



FAIR FAMILY NEWS

OREGON COUNTRY FAIR  ONE CREATIVE FAMILY

VOLUME 30 ISSUE 4

SEPTEMBER 2022

WHAT'S INSIDE

- | | |
|-------------------------|-----------------------|
| p. 2 Earnestness | p. 19 Ecofriendly |
| pp. 3-15 Electable | pp. 20-22 Elicitation |
| pp. 16-17 Ebullience | pp. 23-24 Economics |
| pp. 17-18 Encouragement | pp. 25-35 Eclogue |

Pages 3-15

**BOARD of
DIRECTORS
CANDIDATE
STATEMENTS**



FAIR FAMILY CALENDAR

OCTOBER

- 2 Candidates Forum, 4 pm, online
- 3 Board of Directors Meeting, 7 pm
- 5 Fair Family News Deadline
- 15 Annual Membership Meeting
- 22 Board Election Ballots due, 8 pm
- 23 Board Election Ballots counted

NOVEMBER

- 7 Board of Directors Meeting, 7 pm
- 9 Fair Family News Deadline

For additional events see:

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

Board Election Candidates Forum

4 pm, October 2, 2022

Join on YouTube

<https://youtu.be/fVUS3gerPE8>



WASH HANDS IN SOAP AND WATER!

KEEP IN TOUCH

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

FFN@OREGONCOUNTRYFAIR.ORG

INFO@OREGONCOUNTRYFAIR.ORG

OREGONCOUNTRYFAIR.ORG (EVENT INFO)

OREGONCOUNTRYFAIR.NET (BUSINESS SITE)



*Happy
Birthday
Libras!*



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

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



FFN AUTUMN SPICE

Michael "Spiced Wine" Ottenhausen
Mary "Mace" Doyon
Suzi "Cinnamon" Prozanski
Daniel "Cloves" Cohn
Brad "Allspice" Lerch
Niki "Anise" Harris
norma "nutmeg" sax
Kim "Cardamom" Griggs
Vanessa "Ginger" Roy



OCF Board Election 2022 Timeline

submitted by Stephen Diercouff, Membership Secretary

BOARD ELECTION

This year will be the second and final year of our transition to electing members of the Oregon Country Fair Board Directors to staggered terms of three years. We will be electing six Directors this year — four for three-year terms and two for one-year terms. Starting next year, we will be electing four Directors each year for three-year terms.

The Election Committee will mail a ballot to all

registered voters in early/mid-September. This will also serve as notice for the Annual Meeting. The voter pamphlet will be published on our member website at <https://oregoncountryfair.net/board-elections/> when the ballots are mailed, to reduce printing and mailing expenses and paper waste. Contact elections@oregoncountryfair.org if you need a paper copy of the voter pamphlet.

Oct 2 Candidate Forum

- October 2, 2022, 4 pm— Candidate Forum, online. Send your questions for candidates to gotv@oregoncountryfair.org

Sep 30 Verify

- September 30, 2022 — If you haven't received your ballot by this date, we may not have your correct address or you may not be on the voting member list. Contact elections@oregoncountryfair.org as soon as possible to check on your ballot.

Oct 15 Annual Membership Meeting

- October 15, 2022, 6:30 pm — Annual Membership Meeting. The agenda will include the State of the Peach, the Treasurers' report, and Board candidate statements.

Oct 22 Ballots due by 8 pm

- October 22, 2022 - BALLOTS ARE DUE BY 8 PM at the Fair office, 442 Lawrence St., Eugene, OR, 97401. Ballots received after this time will not be counted.

Oct 23 Ballots counted

- October 23, 2022 — Ballots will be counted, with results posted upon completion.

2022 OCF Board Election Candidate List



Dave Wagenheim

Ann Rogers

Lucy Kingsley

Jon Steinhart

Katy Parker

Anthony Jackson

Thomas Horn

Kehn Gibson

Arna Shaw

John Alexander

Kevin Levy



**CANDIDATE
STATEMENTS**

Dave Wagenheim

954-695-8191 | davewagenheim@gmail.com



Hello Fair Family,

My name is Dave Wagenheim and I am running for a seat on the OCF Board of Directors. My skills in leadership and communication will be an asset to the Board and the process of creating policy. Since 2006, I have operated a food cart and food booth at Fair. In 2018, I began volunteering on the OCF Food Committee. I work with seven others to keep food quality and creativity high while maintaining communication with food booths and carts to relay guideline updates and essential public health information.

Additional relevant experience includes volunteering as a guest chef at OCF's Culture Jam for the last 9 years. From 2004-2009 I served on the board of directors of the pacific northwest based APO (Association for Professional Observers), an advocacy non-profit for fisheries management personnel, as a communications and website specialist.

If elected, I will put forth my expertise to make improvements in several ways, including: 1) Reimagining/renovating the Maincamp Kitchen to better provide for our hardworking volunteer crews. 2) Finding more methods to reduce our single use food service waste and continue to innovate our recycling and waste management programs. 3) Supporting infrastructure improvements that increase public

health and safety while respecting our environment. These include our freshwater, wastewater, and public hand-washing systems.

As society continues to recognize institutional bias and inequities like racism and discrimination, it is necessary to keep these conversations alive within our Fair community. This is complex and sensitive work that requires a good listener and an introspective mindset. I am open to facilitating conversations of this nature to promote growth and positive change.

Encouraging participation and ideas from younger generations is essential to fostering progress and new leadership, especially as our elders transition into different roles. I would like to strengthen our reputation as an inclusive and welcoming organization, and combat any forms of nepotism, where it might exist.

Over the past year, I have observed challenges in communication during board meetings, often resulting in gridlock and misunderstanding. I believe we can do better, while still addressing our challenging growth opportunities. As a board member, I look forward to playing a leadership role in finding common ground, providing transparency in the process, and continuing to improve on the success of our organization. Thank you for your consideration.



**CANDIDATE
STATEMENTS**

Ann Rogers

541-429-1882 | ann2ocf@stoneromance.net



I am asking for your vote for election to the Board of Directors of the OCF. I have been encouraged to run for the Board by many people across the Fair demographic. I am an Archaeology Crew member and serve on Path Planning, Elders, Archaeology, and Diversity Committees. I routinely attend LUMP meetings.

My work experience includes over 30 years of natural resource planning, conservation of archaeological sites, and tribal consultation. During this time I provided training in environmental planning, archaeology, and working effectively with American Indian tribes. I have had input on national and state environmental and conservation planning efforts. I bring these experiences, perspective, and professionalism as an outgrowth of my education and background and a skill set in which land stewardship holds a special place. I have worked with many types of people including tribes, private landowners, non-profit landowners, and state and federal land managers.

My non-profit experience includes a previous term on the OCF Board as well as on the Boards of the Association of Oregon Archaeologists (AOA), Our Community Free Reporting, and the Trail Fund of the Oregon Community Foundation.

I support the DEI consultants' recommendations from 2021. It is time for the Board to come together

and begin the implementation. In addition to my OCF involvement, I am also on the Diversity Committee for the AOA. There we have established a fund to assist tribal members in attending national meetings thus reducing barriers for marginalized groups. DEI can be effectively incorporated into OCF planning and projects once barriers are recognized and removed. Coming from a Spanish speaking background, I recognize many cultural barriers.

In all the planning I have been involved in at OCF, a pandemic was never part of our discussions. The pandemic years have been life changing in many ways. The 2022 Fair fulfilled our NCU requirements. The population cap made us remember the enjoyment of smaller crowds, however, this is not sustainable. It is realistic to plan for our goals within our parameters as a non-profit educational organization. Creative decisions including belt tightening, will allow us to appreciate our volunteers, steward the land, and maintain our philanthropy. Our horizon includes future health alerts, climate change, our carbon footprint, and threats to our land including the emerald ash borer.

With my life and professional experiences, I feel qualified to assist the OCF in overcoming challenges and moving forward.



CANDIDATE
STATEMENTS

Lucy Kingsley

lucykingsley42@gmail.com



Hello friends and neighbors,
I am seeking your support to be of greater service to the Oregon Country Fair community. In my view the Oregon Country Fair is a volunteer member based alternative community arts association whose purpose is to throw a world class kick ass party so we can raise money for charity. How we treat each other as we do this matters. I believe we do this best by making decisions collectively and collaboratively. Yes this can be time consuming and butt numbing. This also allows space and time for multiple voices and views to be heard. This requires respectful, open minded attention and a willingness to listen to ideas, thoughts, views, opinions and perspectives of others. Our structures need to be in alignment with these values. We need an equitable pay scale that does not generate excessive overhead so we can easily achieve our charitable fundraising goals. We need to be fiscally responsible so we can remain a family friendly event.

I have served on the Oregon Country Fair board several times over the years. I have served as an officer. I have been an artisan selling various fiber arts, as well as worked in a food booth. I have been a coordinator of various crews including medical and booth registration. I am currently a member of the inventory crew. I have served on various boards of non-profit organizations in Oregon. I also run my own non-profit that supports education of youth in Bhutan, Jamaica and South Africa.

If you have questions for me, or simply wish to chat I can most efficiently be reached at the following email address: lucykingsley42@gmail.com

Thank you



**CANDIDATE
STATEMENTS**

Jon Steinhart

ocfbod@fourwinds.com



It's easy to take for granted that our annual event provides the bedrock for our Family's activities; it allows us to gather and celebrate while supporting our activism and philanthropy.

It was wonderful to gather in-person this year. Sadly, many were unable to attend. On-line interactions have exacerbated divisions and tensions in our community.

Now it's time to look forward. Our foundation is not as strong as it should be either financially or in terms of our community. Our depleted rainy-day fund makes us vulnerable to unforeseen challenges such as climate events or another pandemic.

We're making progress by addressing deferred maintenance of our property with the guidance of the Fixed Assets Committee, and we have a great Executive Director. But there's more to do. For example...

We need to prioritize our spending to ensure a sound financial footing. Our growth needs to be managed so that we have room for the public that funds our event.

Better communication is needed to keep us united as a Family and focused on our mission. We need to be more policy-based and less personality-based so that everyone is treated equitably.

We must find a way to manage our amplified sound footprint so that it doesn't eclipse other forms of artistic expression.

Diversity is very important but our efforts are not working well and are dividing our Family. It's time to try something different and joyful.

I'd like to explore expanding our year-round educational offerings such as using the winery property for a combination sustainable farming demonstration and CSA that uses our compost.

I've worked in the background for 30 years pioneering the Fair's internal on-line services and providing technical support to crews.

Outside the Fair I'm an engineering consultant, high-tech entrepreneur, author, farmer, and mentor.

Experience on the boards of several companies has taught me a lot about policy, planning, and vision. I'm currently collaborating on a project to incorporate DEI and Social Justice into Computer Science education.

Most of all, I make decisions based on facts. I'm dedicated to applying the reasonable inquiry standard that's part of the the legal duty of care required of all board members.

I'm not running for my personal enrichment; I care deeply about the Fair and want to make sure that we're positioned for long term success.

Please contact me at ocfbod@fourwinds.com if you have any questions and visit <https://fourwinds.com/bod> for more information.



CANDIDATE
STATEMENTS

Katy Parker

katydaisy1@msn.com



Hello all!

My name is Katy Parker. I am a co-coordinator of Booth Registration, and have been loving coming to Fair since 2008.

Though I am not a member of a committee, I regularly attend Craft Committee and Food Committee meetings as a liaison from Booth Registration to help facilitate communication and support between booths and the Fair. I also served on the Database Project team until the project was discontinued.

In my outside-the-Fair-work I am an HR Specialist with 20+ years of experience serving people, interviewing, building teams, creating training and resource materials, managing confidential information and access to it, as well as facilitating communication and collaboration for disparate groups and elements.

My personal philosophy on leadership is that "to lead is to serve". This means a commitment to ensuring the team has the information, tools, resources and support needed to complete their work. It means listening to and hearing the feedback the team provides about the tasks at hand, the tools and resources needed and the effectiveness of the tools and resources available. It also means facilitating and supporting their growth, celebrating their successes and inter-

acting with them as the person they are today, rather than holding on to a past version of them.

It's clear that Fair membership want an organization that is mindful of the same struggles that they are. Inclusion matters. Taking time to listen matters. When people have taken the time to reach out and vocalize their needs we need to acknowledge that effort and let them know they were heard. Following through and attempting to provide

function and space within the fair that addresses the needs of everyone is an ongoing work, and we need to all be on board for it.

For better or for worse, ours is a community of activists. Activists like to have something to rally around, rebels with a cause, so to speak. Our "cause" used to be "the best interest of the Fair" and it's pursuit of philanthropy.

Keeping our focus on the best interest of the Fair and the pursuit of philanthropy can be used as both a guiding light and a crutch to getting us back on track to better communication, collaboration, and service of the Fair itself.

I look forward to seeing the work we can do as a team!

Katy Parker



CANDIDATE
STATEMENTS

Anthony Jackson

541-844-4324 | aj.ocf2020@gmail.com



Hello Fair Family,

My name is Anthony Jackson; you know me as AJ. I am, and have been, a member and volunteer with Pre-Post Security since 1999. I now serve as a board member and work as a Marketing Consultant for the Eugene Weekly. I have decided to run for the board again for one key reason: The work of reforming the leadership of this organization is not done. It is essential to our organization to further address issues of inclusion and diversity with a renewed focus. My mission has been to support our membership, encourage participation, and formally challenge the status quo that has created division within our OCF community. I intend to continue to do so if re-elected.

I truly see the potential of OCF and do the work to make necessary changes to meet that potential. I have actively served during my term in multiple capacities. I have been Vice President of Membership Engagement, participated on the hiring committee for our Executive Director, served on the Fixed Assets Committee, and acted as the liaison to the Elders Committee.

Volunteerism is essential to our organization, and some aspects of volunteer conditions need changed.

First, I want to acknowledge and thank all of you that stepped up to make Fair 2022 happen; Fair was amazing! I am now working with the board and ED to find ways to better appreciate and value the volunteers who give their time to this organization. Next year will show how the current work to streamline processes will make it easier for volunteers to work. This includes receipt of credentials pre-fair, camp set up before first shift, and better equity with food vouchers and passes. I will continue to advocate for you!

Admittedly, it has been difficult at times serving an organization that is in transition. I experienced first-hand how racism can devastate an organization and community. We have further work to do, but I am not giving up. To those of you who reached out to support me in difficult times, I cannot thank you enough. You are why I am still here; you are why this organization will be here for the next generation. I humbly ask for your vote as there is unfinished work to complete, and more is accomplished when we work together.

“The future belongs to those who believe in the beauty of their dreams.”

-Eleanor Roosevelt



CANDIDATE
STATEMENTS

Thomas Horn

541-515-9394 | thomashorn11@gmail.com



Hello, I am running for the Oregon Country Fair Board. My family has been attending the Fair since its creation in the 1970's and a large part of who I am as a person has been shaped and nourished by my involvement in the Fair. For many years our booth was in the shape of a yurt across from Energy Park. We are still crafters and love to work with wood and still very much love to experience first-hand the magic, creativity, and artistry of the Fair.

The past few years have been difficult for many, but I am optimistic regarding the future of the fair. If elected, I commit to being a team-oriented, collaborative, thoughtful, board member who will listen deeply and act with integrity.

I believe that I have the talent and dedication and would make a great addition to the board. I am creative, thoughtful, and compassionate and have a strong desire in my work to continue cultivating conditions for positive social impact and sustainable systemic change that can help shape community in a meaningful way. It is with these qualities in mind and a particular interest in the community that is the Fair that I am running.

Outside of the fair, I have been a teacher and school principal for more than 20 years. Much of my work

has been with students and families who have been disenfranchised from the educational system and yet have immense creative potential. I have demonstrated competence in my work as an educational leader both at the local and national levels.

I am comfortable working collaboratively and believe that fostering creative energy, leadership ability, and idealism can bring people to new and positive understanding.

I have read the recent nonprofit consultant's recommendation to the Oregon Country Fair Board of Directors and feel strongly that I am more than up for the challenge of supporting the continued building of an already vibrant and magical community. Learning and growing together is at the core of what a good community should foster and it would truly be an honor to be part of the process.

I sincerely believe I have the ability, skills, and compassion to make a tremendous difference in our Oregon Country Fair community. Thank you for voting and for helping make the fair all that it can be.

Warmest Regards,

Tom Horn
1636 East 22nd Ave
Eugene, Oregon 97403



**CANDIDATE
STATEMENTS**

Kehn Gibson

kehngibson@gmail.com



Fellow Fair Folk,
I am announcing my candidacy for our Board of Directors. While there are several important issues facing us all in the coming months, I aim to focus on a core challenge that has grown stronger in the last few years; the distancing of our Membership from BoD members, OCF processes, and participation in discussion on important OCF issues.

I will fight for the removal of the current two minute maximum time limit on Members speaking to the BoD during BoD meetings. It is UnFair, and is expediency at the cost of equal representation.

I will work hard for the return to the historical two year terms for elected BoD members. The increase to three years for some electees only entrenches a group-think issue that's already a deep concern.

I will strive to establish the oft discussed yet never acted upon Bill of Rights for boothers, performers and volunteers. Among the several positive outcomes such a Bill would provide, it would also serve as a baseline from which the numerous mean, vile and disrespectful interactions within the OCF community since December would be dealt with.

My hope is that discussion of these issues will aid us in returning to the strong, counter-cultural foundation that OCF folk have utilized to overcome the obstacles placed in our Path since 1969!

Thanks to you All!

Kehn "mambo" Gibson



CANDIDATE
STATEMENTS

Arna Shaw

arnashaw@gmail.com



I've had a long and varied history with the Fair for over 50 years. I had a booth on Shady Lane where I sold my handwoven clothing, which I did professionally all over the country. I was on the Board. I volunteered at Fair Central, and I was the first paid General Manager of the Fair. As GM I was hands-on in the development of the Left Bank, our first step across the Long Tom, and I started the Teen Crew. I was also a leader in the creation of the Jill Heiman Vision Fund and worked for the creation of the Endowment Fund. I'm on the Committee Best Practices Work Group and I'm an Elder. Being in so many positions has allowed me to have a broad understanding of the various aspects of the Fair.

I believe our policies should reflect the original ideals of the Fair:

- Building community by bringing us together to learn and play.
- Helping small businesses grow by giving them a marketplace and ways to network.
- Using our creativity and knowledge to find new ways to live in the world.
- Being open and welcoming to all who want to join us in these goals.
- Treating each other with respect and dignity.

We had a wonderful Fair this year and many believe smaller crowd size was why. We should ask how do we want our Fair to be and how do we get there?

How do we balance our community, comfort, sustainability, and revenue? We need to examine our population growth, both internal and public. I'd convene a work group that represents all parts of the Fair, including staff, craftspeople, food vendors, performers, board, management, and those in our educational areas. Population is a long term issue, and we require a long term answer. We've often talked of population management but not much happens. It's past time to do something.

I want to examine the needs of our crews, artisans, food booths, and entertainers. What more can we do to help them?

I want to support our educational areas, Energy Park for example, to allow them to do more innovative work, increase our philanthropic efforts, expand our outreach into the community, and continue DEI work.

I'm a collaborative worker who will disagree respectfully when necessary, and I'm committed to making meaningful change happen.



**CANDIDATE
STATEMENTS**

John Alexander

541-890-7067 | Johna.OCF@zeezle.net



I want to give back to the safe and inspiring home where, for over 3 decades, I have met family, grown family, and celebrated family, new and old. I run with gratitude for the encouragement I have received from old friends and new acquaintances, appreciation for the magic that seems to grow stronger year-by-year, and a sense of hope that our creative community helps me to maintain day-by-day. I will bring honest positivity to discourse, commitment to work through challenges old and new, and eagerness to harness the new opportunities that are emerging out of our change. I will collaborate to support an adaptive and functioning board, focused on the responsibility to care for and sustain our land, staff, volunteers, event, and organization. I want to help us realize the full potential of our inclusive nature, while preserving the best of our community's traditions and values.

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

- community service,
- non-profits,
- support for grass-roots community-based activism, and
- successes and miss-steps working to increase diversity, equity and, inclusion.

Taylor and I raised our kids in the South Woods, comforted by the Rock'n'Roll of Miss Piggy's and perched on the edge of the Craft Lot / Xavanadu transition into the Fair's magical 8. We camp with our

Deadhead family who represents many facets of OCF's community. I work at ComeUnity House in the Village where we share information for the non-profit I founded in the early 90s—Klamath Bird Observatory (KBO). KBO's diverse crew comes from around the world to share information about bird conservation (<https://youtu.be/aBBE-qlav5VU>). We also teach about OCF's work to protect birds and practice sustainable land stewardship. We were

among the pioneering partners who helped start the StewardShip and the Fair's wildlife protection crew. During each year's Saturday dawn chorus, we lead a Fair Family Bird Walk for late night meanderers and early morning risers alike (<https://youtu.be/gLXyN7JN5bI>).

My service on the board will come from a space of active listening and sincere contribution to help us maintain the OCF as my daughter described it:

OCF models a novel progressive value transmission, contributes to the persistence and adaption of counterculture values, is motivated by an intention of having a positive influence on the world, and is shaped by a persistent and multi-generational celebration of deviance, alternative lifestyles, experimentation, community, equality, and self-awareness.

Natalie Alexander (2019, UofO Clark Honors College thesis)

John Alexander
1980 Green Meadows Way
Ashland, Oregon, 97520



**CANDIDATE
STATEMENTS**

Kevin Levy

kevinoregoncountryfair@gmail.com

Hello Amazing Fair Family!

My name is Kevin Levy. I am fortunate to have been a part of the Oregon Country Fair since 2014. I am a juried crafter with my partner making jewelry and have the most awesome time helping folks connect with their jewelry selections during the fair.



In my unfair life, I am a full time Realtor and serve on the board of realtors for the Eugene association of Realtors. An amazing experience working with my peers to help out my fellow Brokers.

My experience as a Realtor has helped me find my way to the OCF Fixed Assets Committee where I have collaborated with the committee, staff and others to recommend policy on how to maintain and use the fair's assets. I bring a solid understanding of how to maintain property and how to work with others to get the jobs done. I love my time as the co-chair of the committee and working on projects that benefit our organization.

As part of the committee, I worked on stabilizing Doug's Green and making repairs so the building could be used as the headquarters for our operations staff at this years fair. The building was deteriorating badly but now it will become the new headquarters

for much of the staff every year. The Fair owns a lot of property and assets that we need to maintain and manage in the best interest of the organization.

As a part of the fixed assets committee, we worked with multiple crews to help make use of the winery property for the Durables program, researched the use of the property for camping and storage, as well as working on the recycling crew's incredible composting

project.

Working together with everyone towards a common goal is the best experience. When serving on a board, committee or helping clients, I find that staying impartial and working collaboratively has always been the way to success. I will bring a fresh perspective to the work of the board.

I am running for the board because I believe in doing work that best helps the Country Fair be successful. I have enjoyed being surrounded by so much experience and working together to solve problems.

I promise to bring positive energy and a hard work ethic to help our membership, staff, committees and board succeed in making the fair better and even funner for our future generations!



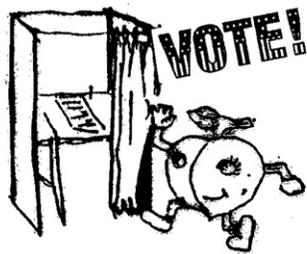
Elections Committee Report

by Stephen Diercouff, Membership Secretary

This is the busy season for the Elections Committee. We met in early August to plan for the upcoming Annual Election, and since then have processed all the new membership forms and prepared for the election. The international ballots were mailed out on September 13, and after a two-day mailing party on the weekend of September 17 and 18, close to 5,000 ballots were mailed on Monday, September 19. We still have a small number of ballots to mail for members with missing information or whose participation at the Fair isn't confirmed, and those will be sent out as we get the needed information. If you think you are registered to vote but have not received your ballot by September 30, email elections@oregoncountryfair.org to check your status. Thank you everyone on the Elections Committee—Barb Edmunds, Jasmine Guyette, Jen-Lin Hodgden, Kimberly Howard, Merrill Levine, Laura Lunn, Norma Sax, Michael Schulze, and especially Heidi Doscher for all your

work and support. Thank you also to Sue Barnhart, Sue Theolass, Jain Elliot, Laura Farrelly, Carolyn Gsell, Chelsea Guyette, Phillip Guyette, and Suzi Prozanski for helping with the ballot preparation. We still have a lot of work to do checking in received ballots, staffing the Elections table at the Annual Meeting, and counting the votes after all the ballots are in. We welcome new members and volunteers, and it's not too late to help out with this year's election. If you're interested, please email elections@oregoncountryfair.org. Remember that the GOTV Candidates' Forum is on Sunday, October 2 at 4 pm; the Annual Membership meeting is Saturday, October 15 at 6:30 pm, and the deadline to return your ballot is Saturday, October 22 at 8 pm. Postmarks do not count—we have to have your ballot physically in hand by 8 pm on Oct. 22 to be able to count it.

Don't forget to vote!





Fair Thee Well: Toby Alves

Toby Lynn (Kukes) Alves passed away peacefully on July 4, 2022, after a lengthy journey with metastatic breast cancer. She was 74 years old.

She is survived by her son Jonah, son Olem (Krysta), daughter Chelsea (Brian) and four grandchildren; Jude, Niko, Esme, and Haven. She is also survived by brothers Gary (Lynn) and Roger (Linnea) and sister Nancy, extended family and many dear friends. She was preceded in death by her father Joseph, mother Beatrice, stepfather Samuel and her beloved yellow Labrador, Hank.

Toby was born on December 11, 1947, in Detroit, Michigan, to Joseph and Beatrice Kukes. At the tender age of 10, Toby experienced one of the most profound losses in her life when her father passed away unexpectedly. After his passing, her mother married Samuel (Sam) Goldstein who became stepfather to Toby and her siblings. The family relocated to California where Toby spent the rest of her formative years. She attended and graduated from Beverly Hills High School (class of 1965). She later



© 1976 Shandra Goodpasture Officer

attended San Diego State University but dropped out both literally and figuratively to join the hippie counterculture revolution.

She met Onesimo (Oney) Alves at a time when they and so many other young people were searching to make meaningful change in their lives and in turn, the world. In that spirit, Toby and Oney built a home on the frame of an old Army bus and traveled throughout the Western states with other "house truck" families in a caravan of sorts, where she and Oney sold candied nuts and handmade crafts to the curious residents of the towns they traveled through.

Toby gave birth to and raised their sons, Jonah and Olem, in the bus until the boys were ready to start school, at which point they settled in the Whitaker neighborhood in Eugene, Oregon. After she and Oney ended their marriage,

Toby married her long-time friend John Cameron and together in 1983 they had a daughter, Chelsea.

While raising her children and trying to accommodate the dietary needs of her son Olem's many food allergies, Toby got creative with one of the foods he could tolerate



© Jeanne Sharpy

Toby's Tofu Palace booth has always been popular; this shows the booth in the 1980s at the Oregon Country Fair.



© Roger D. Beck

The Alves family with their housebus in the mid-1970s

— tofu! She crumbled and cubed, seasoned and sautéed one of the earth's most flavorless foods into what became the most delicious of dishes. Ever the entrepreneur, Toby shared her creative cuisine with the community via her restaurant Blair Island, and her Tofu Palace booths at the Saturday Market and the Oregon Country

Fair, both of which she did for decades. Her locally famous Tofu Pâté has long been a staple in the refrigerators of local health food stores and family kitchens alike.



Toby and her beloved dog Hank

After her retirement, Toby was able to focus on the other passions in her life: spending time with her grandchildren, gardening and floral arranging. She loved her family, friends, and community and our lives are all the richer having been cared for and nourished by this incredible woman. She will be forever remembered. A celebration of life will be announced at a later date.

*"Sounds of laughter shades of life are ringing
Through my open ears inciting and inviting me
Limitless undying love which shines around me
like a million suns
It calls me on and on across the universe"*

© Lennon/McCartney



CeDaR Offers Mediation Services, Conflict Coaching, & Empathy Listening

Did you know that there is a team of people available to help you when you have a conflict?

Whether with a crew member, supervisor, friend, partner, vendor, or other relationship, we have trained mediators and empathy listeners ready to help you **resolve your conflict** in a healthy and respectful way.

We offer **year-round** mediation services to ALL Fairfamilynomatterthesituationandare available on-site starting the first weekend in June.

During Fair we offer FREE empathy listening and conflict coaching to anyone in need.

Every fall we hold a retreat where you can learn empathy listening and other valuable communication skills **so join us** October 8 & 9 for "Come Together" CeDaR Fall Retreat!

More information posted in the newsletter.

If you need mediation services outside of fair time, please contact Lou Lozada at louisdlozada@gmail.com



It's almost time for the
Annual CeDaR Fall Retreat
"Come Together"

SATURDAY, OCTOBER 8TH - 10AM - 6PM &
SUNDAY, OCTOBER 9TH - 10AM - 1PM
IN ALICE'S WONDERLAND

QM

Artists

Refer Crew

Wood World

TEEN CREW
BUMS

Entertainment

Site Crew

Coordinators

Recycling

ALL STAFF

AMBIANCE

Vegmanic

OCF Board

Child Care

CONSTRUCTION

Elders

Vendors

Camp Hosts

SECURITY

This retreat is for **anyone** who wants to learn and/or develop their **Empathy and Deep Listening Skills** to make a more peaceful fair experience for all. There will be

workshops, guest speakers, breakout groups, music and lots of FUN!

Camping is available and breakfast and lunch are provided both Sat & Sun.

Dinner on Saturday night is a potluck.

Bring your instruments, a dish to share for dinner, and your open ears, mind and heart!

As per OCF guidelines, proof of Covid vaccination will be required to attend.

**For more information and to register email Lou Lozada at
louisdlozada@gmail.com**

The Compost Report

By Amy Hand, Thom Barr, Taylor Schultz and Rebecca, Recycling Crew Co Coordinators

2022 has been a year of many new beginnings, and that is certainly true for the Oregon Country Fair's Compost Program. After a two-year-plus hiatus, the Recycling Crew, along with support and guidance from management, successfully moved the Fair's compost operation to its new home at the Outer Limits/Winery property.

This big step required many changes in the collection and transportation of materials, requiring safe, creative and flexible solutions on many fronts, while performing the necessary composting operations in the absence of supportive infrastructure. In addition to the successful relocation, the Recycling Crew has made great strides in pursuing methods of improving the composting process and producing soil from paper and other commercially compostable materials.

Commercially compostable products are mostly carbon based and successful composting depends on accessible nitrogen. To address this challenge, Recycling Crew has been working with liquid EM1 (beneficial microbes) and the creation and application of Bokashi (EM1 inoculated material, generally bran and molasses) to help decomposition.

These microbes consume different material as well as each other's waste, helping to break down needed nitrogen and make it accessible for the health of the soil while simultaneously increasing the rate and heat of decomposition. EM1 products really began being used in the OCF's composting in 2019, in which 25 gallons were used, in comparison to more than 100 gallons in 2022. The increase in the amount of EM1 in the 2022 pile has produced excellent results.

The processing of compost involves turning (aerating) and watering the pile, which introduces oxygen that the microbes need to thrive. The compost piles have been turned by Recycling Crew volunteers twice a week since July 10. Turning the piles twice a week interrupts the egg laying cycle of flies in addition to providing oxygen and moisture to feed the microbes. The turning of the piles moved to a weekly schedule after the Teddy Bear Picnic.

During the pre-Fair period, Recycling Crew took the food scraps generated by pre-Fair kitchen and layered them with donated Bokashi in lidded 55-gallon barrels. These barrels fermented during the entirety of pre-Fair and then were mixed in with the paper compost as it was generated and inoculated with the EM1 spray during the aeration and watering process. Gustav, from Construction Crew and Teraganix, graciously volunteered his time, expertise and the Bokashi used in the treatment, and Kyle and Aryeh from Mycophyte Solutions provided their volunteerism and knowledge of EM1 beneficial microbes and their application.

The combination of these techniques, the institutional knowledge of all three of these volunteers, as well as the experience and passion of Recycling Crew Coordinator Thom Barr, has brought the Fair's Compost Operation to the next level. Success is being demonstrated on a scale unmatched by festival or commercial composting operations. Upon a recent visit to the compost site with representatives from the Oregon Department of Environmental Quality and Lane County, the OCF was given enthusiastic feedback and support for the work being done.

The decomposition of both the paper and food-grade compost piles this year has been expeditious because of the rapidly reproducing microbial colonies that create substantial heat. (Temperatures for both piles have ranged from 138 degrees to 148 degrees!) At the time of this report the piles are already turning to soil. The Recycling Crew hopes that both piles will be reduced to soil by the end of October.

Working with EM1 and Bokashi treatment is integral in addressing the concerns about leaching of pathogens and contaminants. To fully determine the success of this year's composting, a test of the soil is recommended. The past piles have been tested for typical metal contaminants such as arsenic, barium, cadmium, chromium, lead, mercury, selenium and silver as well as for nutrient levels, providing assurance of the relative cleanliness of the soil and monitoring the presence of nutrients. An additional test for microplastics and dioxin would be advantageous as both of these contaminants are prevalent in waste products and would give a more complete picture of the compost program's successes and areas where work is needed.

The Recycling Crew is eager for the next step of work on the Compost Facility to begin. The siting of the operational pile was chosen this year to not compete with the area permitted for construction. With the permit already in hand, the next step of getting the area for the slab excavated and then poured should begin promptly to allow for curing of the concrete slab before the season changes. Many of the hurdles and concerns faced and voiced about this year's operation will be mitigated by the appropriate infrastructure. With every improvement in the process, there are tremendous advances in quality.

The Recycling Crew will continue to work toward the Oregon Country Fair's goal of producing quality soil from what has been called waste and stewarding our land for seven generations and beyond.

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).



Vote Beyond Name Recognition

Dear Fair Family Members,

Election season is upon us once again. And so, we each need to make our best guesses as to who would make a truly good Board member. The once-a-year nature of the event means that many have very little firsthand knowledge about the candidates. Thus, in large part, voting comes down to name recognition. But the people who have had the most time to be active in the organization in a public way may not be the ones we need on the Board.

I have attended almost every Board meeting in the last 10 years. In that time, I have lamented an astounding lack of professionalism, logic, and rationality.

I'm often left flabbergasted, pining to see far fewer personality-driven motions and votes. We need more logic-based decisions. In order to achieve this, we need to elect candidates who have a deep love and caring for the Oregon Country Fair, but who do not derive their personal relevance from it. We need Board members who have time to give, but who also have full lives. Don't dismiss a candidate you don't recognize because they have never been on the Board or you're not familiar with their Fair affiliation — that could make the candidate much less likely to have self-interest to protect.

One candidate who displays a tenacious dedication to logic is Jon Steinhart. Reading Jon's prior communications to the Board, I see someone who can communicate compelling ideas and perspectives with a remarkable diligence, year after year. Jon has also shown an impressive ability to stay focused on ideas and content in online discussions that yield refreshing examples of conversation where people actually strive to understand one another.

You can see much of this for yourself at Jon's candidate web page: <https://fourwinds.com/bod/>

Heather Kent

[Affiliation TK]

Fair Family News Editorial Policy

The Fair Family News provides space for a calendar of events; announcements; Letters from the Family and to and from the Board; information for and from crews, booths and entertainers; committee reports; official information about the Fair; and room for any other Fair Family contributions with the purpose of sharing. As space allows, Fair-related contributions such as art, short literary pieces and humor will be included. All printed material will be edited for clarity and length. We will not print personal attacks or material that is libelous. It is the intent of the Fair Family News to print all sides of a debate whenever possible. This newsletter will uphold the OCF Code of Conduct.

Tom Horn for BoD

Dear Fair Family,

My friend Tom Horn asked me to help introduce him to the Fair family, and I'm honored to do so. Tom is super smart, with an amazing depth of knowledge and experience, and he grew up in a booth at the Fair.

He's been a dedicated educator in Eugene for decades, serving as a special education teacher, as well as both a high school and elementary principal and has a deep understanding of the importance of helping to create healthy communities.

When I asked Tom why he wanted to run for the OCF Board, he said "I believe ... for the Fair and for our planet ... the greatest moral, social and economic challenge we face as a society is learning to design communities and economies that can provide a high quality of life without critically damaging the natural ecologies upon which our welfare ultimately depends, while honoring diversity in a way that allows each voice to truly be heard and acknowledged." I think Tom is spot on.

I know Tom to be capable of bridging differences and bringing people together, a quality our community desperately needs right now. He holds the ability to quietly lead through example and to help bring others to a deeper understanding of how to work together to effectively accomplish a common goal. Tom is thoughtful and insightful, two very good traits for a Board member to hold.

In the years that I have known him, Tom has always stepped up to help where help is needed. His empathic yet strong ability to help others learn though respectful, honest dialogue is an essential asset.

I highly recommend Tom; his intelligence, energy, and kindness are exactly what the OCF Board of Directors needs at this moment. Plus, he's a lot of fun!

With love and hope,

Leslie Scott

Former GM

Defund the Fish Traps!

Dear FFN,

I greatly enjoyed this year's event. It was wonderful to reconnect, and the reduced capacity facilitated greater enjoyment for me as I was able to see more performances during the public hours. I was deeply bothered, however, by the presence of the fish trap Security Crew during the nighttime hours.

While in Xavanadu enjoying ourselves, a group of us were huddled up conversing when an individual inserted himself in our midst, rudely interrupted our conversation, and demanded to see our credentials. Of course we obliged. He went on to ask in a very cop-like manner where we were headed, to which we replied that it was none of his business! This is but one example of numerous vibe-killing encounters over the years with this subset of our Security volunteers.

I have been told that their primary purpose is to locate wayward teens. If that is the case, they should focus on welfare checks of teens (and in the process verify credentials) rather than harass middle-age Fair family. We have plenty of "checkpoints" in place to catch guests without credentials. I'm certain the crew, with SOs, is larger than the number of interlopers that they apprehend annually. Let's use our limited space and financial resources more wisely!

Aaron Holmes
Quartermaster

Farmer, Father and Family Man

Dear Fair Family News:

I would like to encourage the membership to VOTE FOR candidate Jon Steinhart. Yes, JON has in the past been controversial and is willing to express his opinion.

What makes him different and adds to the reasons that I support him are: He states his opinions and why he holds that opinion. He gives references for what he has said and the public source of that information, so you (Fair members) can review. If you disagree, he reminds us all to stick to the issue and what is said, not to attack anyone personally. He is an OCF ELDER and has worked with many of the Crews and their functions to make the OCF a success. Yes, I am a bit biased, because as External Security Co-coordinator in charge of staffing, I hired him to help, which he has done for more years than I like to count!

In summation; he is a Farmer, Father, and Family man, has extensive business experience personally and with the varied personnel of the OCF and its many crews, is a member of the OCF IT committee, has expressed that the most important aspect of the OCF is to maintain its financial viability and longevity, and has volunteered and continues to do so by running as a OCF BOARD candidate (that demands dedication!), so VOTE.

Michael James Long
Elder Committee

Arna Shaw for OCF Board!

Dear FFN,

Arna Shaw is running for an OCF BoD position this October, and I encourage you to support her candidacy.

Why do we need Arna on the Board now? Arna understands the Fair, and her words and actions show her commitment to the "Duty of Care" that is the requirement of a Board member to the organization they serve. Arna's experience informs her as to what is both harmful and beneficial to the health, success, and longevity of the Fair.

Arna is willing to listen and engage with others who represent a wide spectrum of views. Arna is supportive of our new and amazing staff. She is smart, well-spoken, and trustworthy. Arna understands the larger commu-

nity within which the Fair exists.

A bit of Fair history here: Arna is a Charter Member of the Fair. She was hired as the first paid general manager in spring of 1989, holding that position for three years. Her Fair background, beyond the GM position, has been as an artisan, Board member, Fair Central volunteer, and most importantly, founder of the Jill Heiman Vision Fund.

Arna's diverse Fair experience, talents and perspectives are needed right now. Let's make sure Arna gets a seat on a new and responsible Board.

Carolyn Gsell
Elder

A Strong Hand

Greetings Fair Family,

It's been a long time since I wrote a letter to the FFN about a Board election, but feel compelled to do so this year. So much has changed in our world, the Fair has weathered enormous challenges as have so many of us personally, and it seems now in 2022 that we stand at a crossroads with 2 pretty distinct directions we can choose as a community.

It is my strong feeling, based on the turmoil of the last few years, that a Board that can bring wisdom, perspective, and a strong commitment to both our essential event and to the broader purposes of the nonprofit is essential. There are a number of strong candidates running this year that I believe have these vital qualifications, but rather than send a list of names, I would like to strongly encourage your vote for Arna Shaw, who many members may not know as well as other candidates.

Arna was the Fair's first paid General manager, and had a strong hand in getting the land paid off, as well as driving the vision and the establishment of the Left Bank. She is an extremely talented artist who spent years as a booth rep, she's both a strong leader and thoughtful listener, and has enormous wisdom and intelligence.

Arna's experiences as GM, a long-time crafter and crew volunteer is unmatched, and is sorely needed on the Board. And I know she believes in and wants to support ALL of the Fair's nonprofit purposes as a Founder of the Jill Heiman Vision Fund.

Our Staff is working so diligently, and deserves a Board that will do the same, in partnership with you, who make the Fair so beautiful, so remarkable, so life affirming. No matter who you choose, please VOTE!

With love and hope,

Leslie Scott
Former GM



© 2019 Aaron Blake

Did You Lose Your Card at the Fair?

Lost and Found has dropped off the last bit of their cache of items to be claimed at the Fair office. Among them is a collection of COVID cards, credit/debit cards, IDs, and wallets. We are happy to hold onto these items through October 31, 2022. We are requesting people contact the office to claim their items. Please review the list below and if you see your name, please feel free to call the Fair office at 541.343.4298; or send an email to info@oregoncountryfair.org. Items will not be kept after Halloween.

Siena B.
Bradley B.
Alyssa B.
Thunder B.
Natalia B.
Tiffany B.
Emma C.
Tana C.
Maya F.
Manuel J.

Mark M.
Courtney N.
Lanny O.
David S.
Jonathan T.
Nathan T.
Robert W.
Isha W.
Adia W.-G.



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: ffunderwriting@gmail.com



LOSE SOMETHING AT THE FAIR? Please email lostandfound@oregon-countryfair.org Give a detailed description of your lost item as well as your contact information If we have it, we will be sure to return it to you.

Now on sale!
Brigadoon of the Sixties
Another epic slice of Fair history from
Suzi Prozanski



Buy yours at:
Tsunami, Kalapuya, Black Sun or J. Michael's Books & www.suzipro.com

DODECA ART FARM

Creating and enhancing



- 501(c)3 nonprofit
- community farm
- vegetarian
- art collective
- sober sanctuary
- moon worshipping
- season celebrating
- ritual transformations
- OCF Art Barn support

WE LOVE YOU!



Starchild
CREATIVE SERVICES

Serving Eugene & Beyond

Videography & Editing
Local Green Screen Studio
Website Support & DIY Training
Design & Tech Support for Crafters



Sean Bonsell
www.starchildcreative.com



THE RITZ
Sauna & Showers

Public & Private, Open-air,
Accessible Showers & Saunas

Serving the OCF Community since 1976

Visit our Facebook – The Ritz Sauna & Showers

WOW HALL

8th & Lincoln

All Ages
687-2746

9/20 - Sean Hayes and Neil Gregory Johnson
9/24 - 22 & Good 4 u - An Olivia Rodrigo vs Taylor Swift Dance Party
9/30 - 5 BANDS, 5 BUCKS - Henry's Child, Hyper Sloth, OTHRYS, Minor Anomaly, Black Bell
10/1 - Magdalena Bay with Neggy Gemmy
10/2 - Shaky Harlots, Shadowgraphs, Forty Feet Tall, Gentle Being & Common Koi
10/5 - Melt-Banana, Wand, and Deaf Club
10/7 - Yard Act with Gustaf
10/8 - Bearly Dead with Bodhi Moji





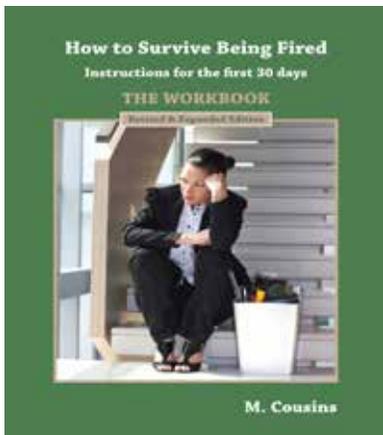
THE EMPORIUM
~ handmade gifts by ~
Artists & Makers
87980 Territorial Hwy,
Veneta, Oregon
(541) 833-0110

GIFTS, HANDMADE ART,
HOME DECOR, CLASSES
SUMMER LIVE MUSIC &
BEER/WINE GARDEN,
COMMUNITY BACK YARD

OPEN TUES - SAT 11-6PM

A COMMUNITY ARTS COLLECTIVE
@THEEMPORIUMVENETA

Eugene
2021
THE EMPORIUM VENETA
BEST GIFT SHOP
2020 & 2021!



Now in print from former board member, Construction co-coordinator, Internal Security crew leader and current Elder, Katie Cousins! If you or someone you know could benefit from the insights made available here, check out Katie's revised and expanded workbook, available at amazon.com and barnesandnoble.com.

92.7 FM KOCF

Donate your
drink containers
to KOCF via
BottleDrop!

Stream @ kocf.org





Craig Ralston
LTC #5744C
Tax Returns Prepared
Self employed, stock sales
rentals, multiple/old years
(541) 343-4422
TaxguyCraig@gmail.com





**BOARD OF DIRECTORS
MEETING
September 12, 2022 7 pm**

Zoom remote online and live
streamed on YouTube

YouTube recording link:

[https://www.youtube.com/
watch?v=RSuJP0zOYYc](https://www.youtube.com/watch?v=RSuJP0zOYYc)

*(subject to approval by the Board at
the October 3, 2022, Board meeting)*

Board Directors present: Anthony "AJ" Jackson (VP of Membership Engagement and Services), George Braddock, Jon Silvermoon, Lily Harmon-Gross (President), Lisa Parker (VP of Bylaws and Policy), Paxton Hoag, Sandra Bauer (VP of Philanthropy and Fund Development), Sam Rutledge, Spirit Leatherwood, and Sue Theolass. **Other Board Officers present:** Hilary Anthony (Co-Treasurer), Kimberly "Kimmo" Howard (Recording Secretary), and Stephen Diercouff (Membership Secretary). **Staff present:** Alexis Maddock (Volunteer Support Specialist), Kirsten Bolton (Executive Director), and Mark Malaska (Assistant Manager), Sierra McComas (Site and Facilities Manager), and Vanessa Roy (Marketing Manager).

**Announcements
(YouTube video 14:40)**

The Annual Membership Meeting will be held Saturday, October 15, 2022, 6:30 pm, at the LCC Longhouse. The location is 4000 East 30th Ave. in Eugene.

Lily said the Board met twice in

closed session to discuss personnel items. Two votes were taken during those but they are personnel matters, so they will remain confidential.

**Minutes Review
(YouTube video 15:55)**

Sue moved and Paxton seconded to approve the August 1, 2022, Board meeting minutes.

Motion passed: 10-0.

**Agenda Review & New Business
(YouTube video 16:55)**

Lily removed the data management policy until a motion draft is ready.

Lily said she will move to appoint Michael Schulze to the Elections Committee.

Jon S. said that Reyna Lopez from PCUN was present, and asked that the Pineros Y Campesinos Unidos del Noroeste (PCUN) sponsorship be the first Old Business item.

Lisa P. added to New Business: recommended Bylaw changes to Article V: Members, Section 2(a) Eligibility and Admission, and Section 5(a) Termination of Membership.

Note: At the August 1, 2022, Board of Directors meeting, the Board unanimously approved the motion to direct the Bylaws Committee to add clarifying language to Article V: Members, Section 2(a) Eligibility and Admission, as recommended by the Membership Secretary.

Lisa P. added to New Business: The Board will implement a policy exempting the 2022 Fair from Article V: Members, Section 2(a) of the Bylaws that requires receipt of a wristband, other Fair camping pass, or verifiable worker day pass in order

to maintain membership.

George added to New Business: Effective immediately, the Fair revoke the COVID-19 vaccination policy. The Board directs the Executive Director to remain current with recommendations of the CDC as it relates to preventing transmission of the virus, and make recommendations to the Board that will inform a future COVID-19 vaccination policy for the organization.

Spirit added to New Business, and asked to move it from New to Old Business: Direct the Elections Committee to include a printed voter pamphlet in all mailings that serve as the notice for our annual meetings.

Jon S. added to New Business: Accept the Eugene Black Cultural Festival's offer for dialogue.

Lisa moved and Sue seconded to move the following motion from New to Old Business: The Board will implement a policy exempting the 2022 Fair from Article V: Members, Section 2(a) of the Bylaws that requires receipt of a wristband, other Fair camping pass, or verifiable worker day pass in order to maintain membership.

Sam asked Lisa why it needed to be moved from New to Old.

Lisa P. said the Annual Membership Meeting is coming up, and the deadline to register as a member is in three days.

Jon S. said the ballots are going to be mailed out before the next meeting so the membership secretary needs to know who is eligible to receive ballots. This would be a relevant motion.

Sam said he does not see the urgency since the Membership Secretary confirmed in June that he does

not have any way of verifying participation. Sam does not think anyone will have their membership revoked because they didn't participate in the 2022 Fair.

Motion passed: 8-2; AJ and Sam opposed.

George moved and Paxton seconded to move from New to Old Business: Effective immediately the Fair revoke the COVID-19 vaccination policy. The Board directs the Executive Director to remain current with recommendations of the CDC as it relates to preventing transmission of the virus, and make recommendations to the Board that will inform future COVID-19 vaccination policy for the organization.

Sandra said there should be time for the membership and Board to think through the ramifications and does not support moving to Old Business.

Lily said this is a significant motion for Fair family who are still vulnerable to the virus, and we need to give the opportunity for them to weigh in on the pros and cons.

Jon S. agrees with Sandra and Lily.

Motion failed: 4-6.; Jon S., Lily, Lisa P., Sandra, Sam, and Sue opposed.

George said there is a track and field event scheduled onsite and exemption for the event could be given, and allow for discussion of the larger questions about amending our current vaccine policy. The event participants are scheduling and preparing for their event now.

Kirsten said the event is scheduled for mid-October this year, and they are aware of our current policy. Sierra met with them to discuss logistics. If we wait to vote until October, then it would put us very close to the event date for planning purposes.

Lily said the current discussion was outside the bounds of the agen-

da and wished George had included this information prior to the vote to move from New to Old.

Spirit moved and AJ seconded to move the following motion from New to Old Business: Direct the Elections Committee to include a printed voter pamphlet in all mailings that serve as the notice for our annual meetings.

Spirit said this motion is timely due to elections when ballots go out, and also due to finances.

Membership Secretary Stephen said it may be too late this year, as the ballot envelopes are already being prepared and the postage amount would need to be adjusted. Because ballots need to go in the mail in one week, this is not feasible.

Lily said the letter in the envelopes has information on how someone can request a printed copy of the voter pamphlet.

Spirit said that is valid, but would still like to discuss all the merits providing the pamphlet via mail this year.

Lily asked Stephen if it did not pass from New to Old, would there still be a way to act on it this year? Stephen said it would cause the ballots to be mailed late.

Motion passed: 10-0.

George added to New Business: Suspend the COVID-19 vaccination policy as it relates to outdoor activities of the Oregon Country Fair.

George said it would allow the track and field meet to better prepare, and would also allow volunteers who were not able to attend our event this year an opportunity to be onsite.

George moved and Spirit seconded to move from New to Old Business: Suspend the COVID-19 vaccination policy as it relates to outdoor activities of the Oregon Country Fair.

Jon S. said if this was solely limited to making an exception for the track meet, he would vote for it. But he is ready to vote for all activities, because most activities onsite are outdoor anyway.

Lily reminded the Board the discussion should only be about the merits of moving from New to Old Business.

Sam said he fails to see a distinction between this motion and the one that the Board just voted on, so he will vote no again.

Spirit said she was willing to move from New to Old Business, knowing that a friendly amendment can be made.

Motion passed: 7-3; Jon S., Lisa P., and Sam opposed.

Lily asked the Board if any agenda items could be tabled due the long list.

Spirit said the motion about changing the 2023 event dates could go to the bottom of the agenda item list.

Sandra added the following item to New Business: Sponsor the Moisture Festival for \$5,000. She said the festival will be going through a transition with their event location for 2023 and could use the support.

Member Input *(YouTube video 37:50)*

Grumpy asked if the Annual Membership Meeting would be a hybrid meeting with people able to participate via Zoom?

Lily said the goal is to have a hybrid meeting and is currently being worked on by staff and volunteers.

Amy H. and Thom B. gave the following 2022 Compost Report from the Recycling Crew:

2022 has been a year of many new beginnings, and that is certainly true for the Oregon Country Fair's Com-

post Program. After a two-plus year hiatus, the Recycling Crew, along with support and guidance from Management, successfully moved the Fair's compost operation to its new home at the Outer Limits/Winery property. This big step required many changes in the collection and transportation of the collected materials, requiring safe, creative, and flexible solutions on many fronts, while performing the necessary composting operations in the absence of supportive infrastructure.

In addition to the successful relocation, the Recycling Crew has made great strides in pursuing methods of improving the composting process and producing soil from paper and other commercially compostable materials.

Commercially compostable products are mostly carbon-based, and successful composting depends on accessible nitrogen. To address this challenge, Recycling Crew has been working with liquid EM1 (beneficial microbes) and the creation and application of Bokashi (EM1-inoculated material, generally bran and molasses) to help decomposition. These microbes consume different material as well as each other's waste, helping to break down needed nitrogen and make it accessible for the health of the soil while simultaneously increasing the rate and heat of decomposition.

EM1 products really began being used in the OCF's composting in 2019, in which 25 gallons were used, in comparison to more than 100 gallons in 2022. The increase in the amount of EM1 in the 2022 pile has produced excellent results.

The processing of compost involves turning (aerating) and watering the pile, which introduces oxygen that the microbes need to thrive. The compost piles have been turned by Recycling Crew volunteers twice a week since July 10. Turning the

piles twice a week interrupts the egg-laying cycle of flies, in addition to providing oxygen and moisture to feed the microbes. The turning of the piles moved to a weekly schedule after the Teddy Bear Picnic.

During the pre-Fair period, Recycling Crew took the food scraps generated by pre-Fair Kitchen and layered them with donated Bokashi in lidded 55-gallon barrels. These barrels fermented during the entirety of pre-Fair and then were mixed in with the paper compost as it was generated and inoculated with the EM1 spray during the aeration and watering process.

Gustav, from Construction Crew and Teraganix, graciously volunteered his time, expertise and the Bokashi used in the treatment, and Kyle and Aryeh from Mycophyte Solutions provided their volunteerism and knowledge of EM1 beneficial microbes and their application.

The combination of these techniques, the institutional knowledge of all three of these volunteers as well as the experience and passion of Recycling Crew Coordinator Thom Barr, has brought the Fair's Compost Operation to the next level. Success is being demonstrated on a scale unmatched by festival or commercial composting operations.

Upon a recent visit to the compost site with representatives from the DEQ and the County, the OCF was given enthusiastic feedback and support for the work being done.

The decomposition of both the paper and food-grade compost piles this year has been expeditious due to the rapidly reproducing microbial colonies that create substantial heat. (Temperatures for both piles have ranged from 138 degrees to 148 degrees!)

At the time of this report, the piles are already turning to soil. The Recycling Crew hopes that both piles will be reduced to soil by the end of

October.

Working with EM1 and Bokashi treatment is integral in addressing the concerns about leaching of pathogens and contaminants. To fully determine the success of this year's composting, a test of the soil is recommended. The past piles have been tested for typical metal contaminants such as arsenic, barium, cadmium, chromium, lead, mercury, selenium and silver as well as for nutrient levels, providing assurance of the relative cleanliness of the soil and monitoring the presence of nutrients. An additional test for microplastics and dioxin would be advantageous as both of these contaminants are prevalent in waste products and would give a more complete picture of the compost program's successes and areas where work is needed.

The Recycling Crew is eager for the next step of work on the Compost Facility to begin. The siting of the operational pile was chosen this year to not compete with the area permitted for construction. With the permit already in hand, the next step of getting the area for the slab excavated and then poured should begin promptly to allow for curing of the concrete slab before the season changes. Many of the hurdles and concerns faced and voiced about this year's operation will be mitigated by the appropriate infrastructure.

With every improvement in the process there are tremendous advances in quality. The Recycling Crew will continue to work toward the Oregon Country Fair's goal of producing quality soil from what has been called waste and stewarding our land for seven generations and beyond.

Allain asked if a date had been set for a facilitated discussion between the Board and the Diversity Committee?

Lily said a date had not been set

and it would not be publicized in order to keep it private.

Allain asked Lily if she was aware of the conversations on the recent podcasts of Black Girl from Eugene where OCF is being publicly slammed. The Fair is being smashed with a biased agenda and dialogue. The Board needs to address it in some way for our membership. This unfinished business that has lingered between the Board and the Diversity Committee is doing damage and there is a responsibility to protect our organization.

Staff Report

(YouTube video 49:25)

Executive Director Report from Kirsten:

- Financials
 - ~ Spent August getting our financials reconciled through July 2022.
 - ~ Income and expenses related to the event are still coming in. We expect to have a final picture in September.
 - ~ I would like to add Vanessa Roy and Alexis Maddock to the Key Bank credit card. I need a Board motion to accomplish this.
 - ~ We have begun the budgeting cycle
 - ~ The Coordinator Budget meeting will be held on October 12, 2022, 6 pm to 8 pm. Information will be sent to the Coordinators soon about the Budget process this year.
- Culture Jam
 - ~ Due to the pandemic, it was decided that the camp should be cancelled. A one-day event did take place.
- Staff
 - ~ I have reconfigured the staff Management roles:
 - > We will no longer have an

Operations Manager.

- > I want to thank Redd for his service to the organization.
- ~ I have created two Event Manager positions:
 - > Mark Malaska and Alexis Maddock have accepted the positions.
 - > The Coordinator Contact list has been updated to show which staff members are assigned to each crew.
- ~ I will hold off on recruiting a Volunteer Support Specialist for now, as Mark and Alexis will pick up some of these duties.

• Administration

- ~ We have begun our 2021 tax filing. I anticipate it to be complete in early October.
- ~ The Annual Membership Meeting is scheduled for October 15, 6:30 pm to 8:30 pm at the LCC Longhouse. This will be a hybrid meeting, both in-person and on-line
- ~ The Board Election is coming up.
 - > Ballots are due by Saturday, October 22, at 8 pm at the Eugene office.
 - > Counting will occur on Sunday, October 23, at the Winery.
 - > The last day to register to vote is Thursday, September 15.
 - > An online Candidate Forum is scheduled for Sunday, October 2, 4 pm to 7 pm.

• Fair Care

- ~ Per a Board Motion, I am reporting back that Fair Care has created a "Progressive Solutions" policy. It will go through stakeholder meetings and we hope to have a policy for the Board to consider at the January 2023 Board meeting.

• Teddy Bear Picnic, Sunday, August 21, 2022

- ~ This year was the first in three years; it was well attended.

- ~ We didn't serve food, but did give away a lot of SWAG, T-shirts and posters.
- ~ We anticipate returning to our usual style next year.
- ~ The annual Feedback meeting that day was well attended and lots of great ideas were flowing.

• Fundraising

- ~ We are going to reboot the Fundraising Committee.
 - > Want to work on an off-site winter event.
 - > Work on Spring Fling in May.
 - > Work on a concert on-site in September 2023.
- ~ We are launching a direct donor, on-line fundraising campaign on October 1.
- ~ We will continue selling merchandise online. Visit the website: merch.oregoncountryfair.org.

Jon S. said he assumed the 2120-21 tax filing will come to the Board for approval prior to submittal. He asked if it would be the October or November meeting? He asked Kirsten if we had or will get a donor database for the direct donor online fundraising, and if there was a plan in place to acknowledge and thank donors, and to steward them moving forward?

Kirsten said PayPal will capture data that can be imported into an Excel spreadsheet, and PayPal also sends a thank you with a tax-deductible notice. Every year in January we send a thank-you letter to all of our donors that can also be used as a tax receipt. We do not have an official donor database and those programs tend to be spendy. We will look to do something more consistent.

Jon S. said he would like the Fundraising Committee to address a donor database program because they are not super expensive.

Lily moved and Spirit seconded

to name Vanessa Roy and Alexis Mattox to the Key Bank credit card.

Motion passed: 10-0.

Treasurers' Report *(YouTube video 57:50)*

Hilary said there are still outstanding expenses but the hope is to have a solid financial and attendance report at the end of September. She has been working hard with Norma and Kirsten, and is appreciative of Kirsten and her skills with QuickBooks, her hands-on ability, and her engagement. It means a lot to the organization.

As we move forward, we will continue to discuss site capacity and ticket numbers. We will have more information after the Financial Planning meeting and next coming months. Information about this topic can be found at the dot-net site (from the homepage, click on Board of Directors, then Board Working Documents). It is a big issue to manage our growth, the goals of the Fair, organizational goals, and program goals.

With the cash flow information provided to the Board thus far, we did not cut our expenses tremendously, but our event income was down by about a third. We do have the COVID grants, \$300,000 from the state grant, and a \$25,000 anonymous grant. We should end the year in good financial shape with some unrestricted money left after using all the grant funds. If we only look at event income, we lost hundreds of thousands of dollars, because our income for the event was so much lower.

Next year is still uncertain with no planned COVID relief money, and still no idea whether our attendance or our capacity will be affected by COVID for 2023. Hilary recommended not adding more spending to the budget. Let's try to hold tight and

manage this uncertainty and the potential risk and the potential that maybe some of the money we have at the end of the year will supplement our getting through next year.

Hilary questioned the Board about spending \$25,000 on donations. We have \$20,000 matching Jill Heiman Fund, \$16,000 for endowments, and \$9,000 for community outreach. She recommended the Board wait on donation spending until there is more discussion.

Hilary said she and Lynda have been overwhelmed by paperwork and dealing with delayed responses by coordinators in administering the budget process. They have asked Kirsten to have staff take on the paperwork duties and communications with coordinators. Information will be compiled and provided to the Budget Committee in late November.

The Budget Committee will then take about six weeks to review and then the first couple of weeks in January will be more intense with more meetings scheduled. This will not change the Board and Budget Committee Liaison roles with the Crew Coordinators. Hilary is asking for everyone's support in seeing the big picture and serving the needs of our organization as we move forward.

Lily moved and Sue seconded to close Banner Bank account ending 0139, and Columbia Bank account ending 9496.

Motion passed: 10-0.

Old Business *(YouTube video 1:08:00)*

Jon S. moved and Paxton seconded to use \$5,000 from the community outreach line item for a \$5,000 Silver level sponsorship of El Pueblo Vive, La Lucha Sigue (The People Live, The Struggle Continues), a benefit for PCUN (Pineros Y Campesinos

Unidos del Noroeste – Northwest Tree Planters & Farmworkers United) to be held on November 11, 2022.

Mary D. encouraged the Board to support PCUN, Oregon's phenomenal farm workers union, and their brilliant executive director Reyna Lopez, who was present at the meeting.

Ann agreed with Mary and feels PCUN is one of the organizations the Fair should support.

Paxton said it's a wonderful group of people and they are very productive, very active, and he supports the motion.

Sandra said she looked at PCUN's information online and was extremely impressed by their work and what they offer the people they work with. The sponsorship level includes eight dinner tickets, and Sandra likes the option of donating them back to PCUN to be given to people who want to attend their benefit event but cannot afford it. Sandra offered a friendly amendment.

Jon S. said it is important that some Board members attend to represent OCF, and he did not want to second guess a Board members' financial situation, so he hesitates to say all the tickets to be donated back but didn't have a problem with some. He did not want to put Board members on the spot who might want to attend but for which attendance might be a financial issue.

Paxton also encouraged Board participation and said it is helpful to get to know the people we give sponsorships to. They both declined a friendly amendment to the motion.

Sandra offered another friendly amendment that the Board to keep two and give back six of the dinner tickets. Jon S. and Paxton agreed.

AJ said it would be fairer if we give all eight dinner tickets back. If we keep two tickets, who decides who gets those two tickets? We are a divided Board right now, and even

making the smallest of decisions is difficult for us. We can figure it out within our own organization and determine an equitable way for someone to attend.

Sam said PCUN does really good and important work in our community, and he feels great about a donation that supports that work. In grade school, Sam said he was visiting farm workers when a plane flew overhead with agricultural chemicals and sprayed on the field next to them. The farmers expressed concerns for their health and safety. Having a union is one of the only ways for workers in that situation to fight for their rights and for safety. Sam said he couldn't be prouder to be part of donating to that important work.

Hilary thanked Reyna for coming to the Board meeting and recommended that the two tickets be given to Board members who have not yet attended a PCUN benefit event. She likes the idea of giving back most of the tickets to farm workers and activists who are already involved with the cause.

Spirit also thanked the PCUN representatives for their attendance and appreciates what the sponsorship is about. She expressed budget concerns, and asked Lily about designating funds to Board members to attend and still give back the eight benefit event tickets. Lily said she could approve if it comes to that.

AJ offered a friendly amendment to donate all eight tickets back to the organization and get this motion approved, because it's a worthy cause. Board members can inform Lily if they would like to attend the benefit. Jon S. and Paxton agreed to a friendly amendment.

Lily asked any Board members to notify her if they would like to attend the PCUN benefit. Jon S. said he would plan on attending and was able to cover his cost.

As amended, Jon S. moved and Paxton seconded to use \$5,000 from the community outreach line item for a \$5,000 Silver level sponsorship of El Pueblo Vive, La Lucha Sigue (The People Live, The Struggle Continues), a benefit for PCUN (Pineros Y Campesinos Unidos del Noroeste – Northwest Tree Planters & Farmworkers United) to be held on November 11, 2022. The eight benefit dinner tickets will be donated back to PCUN for others in need.

Motion passed: 10-0.

Guest Reyna announced the PCUN event confirmed the keynote speaker will be Teresa Romero, the first female President of United Farm Workers.

The Board decided to next discuss the New Business agenda items that have been moved from New to Old Business earlier at this meeting.

The following New to Old Business motion from Lisa P. was discussed: The Board will implement a policy exempting the 2022 Fair from Article V: Members, Section 2(a) of the Bylaws that requires receipt of a wristband, other Fair camping pass, or verifiable worker day pass in order to maintain membership.

Lisa P. spoke to the August motion that passed that states: Direct the Bylaws Committee to add clarifying language to Article V: Members, Section 2(a) Eligibility and Admission, as recommended by the Membership Secretary. During the discussion in August, some Board members thought that a Bylaws amendment isn't necessary for this year for this purpose. Lisa P. agrees, and said the Board could simply declare it as a Board policy. By declaring it as policy, it gives the Bylaws Committee more time to consider bylaws language that addresses other exemption scenarios. The intent of the current motion as a policy is to

address the 2022 event, and to take more time on the language of the Bylaws with a more well-thought-out plan for such an amendment.

AJ said asked for clarity on the intent of the motion.

Lisa P. read the motion again: The Board will implement a policy exempting the 2022 Fair from Article V: Members, Section 2(a) of the Bylaws that requires receipt of a wristband, other Fair camping pass, or verifiable worker day pass in order to maintain membership.

Sandra said this is not a bylaw amendment.

Membership Secretary Stephen said even if a proposed Bylaw amendment were passed, the Board would still need to declare this year as being exempt. He said whether or not he is able to verify someone's participation, should not be relevant to the Board's making motions and passing Bylaw amendments. We should be passing policies that we want to implement. Stephen supports the current motion being passed.

Sam asked to clarify if passing this motion would mean that a person could become a member if they participated in any of the previous three years not counting 2022, or if the motion was only for the purposes of maintaining membership.

Lisa said the text of the motion specifies maintaining membership.

Sam said he does not think our current Bylaws state that we remove membership for somebody who doesn't participate, so he does not see this motion as necessary.

Lisa P. said she submitted a recommendation to the Board from the Bylaws Committee that addresses Sam's concerns that the Board will vote on next month. Sam said he understood that if it passes next month retroactively, the Board will have needed to pass the current motion in order to examine a 2022 exemption.

Paxton said if the Bylaws state “one of the three previous years,” then that would mean 2022, 2021, and 2020. So, the Bylaws Committee will be recommending changing the word years to Fairs next month. The current motion addresses this year.

AJ said this is an important decision and needs more work. The Membership Secretary said it was something that could not be done this year, so AJ does not understand the urgency. There is obviously confusion about this and membership does not have a chance to completely understand it.

The Board will implement a policy exempting the 2022 Fair from Article V: Members, Section 2(a) of the Bylaws that requires receipt of a wristband, other Fair camping pass, or verifiable worker day pass in order to maintain membership.

The Board took a vote on the following motion, before it was moved and seconded:

The Board will implement a policy exempting the 2022 Fair from Article V: Members, Section 2(a) of the Bylaws that requires receipt of a wristband, other Fair camping pass, or verifiable worker day pass in order to maintain membership.

Motion passed: 8-1; AJ opposed; Spirit abstained.

Spirit moved and Sandra seconded to direct the Elections Committee to include a printed voter pamphlet in all mailings that serve as the notice for our annual meetings.

Spirit said in 2020 the Elections Committee chose to reduce expenses and not include the voter pamphlet. It was published on the .net site and that was the beginning of the pandemic. There were so many unknowns, including when and how and if ever we’d be able to have a Fair. While Spirit understands being fiscally responsible, she also thinks it is a big disadvantage and disservice

to the candidates and membership to not include a voter pamphlet in the mailings.

Spirit said if someone does not want to go online to see the candidate information, then they end up voting on name recognition and popularity, and she feels we should be moving toward more informed voting. A separate mailing for the candidate information would be more expensive than including it with the ballot and voter envelope mailings.

Grumpy opposed the motion at this time, saying it was too late for this year and would cause financial impact, especially since we lost money at our 2022 event.

Ann B. does not see any way for the international mailings to have a pamphlet included in a timely manner, and assumes they would have internet access. Ann does support a plan for the pamphlet to be included in mailing again, and suggested a smaller font. She suggested asking members for their preference for a hardcopy or online and said some people would not mind paying a fee for a pamphlet or FFN edition with the information.

Heather K. said it does not make sense to not include all the information in the mailings if we are allowing members to vote by mail. Either we do electronic voting and save lots of money, or we do the proper thing and include the information for the voters from what is mailed from Fair.

Sam said the number of people who would actually request to have a voter pamphlet sent to them on paper is going to be pretty low and he does not expect more of an expense. We have been an analog organization for a long time and the pandemic has pressed us further to accepting more online and computer communications. People have been less resistant to doing things like virtual meetings and using Google

docs and other sort of online tools. Voter pamphlets online make a lot of sense. The vast majority of people can read them easily without using paper and without incurring expense of the organization in that format. Sam does not support the motion.

Membership Secretary Stephen D. said the last day to register to vote is Thursday, September 15, and the form is due in the office by 8 pm. Or the form can be downloaded, filled out, and sent to him electronically at elections@oregoncountryfair.org.

Stephen D. said that he only found out about this motion today, and said it would take another week to get pamphlets printed, our current envelopes would not fit, we would need more stamps, and it would be a large expense. He does not feel prepared for the changes with no advance notice. The letter in the current mailers includes the web address for the candidate statements, and he has received only one request so far for a pamphlet to be mailed.

Sue agreed with Stephen D. and said we do not have enough time this year to pull it off.

Sandra is definitely in favor of as much information going out to the membership as possible. It is important for the Board to weigh in on this, and we should discuss what information is included. Unfortunately, the logistics are overwhelming, trying to pull it off this year after hearing from Stephen D.

Jon S. agreed that logistically it will not work, especially the further people are from Eugene and whether they would have time to get ballots back in the proper timeframe. He does not want to hinder that efficiency. Moving forward, it would be good to have on the membership form something that people could check that they’d like to get paper or not get paper. Jon S. suggested the Membership Secretary send paper

pamphlets to those who asked for one last year or the year before, even if they have not asked this year as that would be helpful. He said it is too late in the process to be requiring this for everybody.

AJ said in the spirit of keeping members informed, he recognized that there are people in our community and in our organization that live off the grid that do not have online access.

AJ offered a friendly amendment to direct Stephen or the Elections Committee to collect as much information as they can this year, so that we can mail them out next year and go back to the process of including the candidate statements in with the mailing of the ballots.

Spirit did not accept the friendly amendment and said if this cannot happen this year then it can be put it on New Business for next year.

Lily suggested calling the vote.

Paxton said it was too late this year for this motion and appreciated Stephen's comments. He agreed with Spirit that this could be put on New Business for further discussion.

Spirit knows it has been a couple years with no pamphlet in the mailers, but said the cost of mailings and informing our membership is a burden we need to bear as the Board and as an organization moving forward. Spirit withdrew the motion and thanked Stephen D. for his input and knowledge.

George said it is time for us to amend that vaccine policy. It is contingent upon each of us individually to assess our willingness to take risks and to make decisions accordingly. There are good guidelines out there in terms of how to protect yourself, wearing masks, and social distancing. George said he is on site frequently and he did not see anybody out there enforcing the policy. He recommended following

the CDC guidelines and that future policies can be adjusted based on the circumstances.

George moved and Paxton seconded to suspend the COVID-19 vaccination policy as it relates to outdoor activities of the Oregon Country Fair.

Ann B. said we can make an exemption for the track and field event. The Beaver Open should have followed the rules.

Tanj supports the motion.

Spirit asked if George would accept a friendly amendment to make the track and field event exempt from the current motion, and put the suspension of the COVID-19 vaccination policy on the agenda as New Business. Lily said she also was going to offer the same amendment. George and Paxton agreed to the friendly amendment.

As amended, George moved and Paxton seconded to suspend the COVID-19 vaccination policy as it relates to the track and field event to be held in mid-October 2022.

Sam suggested another friendly amendment to be less specific, and suggested the motion state "as it relates to any rental event on the property." He said he would need more time to consider changing the vaccine policy for Fair events and activities on site. George did not accept the friendly amendment.

Lily said since the track and field event is a school district event, they can manage their own risks. But she would prefer more time for members to discuss a change to the Fair's vaccine policy.

Spirit clarified with George that he will keep his original motion on as New Business.

Motion passed: 9-1; Lisa P. opposed.

Lily moved and Paxton seconded to extend the Board meeting to 9:30 pm.

Motion passed: 8-2; George and Lisa P. opposed.

Jon S. moved and Paxton seconded to direct the Executive Director to have staff work with IT and Video volunteers to develop a plan and budget to provide adequate software and hardware to hold hybrid in-person and online meetings for governance and operational functions (Board, committees, teams, crafters, food booths, coordinators, Community Village, Energy Park, etc.).

Stephen B. (FireDIC) said this really should be a motion for the ED to produce a proposal. The concern would be that you are directing the ED to do something that you don't know can be done to your satisfaction or if it's feasible. He noted an issue with hybrid meetings is the background noise, so there has to be plan for how this will work.

Nancy B. said she loves having the meetings hybrid because otherwise she wouldn't go to them at all.

AJ understands this motion, and why it is put forth. His concern is the "etc." and what that means.

Jon S. said the motion lists some examples but not every single possibility.

AJ said we're asking someone to do something that we don't know what we're asking them to completely do. How do we evaluate the success of that person doing that, or the staff doing that if we don't know exactly what we're asking for?

Spirit said Lily is working with others for a hybrid annual meeting in October, and that the Fair has already begun trying to make this happen. Maybe one of our technical volunteers can recommend software for the Board's review. Because of work already in motion, Spirit does not think this motion is necessary.

Sam suggested looking at different venues that already have some of

this technology in place, which we could rent for our meetings. It might be a more cost-effective way of doing this. Also, the etcetera, which are used at the end of unenumerated lists, are really common in policy so Sam does not see a problem with the motion verbiage.

Lisa P. supports this motion and thinks hybrid meetings are something that we would do well to invest in. She does not think the directive to the ED needs to be prescriptive so that it gives leeway and freedom to work on that without being told exactly how to do it. That is appropriate for a governance Board.

Paxton said the green ticket fund was used and Anna was the one who really figured out how to set up Alice's and create a hybrid meeting space. We have been using it for Path Planning since before COVID and we can easily develop techniques for doing this. Having expertise of management involved in this, and developing a uniform system, will really help us. Paxton looks forward to the annual meeting at the LCC Longhouse.

Lily said this motion is important, and has been empowering volunteers who have the know-how to get this done, and bringing in our staff is what we need in order to maintain the technology and equipment, and to execute contracts. This motion gives Kirsten and her staff the opportunity to give suggestions for all Fair meetings, and that's an important distinction and widening of the net.

Sandra said the Best Practices Committee has been discussing what the protocol would be for hybrid meetings and believes we can be successful. Our first Zoom meetings were a bit challenging, but we have gotten better. It is going to be challenging for a big scale hybrid meeting, and will be interesting to see how we make that work. Sandra

supports the motion.

AJ said he felt like a Board member was talking down to him about the explanation of the use of etcetera, and asked that he be able to state questions and concerns without being given a history lesson by another Board member. AJ noted he has a degree in history from the University of Oregon.

Jon S. said this is more than just meeting at Alice's or meeting at the office. We have committees who meet at someone's house or have a meeting walking around the property. This is more complicated than having a meeting at a fixed location. This motion is important.

Spirit said the Board meetings need to be prioritized and until we have the space to accommodate those, this motion feels premature.

Motion passed: 7-2; AJ and Spirit opposed; George abstained.

Lily moved and Sue seconded to appoint Michael Schultze to the Elections Committee.

Stephen D. said Michael has already been a tremendous help to the Election Committee, and he supports the motion.

Lisa P. said she read Michael's letter of interest, said it was very good, and thanked him for volunteering.

Motion passed: 10-0.

Sandra moved and Lily seconded that the Personnel Policy Committee work with the ED to update the Personnel Time Off (PTO) Policy in the Employee Manual to be in compliance with new Oregon Law.

Jon S. said the Oregon law is not new. The Oregon Sick Leave Law was passed by legislature in June of 2015, and took effect in January 2016. He said when the Board adopted the first employee manual in 2020, he wrote a letter to the Board pointing out the policies, particularly PTO, were in violation of Oregon

Sick Leave Law. There are two ways to come into compliance with Oregon law. One is to amend the PTO policy to conform with the Oregon sick leave policy, which is what this proposal before us tonight is doing. The other way to be in compliance with the law is to have a stand-alone sick leave policy.

Jon S. said that as rewritten, this is a very confusing policy that says the first 40 hours of your PTO for any reason shall be considered protected leave under Oregon law, and any leave taken after that is not protected. What that means is that if someone takes a week of PTO to take vacation after the Fair in September or early October, and then get sick in December, the time that they take off for being sick in December does not have the protections of the Oregon Sick Leave Law, because the Fair was saying that you already have used up your protective leave under the Oregon Sick Leave law because you took 40 hours of PTO.

Jon S. said the way the Fair is doing this decreases the protections for employees. It is going to be a disincentive for employees to take leave when they are sick. We want to make it easy and encourage employees to take leave when they're sick. The draft policy also contains changes that are not related to the Sick Leave Law. In particular, employees can accrue up to 40 hours of PTO per year. The current PTO policy does not put a limit. If we approve this policy, we are taking away benefits from employees. This policy also changes the amount of PTO that can be carried over from one year to the next. So this policy is more than just coming into conformance with Oregon law. He said he would much rather have an option where we consider a stand-alone sick leave policy. Jon S. asked if we pass this motion, are we adopting the language in the motion, or we asking the Personnel Policy

committee to work on this and to bring language back to the Board?

Jon S. offered a friendly amendment for the committee to come up with two options to come into compliance with the law: one to change the current PTO policy and the second option to draft one a stand-alone sick leave policy. Then the Board can see each of those options, and evaluate and discuss which best reflects the values of our organization.

Sandra did not accept an amendment, saying it was not a substantial change, and the committee will be going through the manual again this year to update it. Re-evaluation of the PTO and sick leave policies would be on their agenda. Sandra said PTO is a recruiting tool, especially for younger applicants, and it offers flexibility. A sick leave policy has to be administered separately, which involves more time. The policy that we have here today brings us into compliance. This comes from our attorneys who specialize in employment law. This is something that we will be taking up when we update the manual.

Kirsten said before she started as ED, the interim ED Liz sent our employee handbook and policies to our attorney, and the attorney's recommendations were provided to the Board. The expert in employment law felt our policy to be more generous than the state requires. To bring us into compliance, the only requirement was the small language change was that the first 40 hours are protected leave.

Jon S. moved and Paxton seconded to move to amend the motion to request the Personnel Policy Committee to develop two options to consider for coming into compliance with the Oregon Sick Leave Law. One, to amend our current PTO policy, and the second, to have a stand-alone sick leave policy.

Spirit said this seems like a com-

plete rewrite or a new motion, as opposed to an amendment, so she will vote no.

Sam asked to call the question to amend and Lily agreed.

Calling the question failed: 5-5; AJ, George, Jon S., Paxton, and Sue opposed.

AJ said calling the question was confusing.

Sam said after calling the question to amend, then Jon's actual amendment can be debated, then voted on. If it passes, we will then vote again on the underlying motion. If it fails, we will return to debate then vote on the underlying motion.

Paxton said it is simpler to have health care with the state as a separate document from paid time off. He has complaints with the current motion and supports the amended motion for two options.

Jon S. said his amended motion doesn't say we are going to do one or the other. It is simply to give us two options to consider. This is a major change. He said we have been out of compliance for six or seven years and is glad the interim ED consulted with the attorney, and is sure it's because of the letter he sent with his concerns. Jon S. does not understand why people aren't willing to consider other options.

Sandra does not think we were out of compliance because Oregon state law is triggered when you have 10 or more employees. Now that we have more employees it will be addressed.

Motion to amend failed: 5-5; AJ, George, Lily, Sandra, and Spirit opposed.

To restate the original motion, Sandra moved and Lily seconded that the Personnel Policy Committee work with the ED to update the Personnel Time Off (PTO) Policy in the Employee Manual to be in compliance with new Oregon Law.

Sandra said Jon's concerns will be taken to the committee for review.

Lily asked Sandra if her motion could encompass Jon's recommendations.

Sandra said she would not change the motion, but would take the concerns into consideration.

Jon S. wanted clarity that policy changes were not part of the current motion.

Sandra confirmed there is a draft with language from our attorneys for the Board's review, but that was not part of the current motion. The motion sends the work to the committee.

Jon S. said he wanted to correct something. The Oregon Sick Leave law requires paid sick leave with 10 or more employees, it requires unpaid sick leave for fewer than 10 employees, so we still would have to come into compliance with fewer than ten employees. He said if this motion passes, he would appreciate knowing when the Personnel Policy Committee will meet to discuss this as he wants to offer his perspective.

Sam will support the motion to be in compliance, and shares the concerns about any PTO counting against a person's protected leave if somebody takes a vacation right after the Fair. It does not seem aligned with our values, and he will be sternly in opposition to a policy that allows for that to happen.

Lisa P. asked if the Board was not yet approving the draft language they were sent, will the draft of the amended policy come before the Board for approval? Sandra confirmed yes.

Jon S. asked if we adopt this motion, are we limiting the Personnel Policy Committee to only be looking at updating the PTO policy? Sandra replied they also need to make other updates, such as the Medicare topic and changing "will" to "may."

Paxton is not in favor of some of this verbiage and thinks it restricts the benefits that go to the employ-

ees. It seems that we are not being as generous as we used to be. Paxton would like to be included in the committee meeting discussions.

Motion failed: 6-4; Jon S., Lisa P., Paxton, Sue, and Sue opposed.

Review of Upcoming Agenda Items
(YouTube video 2:47:00)

Move to establish an ad hoc work group of Board treasurers and Budget Committee liaisons to recommend a standardized policy for trade pass allocation to former GM's and staff.

Board moves to change the next event dates from July 7-9 to July 14-16, 2023.

Make meeting recordings available to membership.

Bylaws update: Article V, Section 2.

(see recommendation on the .net site under Board Working Documents)

Accept Black Cultural Festival of Eugene's offer for dialogue.

Moisture Festival \$5,000 sponsorship.

Approve the 2021 tax filing.

2023 voter pamphlets in mailers.

Suspend the COVID vaccine policy.

President's Peace
(YouTube video 2:49:40)

Lily said as we slide out of the summer and into the fall, it is absolutely worthwhile thinking about

the cycle of our events, our lives, and of the land. She is reminded of those displaced by the 2020 wildfires in Oregon, and hopes the folks in our family and our community who have been impacted remain safe this season. Autumn is Lily's favorite time of year, and encouraged us to do a little bit of reflection about what a season of dormancy can mean.

As we bring ourselves down from the speed and the schedules of the summer, what might it mean to do some harvesting of our own hearts, planning for winter's dormancy both on our land, of our events, and in our community?

The next Board of Directors Meeting is October 3, 2022, at 7 pm.

Zoom remote online and live-streamed on YouTube.

