you

cannot transform without trying new things. I hope everyone is aware of that, and how hard it is going to be. One of the most powerful things we can do is sit with the feeling of discomfort that talking about race causes and to let that feeling be, not push it away.

Colleen: Thanks to Sam, not only for hard work but for heart work he did in working with our Board to help us. This was a team effort with everyone contributing along the way.

AJ: I also want to thank Sam for the incredible way for sticking with us and all the work you did. I appreciate you a lot.

Motion passed: 10-0.

Sandra read the following motion for new business regarding a Fixed Assets Policy and Priorities Committee:

Move to establish a Fixed Assets Policy and Priorities Committee to provide policy and priority oversight and risk management for land, buildings, and equipment. The OCF Board has a fiduciary responsibility to ensure our fixed assets are maintained appropriately and safely and are used in the furtherance of the Oregon Country Fair mission and in keeping with the public interest obligation of the nonprofit. This committee will recommend policy and priorities for the stewardship of the organization's fixed asset investments in keeping with the long-term mission and goals of the Oregon Country Fair.

The five- to seven-member committee will consist of two Board members and three to five community members with qualifications that could include but is not limited to property management, real estate, contracting, land use and project management. There will be a public call out for interested parties with applicable skills. Members would serve staggered five-year terms and could reapply for a second five-year term after a one-year break. The Site and Facilities Manager would provide staff support. Liaisons from relevant committees are recommended.

Sandra: To explain the rationale for this motion, there is a piece of policy and management of our assets that is missing. An example is that we have not been able to move forward on plans for the winery property because there is not an entity that has a responsibility for helping to create policy and priority

for what we can do. With input from George, Hilary, Colleen and others who have a lot of information, a committee name and motion was created.

Spirit: I want to say how proud I am of this Board to be bringing such fully formed motions to the table as new business. I have been asking for this for years. I want to express my appreciation to each and every one of you and for the work put into it by George, Sandra, Hilary and others.

Meeting Evaluation

(Zoom video 1:22:30)

Paxton: I appreciate the rollcall voting as it speeds up the meeting considerably. This has been a good meeting and I am surprised we are done early. Thank you, Colleen, for your organizational skills at meetings to help us get our work done. I want to thank everyone else for coming as we have 54 people watching on YouTube and 42 attendees at the Zoom meeting.

Kirk: Colleen, you are awesome at running meetings and I have enjoyed

you at our Path Planning meetings. You run a nice tight ship, and congratulations on doing that along with your vote. Good work everyone, and thank you.

Colleen: I do vote at the request of the other Board members. I had planned to abstain, but I am here to serve at their pleasure.

Chewie: I am less than thrilled with the way this went down. That motion is interesting to me, and it will be interesting to see how it is carried out by the President. I am disgusted by the fact that this Fair is picking and choosing still, after 35 years of membership in this Fair. I am going to leave it alone and see what the President of the Fair comes up with for this. I am so hurt, and I understand other people are hurt too, but this has been my life, and I am destroyed.

Colleen: It had been a goal of mine to work for unification so we can work well together. Looking at the votes tonight being unanimous is a good sign, and I am glad to see progress. I am impressed with the hard work done this month and thankful for people who have stepped up to do our very best.

President's Peace *(Zoom video 1:27:18)*

Colleen: As we say goodbye to Wally and hello to Liz, I am reminded of all the executive directors and general managers who have served the Fair during our 50-plus years. Each of them brought their special talents to the job, ensuring our continued success in fulfilling our mission. We are grateful to each and every one of them. Thank you.

The next scheduled online Board meeting is February 1, 2021, at 7pm, with agenda business to include:

Paxton moved to appoint Kimmo (Kimberly Howard) to the Bylaws Committee.

Sam asked for a vote on the ad hoc committee's review and recommendations at the February meeting regarding proposal to involuntarily terminate or suspend the membership of a member.

Sandra submitted a motion regarding creating a Fixed Assets Policy and Priorities Committee.

