

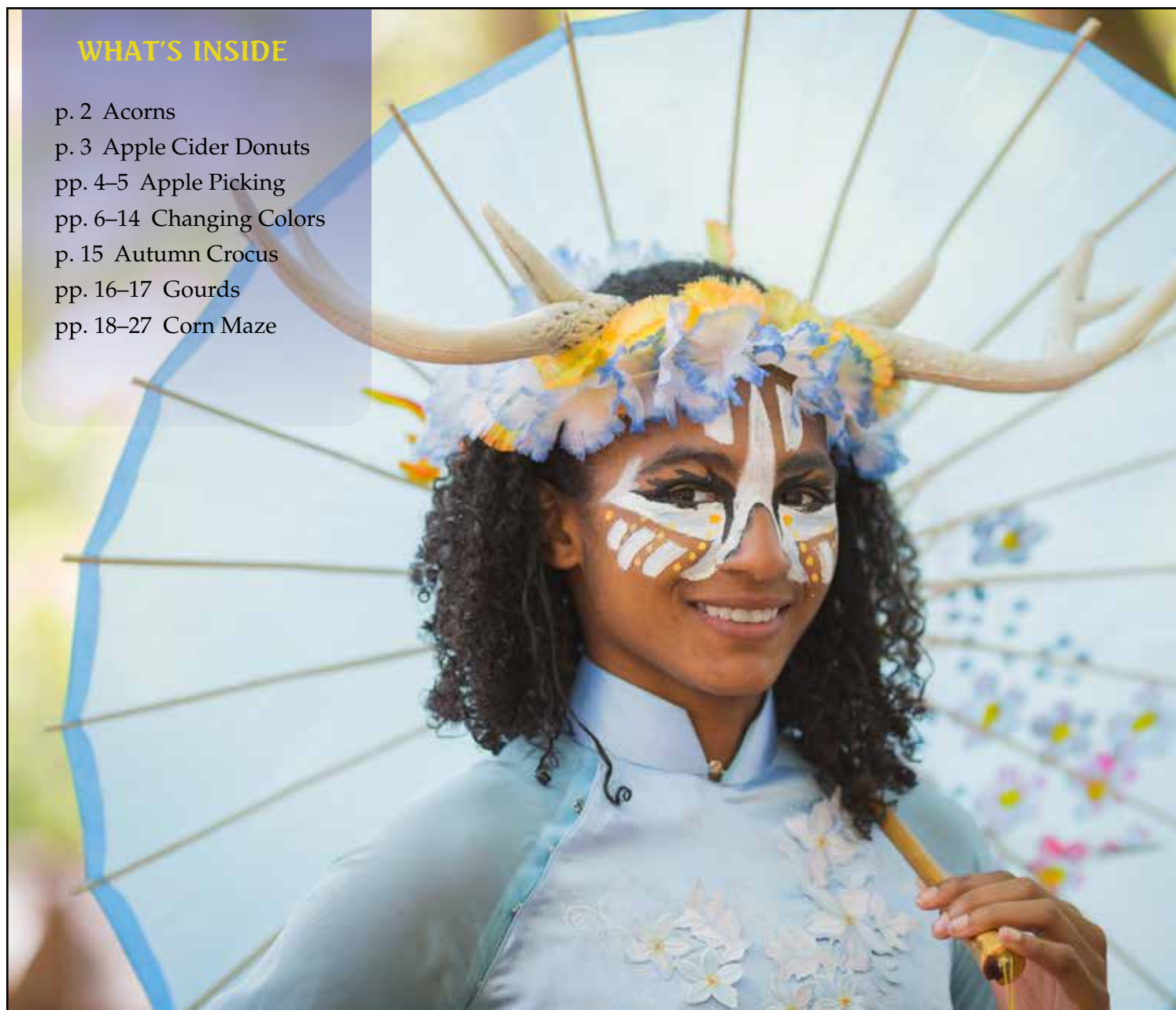
FAIR FAMILY NEWS

OREGON COUNTRY FAIR ☯ ONE CREATIVE FAMILY

VOLUME 31 ISSUE 4 SEPTEMBER 2023

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FAIR FAMILY CALENDAR

SEPTEMBER

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

OCTOBER

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

NOVEMBER

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

For additional events see:

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

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



Capable Facilitator Needed

The Oregon Country Fair Board is looking for a skilled facilitator for monthly Board meetings and some additional meetings as needed. Familiarity with Robert's Rules of Order and general meeting decorum is required. Keeping meetings on topic, respectful and timely is important. If interested, or for more information, please contact Board President, Anthony Jackson. Aj.ocf2020@gmail.com.

FFN EQUINOXERS

Michael "Equity" Ottenhausen
Mary "Equipollent" Doyon
Suzi "Equivoque" Prozenski
Daniel "Equilibrium" Cohn
Brad "Equidistant" Lerch
Niki "Equipoise" Harris
norma "equilibrator" sax
Kim "Equipotential" Griggs
Vanessa "Equitable" Roy
Alex "Equilibrist" Zabala



President's Peace

by Anthony (AJ) Jackson, Board President of the Oregon Country Fair

Hello Friends, Family and Community,

As we gathered once again under the welcoming canopy of the Oregon Country Fair, I was filled with an overwhelming sense of gratitude and joy. This vibrant and eclectic community, where creativity knows no bounds, continues to inspire year after year.

The Oregon Country Fair is more than just an event; it's a celebration of the human spirit. It's a place where artists, artisans, performers, and dreamers from all walks of life come together to create a tapestry of wonder, beauty and fun. In these woods, we are not defined by our differences but united by our shared love for art, nature, and each other.

We see the magic in the smallest moments: a child's laughter, a mesmerizing dance, a heartfelt conversation under the shade of a towering tree. It's these moments that remind us of the simple, yet profound, truth that we are all connected, and together, we can create a world of beauty, acceptance, and love.



This year, as I reveled in the colors, sounds, and sensations of the Fair, I also reflected on the impact we have beyond these enchanted woods. I encourage you to let the spirit of the gathering this year continue to infuse your daily lives with kindness, compassion, and a commitment to making our world a better place.

In the face of challenges, we've shown resilience. In times of uncertainty, we've found community. And through it all, we've continued to create and inspire. As we embrace the ethos of "Come As You Are," may we take this message with us, inviting others to embrace their true selves and join us in building a more inclusive and compassionate world.

Thank you for being part of this incredible community and may the Oregon Country Fair's magic shine brightly in your hearts throughout the year. Together, we can turn our dreams into reality and make our world a fairer, more beautiful place for all.

With love and gratitude.

FAIR PHILANTHROPY:

Fund to Award \$36,821 to Environmental Projects



Generous donors to this year's Jill Heiman Vision Fund gave a total of \$16,821 in food vouchers and cash donations at the 2023 Oregon Country Fair, more than double last year's amount! With the Board's two-to-one match, that means we will donate \$36,821 to four organizations that help the environment and sustainability in our community.

These nonprofit groups will receive \$9,205 each:

Centro LatinoAmericano for workshops in the Líderes (Leaders) program in the Organic Community Garden;

Community Supported Shelters for planter filtration systems to treat greywater with an envi-

ronmental approach at its Safe Spot Communities

Looking Glass for tools and gear for Lane-Metro Youth Corps projects that will restore natural resources in our area

Northwest Center for Alternatives to Pesticides (NCAP) for a media campaign to boost awareness of communities harmed by pesticide use.

Thanks to our many fabulous donors, the fund has given more than \$625,000 since 1996. The committee thanks all of our Fair supporters: crew volunteers, food and craft artisans, fairgoers, and the Board. One food voucher and one dollar at a time, we are making a difference in our community!

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).



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.

Vote Beyond Name Recognition

Dear Fair Family,

This is NOT a popularity contest. This is not a personality contest. Above all — this is not a joke.

It's not very often I write to the FFN, however, I see an opportunity in front of us that is too good to pass up and I feel an obligation, if not a responsibility, to share it.

Every year during this time we happen upon the OCF Elections. As we are about to receive our ballots in the mail, I want to remind us to not underestimate the importance of INFORMED voting.

Our organization is in a very vulnerable place financially. Our current Executive Director needs a Board that supports her in the amazing work she is doing for us.

Our organization deserves Board members who are competent and understand what it means to be a Director of the Oregon Country Fair and who understand that it is critical to place the needs of the Oregon Country Fair above personal agendas and dramas.

I am endorsing Jon Steinhart for these reasons and more.

Observing the Board struggle to get much of anything done this past year — I believe it's extremely important to elect people who know how to get the business of the Fair done.

I have volunteered with Jon for more than 20 years. He has ALWAYS gone the extra mile — 10 miles — to help people with legitimate problems. Even when we don't agree on something we have quickly come to compromise. He is a doer. Jon can multitask and manage time better than anyone I know. He has tremendous Board experience and understands the role. He understands the core values of our community.

Jon Steinhart has my vote without any hesitancy. I feel this opportunity is one I couldn't pass up sharing.

Sincerely,
Spirit Leatherwood
External Security Co-coordinator

Yikes!!

Dear FFN,

So many changes in this FFN, some are wonderful: format, photos, the informative input articles are awesome.

The lack of clear BoD minutes is a problem, I think. Not everyone can navigate to YouTube to listen to comments, especially if they have to search for the link — it should be included. I believe the BoD discussion should always be in print, spelled out word for word what each Board member said. Maybe it's OK to send people to listen to member input, but not for BoD comments and responses. They should be held accountable for their words, and their words in print carry weight and provide the full picture of what occurred during discussion.

Also the link to the Diversity Committee report did not pull up the report.

And last — you did not list the Second July BoD meeting as a special meeting, which it was, and who called for it.

Details matter, especially right now. Thank you for all you do.

My concern stems from the loss of the printed report, and referring to a YouTube link is not sufficient reporting for the history books!

Allain Van Laanen

Elder

Editors Note: The link to the Diversity Committee report was fixed.

Re-elect Sandra Bauer

Dear Fair Family,

Please re-elect Sandra Bauer to the OCF Board of Directors.

A major goal is a Board of Directors that is collaborative and truly works in concert with the principles and purpose of the Oregon Country Fair. Sandra is part of the solution to get the Board back on track, doing the essential work of the organization.

Sandra's experience, skills and vision have gotten results for the Fair over and over. She has contributed wise, diligent oversight to a big complex nonprofit that demands Board members understand intricate financials, land use ordinances and relevant legal issues. Sandra excels there. Unlike others, she is committed to full transparency to the membership.

Just in the last few years she initiated the Fixed Assets Committee to create policy and risk management for land, buildings, equipment. She started the wonderful new Crafts Demonstration Area and even coordinated the curated 50th anniversary Peach sculpture. Don't forget the hilarious Mildred's March!

She is a profound part of our shared connection. We are a community, a family. The Fair must be sustained and flourish. One step is to VOTE FOR SANDRA BAUER.

*Cynthia Wooten,
A Fair Founder, Manager*

Bauer Excellent Candidate

Hello Fair Family,

We're writing this letter because we believe Sandra Bauer is an excellent candidate to serve on the Fair Board.

She is dedicated to the Fair, to the arts, and to the environment. She brings much to the table. She has many years' experience serving on nonprofit boards both here and previously in the state of Washington.

She has a very good understanding of group process, and a proven record of getting things done! She doesn't make it about herself so you won't see any grandstanding on her part. What you also might not see, unless you have served with her, is the support and mentoring she gives to new leadership. By doing so she invests in the future.

Please join us in voting for Sandra Bauer for Fair Board.

*Dana and Colleen Bauman
Dana's Cheesecake (retired)*

Steinhart Dedicated to OCF

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.

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, has volunteered and continues to do so by running as a OCF Board candidate (that demands dedication!), so VOTE.

*Michael James Long,
Elder Committee*



Photo © 2019 Hannah Miller

Elections Committee Report

by Stephen Diercouff, Secretary

The Elections Committee has prepared for the upcoming election.

The international ballots were mailed out on September 8, Alaska/Hawaii ballots were sent on September 11, and after a two-day mailing party on the weekend of September 16 and 17, ballots were mailed to members in the lower 48 on Monday, September 18. 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.

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 1, at 4 pm; the Annual Membership meeting is Saturday, October 14, at 6 pm; and the deadline to return your ballot is Saturday, October 21, at 8 pm. Postmarks do not count — we have to have your ballot physically in hand by 8 pm on October 21 to be able to count it.

Don't forget to vote!

Elections Information

We will be electing four Board directors this year, all for three-year terms.

The Elections Committee will mail a ballot to all registered voters in early/mid-September. This will also serve as notice for the Annual Meeting.

To reduce printing and mailing expenses and paper waste, the voter pamphlet will be published on our member website at <https://oregoncountryfair.net/board-elections> when the ballots are mailed. The same info is published here in the *Fair Family News*, which you can print at home.

Contact elections@oregoncountryfair.org if you need a paper copy of the voter pamphlet mailed to you.

2023 OCF Board Election Candidate List



Sandra Bauer
Ann Bennett Rogers
Cassandra "Cassie" Esposito
Anthony Jackson
Jon Silvermoon
Jon Steinhart
Teresa Vaughn
Saskia Whitson



CANDIDATE STATEMENTS

Sandra Bauer

sanbauer@aol.com



In 2019 we joyously celebrated our 50th anniversary with a record number of people who took part in this amazing accomplishment. The community and organization we have loved and built over the years has bonded us through the good times and the difficult times. The Event reminds us of who we are, and why this community and event means so much to us all.

During the last three years Covid changed the landscape and still remains a factor in what we do. We have faced threats in the past but these last years were the most difficult years in our history. Belt tightening, federal grants, and the 2.4 million SVOG grant allowed us to maintain the organization while we waited for the pandemic to loosen its grip.

After the crowds of the 50th we learned that we need to control our population. The numbers overwhelmed the crews and staff. The paths were too crowded for people to shop and stage areas were too small to accommodate such large numbers. How do we best control our population, maintain the community and still have a quality event? These are some of the issues that the board, staff and community are addressing. New this last year the daily cap was 35,000 people on site (POS) per day. Analyzing this year's data, will provide a better idea of the impact of this population cap. We need to find the sweet spot between POS and the budget.

We have struggled with how to be an Equity Diversity and Inclusion (EDI) ally as have many organizations. We've learned a lot and are moving forward. Our ED hosted well received trainings for Coordinators, and others created the Rainbow Connection and BIPOC Oasis as standalone spaces. We've donated to underserved community programs, focused on including marginalized groups in booths and entertainment and hosted a great Drag show. We have two POC on the Board, one of whom was just elected President. There is more opportunity to create a welcoming community for our volunteer/visitor/community. I am committed to the movement for the long haul.

One of the most challenging things coming up is the Emerald Ash Borer. It is going to change the landscape in the next 10 years as the Ash trees slowly die off taking out much of the shade on the fair site.

This is going to be another "all hand's on deck" issue.

I have had many roles in the four years I have been on the board. I started and am currently the co-chair of the Fixed Assets committee tasked with providing oversight of our buildings and equipment. We worked closely with staff in the past two years to resurrect Doug's Green (which has become an important office space for staff), studied the potential uses of the winery property, sold off old winery equipment,

researched camping opportunities as an income generator, located the composting operation, and more.

As the board liaison to the Personnel Policies Committee, I've participated in updating the Employee Manual that had last been updated 10 years previously and have worked on three ED evaluations. I am currently the chair of this committee.

As a member of Best Practices of Committee, I worked on the Best Practices Manual which we are now updating. Well run committees produce policy in keeping with the organization's mission, vision and values and reflect the needs of volunteers, crafters, entertainers, and paying public.

I have been the liaison to the budget committee for 4 years. This is a big job done by people who have a deep understanding of this organization. Developing the budget is foundational to the organization. That's where it gets real. I can't say enough about how grateful I am that we have such competent people doing this work on behalf of all of us.

I am the Vice President for Philanthropy and Fundraising. This year we worked on revamping the Board Giving program to give it more focus and impact. During the pandemic we froze most giving but even though our finances are still somewhat tenuous, we are starting to provide philanthropic support again.

I do the work to get things done. I listen, collaborate and compromise but I will also hold firm on what I think is important for the organization. The board has been divided which has made it difficult to move forward in many areas. I remain committed to working on behalf of the organization. I ask you for your vote.

Sandra Bauer



CANDIDATE STATEMENTS

Ann Bennett 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 again been encouraged to run for the Board by many people across the Fair demographic. I am an Archaeology Crew member and an Elder. I serve as a member of Path Planning, Elders, Archaeology, and Diversity Committees. I am currently a Board liaison to the Bylaws, Elders and Archaeology committees for the Board. I also routinely attend LUMP meetings and I am an active participant in activities surrounding the Emerald Ash Borer (EAB). 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 people including tribes, private landowners, non-profit landowners, state and federal land managers.

My non-profit experience includes my current one year term on the Board as well as a previous term on the OCF Board (2016-2018). My other non-profit experience includes boards of the Association of Oregon Archaeologists (AOA), Our Community Free Reporting, and the Trail Fund of the Oregon Community Foundation. Each of these nonprofit organizations strive to provide a positive contribution to society.

I support the DEI consultants' recommendations from 2021. It is time for the Board to come together and begin their implementation. In addition to my OCF involvement, I am also on the Diversity Committee for the AOA. The AOA established a fund to assist tribal members in attending national meetings thus reducing barriers for marginalized groups. In 2023, the AOA hopes to expand their efforts, just as the OCF should. Currently the OCF provides a number of day passes to under-served communities. DEI can be effectively incorporated into OCF planning and projects once barriers are recognized and removed. Coming from a Spanish speaking background, I rec-

ognize many of the cultural barriers and obstacles.

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. In 2023, we increased our population cap. This may not have been satisfactory in terms of visitor experience or revenue generation. We need to work and find a comfortable population attendance that aligns with the OCF goals and our financial needs. It is realistic to plan for our goals within our parameters as a non-profit educational organization. Creative decisions including belt tightening and still 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 (EAB).

EAB is an environmental threat to our ash trees that make up most of our hardwood forests and is a threat down the line to our beautiful land. The EAB is more than just an insect that will kill trees, it will have an adverse effect upon numerous plant and animal species as shaded areas are reduced and temperatures increase. It will affect all aspects of the Fair associated with our event including our camping. The potential impacts to our OCF in terms of our land, our event and how we address this issue are paramount and require diligence and attention to the latest information, and include identifying funding sources to help support preservation and mitigation on our land. The hardwood forests of numerous states east of the Mississippi River have been devastated by this pest.

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



CANDIDATE
STATEMENTS

Cassandra "Cassie" Esposito

ocf-candidate@cassieesposito.com



Please do not vote for me. I love the fair and all the wonderful people, performances, and incredible live music I experience every year. I love being a part of making it happen. I love serving you food, and sorting your compost -- so much so that I've paid for the privilege for years. I do it for the sense of accomplishment and community that comes from co-creating such an enormous and beautiful production.

If you vote for me, there's a risk I'd be elected, and if that happens I'll feel compelled to use my position to try and make the fair a better place. The problem is that positive change requires... well... change. At The Oregon Country Fair, any change worth making is likely to upset someone in an entrenched position of power who doesn't want to see their fiefdom crumble. Their objections will be framed in platitudes and (allegedly) good vibes, but the message will be clear: "if you challenge me or the systems that allow me to maintain my position despite a long history of incompetence, abuse of power, and/or violence against marginalized members

of the "fair family," I will gather my friends and we will bully you. We will publicly drag your name through the mud. We'll argue with straw men that we attribute to you. We will needle and poke you until you're on the verge of a mental breakdown. When it becomes too much for you to keep your composure, we'll use that as a justification to demonize you and then we'll hang you out to dry."

If I am elected, every bit of love I have for the fair will be replaced with grief and despair. Not only will I resign from my elected position, but chances are I'll leave the fair entirely. When people in the wider community ask me about the fair, they'll hear only bitterness.

So please, vote for anyone else. Let them be this year's sacrificial lamb.



**CANDIDATE
STATEMENTS**

Anthony Jackson (AJ)

aj.ocf2020@gmail.com



Dear Friends and Members of the Oregon Country Fair community,

I stand before you today as a dedicated member of our beloved organization, humbly seeking your support and vote to continue serving on the Board. Over the past three years, I have had the privilege of being your Vice President and, most recently, your President. During this time, we have embarked on a journey of transformation within our organization, with a particular focus on diversity, equity, and inclusion (DEI). I have also been actively engaged in various committees, including Fixed Assets, Personnel and Food, to better understand and contribute to the diverse needs of our community.

Our collective efforts have yielded progress, especially in our approach to DEI. I am proud to have played a role in facilitating this shift. We recognize that a diverse and inclusive community enriches our experiences, broadens our perspectives, and strengthens the Oregon Country Fair's foundation. We have made strides, but there is more work to be done. I am committed to ensuring that DEI remains at the forefront of our agenda, fostering a Fair that is welcoming and representative of all.

In my role as liaison and committee member, I have gained valuable insights into the intricate workings of our organization. It has broadened my understanding of the unique challenges each committee faces. I will continue to collaborate closely with these committees to ensure that their needs and concerns are addressed effectively.

Today, we find ourselves at a pivotal moment in the Oregon Country Fair's history. The challenges posed by the COVID-19 pandemic forced us to adapt, and thanks to the dedication of our Executive Director and her team, we have weathered these turbulent times and emerged stronger. We have also witnessed a heartwarming surge in new volunteers who are eager to learn, enthusiastic about our community, and committed to our organization's core values.

Yet, as we stand on the cusp of a new era, we are presented with a unique opportunity. We must harness the energy of these fresh faces and ideas to propel us forward. We must also preserve the essence of our cherished traditions while embracing the poten-

tial for growth and evolution. I firmly believe that, as a Board member, I can help navigate this transition and steer us towards a future that is even more vibrant and inclusive.

I must admit that I hesitated to run for re-election. However, I have chosen to do so because I believe that the change we need at the Board level is within our grasp. I ask for your vote because, now more than ever, our membership requires dedicated representation. I have had the privilege of

representing you over the past three years to the best of my abilities, and I am eager to continue doing so. I am committed to working tirelessly to ensure that the Oregon Country Fair thrives and remains a beacon of joy and unity for all.

I am proud to be the first African American to serve as President of this organization in our history. This milestone demonstrates our commitment to diversity and our willingness to embrace change. It is a testament to the values we hold dear. However, it is not enough to be a symbol of progress; we must also be agents of change. My service has been marked by actions that promote inclusivity and equity, and I am dedicated to continuing these efforts.

In conclusion, I stand before you today as a candidate who is passionate about our community, committed to fostering diversity and inclusion, and eager to guide our organization through the challenges and opportunities that lie ahead. I am deeply honored to have served you thus far, and I humbly request your support and your vote to continue this important work.

Together, we can ensure that the Oregon Country Fair remains a place where all voices are heard, all identities are celebrated, and all dreams are nurtured. Thank you for your trust and your continued commitment to our shared vision.

With heartfelt gratitude and belief that Love is always the answer,

Anthony Jackson (AJ)



CANDIDATE STATEMENTS

Jon Silvermoon

541-689-3084 | jon@vipertoons.com



I'm running for reelection to Board of Directors because I believe I can continue to be of service by bringing my nonprofit management and fundraising skills, as well as my commitment to diversity, equity, and inclusion, to bear on the issues we face.

I'm a nonprofit consultant helping three Eugene-based organizations with grant writing, donor development, human resources, financial management, accounting, budgeting, and governance. My 20+ years nonprofit employment experience includes service as an Executive Director with Habitat for Humanity, Operations Manager and Finance and Administration Manager with Friends of Buford Park & Mt. Pisgah, and Administrative Officer with Oregon Social Learning Center.

My Fair involvement began in 1974. I was briefly a crafter, served as a co-coordinator of Community Village, served on the Board and numerous committees, and have performed with my band, The Vipers. I'm currently a co-coordinator of Dog Control Crew, serve on the Archaeology, Diversity, and Land Use Management Planning Committees, and on the Board of Directors for the last two years.

The Fair faces transformative issues: preserving the Fair's essence as we continue to move from an operations to a governance Board, ameliorating the devastating effects anticipated with the emerald ash borer's arrival on the Fair site, adapting to climate change, and confronting the legacy of white supremacy in our community.

One of the most important responsibilities of the Board of Directors is to oversee the Executive Director as they exercise their management duties. That does not mean that the Board micromanages. It does mean that the Board ensures that the Fair is being managed in a manner consistent with our core values which, in my view, are collaboration, the need for consensus, and empathy.

We moved from a General Manager to an Executive Director so that our lead professional could focus on helping the Board improve its governance function, increasing revenue through basic nonprofit resource development work (this includes fundraising), and initiating long-range and strategic planning to guide us. An inclusive strategic planning process focused on reaffirming our shared values and forging a consensus on the way forward can help ensure that preparing for our future will strengthen the ties that bind us together.

We need to remind ourselves that the Fair is more than a music festival and reaffirm and center the vision of Fair Co-founder Bill Wooten in the transformative potential of community building and the importance of crafts in sustaining a local economy.

I helped establish the Emerald Ash Borer work group that is developing a plan to deal with the anticipated devastation this invasive insect will cause when it arrives on the Fair site. (It's now in the Portland area.) We'll lose nearly all our ash trees and the habitat and shade they provide. In developing and implementing a mitigation plan we'll need to make some important decisions. What landscape do we want: the Oak Savannah that was maintained by native peoples or something similar to the ash swale forests we're losing? Should we save some "heritage" ash trees by injecting them with insecticide? Do we selectively log to encourage growth of non-ash trees? What do we do when thousands of ash trees die and need to be removed for safety reasons? Developing and implementing a plan will require the involvement of all the Fair Family and significant financial resources, much of which will need to be raised internally.

In the face of climate change, we have an obligation to future generations and the sustainability of life on Earth to seriously examine and mitigate our contribution to our planet's ills. As regards the Fair's 2025 goal of being carbon neutral, as the saying goes, we need to "walk our talk" no matter how difficult that may be. We need to wean the Fair off of fossil fuels. We need to address limits to growth without burdening participants with increased costs or closing ourselves to new people.

I strive to be an ally of those who are underrepresented, marginalized, or experience discrimination. I am committed to listening to the voices of people of color, disabled individuals, LGBTQ+ individuals, and other marginalized people, to learn from them, and to help get their voices heard in order to make our Fair a more just, diverse, equitable, inclusive organization.

As we tackle our challenges, I hope we avoid divisive and vicious rhetoric and instead manifest our better selves by addressing differences with respectful dialogue seeking understanding and common ground. In that spirit, I ask for your vote.



CANDIDATE STATEMENTS

Jon Steinhart

ocfbod@fourwinds.com



A Board of Directors sets policy. At its best, a board is proactive, providing strategic direction and addressing issues while they're easily manageable. A well-functioning board is essential for the health of an organization.

Few Fair participants follow the year-round internal politics. Unfortunately, the Fair's future is uncertain and is threatened by ongoing Board dysfunction. I ask that you consider the qualifications that I bring, and the concerns that I'm sharing, and vote for me even if you don't have direct knowledge about these issues.

Watching our board meetings I've observed some of our current board members obstructing almost all business. Whether it's "needing more information" that they didn't bother to get, or "not having enough time to consider" motions that were available for months, they're just not doing their jobs. These same board members, having previously supported delegating operations to management, have since repeatedly and inappropriately interfered with operations. Some of these same board members enabled the corrosive drama around our Diversity Committee that undermined our DEI efforts rather than doing their jobs as directors by holding the committee to its charter and enabling progress. This counterproductive behavior included wasting money and time by calling a special board meeting on July 16th, 2023 that had no business on the agenda. Whatever the motivation for calling that meeting, it didn't benefit the Fair.

Though not readily apparent during our annual celebration, this performative political behavior is just not good for our organization. It needs to change.

Please don't just rely on social media, your friends, or me. Watch the videos at <https://www.youtube.com/@ocfbodmeetings4680>.

I'm running for the board in hopes of replacing one of these board members because I love the Fair. I'm not bringing a personal agenda other than looking after the Fair's interests.

My family and I have volunteered for decades and want the Fair to continue. Board members preventing our necessary business from getting done jeopardizes the continued existence of the Fair.

Chief among this business is guiding us through changes that are necessary due to our years of uncontrolled growth. Prior boards enabled growth without planning for the consequences which include preserving space for the public, increased costs from having more

of us on site, and the conflicts that result both from overcrowding and generational change. Our growth-related issues have been ignored for so long that addressing them is going to be more painful than it would have been had we dealt with them in a timely manner.

For example, we need to find a balanced solution to the conflict between acoustic and amplified performances. Among the things that the Fair does best is to provide an environment that enables people to be creative. The sound footprint of amplified music is overwhelming the environment

and eclipsing acoustic performance. It's important that we find a way to support all forms of creativity, possibly by having separate loud and quiet spaces.

The Fair's growth, COVID, and the popularity of competing events has stressed us financially. We need to chart a path that gets us back to where we can engage in the philanthropic part of our mission.

I've been involved behind the scenes at the Fair for more than three decades. I pioneered the use of computers and the internet for crew staffing. This year I facilitated getting over 11,000 people onto crew lists. I get things done that need doing. I've had the opportunity to interact with almost all crews and would bring this deep knowledge to the Board.

I bring a strong connection to the land. My farm is much closer to where the Emerald Ash Borer has been found than the Fair. I'm already working on selecting alternative trees to plant this winter. The Fair needs to do the same. The Board doesn't need a report on this every month; it needs a plan.

I would also bring my decades of experience at collecting facts and synthesizing solutions learned as a practicing engineer and manager. Understanding problems is essential to finding solutions.

Clear and transparent communication is important for a large organization like ours. I have those skills as both an author and educator.

I believe that my skills will compliment those of the other productive board members, to protect and get the Oregon Country Fair moving in the right direction again.

Please contact me if you have any questions. Let's end the dysfunction on the Board so that we can safeguard our organization and move forward with joy in our hearts.



CANDIDATE STATEMENTS

Teresa Vaughn

teresa@walkercreek.org



Fellow Fair Folk,

Teresa Vaughn, Spoken Word Stage Coordinator. Well, there is no place like the Oregon Country Fair. This event, which continues the thousands of years old tradition of people gathering annually to exchange goods, see old friends, make new ones, learn from each other, be healed from a year of living our lives, and well . . . just “be” together is so important to so many. And behind every joyful moment of art and creativity, there are policies and procedures and thousands of people making things happen. I know how critical this foundational work is.

I bring over 30 years experience of serving on non-profit boards in the arts and in community living. In fact I live in an intentional community called Walker Creek in the Skagit Valley. I have served as President, Treasurer and Director for the Evergreen Land Trust Board, the first Community Land Trust of its kind. Our organization is the birthplace of the Tilth movement, the organic certification movement and Cascadia Farms. I have collaborated with others to write bylaws, review policies, manage lawsuits and manage our 8 properties in Washington state. I have worked with other non-profits and written grants for META Performing Arts, written the founding bylaws and policies for the Theater Arts Guild, created and run I Can Fly Productions which produced over 25 children’s plays. I have worked for many years with at-risk youth during and after incarceration with Voices of the Valley and for the Confederated Salish and Kootenai Tribes in Montana. I partnered with Voices of the Children to create an artistic poetry and artistic collaboration between unhoused children in the Skagit Valley and refugee children at the Zaatari Camp in Jordan. I have worked with several other festivals over the years including the LGBTQ+ event Women Go Wild (Davis, California), Dancing Dragons (southern Washington), and the Great Peninsula Future Festival (Port Gamble, Washington). On a personal note I am a writer, a former brown belt in Shotokan karate, a lifeguard, a speaker of Spanish, French, American Sign Language and English, and have walked across Spain, France, Italy, Austria, Slovakia, Slovenia, Hungary, Croatia, Portugal and England.

I am extremely proud of being a part of the Spoken Word crew. We work to foster conversations about diversity and equity. We bring in voices of populations that have not always experienced a warm welcome in

mainstream systems and sadly, even the Oregon Country Fair. I have been an anti-racist and LGBTQ+ activist since high school. I have served on the Diversity and Equity committee in my school district and worked to change the systems that create and foster inequality in access to a rigorous education. These systems are difficult to change, but I know it can be done. We are making great headway in the Mount Vernon Public Schools and are considered at the forefront of this movement. I have participated in

countless difficult but necessary conversations about race and gender inequity. I run the Pride Club at my middle school. I believe this is THE work of our generation. And I believe the Oregon Country Fair can be a leader in making systemic changes that foster allowing everyone a place at the table. A table that will be much richer for this effort.

As a public educator, I would love to see the expansion of our educational outreach programs. I would love to collaborate with others to help with a financial infusion into our educational areas to keep them vibrant and up-to-date. I would like to support the work already started by members of the Board in regaining our financial health lost during the pandemic, expanding our philanthropic programs that give back to our local community and encourage the arts year round, and update our systems where efficiency would create a better experience for the Fair family and the public. I am also committed to learning more about the Emerald Ash Borer and how we can work together to manage the potentially devastating effects on our site.

My years creating other festivals, working in education and leading other non-profit Boards have taught me that

- this work requires collaboration,
- it requires trusting those crews and committees who have done the research and have the expertise required for the task,
- it requires hard work,
- it requires compromise and patience,
- it requires a balance between long term goals and flexible short term strategic plans, and
- it requires listening to each other with respect.

I LOVE the Country Fair. I am ready to give back.



**CANDIDATE
STATEMENTS****Saskia Whitson**

Please contact by looking up Saskia Whitson on Facebook.

I run a Bad Advice Booth, and in order to hone my skills, I must make mistakes. And I guess this is today's mistake.

I, Saskia J Whitson, am running for the Oregon Country Fair Board Of Directors.

I may be a joke of a candidate, but sadly I am probably objectively better for this organization than some of the actual serious contenders. A vote for me is a vote for not taking this annual party so seriously



that we end up standing on desks and screaming at eachother. A vote for me is a vote for pranksters and silly little guys who just want to build a fun fort in the woods. A vote for me is a vote for uncomfortable truths that might keep you up till the wee hours of the morning.

(You probably should not vote for me.)

Let me be the Vermin Supreme of OCF. I will bring my own boot.





OCF Annual Meeting
Saturday, October 14, 2023 – 6:30pm

The Annual Meeting will be a hybrid meeting. It is being held at the Longhouse at LCC. You can also attend via Zoom and it will be available for viewing on YouTube livestream.

Zoom meeting link:

<https://us06web.zoom.us/j/81884987601?pwd=MFh0MjllSnBEQ1N0UWN5V2cxUm5lUT09>

Meeting ID: 818 8498 7601 Passcode: 382911

Please visit oregoncountryfair.net, for more information about connecting online or via phone.

AGENDA

Welcome/Agenda Review — AJ Jackson, President

State of the Peach — Kirsten Bolton, Executive Director

Treasurer's Report/Annual Financial Report — Hilary Anthony & Lynda Gingerich

EAB Work Group Report

Feedback Report — Jen-Lin Hodgden

Candidate Presentations — AJ Jackson, President

Format

- Each Candidate has 6 minutes to use as they please
- A Candidate can invite questions from the attendees
 - If audience has a question, raise your hand or Zoom hand
 - Facilitator will moderate hands
- Facilitator will provide a 30-second signal that the 6 minutes is nearly up

Order of Candidates (this is not the order they appear on the ballot. They are alphabetical by last name):

- Pending names
- Candidates from the Floor

Conclusion — AJ Jackson, President

UNDERWRITERS

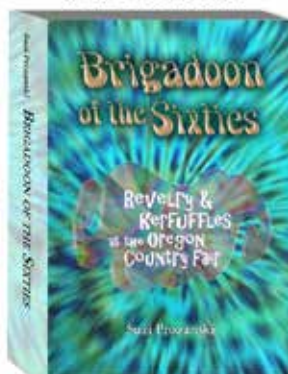
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We accept UnClassifieds up to 30 words for \$5 each, per issue. Send listing with \$5 to O.C.F.-F.F.N. 442 Lawrence St. Eugene, OR 97401. For questions, information about display underwriting and to submit listings, Email: ffnunderwriting@gmail.com

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 Please email lostandfound@oregoncountryfair.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.

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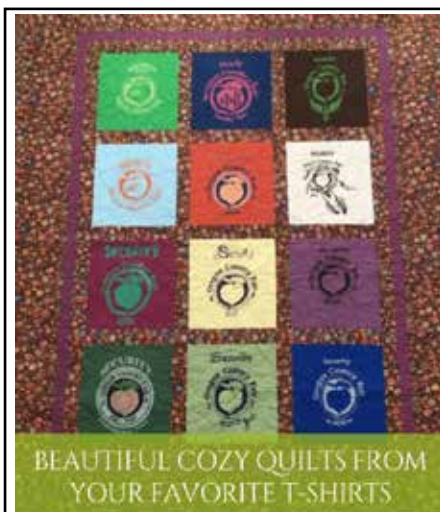
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9/22 - Cupkake
9/23 - 22 & Good For You: Taylor Swift & Olivia Rodrigo Dance Party
9/24 - Laundry, Growing Pains, Verb8im
9/28 - MONSTERWATCH, Novacane, and Ogre
9/30 - David Arkenstone & Friends
10/1 - Ben Bailey
10/5 - Sueco with special guest 44Blonde
10/6 - Marc E. Bassy
10/7 - Flamingos in the Tree with sundiver ca
10/12 - Keller Williams
10/15 - Circles Around the Sun

Photo © 2019 Hannah Miller





**Board of Directors Meeting
September 11, 7 to 9:15 pm**

(Subject to approval by the Board at the October Board meeting)

Zoom remote online and live streamed on YouTube

YouTube recording link:

<https://www.youtube.com/watch?v=Qm-5bsjpU88>



Board Directors present: Sandra Bauer (VP of Philanthropy and Fund Development), George Braddock, Paxton Hoag, Tom Horn, Anthony “AJ” Jackson, (President, VP of Membership Engagement and Services), Jon Silvermoon, Lisa Parker (VP of Bylaws and Policy), Kevin Levy, Ann Rogers, and Sue Theolass. Absent Board Members: Arna Shaw, John Alexander. Other Board officers present: Hilary Anthony (Co-Treasurer) and Stephen Diercouff (Secretary). Staff present: Kirsten Bolton (Executive Director), Mark Malaska (Co-Event Manager), Alex Zabala (Office Assistant), and Anna DiBenedetto (Board Scribe).

The meeting was facilitated by Mauricio Valadrian.

The minutes of this Board meeting are presented with motions and votes without detailed discussion. The entire meeting, including discussions, can be viewed on the YouTube recording at <https://www.youtube.com/watch?v=Qm-5bsjpU88>.

Announcements

Stephen: International ballots (for the OCF Board election) were sent last Friday, Alaska and Hawaii ballots went out today to give extra time. This weekend there is an election work party to get ballots sent out on Monday. If anybody wants to get more involved, we would love some help this weekend preparing ballots due to short staffing. Contact elections@oregoncountryfair.org if you're interested in helping. The deadline to sign up as member is September 21 to vote in this election. The Get Out the Vote Candidate Forum will be October 1 from 4 to 7 pm. You can email questions to candidates at gotv@oregoncountryfair.org ahead of the forum.

AJ: The Board has had three closed sessions since last Board meeting. Topics were personnel and real estate and one vote was taken.

Ann: Elders have a retreat on September 16. The business portion will run 10 am to 1 pm followed by a potluck and a walk around the Fair. Look at the dot-net site for more information. Fifty years ago today was the day the Chilean military coup took place, that resulted in people being disappeared, murdered and exiled, which negatively affected some of our families.

AJ: Today is anniversary of 9/11, so take a moment to acknowledge those who passed and families that continue to be affected by what happened on that day.

Minutes Review

(YouTube video: 0:06:13)

Lisa moved and Tom seconded to approve the minutes of the August 7 meeting.

Jon Silvermoon: Does not believe the minutes are an accurate reflection of what happened at the meeting and won't be voting to approve minutes until they are changed.

Stephen: Learned of a motion prior to his service as Secretary to change the format of the minutes to include summaries of arguments for and against motions, so this may satisfy Jon's concerns.

The motion passed: 8-0-2; Jon Silvermoon and Ann abstained.

Agenda Review and New Business

(YouTube video: 0:10:50)

Sandra moved and Tom seconded to approve the September 11 agenda.

Sandra moved to table the Best Practices item until next month, due to Arna's absence.

Jon Silvermoon moved and Sue seconded to add New Business: Use \$5,000 from the Board Change line item for a \$5,000 Silver level sponsorship of "Transformación," a gala benefit for PCUN (Pineros Y Campesinos Unidos del Noroeste — Northwest Tree Planters & Farmworkers United) to be held on November 10, 2022. Jon said Reyna Lopez from PCUN contacted Kirsten and him after the two-week deadline to add New Business and he wanted to add the item so that the membership would know it would be discussed and that Reyna would know also rather than inviting her to a meeting without positively knowing it would be discussed. AJ said he will pull his co-sponsorship if we put it on today's agenda because he had agreed to put it on New Business in October and move it from New Business to Old Business at that meeting, but does not want to skirt the rules, which is not equitable. Ann said time-sensitive issues need to be able to be addressed in this way. Lisa said that Jon is requesting an exception to the rule. Jon pointed out that he had emailed Stephen that the Board could choose to make an exception to the policy at September's meeting so that the membership knows that it will be on the agenda.

The motion to add New Business failed: 5-4-1; Sandra, Tom, AJ and Kevin opposed; George abstained.

The motion to approve the September 11 agenda passed: 10-0.

Member Input

(YouTube video: 0:36:36)

Steven "Grumpy" Gorham: Can you tell us what was voted on during the executive session? AJ said that when the Board is in discussion about real estate, personnel or legal matters, we do not report out anything more than the fact that meeting(s) took place and if a vote was taken.

Staff Report — Executive Director

Administration:

Alexis Maddock has been transferred to the position of Site and Facilities Manager. He is an excellent fit for this position as he brings years of experience in construction management and 30-plus years as a volunteer. I have posted the open Event Manager position. Resumes will be accepted through October 6, 2023, at 5 pm. A Hiring Council, which will include BUMs, will be created to review resumes and conduct interviews.

The Board of Directors Election is October 21, 2023. September 21 is the deadline to register to vote in this election. The Annual Meeting is October 14 at 6:30 pm at LCC Longhouse. Ballots are due at the Eugene office by 8 pm on October 21. The Candidate Forum is scheduled for October 1 at 4 pm via YouTube. Please email your questions for candidates to gotv@oregoncountryfair.org.

Renewed the Trademark of "Oregon Country Fair," Trademark #4583572. It will take five to six months to be approved and once approved, it will be good through August 12, 2034.

The League of Oregon Cities is having a convention in Eugene and has selected our site for a Tour on October 13 from 9 am to 12 pm.

Renewed our Sam.gov account through October 2024. This is the site that qualifies us for Federal grants.

Financials:

We received an insurance payment of \$151,000 for the loss of the Winery House.

Our ATMs at the Fair issued \$957,000 dollars this year; last year it was \$700,000.

We passed our SVOG (Shuttered Venue Operators Grant) audit and all documentation has been submitted to the Federal Audit Clearinghouse and the Small Business Administration. A copy of the audit findings is included in the Board packet.

I am happy to report that we don't have to give back any money and that we spent it all in accordance with the grant requirements.

The 990 and CT-12 Tax filings are almost complete and will be provided to the Board at the October Board meeting.

Expenses are still coming in and we won't know the full financial picture until after September 30, which is the last date coordinators can submit reimbursement for expenses associated with the 2023 Fair.

Budget season has begun, and a Coordinator Meeting will be held on September 20 from 6 to 8 pm via Zoom to answer questions and explain the process.

We will be changing the denomination of the Food Vouchers this year and are asking all Coordinators to give feedback on their shift schedules and food voucher allocation by October 31, 2023, to help guide the decision on the best way to change this. We can't keep printing 100,000 food vouchers, it is costly and no printer wants to do it for us anymore.

Event Management:

The Teddy Bears Picnic was a success. The weather was perfect, in the mid-80s! Thank you to all the volunteers who came out to enjoy the picnic and thank you to the volunteers who helped put it on!

The annual Beaver Open took place September 1 – 4. The weather was wet, but the tournament was a success.

The annual Elmira High School Track Meet is scheduled for Thursday, September 14. Up to 500 youth from around the state participate.

The new OCFISD (OCF Information System Database) project is underway. Meetings are being held with coordinators and others to determine functionality needs. We anticipate rolling it out in first quarter 2024.

Site:

The compost slab is slated to be poured at the end of September. The Winery House debris from the fire has been removed, trenching for electrical and water is complete, and a new power pole is being installed. Site cleanup is still underway.

Marketing:

The 2023 Commemorative Sales hit the highest revenue ever achieved. Be sure to check out our merchandise site at merch.oregoncountryfair.org. Items that sold out at the Fair are being reordered. All of our posters are available for reprint. We will do a fourth-quarter merchandise sales push. Fourth quarter direct donor campaign will launch October 1.

The Guideline change form will go live November 1 and close December 15.

Purchased a computer from Next Step for \$100, after the \$500 nonprofit discount, to host Fair TV which is the archived live stream and historical video of the Fair. You can watch it on the .net site. We hope to have a public channel featuring Main Stage archival footage soon.

Culture Jam was a huge success. Congratulations to Jans and his team for bringing it back in 2023.

Treasurers' Report

(YouTube video: 0:44:50)

Hilary: SVOG (Shuttered Venue Operators Grant) Audit Report is opinion that comes from CPAs that audit us. Huge shout out to Alex, Kirsten and Norma for their work on this financial cycle. Whole thing has gone very smoothly, and it helped us tremendously.

The Board gets monthly draft financial statements, which are a work in progress. By September 30, all outstanding bills will be reconciled. Toilet bill still outstanding. We regained market losses in our Endowment funds. Received a distribution of \$26,000 from the Endowment, making it look a lot better than last year.

Food voucher denomination change will be a huge change. We have 100,000 food vouchers that went out last year, printer won't print more than that, so if we redenominate from \$3 to \$5 or \$10, that's different than changing value per hour, we will no longer have one food voucher per hour, which is a big change from how we allocate hours. We're asking Coordinators to submit crew schedules to revalue food vouchers. Should it be per shift rather than hour? We don't want to cut people short on food vouchers, but it will take some work to figure out a new way to conceptualize.

Committee and Working Group Reports

Committees should send their reports to Vanessa (vanessa@oregoncountryfair.org), to be posted on the .net site and included in the Board packet.

Emerald Ash Borer Work Group: Ann said the group needs to reconvene with Alexis and they are keeping strong tabs on current conditions of Emerald Ash Borer, which is still confined to Washington county. There are strict regulations on movement of firewood, including a \$10,000 fine among other conditions. Hoping to have a work session with the Board after the election. Paxton said first steps are education and looking for Ash trees in your neighborhood. The Path Planning web page has a lot of information where folks can educate themselves. Jon reported that the Board work session would be the third Monday in November (November 20).

Old Business

(YouTube video: 0:53:29:)

Committee Best Practices Work Group — Manual Revisions Recommendations (Arna & Sandra)

Tabled until next month.

Elders Eligibility Work Group Recommendation (Sandra & George)

Sandra moved and George seconded to approve the Elders Eligibility Work Group recommendation for the process for raising the Elders eligibility to age 60.

We recommend a 10-year plan that would gradually increase age eligibility every two years, over a 10-year period. If implemented now, an applicant would need to be at least 56 years of age for the 2024 and 2025 Fairs. They would need to be 57 years of age for the 2026 and 2027 fairs, 58 years of age for the 2028 and 2029 fairs, and 59 years of age for the 2030 and 2031 fairs and 60 years of age from 2032 and after. No one is delayed longer than one year till age 60 is reached.

Potential Elders with health issues that interfere with their ability to perform their volunteer duties from 55 to 59 years of age would be eligible for the Compassion Pass program managed by the ED. The passes would be paid for at the same rate as the Elders passes. There would be a yearly application for Compassion Passes and they are eligible until the age of 59 as long as they cannot perform their volunteer duties. A Compassion Pass would count as part of the 20 years needed to become an Elder. Medical records or doctor referrals are not required.

Ann offered a friendly amendment to push each year forward one year. Sandra and George accepted the amendment.

Member Input:

Hilary: Thanks to everyone for their work on this. There isn't an expectation that this will be a radical change, but it will help get a handle on growth. Some people don't get their Elder pass

when they turn 55 now. But Elders population is growing quickly, so we do need to make this change to control the Elder population. It hasn't leveled off yet. Encourages passing this.

Jonathan Pincus: Lots of conjecture about this program. Jerry Schultz put together a comprehensive study of this issue and his analysis showed that this change will make a negligible change in our population, while it will harm a few Elders here or there. Thank you for compassion impact, but young people trying to come up at Fair and efforts to diversify will suffer due to this change. This motion is addressing a problem but not the right one. In some ways we are lacking in crew, including Elders who help out. Encourages voting no on this motion. It will retard efforts to diversify and bring up young members.

Craig Smith: Encourages Board to vote for this. It's a well thought-out plan. Member of several committees and work groups. It has been slow and methodical and it's time.

Board Discussion:

Paxton: Started Elder program around 2002-2004. They thought population would level out around 800, but it has doubled instead. Supports this motion. It has been a work in progress for several years. Survey that Jon Pincus mentioned solidified that most people don't apply for Elders until they are closer to 60 anyway.

Ann: In her friendly amendment, she had listened to folks she lunched with at Main Camp, who were turning 55 after 25 years of participation and they were concerned. Everybody can read Jerry's study of the Elders on the Elders Committee web page.

AJ: This was a process as we started dealing with trying to address population growth. Kudos to Elders Committee for continuing to struggle through this. Lots of good ideas and conversations discussed amongst committee member volunteers.

Sandra: Thanks to Elders and liaisons. Many discussions have been had over the years. Bigger concern and possible misconception is that they didn't take great care to not let anyone be affected by more than one year's eligibility, which is a gentle approach. They worked on it for a year and half to two years. Hopes you will support it.

Jon Silvermoon: Will vote yes but doesn't think it will deal with the underlying population question. A lot of folks apply to be Elders but continue to get their passes through their booth or crew and are waiting until their 60s or 70s to take their Elders pass. The issue is not the number of Elders but the number of people taking Elders passes. Believes the number of new volunteers being brought on could affect future Elder numbers more. Maybe check actuarial tables.

The motion to approve the Elders Eligibility Work Group recommendation for the process for raising the Elders eligibility to age 60 as amended:

We recommend a 10-year plan that would gradually increase age eligibility every two years, over a 10-year period. If implemented now, an applicant would need to be at least 56 years of age for the 2025 and 2026 Fairs. They would need to be 57 years of age for the 2027 and 2028 fairs, 58 years of age for the 2029 and 2030 fairs, and 59 years of age for the 2031 and 2032 fairs and 60 years of age from 2033 and after. No one is delayed longer than one year till age 60 is reached.

Potential Elders with health issues that interfere with their ability to perform their volunteer duties from 55 to 59 years of age would be eligible for the Compassion Pass

program managed by the ED. The passes would be paid for at the same rate as the Elders passes. There would be a yearly application for Compassion Passes and they are eligible until the age of 59 as long as they cannot perform their volunteer duties. A Compassion Pass would count as part of the 20 years needed to become an Elder. Medical records or doctor referrals are not required.

The motion passed as amended: 10-0.

(YouTube video: 1:14:37)

Lisa moved and Paxton seconded to establish an Oregon Country Fair Board of Directors Rules of Order (John Alexander, Sandra Bauer, George Braddock, Paxton Hoag, Tom Horn, Anthony Jackson, Kevin Levy, Lisa Parker, Ann Rogers, Arna Shaw, and Sue Theolass).

Whereas a common understanding of the Rules of Order is necessary for the Oregon Country Fair Board of Directors to function fairly and efficiently; and Whereas the Board has not adopted a standing set of Rules of Order; The Board resolves that in matters of meeting process the Board will follow (in order):

- 1. The Oregon Nonprofit Corporation Act (ORS65) and the Bylaws of the Oregon Country Fair, using the stricter rule when both statute and bylaw address the matter,**
- 2. Official Board Policies, as embedded in the forthcoming OCF Rules of Order,**
- 3. Established local custom,**
- 4. Robert's Rules of Order as the authority of last resort when all the above are silent on the issue;**

The Board further resolves that the Board will:

- 1. Create an ad hoc Rules Committee, whose term coincides with the current Board term and can be extended by the incoming Board during its term,**
- 2. Appoint members to the Committee, and**
- 3. Refer matters of process to the Rules Committee for their recommendations on Board meeting process policy;**

The Board further resolves that, after a Rules of Order is adopted, the rules will be reviewed at every Board retreat so the incoming members will be familiar with them, and refer any desired changes to the Rules Committee at the first meeting of the new Board.

Member Input:

Steven Berkson: Doesn't have a problem with word "stricter" but does recommend adopting Robert's Rules of Order. All rules must comply with jurisdictional laws; it doesn't need to be specified. If you want to do something different, Robert's Rules allows for making exceptions. It is not ideal to make Robert's Rules of Order the last resort.

Jonathan Pincus: Likes the wording of the motion, recognizing that we do things differently than most organizations.

Board Input:

Paxton: Has been to many Board discussions off and on at retreats and we have regularly rejected full compliance with Robert's Rules of Order. Paxton doesn't like having it as a last resort,

but if it has to be somewhere, that's the spot for it. When things work well, it's when we agree to abide by a set of rules. We agree to work together instead of against one another.

Jon Silvermoon: Thinks it's OK to use Robert's Rules in the interim. Did research and discovered different rules of order. Maybe we should research more to find one that more closely aligns with our culture. If incoming Board doesn't extend terms, nobody to refer changes to, which is awkward language. Thinks it's important that all Board members have a say in creating rules.

Offered friendly amendment that either makes Board members automatic members of the Rules committee or says that any Board member that attends the Rules meeting would have full rights of membership when they attend.

Lisa would accept first version of friendly amendment. Paxton accepted.

George: Always reluctant to create new committees. Could this go into an existing committee, such as Best Practices?

AJ: Not sure he likes the change because it doesn't prevent Board members from going in and out of the process and affecting progress.

Ann: Board members would all be eligible to serve on the committee.

Paxton: Generally, we're working on rules for the Board, and it behooves all Board members being involved in the discussions.

AJ: Why do we even need a committee if all Board members are on it? Then it would just be work done at Work Session.

Lisa: Likes that Board members are not mandatory participants, but the option is available.

Paxton: Sees this as formalizing what we have done at Board retreats in the past.

Sandra: Doesn't think another committee can do this work.

AJ: Moved and George seconded to table this issue until next month, since there are so many outstanding comments.

Motion failed: 4-6: Ann, Sue, Jon Silvermoon, Paxton, Tom and Sandra opposed.

Lisa: the reason this motion has come forward is due to difficulties on the Board that she believes arise from a lack of common understanding.

Sandra moved and Lisa seconded extending the meeting by 15 minutes.

Motion passed 10-0.

Sandra: Board Committee (which might include experts who are not Board members) vs. Committee of the Board — they are different.

Kevin: Likes what Sandra was saying about best of both worlds with Board committee, which includes experts.

Lisa: Committee makes recommendations, doesn't vote on things. The Board would still be the voting body. Participation would be optional.

Member Point of Inquiry:

Steven Berkson: Committee of the Board is a subset, rather than Board committee. If you have a Committee of the Board, you meet legal requirement of the Board, so you'd have to follow all those rules.

Paxton: agrees with Sandra that it should be a Board Committee rather than Committee of the Board. Create ad hoc Board Rules committee whose term coincides with their term.

Lisa: Offered a friendly amendment to clarify that the members of the committee are Board members. Paxton agreed.

Kevin asked if the motion as amended would meet Steven Berkson's concerns.

Lisa: Committees can set quorum requirements. Board quorum is currently seven. When the committee is formed, they can set quorum appropriate for the committee membership, which would not necessarily mean the Board had a quorum just because the Committee had what would be considered a quorum. Stephen concurred that as long as they don't take any votes, other than to refer a vote to the Board, they could legally meet that way.

The motion to establish an Oregon Country Fair Board of Directors Rules of Order **as amended:**

Whereas a common understanding of the Rules of Order is necessary for the Oregon Country Fair Board of Directors to function fairly and efficiently; and Whereas the Board has not adopted a standing set of Rules of Order; The Board resolves that in matters of meeting process the Board will follow (in order):

- 1. The Oregon Nonprofit Corporation Act (ORS65) and the Bylaws of the Oregon Country Fair, using the stricter rule when both statute and bylaw address the matter,**
- 2. Official Board Policies, as embedded in the forthcoming OCF Rules of Order,**
- 3. Established local custom,**
- 4. Robert's Rules of Order as the authority of last resort when all the above are silent on the issue;**

The Board further resolves that the Board will:

- 1. Create an ad hoc Rules Committee, whose term coincides with the current Board term and can be extended by the incoming Board during its term,**
- 2. At the time the Board makes appointments to the Committee, any Board member wishing to be on the committee shall be automatically appointed.**
- 3. Refer matters of process to the Rules Committee for their recommendations on Board meeting process policy;**

The Board further resolves that, after a Rules of Order is adopted, the rules will be reviewed at every Board retreat so the incoming members will be familiar with them, and refer any desired changes to the Rules Committee at the first meeting of the new Board.

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

New Business

The Board of Directors approves the Amended Bylaws of the Oregon Country Fair, as submitted by the OCF Bylaws Committee. (AJ Jackson & Arna Shaw)

Meeting Evaluation*(YouTube video: 2:10:14)*

Last round for the good of the Peach:

Jon Silvermoon: Appreciates Board working together to pass two motions.

Lisa: Thank you Mauricio for facilitating, it's not an easy job with this bunch. Appreciates the Board getting the work done today.

Sandra: Please facilitate from Spain. Thanks!

Upcoming Board Work Session: By-Laws Revisions: Monday, September 25, 7 pm via Zoom

Next Board Meeting – Monday, October 2, 2023, 7 pm via Zoom

President's Peace*(YouTube video: 2:12:51)*

AJ: We made it through. Thanks everybody. Two words come to mind: forgiveness and change.

Forgiveness: I believe this is where we need to start to begin the healing process; it's a hard thing to do. People must forgive themselves before they forgive others. I will be first to give myself a little grace for mistakes I have made. I aspire to be better with each moment. Change happens in that way, when people decide to do something as an individual and let it spread to others. Hopes we move forward from this meeting giving ourselves some grace and beginning the change.

