

Oregon Country Fair  
welcomes our new  
Executive Director,  
Kirsten Bolton.

#### WHAT'S INSIDE

- 2 Time to Check
- 3-5 In a Timely Manner
- 6 Time Flies
- 7 A Different Time
- 8 The End of Time
- 9-13 It's About Time
- 14-21 All the Time

WHEE  
MISS  
YU



## FAIR FAMILY CALENDAR

*Editor's Note: Because of the physical distancing required at this time during this COVID-19 pandemic, many OCF meetings have been canceled, 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](#).*

*Below are the dates of the Board meetings and Fair Family News deadlines.*

### SEPTEMBER

- 13 Board of Directors Meeting
- 15 FAIR FAMILY NEWS DEADLINE

### OCTOBER

- 4 Board of Directors Meeting
- 6 FAIR FAMILY NEWS DEADLINE

### NOVEMBER

- 1 Board of Directors Meeting
- 3 FAIR FAMILY NEWS DEADLINE

For additional events see:

<https://oregoncountryfair.net/events/>



## FFN DANCING BEARS

Michael "Smokey" Ottenhausen  
 Mary "Honey" Callaghan  
 Niki "Cinnamon" Harris  
 Suzi "Pookie" Prozanski  
 Mary "Gummi" Doyon  
 Daniel "Yogi" Cohn  
 Kim "Koala" Griggs  
 Brad "Teddy" Lerch  
 norma "sun" sax



**WASH HANDS IN SOAP AND WATER!**

## KEEP IN TOUCH

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

FFN@OREGONCOUNTRYFAIR.ORG

OFFICE@OREGONCOUNTRYFAIR.ORG

OREGONCOUNTRYFAIR.ORG (EVENT INFO)

OREGONCOUNTRYFAIR.NET (BUSINESS SITE)



**Happy  
 Birthday  
 Virgos!**

**mp**

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!

## 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).*



## 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: [info@oregoncountryfair.org](mailto:info@oregoncountryfair.org)



# *Transforming the Fair: Working Toward a More Diverse, Equitable, and Inclusive OCF*

*by the Diversity Committee*

More than one year ago, our Board of Directors committed to looking within and prioritizing the difficult and uncomfortable work of challenging and overcoming the deeply entrenched personal and organizational assumptions and biases that have hindered our progress toward becoming a more welcoming, inclusive, and equitable organization and community for Black, Indigenous, and People of Color. Since making that commitment, OCF engaged four consultants representing diverse perspectives and identities. Over the course of the last several months the consultants have been working with the Board of Directors, staff, and Diversity Committee. Part of that work included a survey of Fair Family, and the group submitted their recommendations to the Fair in June. The consultants' work was completed in July and was capped with a presentation at the Fair in the Clouds and a complimentary follow-up meeting with those who were able to engage with their process. Their recommendations illuminate a pathway for holding ourselves accountable to our commitment to becoming a more welcoming, inclusive, and equitable organization and community.

One recommendation, a census of our organization, is in the final stages of development and will be implemented soon. Another, creating two full-time paid staff positions to support us in this work, is in the nascent stage of seeking funding. Others will be worked out by the Board, its committees, our new Executive Director, the management team, crew leaders, booth representatives, and indeed by all of us as we work to create an in-person, more equitable, and inclusive Fair next year. You are invited to join in that work. You can contribute to

the effort by volunteering your time and becoming a DEI advocate in your area of the Fair. If you are able, you can also contribute financially by donating to our dedicated diversity, equity, and inclusion fund or by purchasing DEI-themed merchandise on our website with profits donated to this effort.

As you review and digest these recommendations, consider how you might support their implementation and why these steps are needed to make OCF more welcoming to people who are Black, Indigenous, and other People of Color (BIPOC), as well as for lesbian, gay, bisexual, transgender, queer, intersex, asexual, and others in the LGBTQIA+ community. The Board, staff, and Diversity Committee have heard numerous stories of harm resulting from racism, transphobia, and other -isms and phobias, both in the past and as recently as this month. These stories are numerous, pervasive, and clearly point to the need for systemic change.

Our roots are firmly planted in the radical upheavals of the counter-cultural revolution of the 1960s. These recommendations serve as the way for our branches to grow strong in the turbulent winds of the anti-racist and gender revolutions of 2020s. How will you support these recommendations? What can you do to start today? What privileges are you willing to give up to make space and include more BIPOC and LGBTQIA+ folks? Start having conversations with your Fair Family today. Attend the upcoming Board Working Assembly on implementing the recommendations. Step up rather than shirk back. Join us as we spend the next year creating the most diverse, equitable, inclusive, and best Fair yet!

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## *Oregon Country Fair DEI Consultant Recommendations*

*by the Diversity Committee*

In 2020 The Oregon Country Fair engaged four Diversity, Equity, and Inclusion (DEI) professional consultants from different professional and personal diverse backgrounds after being interviewed by members of the board and Diversity Committee. These members were Siobahn Cancel (she, her), Dr. Johnny Lake (he, him), Oblio Stroyman (they, them) and Mark Harris (Xai—The other part of me). The DEI consultants can continue to be reached at [ocf.equity.diversity.inclusion@gmail.com](mailto:ocf.equity.diversity.inclusion@gmail.com).

After being interviewed, the consultants were pre-

sented with a contract/work scope that in their professional opinion was unrealistic for the timelines and compensation offered, though even more significantly, did not meet the stage of development of the Oregon Country Fair in regard to DEI. The consultants wrote an amended work plan to take first steps with OCF leadership (in this case the board and Diversity Committee). In the consultants' extensive professional experience, before DEI work can be effective, the leadership of an organization has to set the precedent for valuing DEI,

including; creating clear policies and procedures regarding DEI; speak a common language for DEI; assess and make public values regarding DEI; create grievance vectors for DEI violations; create and make public consequences for discriminatory/oppressive actions; diversify leadership and/or get diverse consultation; develop education programs in conjunction with everything listed about for the Fair at large.

The consultants facilitated listening sessions with the OCF Board, Diversity Committee and interim executive director; conducted surveys with leadership and with Fair family at large; delivered a six-hour training with the aforementioned leadership; formulated and delivered initial recommendations appropriate to the stage of DEI development of OCF to guide in an ongoing DEI process. The consultants followed up with a small group of people in leadership in June 2021, and conducted a complementary follow up after the virtual Fair in July.

It is important to note to whoever reads this, and to whoever continues this DEI work at Fair, that the consultants all feel like there could be a complete second “robust” report regarding the experience of working with Fair as marginalized people doing DEI work. The consultants all feel that this experience was as telling as any survey answers, training or content, with very specific challenges that need to be addressed for the Fair to do effective DEI work and work respectfully with marginalized people. The consultants may be willing to share some of this experience with future DEI consultants in a hand-off if they have the capacity, and would be willing to write this in-depth experiential report with supporting examples if compensated to do so.

1. Create one or two dedicated staff positions split between two people who have a demonstrated background in DEI and who are members of marginalized communities. If funding is not readily available, write capacity building grants in the interim. These positions would:

- a. Educate and assist the board, staff, and decentralized leadership to take and maintain a strong stance that discrimination/oppression/abuse won't be tolerated.
- b. Set up systems, in partnership with the team recommended in point 4 of this report, for resolving grievances staffed primarily by the folks who are part of marginalized communities (i.e. women, BIPOC folks, LGBTQIA+ folks) without favoring a dominant marginalized group (i.e. staffing it all with white women is not enough).
- c. Create trainings
  - i. Train folks to be inclusive and engaged in micro resistance.
  - ii. Train folks on DEI 101 and practical skills for interrupting on the ground oppression.

iii. Revisit training for new hires and regular DEI practice for leadership to hone their skills.

d. Help craft addendums to the current guidelines and code of conduct. Have folks who review these on a yearly basis to keep them up to date/make sure they are still relevant.

e. Oversee the DEI specific grievance processes/responses.

f. Set up clear processes for grievances against leadership that do not involve leadership's friends as the decision makers.

g. Be involved in decision making with the Executive Director and Board.

h. Be a liaison to the Diversity Committee.

i. Be a liaison to the BIPOC and LGBTQIA+ Sanctuaries, and 4A.

j. Maintain an ongoing dialogue across the organization regarding DEI, especially supporting leaders in working with crews.

2. OCF needs to commit to ongoing long-term effective learning opportunities related to DEI and addressing structural and institutional “isms.” This is not the responsibility of these DEI staff alone to deliver. This means bringing in outside trainers.

3. Hiring committees need to be composed of marginalized people from outside of the Board/ED along with the Board/ED staff members. This cannot be one marginalized person, as one person cannot speak for all, and more importantly, it puts undue duress on that one person.

a. The requirements for employment should be designed in such a way to remove institutional barriers for marginalized people (i.e. experience is more significant than advanced degrees). Consult with a DEI consultant who has experience in drafting these kinds of processes.

4. Assemble a team (potentially some of the diversity committee members) who will support the dedicated DEI staff. These folks are to be trained by professionals with a demonstrated expertise in consent, survivor trauma and intersectionality.

5. Have a team that will have a dedicated space/booth at Fair to address grievances/violations that is staffed by folks on this team who are passionate to do so, and that has diverse representation. It is essential that a BIPOC person can talk to a BIPOC person, and LGBTQIA+ person can talk to another LGBTQIA+ person, and that someone who is sexually assaulted to be able to speak to an advocate. Make passes available for these folks.

a. Allocate resources to booths doing the diversity work on the grounds.

6. Diversity Committee actions:
  - a. Implement requirements for who serves on the Diversity Committee.
  - b. Create a process for who serves, not just who decides that they want to, has for a long time, or who responds fastest.
  - c. Slow down processes so those who are on the Diversity Committee, especially the most marginalized, have an opportunity to respond and/or step in. Many marginalized people have high work, family, and self-care demands.
  - d. Marginalized voices need to be centered in the Diversity Committee.
  - e. Give the Diversity Committee passes for the emotional labor they do all year. This should not be a “side-job” at Fair but rather a dedicated crew that is supported in focusing on their heavy task.
  - f. Diversity Committee recommendations to the ED/Board should be public and transparent to Fair family whether or not they are taken, and should weigh heavily into decision-making.
7. In conjunction with the DEI staff position, the craft committee/craft inventory crew should:
  - a. Re-evaluate the booth representative system/power through a DEI lens.
  - b. The craft committee should find jurors with diverse representation, sourcing from organizations/nonprofits comprised of marginalized people.
  - c. Re-evaluate the kid-crafter policies to assess barriers to opening craft slots up to more diversity.
8. In conjunction with the dedicated DEI staff position, entertainment hiring practices should be re-evaluated through a DEI lens
  - a. To include reaching out to folks in marginalized communities.
  - b. To include a committee comprised of marginalized folks to help jury.
  - c. To hold each stage accountable for this.
  - d. To share with the sanctuaries/rainbow village folks who feel comfortable being advertised as LGBTQIA+, BIPOC, disabled, so these spaces can have a schedule of these performances for the folks who want to specifically attend.
9. Redesign the OCF Guidelines with a DEI lens. Some suggestions are included in the attached addendum.
10. Have a clear process of addressing DEI and assault violations, with not only consequences for the perpetrator, but support for the targets of abuse.
11. Implement a demographics Census, of all Fair participants, to track where DEI elements are (where diverse people are working), and where improvements can be made. Have the team do something with this information and make it public and transparent.
12. Distribute Fair assessment DEI surveys with QR codes to folks to give feedback. Process and address that feedback in a transparent, public process.
13. Offer camping passes to marginalized people in addition to day passes. Have a dedicated camping area for folks from marginalized groups as a sanctuary. If you do not offer this dedicated space, and marginalized people do not camp, you cannot chalk it up to “they just don’t want to” and reallocate those passes. Collect feedback on the camping experience and continue to implement recommended supports.
14. Implement a DanceSafe-like drug-testing program, after the Sweep.
15. Create multilingual signage.
16. OCF needs to make sure all leadership is on board with DEI and the OCF guidelines around DEI. If there is a misstep, they should be offered further education. If they refuse to be on board or continue to harm, the Fair needs to remove them. This is not discrimination for differing beliefs; this is the Fair setting a code of conduct and values that people can self-select out from.
17. At the info booths have visual representation (pride flags, BLM images, disability) so folks know they can ask questions pertaining to DEI stuff.
18. Write capacity building grants for DEI staffing and initiatives.
19. Create a “point of contact” intervention staff for advocacy on call. This means that when someone at Fair is in an altercation— especially with Fair staff — an advocacy team can come and assess/support/de-escalate the situation and determine further action.
20. Dedicate a column in the Fair Family News to share what is happening in the Fair’s DEI work in the interest of wide-reaching communication and transparency. This could include progress on the recommendations, celebrated people/achievements, events at Fair that are in the spirit of DEI etc.

## Voting Member Eligibility and Responsibilities

If you wish to vote in the OCF Board of Directors 2021 elections you must:

- a) be a registered member or submit a membership form by September 16, 2021;
- b) have received a wristband for at least one of the three previous Fairs or be a registered Elder, and
- c) have voted in one of the three previous years.

Your member responsibilities include keeping the Fair informed of your current contact information, and submitting your absentee ballot to the OCF office by the deadline.

The Election Committee will mail an absentee ballot to all registered voters in early/mid-September. This also serves as notice of the 2021 Annual Membership Meeting. The voter pamphlet will be published on the oregoncountryfair.net site when the ballots are mailed, in order to reduce mailing expenses. Information about how to get a hard copy of the voter pamphlet will be included in the packet, if you are unable to access it online. (Contact elections@oregoncountryfair.org or leave a message at the Fair office 541 343 4298.)

Link to membership application:

[https://oregoncountryfair.net/wp-content/uploads/2020/02/OCF\\_Voter\\_Registration19.pdf](https://oregoncountryfair.net/wp-content/uploads/2020/02/OCF_Voter_Registration19.pdf)

Submit member registration forms to elections@oregoncountryfair.org (scan and email) or by postal mail to the Fair office, 442 Lawrence St., Eugene, OR, 97401.

Email elections@oregoncountryfair.org to check your membership status (before September 16), update your address, or request an absentee ballot if you have not received one by September 30.

- Be sure to include your name and current contact info (mailing address for an absentee ballot, phone number, and email address).
- Each individual must request their own absentee ballot. Please do not request ballots for family members, partners, or friends.
- Ballots are not available at the Fair office unless pick-up arrangements are made with elections@oregoncountryfair.org.

## OCF Board Election 2021 Timeline

The Election Committee will mail an absentee ballot to all registered voters in early/mid-September (as we did in 2020). This will also serve as notice for the Annual Meeting. The voter pamphlet will be published on the oregoncountryfair.net site when the ballots are mailed, to reduce printing and mailing expenses and paper waste. Contact [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org) if you need a paper copy of the voter pamphlet.

*Email elections@oregoncountryfair.org to check on your membership status before September 16 or to update your address.*

### Deadlines

- 08/22/21, 8 pm PDT - Last Day to Submit Candidate Statements & Diversity Question Response for publication in the voter pamphlet and voter info section in *the Fair Family News*. (Please see **OCF BOARD CANDIDATE ELIGIBILITY & APPLICATION INFO on the dot net site**.)
- 08/22/21, 8 pm PDT- Last Day to Submit Petitions for Advisory Resolutions (see **How to Submit Advisory Measure Petitions on the dot net site**)
- 09/16/21, 8 pm PDT- Last Day to Sign Up as a Voting Member to vote/participate in 2021 election (see

**Voting Member Eligibility, Responsibilities & Absentee Ballot Request on the dot net site**) Contact [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org) to check on your member status.

- 09/26/21, 4 pm PDT – *Candidate Forum, send your questions for candidates to gotv@oregoncountryfair.org*
- 9/30/21 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](mailto:elections@oregoncountryfair.org) as soon as possible to check on your ballot.
- 10/16/21, 6:30 pm – *Virtual annual membership meeting, agenda includes State of the Peach, ED introduction, and Treasurers' report and candidate statements.*
- 10/23/21 Ballots are due by 8 pm at the Fair office, 442 Lawrence St, Eugene, OR, 97401. Ballots received after this time will not be counted.
- 10/24/21 - Ballots will be counted, with results posted upon completion.

Submit candidate statements, petitions, and member registration forms to: elections@oregoncountryfair.org (scan and email) or mail to the Fair office, c/o Election 2021, 442 Lawrence St, Eugene OR 97401.

# Board Election Bylaw Change Approved

A Bylaw change was passed at the August Board meeting that eliminates Board alternates and changes Board member terms to three years. Previously, five board members and one alternate have been elected for two-year terms at the annual membership meeting.

It will take a couple years to transition to four board members being elected to three-year terms annually. The intent of the accompanying graphic is to show a visual representation of how this transition will happen.

The rows represent the 12 board positions and the columns show the year the position was/will be elected.

This year, the 2021 ballot for the Board election will elect six directors. The length of term will be decided by the number of votes; the top four will get the three-year terms and the next two will have two-year terms.

Contact [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org) if you have any questions.

### Transition to Three-Year Terms

Elect 6 in 2021 – 4 with a three-year term and 2 to a two-year term.

\*Alternate elected in 2020 becomes regular member.

Elect 6 in 2022 – 4 with a three-year term and 2 to a one-year term.

Elect 4 to a three-year term each year after

	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
1	2020	2020	2022	2022	2022	2025	2025	2025		
2	2020	2020	2022	2022	2022	2025	2025	2025		
3	2020	2020	2022	2022	2022	2025	2025	2025		
4	2020	2020	2022	2022	2022	2025	2025	2025		
5	2020	2020	2022	2023	2023	2023	2026	2026	2026	
6	2020 alternate	2020 regular	2022	2023	2023	2023	2026	2026	2026	
7		2021	2021	2021	2024	2024	2024	2027	2027	2027
8		2021	2021	2021	2024	2024	2024	2027	2027	2027
9		2021	2021	2021	2024	2024	2024	2027	2027	2027
10		2021	2021	2021	2024	2024	2024	2027	2027	2027
11		2021	2021	2023	2023	2023	2026	2026	2026	
12		2021	2021	2023	2023	2023	2026	2026	2026	

## 2021 OCF

by Shasta Hatter  
Elder (Admissions)

*Songs we come to the Fair to hear  
pressed down and put on my monitor;  
no smell of straw and citronella  
no carts coming through  
no lines, no waiting  
no meeting someone in line.*

*The pause filled with a plan  
to bring BIPOC and LGBTQ folk  
into the fullness of the Fair.  
A leisurely explanation made  
possible by the stillness.  
Next year is on all our lips.*



## *Fair Thee Well Dale Hart*



Dale Hart, 68, a long-time Oregon Country Fair denizen and keeper of the Genesis Juice booth at the Fair, passed away at OHSU in Portland from complications of ALS. He died in the arms of his loving family.

Dale was born in Los Angeles to Ethel Mae Bonnell and Owen Hart. He grew up racing go-carts, riding motorcycles and playing baseball. He learned to sing, play the guitar, banjo, mandolin and harmonica. In high school, he met Claudia Carol Chambers, and they connected over their love of music and books. After high school they went to college and eventually married and had a daughter, Megan Marie Hart. Dale worked for many years as a metallurgical engineer. Although he and Claudia got divorced, they remained good friends and co-parents.

In the early '90s, the family moved to Eugene, Oregon in order to get away from the big city, so Dale bought a farm. He used his engineering talents in his capacity as plant manager, and later co-owner of Genesis Juice. He remained after Genesis merged with Toby's Family Foods, and managed the OCF Genesis Juice booth for many, many years.

He loved his time at the Fair, especially getting to meet interesting souls and hearing live music. Everybody who knew Dale loved him: he liked making corny jokes and puns, and was a very funny man. He had a free spirit, a gentle soul, an inquisitive mind, and an open heart.

Kathy Ann Rice was his life partner for the last 30 years. Dale loved tinkering on the farm, so Kathy



*Dale managed the Genesis Booth for many years.*

called him her "King of the Farm." When she wanted to get horses, he told her he would rather have a motorcycle, so Kathy got a horse, and Dale got a midnight-blue Honda Magna. They loved sailing and kayaking together, a past-time they enjoyed until mid-2020, when he began to experience the devastating symptoms of ALS.

He was a proud father. Dale loved coaching Megan for her softball team, taking her on father-daughter ski trips, driving her to countless piano, violin, voice, and ice skating lessons, telling epic bedtime stories, taking her to the Fair every year of course, and encouraging her in all her dreams. Later, when she became an opera singer, he traveled all over the world to see her sing. Even though she lives in Germany, he would call her

every year while he was at the Fair and describe all the acts he was seeing and the people he met, so that she could feel like she was there, too. His family is shattered by this loss.

His dying wish was to donate his remains to ALS research to help advance science and find a cure. His noble donation has been shared by several ALS research centers in the USA, with his final resting place in an international brain bank for ALS scientists and researchers all over the world. Donations may be made in his memory to the ALS Association.



*Dale and his daughter Megan*



# UNDERWRITERS

## Recently Unclassified Material

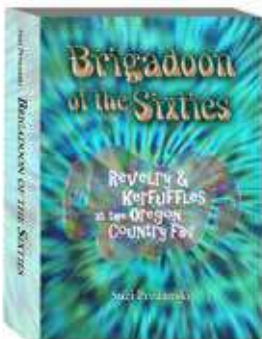
We accept UnClassifieds up to 30 words for \$5 each, per issue. Send listing with \$5 to O.C.F.-F.F.N. 442 Lawrence St. Eugene, OR 97401. For questions, information about display underwriting and to submit listings, Email [bradlerch@aol.com](mailto:bradlerch@aol.com)



Does your prose need polish? Your spelling need spot checking? Is your punctuation problematic? Let's talk about your writing project and how I can help make it publishable. [norma@ipolishprose.com](mailto:norma@ipolishprose.com)

So much gratitude to everyone who is keeping us moving forward. We are living through incredibly challenging times. It is important to remember that we make a difference in this world and that difference is needed now more than ever. Here's to working together to make this world a better place!

**Now on sale!**  
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 e-mail: [cathy@earthsteps.com](mailto:cathy@earthsteps.com)

# UNDERWRITERS

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8/22	SENSI TRAILS / BALANCE TRICK
9/5	SHELLAC / SHANNON WRIGHT
9/11	BIG FREEDIA / TOO MANY ZOOZ
9/15	FENIX FLEXIN
10/19 & 20	LDW - AFTER PHISH LATE NIGHTS
10/29	ANDERSON EAST
11/4	HOT BUTTERED RUM
11/19	JD SIMO / GA-20
12/5	ADRIANNE LENKER / BRIAN QTN
12/9	TV GIRL / JORDANA



## *Business Underwriters*

A special, heartfelt THANK YOU, to these underwriters who generously contributed to help make Fair in the Clouds 2021 possible. Please support them!



Café Mam is 100% Organic & Fair Trade certified coffee grown by small family farmers in Chiapas Mexico, fresh roasted in Eugene. Learn more at [www.cafemam.com](http://www.cafemam.com)



No Nations Vegetarian Eatery is a family-friendly, locally-sourced bar and eatery showcasing local produce and local craft brews. Located in Corvallis.



Eugene's world class neighborhood market featuring a wide variety of high-quality food from next door and around the world. 2489 Willamette Street 541-345-1014.



At Toby's Family Foods, our mission is to make simple and delicious foods, using the fewest possible ingredients that are of the highest quality, locally sourced, and minimally processed.



Grow with the flo...A true family owned and operated home-farm nestled in the Willamette Valley next-door to the Oregon Country Fair - cultivating quality crafted cannabis, hemp, vegetables, livestock and more for the beautiful communities we have the privilege of serving.



An independent alternative newspaper since 1982, we ARE the liberal media. Eugene Weekly is the mullet of news sources: Business in the front; party in the back.



Family owned and operated cultivator, processor and wholesale distributor of cannabis in Eugene. We believe art, music, and cannabis bring people together.



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A local Eugene favorite with three unique locations serving the best in locally-sourced modern pub fare and craft beverages. Check out menus and more at [www.cornucopiaeugene.com](http://www.cornucopiaeugene.com)



Downtown's hub of high-quality, handmade goods sold by their makers for over 50 years. Shop in the open air and support local artists, chefs and entrepreneurs. Every Saturday, rain or shine.



## BOARD OF DIRECTORS MEETING JUNE 27, 2021

3 pm, Zoom remote online and  
live streamed on YouTube

**YouTube recording link:**

<https://www.youtube.com/watch?v=YTxEIb6ZrQ>

*(subject to approval by the Board at the August 2, 2021, meeting)*

**Board Directors present:** Anthony "AJ" Jackson (VP of Membership Engagement and Services), Colleen Bauman (President), Cynthia "Peaches" Peachey, George Braddock, 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 (Co-Treasurer), Kimberly "Kimmo" Howard (Recording Secretary), and Lisa Parker (VP of Bylaw and Policy Compliance). **Staff present:** Crystalyn Frank, Liz Field and Shane Harvey.

**Board Directors and Officers absent:** Lily Harmon-Gross (First VP, alternate), and Lynda Gingerich (Co-Treasurer).

### Announcements *(YouTube video 20:50)*

Colleen said the Board met in a few closed sessions since the last meeting, as part of the Executive Director search process. They also discussed conflict of interest and affirmed there was no personal

gain by any Board Director.

Crystalyn reminded us of the next scheduled online Operations Open House. Go to the Upcoming Events section on the homepage of oregoncountryfair.net for a calendar of regularly scheduled committee meetings and other membership events.

Peaches gave thanks to all of the talented folks and volunteers who helped to create and execute the 2021 Fair in the Clouds: A Virtual Event.

Colleen mentioned new OCF merchandise is available online at [merch@oregoncountryfair.org](mailto:merch@oregoncountryfair.org), where you can get your 2021 commemorative t-shirts, stickers, posters, and more!

Heidi announced important upcoming dates regarding 2021 Board Elections and the Annual Membership Meeting:

Candidate statements are due no later than 8 pm, August 22.

Last day to turn in voting member forms will be September 16.

Annual Membership Meeting scheduled October 16.

Heather said if you are dreaming of an amazing riverside camping experience outside of Riddle, Oregon, then note the Green Tortoise / Cow Creek stopover is now offered for camping via Hip Camp. Go to [hipcamp.com](http://hipcamp.com) and search in the Riddle area. It is a river with an incredible swimming hole.

AJ and Paxton mentioned Eugene Saturday Market would be live streaming some of the Virtual Fair.

Sam spoke of the recent passing of theater professional Celeste Rose, who he said was one of the most amazing and creative people he had the pleasure of knowing. She had a particularly important impact on our community.

### Minutes Review *(YouTube video 33:40)*

Colleen asked if there were any objections to approving the June 7, 2021, Board meeting minutes.

There were no objections, so approved by the Board.

### Agenda Review, Amend, Approve *(YouTube video 34:20)*

Colleen asked if there were any objections to approving the agenda.

Peaches asked if the fall fundraising event item could be the first topic to review during Old Business.

Peaches added to New Business: move forward in partnering with the city of Veneta for the U of O Sustainable City Year Program.

On behalf of Lily, Colleen tabled: codify the new Grievance Process as policy, proposed by Fair-CARE.

On behalf of Lily, Colleen added to New Business: add communication flow chart.

Paxton tabled: Board terms and composition with proposed by-laws amendments.

Paxton added to New Business: correction to the Bylaw amendment motion passed at the June 7, 2021, Board meeting. The sentence "All or any portions of the Annual Board Meeting may be held in closed session." should have been deleted and not part of the final draft of changes.

### Member Comments *(YouTube video 39:30)*

Craig supports the one-day fall fundraising event proposed by the backup management team. He also supports authorizing the Fixed Assets Committee to sell the

wine making equipment on the Outer Limits property. We need to assess the state of the houses on our property and what we need to sustain them.

FireDIC said best practices for a corporation are not necessarily best practices for a city council and would like the Board to be more like a city council. He also wants letters sent to Board members to be included in the Board meeting minutes.

Jon S.'s feedback: I'd like to comment on several agenda items. I would like to offer two points for the Board's consideration for the September fundraiser proposal. First, as the Fair embarks on a more robust fundraising effort, I think it would be prudent for public relations reasons to address why the Fair needs to raise funds and for what purposes the funds might be used. To that end, I would suggest that the Board earmark a certain percentage of funds raised to one or more of the specific purposes such as:

- reinstating the Fair's philanthropy program
- supporting the Fair's transformative journey to becoming more welcoming, inclusive, and equitable, and/or
- achieving the Fair's carbon-neutral goal.

Second, given the Fair's carbon-neutral goal and the description of the fundraiser given at yesterday's meeting, I think it important that the Board direct the event organizers to make sure that there is a public transportation option for people to use to get to the event and incentives for people to use that option.

I also reviewed the proposed Bylaw changes concerning the number and length of terms of Board members. What I find lacking is any provisions for how the

proposed changes will be implemented in practice. How will the Board transition from 10 voting and 2 alternate members to either 9 voting or 12 voting members? Before adopting the proposed changes, I think it would be prudent to have implementation procedures developed and, where appropriate, included in the Bylaws. For instance, if the changes are adopted, does that mean current alternates are no longer Board members even if their terms are not up? Finally, given that the Board election process will be upon us soon and that some of the current voting members terms are set to expire this year, I think it would be appropriate to have any changes made after this fall's Board election.

#### **Staff Report** *(YouTube video 46:50)*

#### **Interim Executive Director's Report from Liz:**

The ED search process is moving forward and we anticipate that the OCF will be prepared to make an announcement soon.

Regarding our 2021 Fair in the Clouds: A Virtual Event, we have launched sales of a beautiful collection of 2021 merchandise. Thank you, Diane McWhorter, for designing the beautiful Fair in the Clouds poster! A huge thanks as well to Crystalyn and the many talented volunteers involved in all aspects of this year's virtual event.

Plans for the 2021 Culture Jam Reunion at Petersen Barn are taking shape. Culture Jam staff and youth are getting excited about the reunion, and some are traveling from far afield to attend. We have begun shopping for Art Boxes for the event and welcome financial donations! \$100 buys three or four high-end art supply kits. We can accept donations of quality art

supplies as well; please contact Robin if you are interested.

We are excited about the fall fundraising event proposal and want to convey appreciation to those involved in collaboratively shaping ideas, and preparing to move forward with plans, following Board input and subject to Board approval.

Work parties in recent weeks have primarily focused on storm cleanup and geranium eradication. Thanks to participating volunteers and others who are pulling geraniums when visiting the site. There are garbage bags in Main Camp for anyone who wants to help when on site. Also, for those interested, the oregoncountryfair.net site contains information regarding invasive plants on the property (see LUMP Committee documents). In addition to work parties, the site staff has been focusing on mowing and irrigating, vehicle and facility maintenance, and fire preparedness.

Traditionally in June, the site has a steady presence of trusted volunteers preparing for the July event; their presence helps ensure site security and response to potential emergencies. This year our volunteer crews are not on site; we have an increased number of visitors, and heightened risk of wildfire. The site staff has identified and instituted additional precautions to help navigate emergencies.

All of the first responder vehicles have been placed into service, and the water trucks are full and ready to provide support, along with water carts and fire extinguishers. The staff have begun exercises to practice responses to a variety of scenarios. We will continue to proactively mow and maintain the site, to reduce fire risk, and to identify and take other actions as warranted.

Please help us when you visit the site. Please email Shane or make note of any hazards or potential hazards in the notebook at Main Camp. A phone number has been posted for emergency situations — whether smoke, fire, health, or other safety emergencies. Please continue to enjoy the site and help us to keep it safe for visitors throughout this season and beyond.

### **Treasurer Report and Budget Items** (*YouTube video 54:00*)

Hilary said the Budget Committee will be reviewing their budget processes and how it is structured, working on committee member job descriptions, and targeting some skills and roles we want filled. We are also working on automating our documents and information handling and using our past records as a resource. We want to help define how the Budget and Financial Committees can support the Board and its planning role and how to manage our growth. Then, we can turn our attention to the next event and how we will rebuild our financial foundation and rainy-day fund, managing long-term capital projects, and automatic designations. This is also a good opportunity for the Board to review their giving processes.

AJ asked Hilary to rate from one to ten how she felt we were financially moving into our 2022 event.

Hilary said seven; it is subjective, and we need to do some things differently like start selling tickets at the end of the calendar year and other ways to generate incoming cash flow. We will also have additional maintenance costs after two years away from being on site. We put aside some capital projects and staffing needs that we

need. We have a lot to consider before we are financially healthy again.

### **Committee and Working Group Reports** (*YouTube video 1:02:12*)

*(Committees and work groups are asked to email their minutes or reports to the Fair staff 10 days prior to the Board meetings for inclusion in Board packets and posting on the .net site.*

*Brief summaries are requested when a committee or work group wants to make a verbal report at Board meetings.)*

**Diversity Committee report:** The committee will be reviewing the DEI consultants' recommendations. The report will be posted to the .net site and the Diversity Committee will be working with the Fair Family News to have it published with some background information. Once it is posted to the .net site, notices will be posted on the various Fair-related Facebook pages. The report is also being sent to Liz for distribution to staff and the committee will be working with Crystalyn and Operations to get it distributed to the BUMS, coordinators, and others in leadership positions throughout the Fair.

A Board Work Session on the recommendations is scheduled for September and the Diversity Committee looks forward to working with Lily and the interested Board members on organizing that session. The committee anticipates working with Liz on wrapping up the current contract with the consultants over the next couple of weeks. As a reminder, the committee's regularly scheduled meeting is Monday, August 23, 2021.

**Fixed Assets Committee report:** The committee has been reviewing the winery equipment,

Outer Limits and DUG's Green residences, managing waste with an anaerobic fermentation process pilot program, in-town Fair Office, and Fair storage needs. We are just starting this work, so more information will be coming as it becomes available.

The committee is interested in the next steps for the Outer Limits property and wants to help in making recommendations for how it will be used. The committee meets the second Monday of each month at 11 am.

**Bylaws Committee report:** The committee meets on the third Tuesday of every month but took July off. We continue our review of the Bylaws, with the meeting minutes and working documents for motions posted on the .net site. The committee email is [bylaws@oregoncountryfair.org](mailto:bylaws@oregoncountryfair.org).

**Elders Committee:** The committee thanked Kay for hosting an in-person meeting. The Elders have a lot of great ideas about Outer Limits and will share them with the Board. Spirit said their wisdom, guidance, and voices are appreciated.

**Craft Committee report:** Craft Committee hosted a Crafter Town Hall on Sunday, June 13, and there was a good turnout. Shane gave a Site Report, we gave updates on the Artisan's Directory and Fair In The Clouds, including how to participate in both. Committee members answered many questions the Booth Reps had regarding all things "Fair." The Committee also reported on what we've been working on for the last year, including a Booth Rep description, Crafter Rights and Responsibilities, and DEI concerns with possible solutions to some of those concerns. The Committee plans on holding more Town Halls in the near future. The next scheduled meeting



will be on Wednesday, August 11 at 6 pm. The link to the meeting will be posted on the .net site.

**Food Committee report:** Food Committee transformed the Annual Mandatory Meeting into a Food Booth Town Hall on Wednesday, June 9. We had presentations/reports from Lane County Health, Veggies on the Run, Recycling, and a Site Report. We covered many of the questions and concerns posed by the Booth Reps, had a hand-washing/sanitation update, and gave information on taking part in Fair In The Clouds. The committee is planning to host a series of workshops and the reps gave us more workshop ideas. Food Committee's next scheduled meeting is Wednesday, August 25, at 5:30 pm. The link will be posted on the .net site.

**LUMP report:** We recently assigned committee members to distribute green zone documents and discussed work plans for next season. The next committee meeting is October 12, from 6 pm to 8 pm, (note time change to half an hour earlier).

#### **Old Business** (Zoom video 1:13:00)

**Peaches moved and Spirit seconded to approve a volunteer-driven fall fundraiser event on site to be executed by the Management Team, and the associated budget of up to \$135,425 as outlined in the high column provided in the proposal.**

BUM Charlie Z. provided background information and more details about the resources needed.

The Board received member feedback from Aaron K., Lucy K., and Kirk S.

Questions and comments were made by: AJ, Lisa C., Sandra, Spirit, Paxton, George, Sue, Sam, Peaches,

and Palmer.

A friendly amendment was offered to change the amount to \$75,000, but failed.

A friendly amendment was offered to change the amount to \$125,000, and passed.

**As amended, Peaches moved and Spirit seconded to approve a volunteer-driven fall fundraiser event on site to be executed by the Management Team, and the associated budget of up to \$125,000.**

**Motion passed: 7-3. Colleen recused so Palmer voted; AJ, George, and Sandra opposed.**

**Sam moved and Sue seconded to direct the Fixed Assets Committee, working closely with the Site Manager, and other relevant stakeholders, to explore options and formulate recommendations on the best uses of the most recent property acquired, formerly known as Secret House, and referred to on OCF maps as Outer Limits. The FAC will report back to the Board at the September Board meeting.**

The Board received member feedback from Aaron K.

Questions and comments were made by: Spirit, Peaches, Sandra, Sam, Paxton, and AJ.

A friendly amendment was offered to remove the word best and passed.

**As amended, Sam moved and Sue seconded to direct the Fixed Assets Committee, working closely with the Site Manager, and other relevant stakeholders, to explore options and formulate recommendations on the uses of the most recent property acquired, formerly known as Secret House, and referred to on OCF maps as Outer Limits. The FAC will report back to the Board at the September Board meeting.**

**Motion passed: 10-0.**

#### **Meeting Evaluation** (Zoom video 2:05:50)

Lucy said she was puzzled by a conversation about the Fair not doing a one-day event before, being that we have had at least two concerts. She also would like to hear more content in some of the committee reports, instead of only being referred to the .net site.

#### **President's Peace** (Zoom video 2:33:45)

Colleen: A heartfelt thank you to this resilient community. Nothing seems to stop us. We started on a shoestring and are now a mature organization. We have the Fair in the Clouds, merchandise for sale, and an upcoming fundraiser event to look forward to. Well done and thank you!

**The next scheduled online Board Meeting is August 2, 2021, at 7 pm, with agenda items to include:**

Appoint Mark Pankratz to the Bylaws Committee

Correction to the Bylaw amendment motion passed at the June 7, 2021, Board Meeting

Board terms and composition, with proposed Bylaws amendments

Diversity Committee Statement and Donation Request New Business

Codify the new Grievance Process as policy, proposed by Fair-CARE





## BOARD OF DIRECTORS MEETING AUGUST 2, 2021

7 pm, Zoom remote online and  
live streamed on YouTube

**YouTube recording link:**

<https://www.youtube.com/watch?v=2oDCACIYbj0>

*(subject to approval by the Board at the September 13, 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), Palmer Parker (alternate), Paxton Hoag, Sam Rutledge, Sandra Bauer, Spirit Leatherwood, and Sue Theolass.

**Other Board Officers present:** Heidi Doscher (Membership Secretary), Hilary Anthony (Co-Treasurer), Kimberly "Kimmo" Howard (Recording Secretary), and Lisa Parker (VP of Bylaw and Policy Compliance). **Staff present:** Crystalyn Frank, Kirsten Bolton, Robin Bernardi, and Shane Harvey.

**Board Directors and Officers absent:** Lisa Cooley and Lynda Gingerich (Co-Treasurer).

**Oregon Country Fair welcomes our new Executive Director, Kirsten Bolton.**

**Announcements**  
*(YouTube video 11:40)*

Colleen said the Board met in

closed session Sunday, August 1. We welcomed Kirsten and reviewed the Board meeting agenda items. No decision or votes were made.

AJ reminded parents of the youth vision project. Fair youth are welcome to send their opinions, comments, or feedback about OCF for publication in the FFN. Spread the word and encourage youth 20 years and younger to send feedback via email to: [youthvision2021@oregoncountryfair.org](mailto:youthvision2021@oregoncountryfair.org).

Lily said OCF merchandise is available online with both 2021 and 2020 commemorative items, along with a DEI T-shirt option. The web address for OCF merchandise is: <https://merch.oregoncountryfair.org/>.

### **Minutes Review** *(YouTube video 13:35)*

Lily asked if there were any objections to approving the June 27, 2021, Board meeting minutes.

There were no objections, so approved by the Board.

### **Agenda Review, Amend, Approve** *(YouTube video 15:15)*

Lily asked if there were any objections to approving the agenda.

Kirsten said she would be addressing the OCF Fall Concert Fundraising event during Staff Reports.

Sam tabled the Diversity Committee Statement and Donation request item.

### **Member Comments** *(YouTube video 17:00)*

Craig welcomed Kirsten to the Oregon Country Fair and is excited about what she will bring to our organization. Congratulations

Kirsten! Thank you to our interim ED, Liz Field, who did a great job during the transition.

Spirit wanted to reassure members she has heard their feedback about the Outer Limits property and how it might apply to indigenous people in our organization, our local communities and beyond. She encouraged the Board to give attention to this and include it as a topic for a Board Working Assembly.

Spirit announced the passing of Ritz Sauna volunteer Glenn Hornsby, and extended love to those that are hurting with this loss.

Palmer recognized the passing of John Sundquist who has been a part of OCF since the beginning. He helped start the Hoedads cooperative for tree planting, maintained an organic farm, and was a strong supporter of no pesticides.

Sam noted the memorial for Community Children's Theatre founder Celeste Rose, which was held July 31.

Paxton said Clark Higgins of Video Crew also passed away, and gave thanks for his years of service to OCF. Clark's videos will live on for us.

George thanked Spirit for the announcement of losing Glenn Hornsby. He said Sauna Crew lost another pillar in their group, John Litke, who was the lead Fair mechanic for years. John was the genius behind the hot water system for The Ritz showers. There is much grieving and mourning among the Sauna family.

### **Staff Report** *(YouTube video 24:45)*

#### **Executive Director's Report:**

Kirsten gave thanks for the warm welcome. She announced the Fall Concert Fundraising event will be postponed so that we do

not put our organization at risk for health, safety, and fiscal reasons due to COVID. We will continue to look at other concert and multiple fundraising events in the future.

Kirsten has scheduled one-on-ones with all staff members and will be meeting with Board members individually. The Advisory Team will meet with her weekly. She will be unavailable August 16 to 26 for a previously scheduled family life celebration.

Several Board members expressed a welcome and thanks to Kirsten for jumping right in to her role. Peaches expressed concerns about our finances and the need for fundraising. Spirit thanked the BUMS, coordinators, and volunteers for their planning work of a fall event.

### **Treasurer Report and Budget Items** *(YouTube video 32:25)*

Hilary said as of June 30, we have just under one million dollars in the bank. The 2021 Virtual Fair expenses and incoming funds expect to break even. She will be working with Kirsten on the employee retention credit and coordinating with the second payroll protection program grant application. We are also reviewing a shuttered operators grant. These programs may help us with hundreds of thousands of dollars for our employees.

The fundraising efforts are dependent on membership and other support in the form of donations. Our July event cannot fund everything we want to accomplish. We want to find partners who want to work with us in fundraising for specific programs and determining what people are comfortable giving, and making it part of our orga-

nizational culture. Hilary thanked the Fundraising Committee for their work in helping to make OCF successful.

Even in these strange economic times, our endowment fund increased by \$100,000 last year. These are our funds held in the Oregon Community Foundation. We want to plan ahead cautiously and analytically for 2022 and 2023, and can be proactive with things like starting ticket sales earlier in the calendar year. We can also set a cap on attendance numbers to ensure we have ample resources.

The Budget Committee has sent the Board a 2022 budget proposal for review, and will work with the Board on strategic tools and policies to address the growth of the numbers of people, and what we need to change in order to maintain what we have.

**Sandra moved and Paxton seconded following check-signing motion:**

**The Oregon Country Fair Board of Directors directs the Treasurers and staff to:**

**a) Add Kirsten Bolton, Colleen Bauman, Lynda Gingerich, Hilary Anthony, Crystalyn Autochovich, and Shane Harvey as check signers on all accounts at the financial institutions listed below**

**b) Remove John "Jack" Markarchek, Stephanie Talbot, and Wally Bomgaars as check signers on all accounts at the financial institutions listed below**

**c) Add Mary Callaghan, OCF Bookkeeper, to read/view access on all accounts at the financial institutions listed below**

**d) Remove Elizabeth Field, former Interim Executive Director, from read/view access on all accounts at the financial institutions listed below.**

**Financial institution and ac-**

**counts:**

**1. Banner Bank: Comm Center, Money Market, Money Market, Business Checking**

**2. Beneficial State Bank: Money Market, Beneficial State Bank CD**

**3. Columbia Bank: Business Growth Checking, Columbia Bank CD, Columbia Bank Business MM, Columbia Bank Premium Business MM**

**4. Key Bank: Business Interest Checking, Key Business Reward Checking, Key Business Silver Savings MM, Key Business Silver Savings MM**

**5. Northwest Community Credit Union: NWCCU Business Share, NWCCU Business MM**

**6. Oregon Community Credit Union: OCCU Business Savings, OCCU Business MM**

**7. Providence Bank & Trust: Providence Partner CD, Providence Commercial Platinum MM**  
**Motion passed: 10-0.**

### **Committee and Working Group Reports** *(YouTube video 48:35)*

*Please visit [oregoncountryfair.net](http://oregoncountryfair.net) and check the Upcoming Events schedule for committee meeting dates, times, and online links.*

*Committees and work groups are asked to email their minutes or reports to the Fair staff 10 days prior to the Board meetings for inclusion in Board packets and posting on the .net site.*

*Brief summaries are requested when a committee or work group wants to make a verbal report at Board meetings.*

**Diversity Committee report:** The committee received the consultant's final recommendations, and will plan a Board Work Assembly on implementing those. We worked on the virtual Fair and are still working the diversity census. Recommendations will be pub-

lished in the FFN, and there will be a link on the .net site.

**KOCF:** The new White Bird program recently launched and will continue the second and fourth Mondays at 8 am. Thank you to the Fern Ridge and Fair communities for their continued support during the summer pledge drive. We will continue fundraising efforts with production of a compilation album featuring 12 bands from the local area, and should be available soon. Our bottle drop fundraising continues to do well.

Crystalyn and other Board members gave thanks to everyone who helped with the 2021 Virtual Fair, and acknowledged KOCF for their work in underwriting efforts and experience in broadcasting. Spirit also thanked OCF Staff and Eugene Saturday Market for their help with merchandise sales.

**Fixed Assets Committee report:** The committee worked on the New Business item motion regarding the winery equipment. Subcommittees have been formed to review and make recommendations about the residences on our properties, composting, storage, and Outer Limits. Committee meetings are held the second Tuesday of each month at 11 am.

Peaches asked the Fixed Assets Committee if the sub-meetings would be available for others to join, or would be publishing meeting notes for review for those who could not attend the scheduled times. Sandra said anyone can attend, and letters of interest in joining as a subcommittee member can be emailed to [fixedassets@oregoncountryfair.org](mailto:fixedassets@oregoncountryfair.org). AJ expressed the subcommittee work needs to start right away if you are interested.

**Elders Committee:** The committee's next meeting is August 26 at 7 pm.

**Bylaws Committee Report:**

There was no meeting in July. The committee meets on the third Tuesday of every month at 6:30 pm and will resume in August. We continue our review of the bylaws, with the meeting minutes posted on the .net site.

#### **Elections Committee Notice for 2021 [updated]:**

August 22, 2021 (Sunday) – Last day to submit candidate statements, and to submit petitions for advisory resolutions

September 16, 2021 (Thursday) – Last day to sign up as a voting member for 2021

September 26, 2021 (Sunday) – Candidate forum

October 16, 2021 (Sunday) – Virtual Annual Membership Meeting with candidates

October 23, 2021 (Saturday) – Mailed ballots are due by 8 pm at the OCF Office:

442 Lawrence Street, Eugene, Oregon, 97401

For more details, go online to [oregoncountryfair.net](http://oregoncountryfair.net) homepage and click on:

Board Election Info 2021

**FairCARE Workgroup:** After a year and half of work, the workgroup is ready to present the proposal to revamp the grievance process. The goal is to provide every Fair family member conflict resolution skills and resources, to protect and support those who have been harmed, and to have processes in place when our OCF Guidelines or Code of Conduct have been violated.

#### **Old Business** (YouTube video 1:03:40)

**Paxton moved and Palmer seconded to appoint Mark Pankratz to the Bylaws Committee.**

Comments were made by Paxton, Peaches, and Sam in support of the motion.

**Motion passed: 10-0.**

**Paxton moved and Palmer seconded to approve the proposed correction to Bylaws Article VIII as published.**

*Note: the correction removes the sentence "All or any portions of the Annual Board Meeting may be held in closed session."*

Comments were made by Lisa P., Spirit, and Paxton.

**Motion passed: 10-0.**

**Paxton moved and Palmer seconded to approve the proposed amendments to Bylaws Article VII as published.**

*Note: the amendment changes the Board composition to 12 Board of Directors with no alternates, and three-year terms.*

The Board received member feedback from Jon S., Aaron K., Jon P., and Craig S.

Comments were made by Lisa P., Heidi, Paxton, AJ, Spirit, Peaches, Sam, Palmer, Sandra, and Colleen.

**Motion passed: 8-0-2; AJ and Spirit abstained.**

*The Bylaws Committee recommended to the Board that the Elections Committee implement a process for the approved changes. Further details about the implementation process will be posted on the .net site.*

**Sandra moved and Spirit seconded to codify the new Grievance Process as policy, and to adopt this new method as written by the FairCARE work group. This policy will be reviewed and revised at least biennially by the Executive Director and the Grievance Administrator, in concert with the FairCARE work group, with the next revision to occur no later than September 2023.**

Members of the FairCARE

group spoke about the proposed changes and addressed questions.

The Board received member feedback from Jon S. (on behalf of the Diversity Committee).

Comments were made by AJ, Spirit, Sam, Peaches, Palmer, and George.

**Motion passed: 10-0.**

### **New Business Items**

Budget Committee: 2022 Event Parameters — Move to set overall limit of people per day at three-day event at 35,000 — including internal and public attendance and direct budget committee to return by October with a revised revenue projection, any recommendations on price changes, revised attendance cap recommendation, and revised camping and day pass numbers. By December, the Budget Committee is to present a revised spending budget for approval.

Fixed Assets Committee: Move to approve the recommendation of the Fixed Assets Committee (FAC), that OCF will not operate a winery on the Outer Limits property at this time, and to delegate to the FAC and the Site and Facilities Manager (SFM) to collaborate in

selling winery production equipment as soon as possible, at market rates.

### **Meeting Evaluation** (*YouTube video 2:05:50*)

Collen thanked Lily for facilitating the meeting and spoke to the request of member feedback during scheduled Member Comment time or during member input for one agenda item. She reassured membership that they allow flexibility for additional feedback when circumstances permit additional time, such as speaking on behalf of a committee.

Paxton thanked Liz and said he looks forward to working with Kirsten.

AJ gave thanks for a good meeting and expressed his love and support to George.

### **President's Peace** (*YouTube video 2:23:15*)

Colleen: We are living in uncertain times. Because of that particularly, it is so good that we can be certain that our community, our incredible staff, our hard-working management team, and the rest of

our volunteers will continue to be here for each other. I want to thank each and every one of you. The Fair community pitches in, we donate time, we donate money, and we are present. Until we can meet in person again, we are online. Be well.

**The next scheduled online Board Meeting is September 13, 2021, at 7 pm, with agenda items to include:**

Diversity Committee: Statement and Donation Request

Leadership: Organization Communication Flow Chart

Budget Committee: 2022 Event Parameters

Fixed Assets Committee: Outer Limits winery equipment

*For your online viewing pleasure, we present Fooble the Dragon!*

**Recording link:**

(*YouTube video 2:25:45*)

<https://www.youtube.com/watch?v=2oDCACIYbj0>

