

OREGON COUNTRY FAIR

Annual Membership Meeting

**Virtual meeting on October 16, 2021
6:30 PM**



VOTER PAMPHLET

Ballots due by October 23, 2021, 8 PM



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



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



Please return your ballot no later than 8 pm PDT on Saturday October 23, 2021. Ballots that arrive after this time are not counted.



These are the instructions that are printed on the back of each ballot.

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

Instructions for All Ballots

1. All registered members are being sent absentee ballots for the 2021 election to their mailing address on file. All 2021 ballots are absentee ballots.
2. There are 6 vacancies scheduled to be filled. You may use X's or checks to vote for 6 or fewer candidates. ***If you vote for more than 6 using X's or checks, your ballot will not be counted.***
3. More vacancies have been known to occur before the close of balloting. If you wish to vote for more than 6 candidates, please use numbers to mark your votes until all the candidates you intend to vote for are assigned a number. (You may assign a number to every name on this ballot and to all written-in names, if you want.) Number your votes sequentially, starting with 1. Only those votes with numbers up to the number of vacancies will be counted. For example, if there should be seven vacancies, votes numbered one through seven will be counted. ***Do not assign the same number to more than one name.***
4. Facsimile ballots will not be counted.
5. If you make an error on your ballot, or you are missing a ballot or return envelope, please email elections@oregoncountryfair.org or leave a message for the Elections committee at the Oregon Country Fair office at 541-343-4298.
6. Enclose and seal the ballot in the Secrecy Envelope (fold only if necessary). Put the Secrecy envelope in the envelope addressed to the Oregon Country Fair.
7. Place your signature and legibly print your name and your mailing address on the return envelope where indicated. ***Envelopes that do not have a signature will not be opened or counted.***
8. Submission of an absentee ballot appoints the Secretary of the OCF as proxy to cast the member's votes as indicated on the ballot.
9. All ballots must be received in the Oregon Country Fair office (442 Lawrence, Eugene) no later than 8:00 PM, Saturday, October 23, 2021. ***Ballots that arrive after this time will not be counted.***

George Braddock

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My name is George Braddock and I am requesting your support and vote for a third term on the board of directors for the OCF. I currently serve on the budget and finance committees. I have also acted as Vice President and a member of the selection and on-boarding team for our previous executive director. I enjoy good working relationships with all the members of the current board, a number of whom have encouraged me to run again. I've been the booth representative for the Ritz Sauna and Showers for 46 years. Additionally, I am president of Creative Housing Solutions, a special needs consulting firm, and founder of Mainstream Housing, a not-for-profit housing development firm for people with intellectual and developmental disabilities. I bring valuable experience, perspective and professionalism to my work with the board and the OCF membership. Individually, as a community, and as a nation, we are living through troubled times. Covid 19, new racial and sexual awakenings, the impact of climate change, isolation, and deepening political divides are affecting every aspect of our lives. We need our Fair community as never before, to gather again and support one another. The question becomes: how will the OCF change in response to these new and ever changing realities, and carry on for the next 50 years? Resilience in the face of these challenges requires our community to critically and honestly examine our past, identify our mistakes, and commit to making structural and policy changes that honestly reflect our values. Then we must implement, implement, implement. The goal must be the creation a culture throughout our organization, in every crew, booth, and in all levels of management, where discrimination or abuse of any kind will not be tolerated. Increased community-wide recognition of the importance of public health and safety and the real-world impact of climate change compel the OCF to address critical infrastructure and land-use policies in response to scientific data, not political drama. This will not be easy or inexpensive, but must be done if we want to thrive, remain relevant, and continue our important philanthropic work in the world. With over 50 years as a general contractor, my many years coordinating operations at the Ritz, and four years on the board, I feel qualified to assist this community in addressing and overcoming the challenges we face in preparation for the 2022 fair and beyond.

“Do you support the Fair’s DEI consultants’ recommendations? If so, how would you build consensus and work to implement these recommendations? If no, why not? A link to the recommendations can be found at <https://oregoncountryfair.net/diversity.committee/>”

I support the DEI consultant’s recommendations. I would work collaboratively with other stakeholders and leadership to identify, assess and support various programs, interventions, policy changes and educational opportunities. The research indicates that the most successful DEI programs, over time, are flexible, nimble and able to quickly respond to changing conditions on the ground. The more inclusive and diverse the better. It is critical that before implementation we have an agreed upon way to measure the outcomes and cost effectiveness of the interventions, investments or programs we try. For years I’ve been aware of many instances of overt racism, sexism, misogyny and bullying within our family, without any consequences for the perpetrators. I recognize the importance the DEI report places on addressing these issues, and I appreciate it. These recommendations are complex and challenging, and being undertaken in the most unsettling and uncertain time in the history of the Fair. It is important that the work of the DEI consultants and the diversity committee take place in an open, transparent and inclusive way to avoid slipping into the old ‘us and them’ paradigm. These changes and others to Fair policies and guidelines need to take place within a comprehensive strategic plan.



Paxton Hoag

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Please re-elect me to the OCF Board!

I have a long history with the Fair, first as a crafter, I started Phoenix Rising (food), next a plumber for Water Crew. I started the Photo ID crew and ran it for 15 years. Currently I am Co-Coordinator of Video Crew. I am a committee member of the Path Planning, Peach Power, Financial Planning, Bylaws, and Vision Action Committees.

The board is finally grappling with our population growth, with a cap of the amount of people during Fair. I want to help with how we implement this.

We are close to making decisions with the outer limits property. Our specialty is event production not farming. I believe we should not pursue the Winery SUP.

As part of the Bylaws Committee I have been helping review and revise the bylaws. We just eliminated the Alternate BOD position and approved staggered three year terms for BOD members. This is a work in progress I want to continue.

I support the Fixed Assets Committee work to maintain our buildings and site. We need to use all of our structures. I am fully supportive of the Compost Barn and developing adequate storage.

Peach Power has recommended a 50KW Solar Electric array in conjunction with the Compost Barn. I would like to see the Fair use more electric vehicles and consider converting some of our gasoline rigs. I support upgrading our electrical infrastructure and the addition of more Solar Electric generation.

Path Planning is working on developing more Sanitation Stations stations for next years Fair. We are recommending tripling our hand wash stations, a longer term project given the constraints of greywater disposal. I will work to get more humanure toilets and replace or improve Politics Park and all the 6 packs.

We are a multimedia event! As CoCo of video crew I recognize we will be streaming more events in the future. I want to help develop streaming services at the fair in hopes of finding additional revenue for both the Fair and Entertainers.

I believe we are a volunteer organization with a non-profit structure. It is important we follow State and local regulations without losing our volunteer structure. We are working on making our bylaws compliant with the Oregon non-profit rule changes. It is up to us to maintain our volunteer structure. Volunteers need support and attention because we volunteers make the Fair work.

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I would love to see DEI be the theme for next year's fair, highlighting a new space, new trainings and new grievance/violation booth process.

First, we need to create visible space in the Fair. I support the efforts Path Planning is doing in finding very visible space for LGBTQIA+ and BIPOC in Xavanadu.

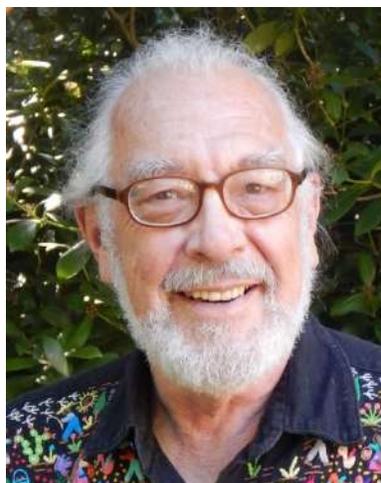
Secondly, have DEI training along with our Human Intervention training. I think it should be required for crews like HI training is and be available at several times.

We should also develop a separate Safe Place for reporting DEI problems in the Fair, staffed by DEI trained people.

All the above we can do for the next Fair. However, as the process will be ongoing many of these recommendations will require updating and revisions. I will work to make them happen.

While we currently lack funding to implement some advisory positions, I look forward to when we can hire professional help. I think we need it.

I am happy to help people to work on Guideline changes. I have experience at that. These are normally reviewed yearly to see if they are relevant. I will also work to improve our Code of Conduct.



Sue Theolass

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What will our next Fair look like? Two years without an in-person Fair has taken a toll on all of us yet, it has opened our eyes to how much needs to be done to create a more resilient, more unified Oregon Country Fair.

The first thing is our Diversity, Equity, and Inclusion efforts, I cover those in my answer to the DEI Consultants' recommendations question.

Before our next Fair we need to begin development of more revenue streams (concerts, grants, underwriting for example) in order to meet our financial needs for major improvements to our infrastructure, full staffing requirements, and our philanthropic giving. We need to determine the best use(s) of the Outer Limits (Winery). This illustrates our need to implement long range and strategic planning.

Our growth has major impacts which must be addressed before we overwhelm the capacity of the land, our water and grey water systems, and overtax the goodwill of our volunteers. While public attendance has remained fairly steady (except 2019), our internal growth continues to increase. I think there are several aspects that can be considered to reduce our impact; decrease the number of SOPs, make sure crews are right-sized, encourage booths to look at their numbers (as Food Committee has been doing), raise the age for Elderhood, and limit the size of camps. This will not be easy or painless but we must act.

I am a Juried Crafter and an Elder. I think it is important to have a crafter's voice on the Board. I'm a member of Craft and Food Committees, these committees have collaborated to address booth issues, this has been a supportive and productive partnership. As a Path Planning member I have been able to further my work on booth issues, becoming a conduit for information. Attending Budget meetings has given me a good overview of our financial needs and practices. I remain an Endowment Committee member.

While on the Board I have tried to make my actions benefit the Fair, I don't talk much but I do deeply consider each vote. I've answered as many emails and phone calls as possible, I do appreciate your input.

“Do you support the Fair’s DEI consultants’ recommendations? If so, how would you build consensus and work to implement these recommendations? If no, why not? A link to the recommendations can be found at <https://oregoncountryfair.net/diversity.committee/>”

Diversity Committee and the DEI Consultants have my gratitude for shining a light on what needs to be done.

We need to listen to those who are marginalized and center their voices in this work, we will be made more whole by undertaking these efforts. Over the last two years I've read, attended on-line workshops, listened to podcasts and personal accounts of issues at Fair, worked on my use of language, and attended Diversity meetings to learn as much as I can in order to be a more effective ally.

Food and Craft Committees are working on ways to make 'booth world' more diverse, equitable, inclusive, and welcoming. We are addressing our ideas and paths forward in our Town Halls.

The DEI Consultants gave the Board an extensive list of actions we need to take in order to make our goals reality. Not all of these are easy or comfortable and as a Board member and a member of the LGBTQAI+ community I support them and am committed to seeing them implemented. We need to start now.

All of this and all of us are connected like roots of trees, let's grow the understory.

Thanks for your support,
sue theolass



Jon Silvermoon

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I am running for the Board of Directors because I believe I can be of service by bringing my nonprofit management and fundraising skills, as well as my commitment to diversity, equity, and inclusion, to bear on the issues we face. I have more than 20 years of nonprofit work experience. My Fair involvement began in 1974. I was briefly a crafter, have served as a co-coordinator of Community Village and Dog Control Crew, served on the Board and numerous committees, and have performed with my band, The Vipers. Currently I am on the Archaeology and Diversity Committees.

Over the past few years the Oregon Country Fair has faced a number of transformative issues: moving from an operations Board of Directors to a governance one, confronting the legacy of white supremacy in our community, and facing the consequences of unrestrained growth and its impact not only on the land on which we hold our annual event but globally as well. We are also dealing with a global pandemic that will require us to mobilize our creative energy so that we can celebrate in person again.

In these challenging times we need more opportunities for dialogue and member participation, not less. Listening to diverse voices brings strength and wisdom. I have long advocated for an inclusive strategic planning process focused on reaffirming our shared values and forging a consensus on the way forward. Updating our Vision Goals is long past due. It is time to get on with this work.

Opinions and viewpoints are quite varied within our Fair community. To be able to hold our event again in the face of an on-going pandemic will require new measures to ensure the health and safety of all participants. We need to prepare for the likelihood that the old normal will need to give way to a new normal.

The pandemic has also exposed our over-reliance on continually increasing income from our event. We need to plan for greater financial security and diversify our revenue sources. In the face of global warming, we have an obligation to future generations and the sustainability of life on Earth to seriously examine and mitigate our contribution to our planet's ills.

An inclusive strategic planning process can help ensure that preparing for the future will strengthen the ties that bind us a community. It is with that goal in mind that I ask for your vote.

“Do you support the Fair’s DEI consultants’ recommendations? If so, how would you build consensus and work to implement these recommendations? If no, why not? A link to the recommendations can be found at <https://oregoncountryfair.net/diversity.committee/>”

I support the Fair’s Diversity Equity and Inclusion (DEI) consultants’ recommendations to put the OCF on a path to becoming more welcoming, inclusive, and equitable. As a Board member I will move to implement those recommendations within the purview of the Board’s responsibilities and work to ensure that Operations has the resources to implement those relevant to their responsibilities. As a first step the Board should move in tandem with management to establish an equity and inclusion skills and knowledge education program for everyone involved with governance or operations.

Building consensus around our DEI efforts will require multiple opportunities for dialogue and learning. A structured implementation work plan and timeline should be developed by the Board, management, and Diversity Committee. For each recommendation we should bring together those stakeholders who will be most responsible for and most effected by implementation to decide how to proceed. This will not be a quick and easy fix. Rather, this transformative journey will take time and will challenge many of our comfort zones. Throughout all our DEI efforts we should put in the forefront and listen to the voices of the marginalized people in our community. Working together we will succeed in this effort.



Lisa Parker

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Hello everyone,

My involvement with the Fair began in 1981 when my family came to the Fair as members of the ticket-buying public. Even at the age of 10, I knew that I had found something special and that I would return again and again. Over the last 40 years, I have participated in many ways, including direct service as a Registered Nurse through White Bird Medical & Crisis since 2010. Since 1981, I have not missed a single Fair.

From 2018-2020 I served on the Board of Directors and was a Board Liaison to the Diversity Committee. In that time, I had the distinct pleasure of witnessing this committee reinvigorate itself with fresh energy and challenge each of us to look within at our own implicit and explicit biases. I support the work of the Diversity Committee including the consultants' recommendations. Building consensus and implementation of these recommendations requires a lot of sometimes very difficult conversation and for those of us in leadership positions to close our mouths and open our ears and hearts to the marginalized voices within our community.

I've served as an officer of the Board since November of 2020, working with the Bylaws Committee to review and update the rules that govern our organization. The Bylaws haven't undergone a thorough review and update since their inception prior to the advent of the Internet and there have been changes in the Oregon Revised Statutes that govern non-profits, making such a review and update not just a good idea, but necessary.

I give careful and thoughtful consideration to every decision I make, and I don't shy away from tough decisions. I listen more than I speak, and I can admit to my mistakes. As we navigate our way through this time, there will be many more tough decisions to make, in humility, and in the best interest of the organization, setting aside individual agendas and working together. Over the course of the past year, amid the Covid-19 Pandemic, I have done some of the most meaningful work of my entire life as an RN in the emergency department and at White Bird Clinic. This has brought with it a new sense of what is most important to me- Community.

I would very much like to continue to serve this dynamic and engaged community as a member of your Board of Directors.

Yours in service,

Lisa P.

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Included in candidate statement, see 2nd paragraph



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Sandra Bauer

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My name is Sandra Bauer and I am running for the board for a second term.

These last two years have probably the most difficult in the Fairs 52 year history. The pandemic, the inability to gather as the community that means so much to us, the loss of our major fundraiser, and working to reinvent ourselves has been extremely challenging. We have made many difficult decisions so that when circumstances allow, we can meet on the path again. The goal has been to stay strong organizationally and financially to insure the next Fair will be successful, responsible and safe.

Much has been accomplished in the last two years. As part of the Personal Policies Committee we updated an employee manual that had not been updated in 11 years. I served on Best Practices of Committees where we set guidelines and policies for committee work. As a board liaison to the budget committee I supported the excellent work done to manage the Fair's resources. I started the Fixed Assets Committee along with Anthony Jackson to recommend policy and priorities to the board around our fixed assets, the buildings and properties owned by OCF. I was on the hiring committee that hired our new ED Kirsten Bolton. I believe it makes our organization run more smoothly when expectations are known and universally applied.

There is still much to do. We need a searchable database of OCF policies. We need a strategic plan put on hold for financial reasons during the pandemic. Once we bounce back from the pandemic emergency, I would like to see an investment in the educational programming for the fair. As part of the 50th celebration, I championed Craft Demonstrations to educate the public about how things are made and why we value the art and crafts we make with our hands. Other educational areas such Energy Park, Community Village, Archeology, Sustainability, Still Living Room and Craft Demonstration could all benefit from periodic investments in new exhibits. The Fair is a generous donor but we could streamline Board giving to be more intentional and focused by asking a committee to vet donations with criteria set by the board. This would free up board time and create more targeted change.

If elected, I commit to being careful, thoughtful and collaborative. This community is important to us. Thank you for taking your vote seriously. Thank you for your consideration

“Do you support the Fair’s DEI consultants’ recommendations? If so, how would you build consensus and work to implement these recommendations? If no, why not? A link to the recommendations can be found at <https://oregoncountryfair.net/diversity.committee/>”

There is much to be done to make the Oregon Country Fair welcoming and inclusive to marginalized communities. The board should discuss the consultant’s recommendations and prioritize what we can do in the short term, what needs some preparation to implement and what recommendations would be longer term objectives. Education is important and should be our highest priority for leadership and membership. Training akin to the nonviolent crisis intervention that volunteers attend every year but with a focus on DEI will help all of us to recognize racism, give us strategies for addressing transgressions and for supporting harmed individuals. Racism is a Code of Conduct violation and is reprehensible. Embracing diversity is a core value and it’s time to incorporate these values into our everyday work. We have already begun this process. For example, the board partnered with a DEI consultant and the diversity committee for a recent hire. As a result, the advertising and interview process was improved. This is an example of what I hope to see moving forward. Diversity, equity and inclusion have always been a core values of the Fair, but it’s clear we need a more robust approach with clear policies to support DEI .



Bylaw Change

Transition to staggered three-year Board terms

A Bylaw change was approved at the August 2021 board meeting, that eliminates 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 two years to transition to four board members being elected to three-year terms annually. There is a graphic online that shows a visual representation of how this transition will happen.

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 serve three-year terms and the next two will serve two-year terms.

Please see <https://oregoncountryfair.net/wp-content/uploads/2021/08/Bylaw-graphic-with-explanation%E2%80%94combined.pdf> for more information.

Email elections@oregoncountryfair.org if you have any questions.

Candidate Forum!

The Candidate Forum sponsored by GOTV (Get Out the Vote) was held on Sunday, September 26th. A link to the YouTube video can be found on the **www.oregoncountryfair.net** website to aid in your decision-making process.



Vote!!
Return your ballot on time!

Ballots must be received in the office of the Oregon Country Fair by 8:00 PM, Saturday, October 23, 2021.

Ballots will be counted the following day and results will be posted at www.oregoncountryfair.net.

Mail your ballot so that it arrives on or before October 23rd!

Every vote counts!
(If it gets here on time!)