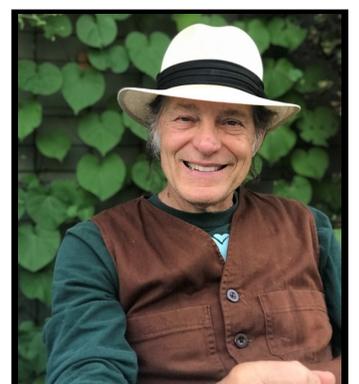
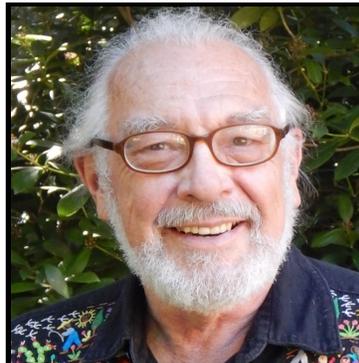


FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 29 ISSUE 6 NOVEMBER 2021

WHAT'S INSIDE IS INSIDE



2021-2022 Board of Directors: Anthony Jackson, Jon Silvermoon, Paxton Hoag, Sandra Bauer, Colleen Bauman, Lisa Parker, Spirit Leatherwood, Sam Rutledge, Lily Harmon-Gross, Cynthia Peachey, Sue Theolass, George Braddock.



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](https://oregoncountryfair.net) site.

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

DECEMBER

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

For additional events see:

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



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- p.7 Comments on the Present
- p.8-9 Numbers of the Interested
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- p.13 Within Earshot
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- p.16-22 Talking Turkey



FFN FALL COLORS

Michael "Crimson" Ottenhausen
 Mary "Carmine" Callaghan
 Niki "Almond" Harris
 Suzi "Sepia" Prozanski
 Mary "Gamboge" Doyon
 Daniel "Amber" Cohn
 Kim "Titian" Griggs
 Brad "Russet" Lerch
 norma "golden" 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
 Sagittarians!**



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!

Fair Office Open Hours to Begin Slowly

The Fair Office will be open noon to 4 p.m. Monday through Thursday. If you come by, masks are required.

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





YOUR BOARD OF DIRECTORS PASSED A VACCINATION REQUIREMENT POLICY ON NOVEMBER 1, 2021, THAT STATES:

"BEGINNING ON JANUARY 1ST, 2022, THE OREGON COUNTRY FAIR WILL REQUIRE PROOF OF FULL AND UP TO DATE COVID 19 VACCINATION FOR ALL PERSONS ON SITE WHO ARE ELIGIBLE AS DEFINED BY THE CDC TO RECEIVE A COVID 19 VACCINE."

ALL VISITORS SHOULD BE PREPARED TO SHOW PROOF OF VACCINATION STARTING JANUARY 1, 2022, WHEN ASKED. OPERATIONS IS WORKING ON THE PARAMETERS FOR IMPLEMENTATION OF VACCINATION VERIFICATION FOR PRE-FAIR AND FAIR AND WILL ANNOUNCE THOSE AS SOON AS THEY ARE AVAILABLE. WE ANTICIPATE RELEASING THAT INFORMATION NO LATER THAN MARCH 2022.

WE APPRECIATE YOUR HELP IN KEEPING THE FAIR FAMILY SAFE AS WE PREPARE FOR THE RETURN OF OUR ANNUAL IN-PERSON CELEBRATION

The full Board motion on this subject can be found in the minutes on pages 20-21 of this issue of Fair Family News.

Vaccines Allow OCF To Gather Again

by Wren Arrington, OCF Medical Crew Coordinator,
and Lisa Parker, OCF Board member and OCF Medical Crew Volunteer

On March 11, 2020, the World Health Organization declared COVID-19 a pandemic, and a few days later, on March 14, Oregon declared its first death from the virus. On March 23, 2020, Oregon's governor issued Executive Order No. 20-12, urging us all to stay home and save lives. The leaders of the Oregon Country Fair were forced to cancel our essential event for the first time in 50 years. This was a heartbreaking, yet necessary, decision. Public gathering was curtailed as countries all around the world struggled to manage the effects of a pandemic.

Almost a year into the lockdown, people were truly struggling with the traumatic consequences of this isolation when finally, there was a glimmer of hope. There were safe and effective vaccines being developed and it sounded like things might begin to turn around. But not in time for OCF 2021. In fact, although people began to feel less cautious and some restrictions posed by governments and public health agencies were lifted, rates of infection, hospitalization, and death were higher than the year before when we were all in our homes, isolated from each other.

For two years in a row, the unheard of took place — NOCF.

For two years, our community rose to the occasion. We met online, held each other in our hearts, and waited. We created the virtual event — The Fair in The Clouds. This was an amazing production and created an opportunity for folks to come together again, although virtually, and work for common cause and to create a celebration. It was wonderful, but it could not, and was never intended to, take the place of gathering in real time, in real life, along the banks of the Long Tom River on our precious piece of Earth — to hug and laugh and dance and feel the experience of communing with our chosen family.

Our Chosen Family. We call ourselves Family. Our event is unique in many ways, but especially in its multi-generational aspect, with revered elders, children, and grandchildren growing up and learning to navigate the Eight, binding us closer together with unions of love and new life evolving along the path.

Family denotes interdependence. We help each other. We lean on each other and laugh and cry and support each other through hard times like the ones we

are just emerging from. It's not always easy. Sometimes we struggle. Sometimes sacrifice is made. Our leaders have often faced difficult decisions as we have grown. This has certainly been true during this pandemic.

On November 1, 2021, the Board of Directors unanimously voted to require proof of vaccination, based on CDC determination of eligibility, beginning January 1, 2022, for anyone present on the OCF site. This decision was not made lightly and was the culmination of deliberations made in collaboration with medical professionals, seasoned event production staff, OCF employees, Board, and management.

Everyone involved in this decision was aware it would be controversial and second-guessed. We anticipated being misunderstood and attacked. We are, if nothing else, a passionate and opinionated community with a healthy disrespect of authority and established institutions.

Ultimately we embraced the science, and put faith in the caregivers working to the point of exhaustion to end the pandemic and to keep us safe and alive. We all agreed it was the best we could do to ensure our essential event did not result in sickness and death for those we love. This was a decision made of love. Love for each of us. Love for our children and for our elders. Love for the most vulnerable among us. Love for our Fair.

It is also a decision that is being made all over the country and all over the world at festivals, at concerts, at sporting events, and sometimes for entire municipalities. We are not alone on this path toward freedom from the constraints imposed upon us these last two years. The struggle is not over — but maybe we can see the glimmer of

the dawn on the horizon.

There are many conspiracy theories surrounding the vaccines. We don't know about you, but we are always intrigued by a good conspiracy. It's part of our hippie roots. But the biggest conspiracy is the conspiracy of misinformation and the successful politicization of these medications. They do not contain a microchip or a phosphorescent isotope so the government may track you. They do not change your DNA or affect fertility. They are five times more effective than the natural immunity brought about by surviving the infection. They were not rushed into production without ade-

*We all agreed it
was the best we
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for those we love.*

quate safeguards.

At this point the vaccines have been received by millions with very little adverse effect. They are not perfect. But they do indeed do a very good job of preventing hospitalization and death. They dramatically lower the potential for infection and for passing along the disease to others.

In a multi-day event like ours, testing results are not adequate to determine if someone is infectious except for at that very moment they take the test. Folks come and go each day, and indeed all during the month leading up to the event. You may receive a negative test today but be infectious tomorrow. For our event, the vaccines are the only realistic option available.

Nothing we can do will completely prevent the potential for COVID-19 infection to take place at OCF 2022. But if we love each other, it is incumbent upon us to do everything in our power to keep each other safe.

Please get vaccinated. Make the choice for those you love.

We have lost too many folks we care about to this virus. They say grief is a form of love, but we have had enough of that form for a while. We choose the love of friends and family gathered in ecstatic celebration and feeling Peachy. We believe in you. See you in a few months!

We offer this message with faith, hope, and LOVE.

(Wren Arrington, MSW, coordinates the OCF Medical Crew and White Bird Rock Medicine Events. Lisa Parker, BSN, RN, is a volunteer with the OCF Medical Crew, and serves as Vice President of Bylaws and Policy on the OCF Board of Directors.)

If you would like to read more about the vaccines, we recommend the following websites:

Lane County Public Health: COVID-19 Vaccine Information. <https://lanecounty.org/cms/One.aspx?portalId=3585881&pageId=17382450>

Oregon Health Authority: Safe and Strong. <https://www.safestrongoregon.org/>

Centers for Disease Control and Prevention: COVID-19: Key Things to Know About COVID-19 Vaccines. https://www.cdc.gov/coronavirus/2019-ncov/vaccines/keythingstoknow.html?s_cid=10493:cdc%20covid%20vaccine:sem.ga:p:RG:GM:gen:PTN:FY21

World Health Organization: COVID-19 Vaccines. <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/covid-19-vaccines>

UNICEF: What You Need to Know About COVID-19 Vaccines. <https://www.unicef.org/coronavirus/what-you-need-to-know-covid-vaccine>



Photo © 2019 Jeremy Running

Fair Thee Well: Don "Double D" Doolin

Don "Double D" Doolin, who coordinated Main Camp Security at the Oregon Country Fair for many years, died on November 6 at age 68. Don was a gentle, caring soul with a giant heart who will be terribly missed.

Born March 16, 1953, Don graduated from Churchill High School in Eugene in 1971 and studied at Lane Community College. He married the love of his life, Vickie, in 1979, and they had two sons, Patrick and Shawn.

Don worked Main Camp Security starting in the 1980s and volunteered at Main Camp for decades. For many of those years, he served as coordinator of Main Camp Security.

In 1983, Don helped co-found a security company, Oregon Events Enterprises, with friends Steve Proffer and Robert Thompson from Security Crew and Santos Narvaez, who volunteered at Main Camp and Traffic.

The group of friends applied their experiences volunteering with Fair to their security work, based on the lessons learned from the annual Crisis Intervention Training offered to all Fair volunteers by Zak Schwartz of White Bird. (The training was later renamed Human Intervention training.)

Oregon Events Enterprises became well known for

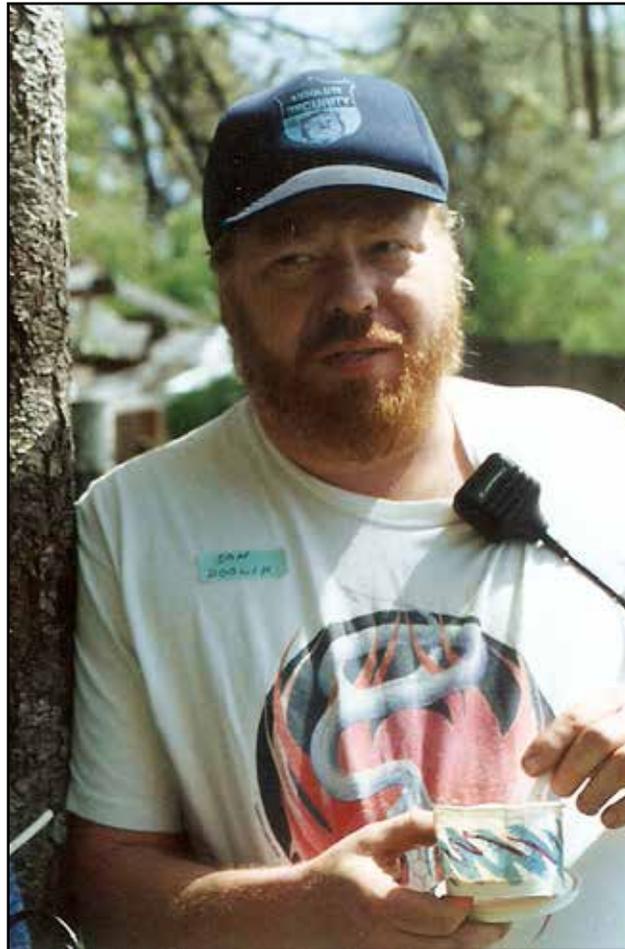


Photo © Jeanne Sharpy

providing crowd control with a gentle touch because its staff knew how to de-escalate tense situations. The company was sought after to work security at numerous concerts and events in Oregon and around the region, including concerts for the Grateful Dead, the Talking Heads, and Huey Lewis and the News, and also for the Eugene Saturday Market.

In more recent years, Don managed Event Services Oregon, although health issues forced him to step back from active work a few years ago.

Don was a mentor to many folks, including his sons' friends, Security Crew volunteers, and people working events with him.

Don leaves behind his wife, Vickie; sons Patrick (and daughter-in-law Caryn) and Shawn (and daughter-in-law Jennifer); his dogs Gizmo,

Ginger and Molly; Jinkxie the cat; Cheeky the bird; and an endless slew of friends.

For those who are interested, the Doolin family could use support with the costs for his celebration of life. You can link to the GoFundMe page at: https://www.gofundme.com/f/celebration-of-life-for-donald-doolin?member=15089231&sharetype=teams&utm_campaign=p_na+share-sheet&utm_medium=copy_link&utm_source=customer

What is Acceptable?

Hello Family,

I am concerned about the direction our OCF culture appears to be heading. I'm also concerned about the way, what I thought were our values, have been characterized and even disparaged by our own members.

My experience of our culture included a strong belief in free speech, freedom of expression, and tolerance for differences of opinion, while focusing on the values we shared. We emphasized understanding each other and building upon the things we held in common. The focus was on changing the world, and not on conformance of thought or speech.

It was this value system that helped us realize how much we have in common with all kinds of people with whom we might not otherwise have found any comradeship. This made our political "tent" grow ever larger, which enabled us to have more impact on society.

I have supported and worked all my life for progressive values. I believe in fighting for the ERA and criminal justice reform. I believe in fighting against racial injustice, economic inequality and exploitation, and the corporate oligarchy. Recently, my experience is that, in some quarters, this is no longer enough to be considered acceptable to the community.

It feels as though, in the name of a new notion of

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).



"inclusiveness," the range of acceptable thought and behavior is getting ever narrower. Disagreeing or failing to conform carries consequences of ridicule, labeling, and shaming, followed by ostracization. This will not make our political "tent" bigger or help us to change the world.

People are tired and, I fear, may just walk away rather than struggle with public shaming by individuals who disparage their values and demand that they conform. I hope that I am wrong, but if not, I hope that we can change course before we dwindle.

*Steven "FireDIC" Berkson
Fire Crew*

Path Planning Solicits New Members

Greetings Fair Family! The Path Planning Committee is seeking some fresh faces to join our amazing group. We would like to specifically encourage membership from under-represented groups/crews. We would love to see representation from Archeology, 4A, Entertainment, Ambiance, Water, Sanitation, Sauna, to name a few.

The Path Planning Committee values diversity and strongly encourages women, members of the BIPOC community, LGBTQ+ individuals, disabled individuals/individuals with disabilities, members of ethnic minorities, foreign born residents, veterans and younger adults to consider joining us.

Working on the Path Planning Committee involves a commitment to attend our monthly meetings and be willing to do work outside of the meeting to support the Path Planning mission. The Path Planning Committee advises the Board of Directors and operations personnel on conditions of the paths and other public spaces at the Oregon Country Fair, emphasizes the importance of the public Fair-goers' experiences, identifies needs and goals of Fair family and the public, and recommends changes and additions to enhance and improve public

spaces and infrastructure. The committee is charged with designating replacement space to compensate for booth areas lost to river erosion or other causes.

Please check out the Path Planning Committee link on the oregoncountryfair dot net site for our agendas and minutes to get a sense of what we do.

There are many subcommittees at work within Path Planning that meet as often as once a month or as infrequently as every few months. Workload can ramp up or dry up depending on the issues at hand. An engaged, informed and thoughtful human is welcome at the table.

If joining our team is something that is of interest to you and you're willing to step up and help out, please email us a letter of interest and tell us about yourself. What would you bring to the table? What is your OCF background? How do you see yourself contributing to the Path Planning mission?

To be considered, please submit your letters of interest by Nov. 30, 2021, to pathplanning@oregoncountryfair.org

Thank you for your time and consideration. We look forward to hearing from you.



2021 Board Election Report

Respectfully submitted by Heidi Doscher, OCF Membership Secretary

Annual Membership meeting – virtual meeting October 16, 2021

Ballots counted October 24, 2021

Board members elected to a 3-year term:

- Paxton Hoag
- Lisa Parker
- George Braddock
- Sue Theolass

Board members elected to a 2-year term:

- Sandra Bauer
- Jon Silvermoon

Total candidate ballots counted – 1,150

Ballots returned but not counted:

- 7 Marked more than 6 votes without numbering them
- 3 Had no signature on return envelope
- 1 Ballot returned without a return envelope (no signature)
- 2 Returned with no Xs or checks
- 14 Arrived after the deadline (as of 2 pm 11/3/21)

Registered members who were sent a ballot – 3,671

Due to the pandemic, for the second year, the Election Committee sent absentee ballots to all registered members. A little over 31 percent of the ballots were returned and counted.

The number of ballots sent is about 1,800 fewer than last year because voters were removed who had not voted for three or more years. Contact was attempted by email or a postcard sent to those being removed from the voting list. It is easy to get back on the voting list; send a new member registration form.

Ballots sent but returned by the USPS, unable to forward – 152. There were actually more but some were able to be re-sent.

Registered members with no mailing address so no ballot sent – 104

Write-ins

There were 76 names listed as write-ins. Here are the ones who got more than one vote – Kevin Levy 383,

Loretta McNally 3, Jack Makarchek 8, Jerry Garcia 2, John Morrell 3, James Prull 2, John Alexander 11, Ann Bennett Rogers 7, Norma Sax 2, Chewie Burgess 5, Kristin Strommer 2, Crow Sykora 2, Frank Sharpy 2, Reese Prouty 6, Santos Narvaez 3, John Steinhart 4, Auntie Em 2, Lucy Kingsley 2, Kirk Schultz 2, Kermit the Frog 2

Volunteers counting ballots

Thank you to our wonderful counting volunteers! They are: Anita Jones, Arthur Jones, Kimmo Howard, Suzi Prozanski, Jen-Lin Hodgden, Norma Sax, Dick Stewart, Hilary Anthony, Lynda Gingerich, Jain Elliott, Sue Barnhart, Phillip Guyette, Jasmine Guyette, Steven “Grumpy” Gorham, Lucy Kingsley, Michael Schulze, and Stephen Diercouff. You are awesome!

Treasurers and former treasurers verifying the count: Thank you, Lynda, Hilary, and Grumpy!

Volunteers on the Election Committee:

Thank you to Barb Edmonds, Cathy Coulson-Keegan, Jen-Lin Hodgden, Kimmo Howard, Laura Lunn, Norma Sax, and Merrill Levine for their work on the Election Committee. Cathy is retiring from the committee. Thank you, Cathy, for your years of service! We love you and will miss your cheerful presence.

The Election Committee welcomes additional members and volunteers. Contact us by email at elections@oregoncountryfair.org if you are interested in learning more.

Thank you, thank you, thank you!

Thank you, Brett Rowlett and Rebecca Principe of Get Out The Vote, for facilitating the candidate forum.

Thank you to Jain Elliott, Sue Barnhart, Lucy Kingsley, Dick Stewart, Stephen Diercouff, John Flanery, and the Election Committee for helping with the absentee ballot mailing.

Thank you, Shane, Jeff, Durwin, Graigg, and AJ for the preparation and support so that we could use the winery for physically distanced envelope stuffing and ballot counting! Thank you to Saturday Market for loaning us heaters for the counting day!

Thank you for voting.





OCF Annual Meeting

31 Years of Ballot Returns



OCF Annual Meeting Year	Ballots TOTAL COUNTED	In Person		Absentee	
		# at meeting	# returned	#sent	~% abs returned
2021	1150	[all absentee]	[all absentee]	3671	31%
2020	1681	[all absentee]	[all absentee]	5495	31%
2019	1409	249	1160	1830	63%
2018	1579	306	1271	1834	69%
2017	1230	255	975	1547	63%
2016	1016	122	894	1319	68%
2015	1059	145	914	2036	45%
2014	796	87	709	1346	53%
2013	825	134	691	1308	53%
2012	771	121	650	1289	50%
2011	644	82	562	1281	51%
2010	686	115	571	1154	50%
2009	536	106	430		
2008	538	105	433	799	54%
2007	450	89	361		
2006	450	94	356		
2005	432	63	374		
2004	539	88	451	1055	40%
2003	619	139	480	1002	48%
2002	466	101	365	908	40%
2001	461	128	333		
2000	553	125	428	1018	42%
1999	517	132	385	781	49%
1998	591	203	388	756	51%
1997	394	138	256	678	38%
1996	432	161	271	591	46%
1995	379	134	245	480	51%
1994	348	139	209	383	55%
1993	309	141	161	274	59%
1992	319	163	156		
1991	469	332	137		
1990	198				



FAIR LUMINARIES

High Fives for Heidi Doscher

by Suzi Prozanski, Fair Family News volunteer

After almost three decades of behind-the-scenes Fair leadership, Laurie “Heidi” Doscher stepped down this month from her jobs of keeping the membership database and coordinating the Election Committee.

She started down that auspicious path after reading an announcement placed by Board Secretary Norma Sax in the May 7, 1990, Minutes:

Can you stay awake at meetings? Do you have a passion for mailing labels? Do you have about 20 hours a month to give to the OCF? Are you weird? If you answered yes to any of these questions, then being the Board secretary is just the job for you. The present hard-working, brilliant, talented, skillful and breathtakingly beautiful secretary (who, by the way, had none of those qualities before taking office) is planning to retire when her term is up in November and would like to train a replacement. Please call Norma at the Fair office if you think you would like to show her that you can do a better job than she’s done. (All right, who said “that wouldn’t be difficult”?)

The ad caught Heidi’s imagination and she was elected Board Secretary in 1990. But Heidi’s Fair history began much earlier. She first came to the Faire around 1975 after moving to Oregon from Colorado.

“A friend that I moved here with had been to the first Faire,” Heidi says in a recent interview. “I think it was 1975 or 1976. We had some friends who were able to get a booth and we sold Monster Cookies for two years. That was my first introduction to the Fair — being in a booth. He had a specific recipe that he insisted that we use and I ended up doing almost all of the baking both years.”

Heidi had been in Eugene only a year at that point. She had graduated in 1973 from high school in Greeley, Colorado, and attended the University of Northern Colorado for one year. During the summers, she worked as a Girl Scout camp counselor.

“That’s where I got my name, ‘Heidi.’ The name of the camp was Meadow Mountain Ranch,” she says, “and we were hiking to the top of Meadow Mountain. We thought it was just like the Alps once we got above the timberline. At camp, you have to have a camp name. We

decided ‘Heidi’ was a great camp name. I had my hair in braids that day, so I got to be Heidi.”

One of those friends — her camp name was “Grumpy” — lived in Oregon.

“I was looking at my third year working at Dairy Queen and wasn’t sure if I was going back to college,” Heidi says.

In the fall of 1974, Grumpy’s parents were driving a van from Nebraska to Oregon. They offered Heidi a ride and a place to live until she could get on her feet. Heidi wasted no time packing. After landing in Eugene, the two friends rented an apartment and Heidi enrolled at Lane Community College.

“That was SO much better than the university I had gone to,” Heidi says. “I had struggled my first year. I hadn’t really planned on being a college student. After three terms I only had 30 credits because if it was too early in the morning, I dropped it. If it was too hard, I dropped it.” Heidi laughs at the memory. “LCC was like going to a big high school at that time, and it was only \$10 a credit.”

Working her way through school, Heidi later enrolled in the University of Oregon. She earned her bachelor’s in Education in December 1980 and started teaching fifth grade in Brookings, Oregon, that fall.

In 1983 she married John Doscher. The next year, she got a job as an educational assistant in Fern Ridge School District near where they lived in Veneta. (She would end up teaching at Fern Ridge School District for 25 more years, with 22 of those years in kindergarten. Heidi retired several years ago, but continues to substitute as a teacher in Fern Ridge, Junction City, and Triangle Lake school districts.)

In the mid-1980s, her husband, John, brought Heidi back to the Oregon Country Fair. John worked in a metal shop with Don Doolin when Don was coordinator of Main Camp Security. They became friends and Don invited John to join Main Camp Security Crew.

“That was back when you only needed a T-shirt to get in,” Heidi recalls. “That first year I took his T-shirt and went to the Fair and remembered how much I loved it and how much fun it could be. So then we both worked Main Camp Security for a while.”

During the year, the Doschers kept up with Fair business by reading the Board Minutes, where Heidi read Norma Sax’s clever ad.

"I didn't know much about what was behind the Fair," Heidi says. "Why it started. What happened behind the scenes, except watching all these people in Main Camp. Norma's minutes were so funny and so entertaining."

Heidi applied and was elected to Board Secretary, but quickly found herself in a challenging situation. The October 1990 Board election had ushered in an evenly divided Board that couldn't get along.

"There were long and contentious meetings and I didn't have to just sit through them once," Heidi says. "I had to sit through them two or three times trying to write the Minutes. It was the hardest year!"

"I was learning how to use the computer," she adds. "The Fair and my school had a PS/2 so I'd use one of those PS/2s to write the Minutes — either at the Fair Office or at the school. So it meant long hours listening to the meetings over and over again. People really wanted their words in it and it was hard to summarize. After I'd send the draft out, we'd have long discussions about what they said or what they meant."

When she first started as secretary, the Fair Office was located in one of the White Bird buildings, Heidi says. In February 1991, they moved the office to a small building shared with the West University Neighborhood Association, on Ferry Street between 14th and 15th Avenues.

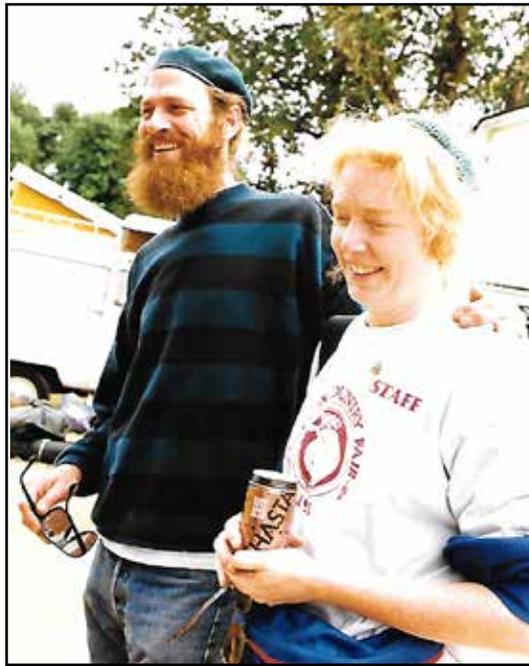
In addition to the difficult meetings, Heidi also had to keep up with a brand new membership database.

"That year I was secretary was shortly after the state of Oregon required nonprofits to have a list of members," she says. "We started having membership forms and you had to sign up to be a member in order to vote. Darrell Sink built the first database and handed it to me. Suddenly that was part of my job, too."

The extra-contentious year for the Board resulted in a recall of all but two of the Board members at the October 1991 annual membership meeting. Ten new Board members were elected that night.

"After that horrendous year of taking the minutes, I didn't want to do it anymore," Heidi says. "Norma came back. But I said I'd keep doing the membership piece. I thought doing the Minutes was a big enough job, and the database for the membership was growing."

Heidi continued to help mail the minutes. When the minutes were included in Fair Family News starting



John and Heidi Doscher circa 1991

in May 1992, Heidi coordinated monthly mailing parties for the newsletter. She also volunteered on the Election Committee, which dovetailed well with keeping the membership database.

"Frank Sharpy was my mentor," she says. "He ran the elections for one or two years after the first year I was Secretary. Then he said, 'It's yours now.'"

Heidi would continue to coordinate the OCF Board elections for almost three decades. She stepped down this month after the 2021 election results were tallied.

"We had three databases when I started," she recalls. "There was a brief period of time where it was all in one place. We didn't have to change an address in three different places. Registration

moved to a different program and they still have a separate database. I've been through so many incarnations of databases and there's another new one coming up."

While Heidi enjoyed her job, she says she had one big frustration: How few members actually vote in Board elections.

"This year I took 1,800 people off the membership list because they hadn't voted for three years," she says. "About 1,300 of them signed up in 2018 — a big year for the Get Out The Vote team — and they never voted in those three years. A portion of them moved or we may not have their correct address or email address. We tried to send them an email or a postcard and a lot of those came back because of a bad address."

"It's really hard to keep track of people," she added. "They move from crew to crew, or from booth to crew, or from crew to booth or they're not in the same place, except for the ones who've been in the same place for 30 or 40 years. I mean there are those, too, who have the same booth or crew or address. But a lot of us are transient in many ways."

On the other hand, she says working with the people on the Election Committee is "one of the best parts of this job."

"It's not like I have done this all by myself," she says. "I treasure the friendships I have with long-term committee volunteers, like former and current co-secretaries. It is sort of traditional for secretaries to stay with Elections after they leave the officer position. We have

former recording secretaries Barb Edmonds, Jen-Lin Hodgden, and Norma Sax on the committee now.

“Fair treasurers always help verify the election,” she added. “I appreciate Hilary, Linda, and Grumpy (Steve Gorham) so much! Cathy Coulson-Keegan (crafter, Touch the Earth) has recently retired from the committee after many years of service. It’s been a joy getting to know Kimmo (current recording secretary), Laura Lunn, and Jasmine Guyette, who are also on the Election Committee.”

She adds (HINT-HINT) that the Election Committee could use more volunteers, especially younger ones under the age of 50.

Heidi notes that the Election Committee has done everything possible to reduce the cost of running OCF Board elections.

“The Election Committee spends the Fair money like it’s our own,” she says. “We have done many things to bring the cost down. We changed the shape of the Vot-

er Pamphlet so we could use an envelope that didn’t require extra postage. Now with the Voter Pamphlet online, the ballot mailing stays under an ounce. We always try to keep expenses down.”

The Board has found a great person to fill her job, she says. At its meeting this month, the Board of Directors elected Stephen Diercouff as the new Membership Secretary.

“He told me his last name is pronounced like ‘Dire Cough,’ but he hopes he doesn’t get one,” Heidi says. “We are so lucky to have found him. He brings many unique qualifications to the job. He’s built databases, he works with databases. He knows much more about technology than I do. He also is very interested in elections and understands election systems. And he’s willing to let me stay on and help. I plan to stay on the Election Committee.”

Thankfully, the Fair hasn’t seen the last of Heidi. She’s sticking around to help Stephen and the Election Committee however she can.

Meanwhile, Heidi will continue to substitute teach for school districts nearby. She also will keep volunteering for the Lane County 90-by-30 team (dedicated to reducing child abuse in Lane County 90 percent by 2030), which supports Roots of Empathy (Heidi’s a trained instructor) and Welcome Baby Bundles. Giving of her time and talents, Heidi remains dedicated to making a difference in our community.



Harry, Grumpy, Heidi and Bruce in the mid 1970s at the Monster Cookie booth



Emerald the Dog, Heidi, and Emmalee at the Dragon



Sound Bites

by Sean Cummins and Allen Mullen, 92.7 FM KOCF

Hi all! Sean, here. Hope this finds you well and settling in as we look toward the transition to winter. Just a brief word from me this month, and then you'll hear from Allen Mullen, who'll be taking over as Program Director for KOCF at the beginning of the new year.

I wanted to let everyone know about KOCF's Fall Pledge Drive. The drive runs from November 26 through December 5. We always have projects in the pipeline that need funding — a couple of our current priorities include finishing the transmitter upgrade/relocation project, and securing a physical studio space. We'll be giving away our new Fern Ridge Compilation album as a gift this year, so be sure to tune in during the drive to hear how to get yours!

And with that, I'll turn it over to Allen:

Howdy folks, I'm Allen Mullen, and I'm set to become KOCF's Program Director in January 2022. I'm very grateful for what Andy Goldfinger and Wally Bowen have forged these past six years as Program Directors. I'll be building on this with the intent to deepen

connections and participation of the Fern Ridge Community and Fair Family with KOCF programming.

To that end, I have a short survey that I invite you to complete and email to allen@kocf.org. I would very much welcome any other input you'd like to provide. Your responses will be confidential. Thank you for helping make KOCF happen!

1. Do you listen to KOCF? If so, what kind of programs, or specific programs, do you enjoy?
2. What kind of programs would entice you to tune in more often, whether over-the-air on 92.7 or at kocf.org?
3. If you could imagine the "perfect" radio show for you and your sisters and brothers of the Fair Family, what would that look like?
4. Are you interested in becoming a programmer on KOCF?

Thank you for your thoughtfulness and time. I look forward to an exciting and enjoyable time serving the listeners and supporters of KOCF. Kind regards, Allen.





Recently Unclassified Material

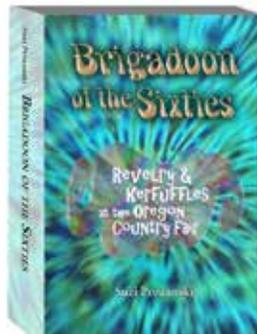
We accept UnClassifieds up to 30 words for \$5 each, per issue. Send listing with \$5 to O.C.F.-F.F.N. 442 Lawrence St. Eugene, OR 97401. For questions, information about display underwriting and to submit listings, Email bradlerch@aol.com



I saw you, in Xavandu Friday night of the 2019 fair. Of course by now I can't remember anything about you because it's been so long since I've been around people. Let's get together at the 2022 fair! Please get vaccinated so we can hang out.

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WE LOVE YOU!



Volunteers needed this winter!

Orientations Oct 21, Nov 2, 6:30pm (Zoom)

Register/info: eganwarmingcenter@svdp.us



Hello OCF friends, Eugene/Springfield's emergency winter shelter program needs your help! Bring your trauma-informed compassion and OCF-trained de-escalation skills to the Egan volunteer family. Our unsheltered neighbors need you on those dangerously cold nights. More orientations will be scheduled throughout winter, posted at eganwarmingcenter.com



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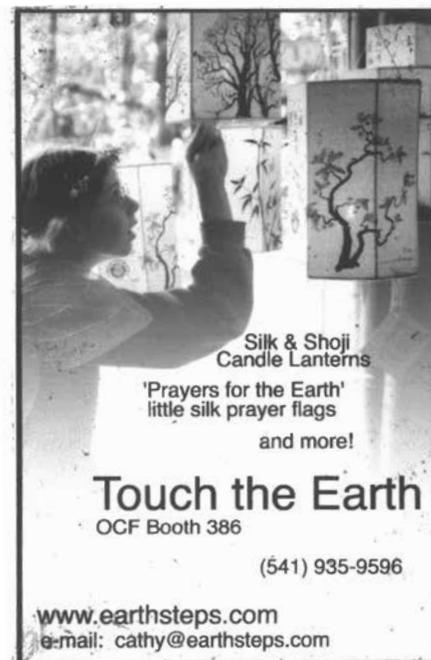
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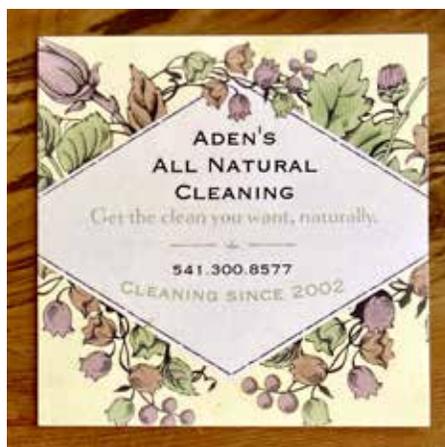


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11/20	Tish Hinojosa Trio
11/21	Benefit for Centro Latino Americano
11/28	Wheatfield 50th Anniversary Show
	"Give Thanks to the WOW Hall"
	A Benefit for the CCPA
12/4	WOW Hall Membership Party:
	Tim McLaughlin*West African Cultural Arts*Sugar Beets
	Cap'n Trips Plays John Lennon
12/5	Adrienne Lenker & Brian QTN
12/16	Wand
	1/1 The Deer





BOARD OF DIRECTORS MEETING NOVEMBER 1, 2021

7 pm

Zoom remote online and live
streamed on YouTube

YouTube recording link:

[https://www.youtube.com/
watch?v=95HeQt_SfQs](https://www.youtube.com/watch?v=95HeQt_SfQs)

*(subject to approval by the Board at
the December 6, 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 Vice President), Lisa Cooley, Palmer Parker, 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), Lisa Parker (VP of Bylaws and Policy), and Lynda Gingerich (Co-Treasurer). Staff present: Crystalyn Frank, Kirsten Bolton, Robin Bernardi, and Shane Harvey.

Agenda Review, Amend, Ap- prove

(YouTube video 17:20)

Please see the New Business section of the minutes for new agenda items added:

Lily tabled the Organization Communication Flow Chart item until further notice.

Lily tabled the 2022 Board Budget until the regularly scheduled annual budget meeting in January.

Lisa P. offered to prioritize the Bylaws Amendments item at the bottom of Old Business.

Announcements *(YouTube video 23:45)*

Jon P. said The WOW Hall annual meeting was set for November 14, 2021, at 4 pm via Zoom. There will be several days after the meeting to cast ballots.

Sue said the indoor Holiday Market in Eugene starts on Saturday, November 20, at the Lane County Events Center. Note, the Farmers Market will remain outdoors on Fifth Avenue, between High Street and Oak Street, for the 2021 season.

Minutes Review *(YouTube video 25:15)*

Peaches moved and Sue seconded to approve the October 4, 2021, Board meeting minutes.

Motion passed: 11-0-1; Lily abstained.

Member Comments *(YouTube video 28:40)*

Martha said the OCF Elections are like the start to a new school year. She is very excited and gives her support to all as we move forward from the pandemic. Peaches and hugs to everybody!

Barbara said the pandemic has taught the Fair that we need more revenue streams. She noted that natural organic reduction, otherwise known as human composting, becomes legal next July and is an idea to bring in revenue and help the community. Barbara said she

would email the Board more information about this end-of-life option. She feels there are many folks who would pay for this service in advance, knowing their grieving families would not have the cost burden and their remains would nurture the earth.

Ratification of 2021 Election Results *(YouTube video 25:55)*

Lily moved and AJ seconded to ratify the 2021 Election Results.

Board members elected to a three-year term: George Braddock, Lisa Parker, Paxton Hoag, and Sue Theolass. Board members elected to a two-year term: Jon Silvermoon and Sandra Bauer.

AJ thanked those who participated in the elections. We cannot do this without you.

Spirit thanked all who ran and worked on the elections. Special thanks to write-in candidate Kevin Levy for his valiant effort.

Peaches thanked outgoing Board members Lisa Cooley and Palmer Parker, who have served with great heart, humor, passion, willingness, and hard work. She also thanked the Elections Committee and expressed how she misses the in-person ceremonial changing of the Board members.

Colleen said she has a tremendous amount of gratitude to Lisa C. and Palmer for all they brought. It was a joy to serve with them, and best wishes. Welcome to the new Board members who are ready to pitch in and help us. Thanks to Heidi and the Elections Committee, who have done an excellent job with this process.

Motion passed: 12-0.

2021-2022**OCF Board of Directors:**

**Anthony "AJ" Jackson,
Colleen Bauman,
Cynthia "Peaches" Peachey,
George Braddock,
Jon Silvermoon,
Lily Harmon-Gross,
Lisa Parker,
Paxton Hoag,
Sandra Bauer,
Sam Rutledge,
Spirit Leatherwood, and
Sue Theolass.**

Board Officer Selections

(YouTube video 38:30)

Colleen moved and Paxton seconded to appoint Lily Harmon-Gross as President.

Colleen fully supports Lily and working with her has been a delight. She has faith and confidence in Lily and said we are very lucky to have her.

Mary Drew enthusiastically supports Lily because she is organized and spectacular at meetings. Lily is a good friend to many parts of the Fair and would be a fantastic representative.

AJ supports Lily and thanked Colleen for her amazing service this past year as President during such trying times.

Lisa P. thanked Colleen for her steadfast and very hard work this year, and she is thrilled to support Lily.

Paxton thanked Colleen for her helpful work to the organization. He said Lily is ready for this, and he is impressed with her use of resources. She will do wonders for the Fair.

Spirit thanked Lisa Cooley and Palmer Parker for their service. She also thanked Colleen for doing years-worth of work during her one year of presidency. Spirit supports Lily for her ongoing work as an officer and gave appreciation.

Peaches thanked Colleen for setting standards and bringing the Board together with her bridge-building skills. This is a great handoff to Lily from Colleen, and they both work well with groups.

Sandra said we would not have made it through this past year without the leadership of Colleen and Lily. Colleen kept us on track with humor and helped us to do what sometimes we did not want to. Sandra expressed that Lily is a good communicator. She is glad for Lily's willingness to step up.

Motion passed: 12-0.

Lily moved and Peaches seconded to appoint Sandra Bauer, Lisa Parker, and Anthony Jackson as a triumvirate of vice presidents with the following titles:

Sandra Bauer, VP of Philanthropy and Fund Development

Lisa Parker, VP of Bylaws and Policy

Anthony Jackson, VP of Membership Engagement and Services

Grumpy asked why three vice presidents and how was it determined.

Lily noted this past year we had three vice presidents, which allows us to capitalize on our Board members' skills and leadership. It makes us a more dynamic team. These Board members are fantastic and go above and beyond in their dedication. This collaborative effort will help us as we move back to a live event in 2022.

Lisa C. asked why there was a need for someone with the title of policy compliance if the entire Board was in charge of policy.

Peaches expressed support and noted there is so much to do as we transition into a new way of doing things. The talent, willingness, and expertise of these folks is an embarrassment of riches. We need all the help we can get.

Peaches responded to Lisa C.'s concern and said we need Lisa P.'s organizational skills to gather all the fragmented guidelines and policies and ensure they are current and do not conflict with each other.

Sam said policy is a shared job and the whole Board is responsible, but having a lead person for this group is really important. Just the same, membership and philanthropy work is important and having someone to lead us in those efforts will make us better. These people are volunteering to take on extra work.

Paxton agrees there is work to do with indexing past policies, our history, and where we currently stand. He is in support of the motion for three positions.

Jon S. does not support this arrangement, and thinks it is important to have one vice president designated in the successor position, someone the president can delegate tasks to, and who can be groomed for succession if the president becomes incapacitated. Three vice presidents with four months each of being in succession is confusing and there are some process questions that have not been answered. We need to be looking at the needs of the organization when creating these positions, rather than creating the positions to fit individual people.

Spirit said initially she was not sure about three vice presidents. After talking with Lily and taking what she said into consideration, Spirit wants to extend trust and confidence in Lily's team choice. If the Board later decides it is not good for us, then we can take action to change it if needed. There is a skill set here and a leader who will unify, build bridges, and work to quell any kind of contention among any Fair group of committees or individuals.

Lily said succession means leadership development and learning the role of president, but it does not al-

ways mean someone who is in a vice president role will automatically become a president. Succession also means having a backup plan, and those willing to serve in these roles are comfortable with being equals with delegated tasks. Lily said every four months each vice president will be designated as the successor to the president if she becomes unable to fulfill her role. She is glad Colleen will still be on the Board for another year and is confident in the team and that the best interests of this organization are taken into heart.

George said as a previous vice president and first vice president, and observing the roles of others in succession to Jack as president, he feels it is important to name one person so that individual can become the principal executive office of the Fair if needed. George believes the proposal for three positions with different focuses that rotate into the succession role is a recipe for burn-out and confusion on top of their already involved focus areas. He does not think the pros and cons of this have been thoroughly investigated and that passing the motion is premature.

Spirit supports the motion because the three positions focus on priorities that the organization and Board are working on: philanthropy, by-laws, and membership. As we have moved into more governance, and some members have felt disenfranchised, there is no better person than AJ to make sure to reel that in. There will be coaching by and shadowing of Lily. These are three workhorses. Thank you.

Jon S. said he suspects the motion will pass although an unwise course, and offered his support to help make it as successful as it can possibly be.

Motion passed: 10-2; George and Jon S. opposed.

Lily moved and AJ seconded to

appoint Hilary Anthony and Lynda Gingerich as Co-Treasurers.

Lisa P. said yes, yes, yes.

AJ thanked both of them for their work in getting us to this point and keeping us financially well. Thank you for continuing to serve this organization.

Sandra said we could not be luckier or have a stronger team to lead the financial pieces of the organization. They have done so much to keep us in good financial shape during this very difficult period of time.

Peaches thanks and fully supports them and is grateful for everything Hilary and Lynda have done.

Colleen agreed with how lucky we are.

Motion passed: 12-0.

Lily moved and Sue seconded to appoint Kimberly Howard as Recording Secretary.

Sam said Kimmo is a ray of sunshine and brightens his day. She brings a wealth of organization and spirit to us all and is appreciated.

Peaches thanked Kimmo and said she does a great job.

Colleen agreed and said we are lucky.

Sandra said it is a tough job and Kimmo helps keep things in line and on track.

Motion passed: 12-0.

Lily moved and Paxton seconded to appoint Stephen Diercuff as Membership Secretary.

Lily thanked Heidi for her years of service!

Heidi said we are lucky to have Stephen and he will do an excellent job.

Sue thanked Heidi for all her years of service and welcomed Stephen aboard.

Spirit thanked Heidi for her decades of service and for being available to answer questions. Our officers do a lot of work, so thank you

Stephen.

Paxton acknowledged Heidi for the wonderful job she has done and looks forward to working with Stephen.

Sandra thanked Heidi for being meticulous and organized, and helping to train Stephen in the coming year. She thanked Stephen for being willing to take on this big job.

Motion passed: 12-0.

Staff Report

(YouTube video 1:19:10)

Executive Director's Report from Kirsten: Kirsten thanked the outgoing Board members and welcomed the 2021-2022 Board of Directors. She looks forward to working with everyone this next year to achieve the goals of this organization.

The Fair office is open to members Monday through Thursday, from noon to 4 pm. All visitors are required to wear masks and are asked to knock and wait before entering.

We are reviewing a supplemental award opportunity as part of the Shuttered Venue Grant, which would give us more funds and more time to spend it. We will be required to do an audit in 2023 and are actively getting quotes for audit services. For grant compliance, we are also reviewing our policies and getting legal review.

We will be updating check signers with the change in officers.

Kirsten is continuing to attend as many meetings as she can, but does have to prioritize them. If your committee would like her to attend a meeting, please contact her via email with the date, time, and topic for her review. She continues weekly meetings with staff and the advisory team.

In appreciation for our volunteers, thank you to the Budget Committee as they prepare weekly for the upcoming financial year: Hilary Antho-

ny, Lynda Gingerich, Lucy Kingsley, Steve Gorham, Bennett Rogers, Sheldon Doughty, George Braddock, and Sandra Bauer.

Kirsten has scheduled interviews for the Administrative Assistant and Assistant Manager positions. There will be three rounds of interviews for the candidates. She will bring them on board in December.

Planning for the 2022 Staff Budget includes more Honey Buckets and hand washing/sanitization stations. The budget will include two new positions with a DEI focus:

1. Marketing — This position will be designed to market the organization year-round and to focus on drawing BIPOC & LGBTQIA+ communities to the organization.
2. Volunteer Coordinator — This position will be designed to on-board new BIPOC & LGBTQIA+ volunteers and focus on DEI internal training, as well as support volunteers.

We will also be looking for a new groundskeeper so we can set up Jeff's successor.

Treasurer Report and Budget Items

(YouTube video 1:25:30)

Lynda said the Budget Committee has been meeting weekly and liaisons have contacted crews with impacted needs regarding the 2022 event. There is a list of capital project requests to review and the committee is continuing work on the staff budgets.

They recently met with the Financial Planning Committee and looked at what has happened and what is yet to come. There is desire to have a top-down decision-making approach based on data, rather than individual philosophies. There is some data missing about who is buying tickets and we are working on that.

Due to the pandemic, there are more risks to plan for in addition to the unknown risks. We still have another winter to get through and a long list of wishes to accomplish. The costs of the products and services we need will increase. We have to plan ahead to mitigate risk, and that means we need more revenue. All pricing will be increasing for the 2022 event. Lynda reviewed the proposed price changes for the various revenue categories.

Hilary said they used a bird's eye view when reviewing the past years' budgets and included areas where we expect increases such as construction and kitchen costs. They used revenue projection formulas to make the predictions and preliminary 2022 budget plan. They propose to land in the black and not have to dip into our reserves. The Board packet includes the projections and five action item recommendations:

1. Change qualifying age to 57 in 2022 for Elder camping pass
2. Form workgroup to establish consistent policy for passes for former paid staff
3. Pass guideline/guidance for purchased teen passes to be used for family members
4. Change admission cap to consider both daily and weekend ticket sales
5. Price increases in all areas

Hilary said the treasurers are working with the committees affected by the recommendations and will be counting on the Board liaisons to help with communications. Lynda thanked the Financial Committee for working together well and for the kindness and consideration they have shown during difficult conversations.

Spirit asked for clarification about the process for changing the age for Elder status. Hilary said it will be up to the Board to work with the Elders to make the age change and how it

will be phased up to the age of 60. The age of 57 suggested in the action items is one option for phase-in.

Jon S. said with the discussion to increase in the Elder age, he hopes there is consideration into how doing that would give less opportunity for younger folks to jump into those roles. He would also like analysis into the Elder natural attrition rate and if it might reach equilibrium population status at some point.

Committee and Working Group Reports *(YouTube video 1:49:20)*

Please visit 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.

LUMP: To recap our last meeting, Dennis will send a letter to the Budget Committee about the gray water proposal.

We discussed emails from Rick Valley about indigenous land management using controlled burns, how to encourage beaver activity where we want it, and traditional edibles on our land.

We listed topics we want to choose among to develop our work plan for this season.

Path Planning: Path Planning is currently looking to recruit new members from diverse areas of Fair. A motion was approved to include a "call-out" letter in the Fair Family News with a deadline of November 30. Letters of interest will be reviewed in a full committee meeting in December.

Fixed Assets: Dennis — Liaison from LUMP discussed using the Outer Limits property as RV parking and camping for Fair family and staff because the Fair is losing to the river each year, and there may be a need for more camping within the next few years.

Kirsten — Reported that Fair staff is proceeding with selling the unneeded wine-making equipment at Outer Limits.

Peaches — Peach Power is communicating with EPUD about how to help the Fair fund solar power as a community resource.

Subcommittee reports:

RESIDENCES SUBCOMMITTEE: Shane expects that the cost for repairs to the house at Dug's Green will be higher than estimated. He will get estimates to give us more accurate information.

STORAGE: AJ reported that the subcommittee is up and running. A tour of storage areas will take place on November 15.

TEMPORARY CAMPGROUND AT OUTER LIMITS: Sandra thanked Heather Kent for her assistance with the analysis. Heather's experience in creating and running a temporary campground during the Fair is very valuable to the subcommittee. Temporary Campground subcommittee continues its work to estimate revenues and costs for running a temporary campground at Outer Limits. Estimates are being developed for varying numbers of campers, as well as various mixes of tent camping and RV camping.

Startup costs will include clearing campsites, installing fire suppression equipment, and adding utilities such as bathrooms and showers. Next steps will be stake-holder meetings with Traffic, Fire, Camping, and Recycling crews, and other interested parties.

Election Committee:

The full 2021 Board Election Report is included in the November 2021 Fair Family News, with voting results as follows:

George Braddock 828
Paxton Hoag 870
Sue Theolass 825
Jon Silvermoon 614
Lisa Parker 854
Sandra Bauer 748
Kevin Levy (write in) 383

Elders Committee: Thanks to Hilary for coming to the last committee meeting to discuss the proposed age change status for Elder eligibility. A subcommittee will be working on a plan for implementation and analyzing how Elder passes are being used. Information gathering is still needed. The next committee meeting is Friday, November 19, at 7 pm. The Elders Holiday online party will be Thursday, December 16, at 7 pm.

Bylaws Committee: The last meeting was mostly general discussion about future direction with the comprehensive Bylaws review. The next scheduled meeting is Tuesday, November 16, at 6:30 pm.

Diversity Committee: With Kirsten's help, we will have a DEI library at the Fair office where people can donate books for other people to access to learn about diversity, race, culture, and marginalized populations. We will make an announcement when the books are ready for checkout.

Old Business (*YouTube video 1:57:15*)

Statement of Recommendation for Covid 19 Vaccine Policy: In the spring of 2020, the world faced a rapidly spreading pandemic unprecedented in most of our lifetimes. In the absence of adequate testing,

treatment, or cure, and under the Oregon Governor's executive orders, we were not able to gather together in 2020.

In 2021, we saw the advent of safe and effective vaccines for the prevention of the spread of the virus; however, the slow rollout of these vaccines unfortunately left too many of our loved ones vulnerable and unprotected. And so in 2021, we were once again unable to gather together for our Essential Event.

Out of their love and dedication to our event and the community that it gives rise to, a group of committed volunteers and staff created virtual events for 2020 and 2021 that brought us together in spirit. These events were bittersweet, both providing an opportunity to connect with one another, and yet reminding us of one another's absence in the physical realm.

Throughout this pandemic, our organization has consulted local, state, and federal guidelines regarding public health and safety when making recommendations that impact our Fair community. The Oregon Country Fair will continue to rely on this guidance for decisions on gathering safely.

On October 21, a group compiled by our Executive Director consisting of medical professionals, event professionals, Board members, and staff met to discuss the Fair's response to the Covid-19 situation and have put forth the following recommendation with a specific focus on protecting our ability to hold the Fair in 2022.

We feel that it is important that we implement this policy as clearly as possible and in a timely manner. We realize and understand that this will pose a difficult choice for some in our community and want all who love our event to have the time and consistent information that they will need in order to make plans and decisions.

Peaches moved and Lisa P. seconded that beginning on January 1, 2022, the Oregon Country Fair will require proof of full and up-to-date COVID-19 vaccination for all persons on site who are eligible, as defined by the CDC to receive a COVID-19 vaccine.

Comments and concerns were made by Wren, Martha, Kirk, Colleen, Jon S., Peaches, AJ, Sandra, Sam, Spirit, and Lily.

Motion passed: 12-0.

Colleen moved and Lily seconded to appoint Sam Rutledge, Anthony Jackson, Sandra Bauer, Sue Theolass, Paxton Hoag, and Cynthia Peachey to a Board work group to consider Board-giving program revisions.

Comments were made by Jon S.

Motion passed: 12-0.

Background information for proposed Bylaws changes:

Substantive changes to the Bylaws to comply with new ORS statutes include

- changes address to preferred contact information
- clarifies a member cannot waive notice by inaction (ORS 65.217 states that any waiver of notice must be in writing, signed by the member, and delivered to the nonprofit organization.)
- clarification and separation of petitions for advisory resolutions and removal of a director (ORS 65.324 states that a director may be removed only at a special meeting called for the purpose of removing the director.)
- the number of signatures required on a petition to place an advisory resolution on the ballot
- the number of signatures required on a petition to remove a director
- the due date to submit petitions for advisory resolution for the annu-

al meeting (ORS 65.201 and 65.214 state that any matters to be voted on at an annual meeting must be included in the meeting notice.)

Housekeeping and clarifying changes include:

- changing items to advisory resolutions
- changing recall to removal
- adding what must be included on petition (printed name, signature, and Fair affiliation)

The motions were originally presented at the August 2020 Board meeting, with work completed by the combined Election/Bylaws Committee. The proposed Bylaws amendments are uploaded on the .net site, under Board of Directors, then Board Working Documents. The Bylaws committee and Election/Bylaws committee meeting minutes are also posted on the .net site.

Due to time constraints, the proposed Bylaws changes will be tabled by Lisa P. until the next Board meeting in December.

Comments and concerns were made by Jon S., AJ, Spirit, Lisa P., and Paxton

New Business Items

Review the OCF Drug-Free Workplace policy to be in compliance with the Shuttered Venue Grant.

Appoint Nancy Hafner to the Elders committee.

Update check signers

2022 revenue projections with five action items.

Endorse conducting a diversity census of the OCF.

Request to redirect purpose of funds donated for Elmira Grange Botanic Festival.

Authorize Executive Director to pursue funding for the Fair's Diversity, Equity, and Inclusion efforts from the Spirit Mountain Community Fund, Siletz Tribal Charitable Contribution Fund, Three Rivers

Foundation, Collins Foundation, Oregon Community Foundation, Cow Creek Umpqua Indian Foundation, Chambers Family Foundation, Meyer Memorial Trust, and any other foundation, trust, or giving organization that she deems appropriate.

Meeting Evaluation *(YouTube video 2:30:30)*

Lucy expressed her heart hurts because she feels there is not much time for conversation and dialogue with the community as a whole at Board meetings. She feels there are back stories to the agenda items that do not get brought up, and that the optics of referring people to the .net site for further information is poor. Lucy would like reports to be clearer and more concise.

Jon S. provided the following feedback: I attended the virtual Board retreat last Friday and Saturday and as a newly elected Board member I had my first opportunity to see what topics the Board has been discussing in sessions not open to attendance by the membership. And what I have seen greatly concerns me.

I recognize the need for the Board to be able to discuss legal, personnel, and other sensitive matters in private. I also recognize the benefit of the Board being able to discuss other matters among themselves in detail prior to taking action at a formal meeting, but that discussion should occur in view of the membership. I am not saying that the membership should participate in that pre-meeting discussion, but that they should at least be able to observe.

Observing gives membership an opportunity to understand how the Board operates as well as the views of individual directors and how they function as a Board member. That information is important if members are to wisely participate in electing

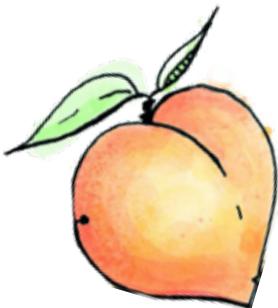
the Board.

As a large volunteer organization, it is also important for members and non-members involved to understand the background to potentially controversial decisions if cohesiveness and resiliency of our community is to be sustained.

The pendulum has swung too far. Let us figure out a way to be efficient in conducting our business without denying the membership opportunities to observe us conducting it.

Jon P. agreed with Lucy's sentiments, and some of the changes Jon S. mentioned. Jon P. encouraged the Board to provide direct links to information in the publishing of the Board meeting agenda document, particularly for bylaws and policy proposals, so that membership can understand better. Not everyone has the same technical abilities, and it is sometimes difficult to find things.

AJ wanted to recognize the change created by the Board over the past year, and he hopes it continues going in a positive direction and working together. It is important we do that for the health of this organization that we say we love, and for our membership. We will not always agree and we will have challenges. But if we continue as we have this past year, AJ is excited about our



movement forward.

AJ will continue to work on providing a space for membership outside of Board meetings for conversations and genuine discussions between the Board and members, without bashing each other down. We can respect each other's opinions and have a chance to be heard.

President's Peace
(*YouTube video 2:37:55*)

Lily said there are no words to appropriately thank Colleen for what she has done for us this past year. Colleen supported both individuals and the whole Board of Directors through a momentous year with tough decisions, including onboarding two Executive Directors and budget challenges. Colleen is a champion of process, works very hard to create a collaborative environment, and models selfless leadership.

Though we wanted Colleen to remain in the president role, she offered an elegant handoff process and continues to be a leader while taking a step back. Thank you so much Colleen for your mentorship, opportunity to learn from you, and your humanity.

Thank you to the incoming Board members and officers: Lisa P., Jon S., and Stephen. Thank you to the



outgoing folks: Palmer, Lisa C., and Heidi. And thank you to membership for an excellent response with ballots cast.

The next scheduled online Board Meeting is Monday, December 6, 2021, at 7 pm, with agenda items to include:

Bylaws Committee: Proposed Bylaws Amendments

Review the OCF Drug Free Workplace policy to be in compliance with the Shuttered Venue Grant

Appoint Nancy Hafner to the Elders Committee

Update Check Signers

2022 Revenue projections with five action items

Endorse conducting a diversity census of the OCF

Request to redirect purpose of funds donated for Elmira Grange Botanic Festival

Authorize Executive Director to pursue funding for the Fair's Diversity, Equity, and Inclusion efforts from the Spirit Mountain Community Fund, Siletz Tribal Charitable Contribution Fund, Three Rivers Foundation, Collins Foundation, Oregon Community Foundation, Cow Creek Umpqua Indian Foundation, Chambers Family Foundation, Meyer Memorial Trust, and any other foundation, trust, or giving organization that she deems appropriate.

